THE INDIAN LABOUR YEAR BOOK 1949-50

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Fourth Year of Issue

PREFACE

This is the fourth issue of the Indian Labour Year Book. While its general scheme has been kept intact it was felt that instead of dealing with Housing in the Chapter relating to Welfare a separate Chapter should be devoted to it in view of the growing importance being attached to the question of industrial housing. Housing legislation has also been dealt with for the first time in the Chapter on Legislation.

Owing to recent constitutional changes it has been found possible to obtain and utilise more data for the former princely States many of which are now designated as Part B States and some as Part C States. It is important, however, to remember that only a beginning in this direction is being made and that the information incorporated in this issue is not complete in the case of many of these States nor is it possible to make comparisons with previous years in the absence of the necessary material. Since, however, with the integration of these States with the Indian Union they now come within the purview of the scope of the activities of the Labour Bureau it may be possible, in course of time, to obtain and utilise fuller information relating to these States. This year we have also been in a position to publish the provisional results of the Agricultural Labour Enquiry which is being conducted by the Ministry of Labour thus enabling our readers to get an idea of the comparative level of agricultural wages in the various parts of the country.

Judging from the demand for copies of the Indian Labour Year Book, both in this country and abroad, it seems that the Year Book has now found a permanent place in labour literature. It is obvious that work of this kind can be improved only if critical comments are forthcoming from its readers but few such have come to our notice so far. There is always a tendency for books of reference of this kind to grow in size and an attempt is, therefore, being made to keep the size of the Year Book more or less the same from year to year although this is not being done at the sacrifice of essential information.

As usual much of the information incorporated in this volume is based on the material supplied by the various State Governments, Ministries and offices of the Central Government employers.

MADRAS

and employees' organisations, etc. Considerable use has also been made of published sources of information. Wherever possible an attempt has been made to check the information on the spot although this has not been found feasible to any considerable extent in view of the limited staff resources of the Labour Bureau.

I am deeply grateful to all those who have, in response to the Labour Bureau's questionnaires and letters, supplied the requisite information at considerable personal inconvenience. To them my thanks are due. I must not, however, fail to acknowledge the great debt I owe to the silent workers in the Labour Bureau who have toiled for months in analysing the material received and putting it into a presentable shape.

S. R. DESHPANDE,
Director.

LABOUR BUREAU,
Simla 22nd May, 1951

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CHAPTER I

EMPLOYMENT, EMPLOYMENT SERVICE AND TRAINING

1. Employment

According to the population census of 1931, about 42 per cent. of the population in this country were gainfully occupied. Of these, over two-thirds were connected with agriculture while the rest were engaged in industry, commerce, transport, services, etc*. Serial statistics of employment are available only in respect of certain organised sectors such as factories, mines, plantations, railways, posts and telegraphs, etc., the employment in which forms but a small proportion of the total gainfully occupied population. According to the latest statistics available and other information collected, there are, in the Indian Union, about 28½ lakhs of workers in factories, 5 lakhs in mines, 11½ lakhs in plantations, 14 lakhs in Railways (including some 5 lakhs employed in the contractors' establishments) nearly 2 lakhs in Posts and Telegraphs, about 4 lakhs in the Central Public Works Department, about half a lakh-in ports and about 3 lakhs on ships†. Certain information is also available in regard to the employment in municipal services, nationalized transport services, etc. The available data are discussed in this section.

FACTORIES

Under the provisions of the Factories Act, registered factories submit annual and half-yearly returns on employment to the Chief Inspectors of Factories in the various States. Consolidated returns showing industry-wise figures of employment in the State are furnished to the Labour Bureau by the Chief Inspectors of Factories in prescribed forms. All-India figures are compiled by the Labour Bureau and are published in the *Indian Labour Gazette*. The following table shows the number of factories covered by the Factories Act and the average daily number of workers employed therein during 1929 and annually since 1939. The figures for 1947, 1948 and 1949 relate to the 9 Part A States of the Indian Union and the centrally administered areas of Ajmer, Delhi, Coorg and the Andaman and Nicobar Islands while the earlier ones relate to pre-partition British India.

The statistics for 1949 are somewhat wider in coverage than those for the previous year for various reasons. Firstly, the merger of some of the former princely States with some of the former Provinces brought under the jurisdiction of the latter larger areas and consequently a considerable number of additional factories. The 1949 figure for Bombay, for instance, covers merged States such as Baroda and Kolhapur. Secondly, the Factories Act, 1948, which came into force on 1st April, 1949,

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* Similar figures for 1941 are not available.

† The actual employment of seamen at any time is, however, only about 60 thousand.

TABLE I

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE AVERAGE DAILY NUMBER OF WORKERS EMPLOYED THEREIN, 1929 AND 1939 TO 1949

Year	Perennial		Seasonal		All Factories	
	No. of Factories	No. of Workers	No. of Factories	No. of Workers	No. of Factories	No. of Workers
1929 ..	*	*	*	*	7,153	14,55,092
1939 ..	6,943	14,60,314	3,523	2,90,823	10,466	17,51,137
1940 ..	7,320	15,48,021	3,599	2,96,407	10,919	18,44,428
1941 ..	8,175	18,50,081	3,693	3,06,296	11,868	21,56,377
1942 ..	8,846	19,80,970	3,681	3,01,318	12,527	22,82,288
1943 .	9,533	21,37,922	3,676	2,98,390	13,209	24,36,312
1944 ..	10,347	22,27,240	3,724	2,95,513	14,071	25,22,753
1945 ..	11,125	23,66,152	3,636	2,76,797	14,761	26,42,949
1946† ..	11,011	20,61,873	3,194	2,52,714	14,205	23,14,587
1947‡ ..	11,759	20,45,573	2,817	2,29,116	14,576	22,74,689
1948‡ ..	13,120	21,23,624	2,786	2,36,577	15,906	23,60,201
1949‡ ..					19,829	24,33,988

brought into its fold a number of small factories not covered by the previous Act§. As a result of these changes, the number of factories on registers increased during 1949 by nearly 4 thousand or about 24.7 per cent. compared to the previous year. The total employment figure, however, increased only by a little over 70 thousand, or 3.1 per cent. as most of the factories newly registered were small in size, while in the principal organised industries such as cotton and jute there has actually been considerable reduction in the quantum of employment on account of closure and retrenchment due to shortage of raw materials, accumulation of stocks, financial difficulties, etc.

* No distinction was made between the perennial factories and seasonal factories.

† Figures exclude the Punjab and the N.W.F.P.

‡ These figures relate to the former Provinces of the Indian Union while the previous ones relate to pre-partition British India. The figures for the Andaman and Nicobar Islands have also been included.

§ The Act of 1934 covered factories employing 20 or more workers and using power. Some of the factories employing 10 or more workers were notified. The Act of 1948 covers factories using power and employing 10 workers or more as also those not using power and employing 20 workers or more. Certain smaller factories were also notified.

Table II shows the number of factories and the number of workers employed therein during 1948 and 1949 in the various States covered by these statistics. The States which contributed mainly to the increase in the number of factories were Bombay and Madras. Smaller but considerable increases were recorded in Bihar, Delhi, Madhya Pradesh, Punjab, Uttar Pradesh and West Bengal. So far as total employment is concerned, while certain major States such as Assam, Bihar, Madras and the Punjab showed increases, a number of other States, especially West Bengal and Uttar Pradesh, showed reductions in employment due to partial or total closures of factories, retrenchment, etc. In Bombay the employment figures for 1949, after allowing for the inclusion of the figure for the additional areas such as Baroda shows a fall as compared to the previous year mainly due to closures in the cotton mill industry.

TABLE II

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED THEREIN, BY STATES, 1948 AND 1949

Name of the State	Number of factories		Average daily number of workers employed	
	1949	1948	1949	1948
Assam	774	767	61,132	59,563
Bihar	731	657	1,55,334	1,48,208
Bombay	6,835	5,254	7,89,463	7,37,460
Madhya Pradesh	1,062	1,003	96,273	1,01,646
Madras	3,432	3,960	3,23,950	2,88,722
Orissa	254	222	13,359	12,329
Punjab	744	594	39,364	36,625
Uttar Pradesh	1,349	1,040	2,33,837	2,42,083
West Bengal	2,197	2,072	6,65,008	6,78,701
Ajmer	51	35	15,380	15,877
Coorg	9	9	82	74
Delhi	388	287	38,806	36,894
Andaman and Nicobar Islands ..	3	6	2,000	2,019
	19,829	15,906	24,33,988	23,60,201

Table III gives an industry-wise distribution of the number of factories and the average daily employment in 1948 and 1949.

TABLE III

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED THEREIN, BY INDUSTRIES, 1948 AND 1949

	Number of factories		Average daily number of workers employed	
	1949	1948	1949	1948
Textiles	2,208	1,755	10,46,752	10,32,945
Engineering	3,304	2,688	3,69,658	3,80,941
Minerals and Metals	807	583	1,08,973	1,01,319
Food, Drink and Tobacco .	5,931	4,773	3,48,378	3,19,363
Chemicals, Dyes etc.	1,930	1,515	1,19,864	1,12,700
Paper and Printing	1,507	1,195	85,325	80,083
Wood, Stone and Glass	1,429	1,128	1,05,407	98,279
Skins and Hides	401	328	28,755	27,231
Gins and Presses	1,519	1,387	74,268	79,410
Ordnance Factories	71	54	84,300	74,239
Miscellaneous	722	500	62,298	53,691
Total ..	19,829	15,906	24,33,988	23,60,201

Eliminating the figures for Baroda and other merged States as also the figures for the handloom factories newly registered in the Madras State under the new Act which have been included in the 1949 statistics, it appears that the average daily employment in cotton mills in 1949 suffered a fall of about 15 thousand as compared to 1948. In jute mills employment fell by about 7 thousand. There were, however, considerable increases in employment in the silk mills, woollen mills, etc. Engineering recorded a fall of about 10 thousand in employment on account of the exclusion of railway loco sheds from the purview of the Factories Act. The distribution of factory employment in 1949 by age and sex is given in Table IV.

TABLE IV

AVERAGE DAILY NUMBER OF ADULTS. ADOLESCENTS AND CHILDREN EMPLOYED IN FACTORIES, 1949

	Total employment	Adults		Adolescents	Children
		Men	Women		
Assam	61,132	46,058	12,492	2,141	441
Bihar	1,55,334	1,38,889	12,176	3,133	1,136
Bombay	7,89,463	6,92,109	87,135	8,923	1,296
Madhya Pradesh ..	96,273	73,891	19,730	2,407	245
Madras	3,23,950	2,47,074	68,369	4,253	4,254
Orissa	13,359	9,479	3,219	624	37
Punjab	39,364	36,954	1,800	244	366
Uttar Pradesh ..	2,33,837	2,30,298	2,394	786	359
West Bengal	6,65,008	5,97,568	61,667	5,044	729
Ajmer	15,380	13,887	1,377	108	8
Coorg	82	65	17		
Delhi	38,806	37,951	548	169	138
Andaman and Nicobar Islands	2,000	1,968		27	5
Total ..	24,33,988	21,26,191	2,70,924	27,859	9,014

The States which employ women in considerable numbers are Madras, Madhya Pradesh, Bombay and West Bengal. The percentages of women, adolescents and children employed in these States to the total employed were 23.7, 23.3, 12.3, and 10.1 respectively. The proportion of women, adolescents and children to the total number of workers employed was the highest in Orissa, being about 29.1 per cent. of the total. In Assam the percentage was as high as 24.6. It may be noted that cotton and jute mills account for nearly half the total number of women employed in all factories, the other main sources of employment for women being the seasonal factories, particularly cotton ginning and pressing factories and tea factories.

Factories in the former Princely States.—As already stated the statistics given above relate only to 9 Part A States, 3 Part C States and the Andaman and Nicobar Islands which are covered by the Factories Act. In regard to the other States information regarding employment is collected annually in respect of factories employing 20 or more workers for inclusion in the publication entitled *Large Industrial Establishments in India*. The latest complete information available relates to 1947, although in certain cases such as Mysore and Hyderabad, more recent data relating to total employment are available. The statistics for 1947 cover the princely States which acceded to the Indian Union and include data for certain States such as Baroda which have since been merged with other States. The data, however, are incomplete in some cases as information could not be obtained due to the transitional difficulties. The available statistics are given in Table V.

TABLE V

NUMBER OF FACTORIES AND WORKERS EMPLOYED THEREIN IN FORMER PRINCELY STATES, 1946 AND 1947

	Number of factories		Average daily number of workers employed	
	1947	1946	1947	1946
Baroda	212	219	47,797	48,081
Bombay States	185	137	21,283	19,548
Central India States	399	401	63,292*	76,984*
Eastern States	17	22	6,087	6,339
Hyderabad	676	627	77,062	71,898
Kashmir	61	99	65,267‡	69,395‡
Madras States	429	487	71,500	82,450
Mysore	333	316	73,186	70,235
Punjab States	87	137	9,436	13,740
Rajputana	27†	112	9,333†	26,113
U. P. States	17	14	9,478	6,504
Western India States	240	170	32,601	29,726
Total ..	2,683	2,741	4,86,928	5,21,014

* Figures for seasonal factories in Indore repeated from 1944.

† Incomplete.

‡ A large majority of the workers were employed in the Sericulture Department of the Government of Jammu and Kashmir.

The main industries in Hyderabad, Mysore, Baroda, and the Central Indian States are cotton ginning, pressing, spinning and weaving. In Kashmir the major industries are wool and silk. The other important industries in Hyderabad are engineering, rice milling, tobacco manufacture, paper and printing and stone dressing. Mysore employs a considerable number of workers in silk mills, general and electrical engineering and iron and steel works. 'Cement, Lime and Potteries' appears to be an important industry group in Hyderabad, Central Indian States and Rajputana. Rope works in the Madras States employ a considerable number of workers. Table VI shows the industrial distribution of factory employment in these States in 1947.

TABLE VI

NUMBER OF FACTORIES AND THE NUMBER OF WORKERS EMPLOYED THEREIN IN FORMER PRINCELY STATES BY INDUSTRIES, 1947

Industry	Number of factories		Average daily number of workers employed	
	1947	1946	1947	1946
Textiles	315	316	1,65,494	1,67,597
Engineering	215	205	37,378	40,782
Minerals and Metals	125	87	15,203	13,918
Food, Drink and Tobacco ..	572	574	82,189	87,136
Chemicals, Dyes etc.	324	266	41,003	27,396
Paper and Printing	68	60	9,094	8,610
Wood, Stone and Glass	238	251	36,220	43,601
Skins and Hides	47	46	2,865	2,868
Gins and Presses	658	718	40.025	46,726
Miscellaneous	121	218	70,949*	82,380*
TOTAL ..	2,683	2,741	4,86,928	5,21,014

MINES

Information relating to employment in mines covered by the Indian Mines Act is published in the annual report of the Chief Inspector of Mines on the working of the Indian Mines Act. Table VII shows the number of mines subject to the Act and the average daily number of workers employed therein in 1929

*A large majority of the workers were employed in the Seri-culture Department of the Government of Jammu and Kashmir.

TABLE VII

NUMBER OF MINES COVERED BY THE INDIAN MINES ACT AND THE AVERAGE DAILY EMPLOYMENT* THEREIN, 1929 AND 1939 TO 1949

Year	No. of Mines	Underground		Open workings		Surface		Total
		Men	Women	Men	Women	Men	Women	
1929	1,732	92,856	24,089	54,235	28,728	51,954	17,839	2,69,701
1939	1,864	1,46,827	..	50,306	26,253	57,765	24,093	3,05,344
1940	1,807	1,56,238	..	53,344	30,241	61,476	26,897	3,28,196
1941	1,908	1,65,356	..	55,635	32,776	64,836	29,334	3,47,937
1942	2,201	1,62,059	..	61,030	37,053	66,212	31,292	3,57,646
1943	2,329	1,53,455	7,111	56,636	32,547	66,867	32,745	3,49,361
1944	2,359	1,35,150	19,321	60,241	34,625	79,860	35,751	3,64,948
1945	2,151	1,37,279	22,517	62,335	32,975	91,698	39,486	3,86,290
1946	2,119	1,42,972	10,782	68,780	41,665	99,147	49,373	4,12,719
1947†	1,976	1,51,200	..	63,228	40,067	1,01,585	51,183	4,07,263
1948†	1,897	1,57,386	..	58,092	34,958	98,885	46,544	3,95,865
1949†	2,032	1,66,906	..	62,873	38,356	1,06,210	46,814	4,21,159

*These figures include all persons employed in or about the mines.

† These figures relate to the 9 Part A States and the centrally administered State of Ajmer whereas the figures for the previous years relate to pre-partition India.

and from 1939 to 1949. The statistics for the years 1947 to 1949 relate to the 9 Part A States and the centrally administered State of Ajmer to which the Indian Mines Act is applicable The statistics for the years 1929 to 1946, however, relate to the pre-partition British India.

The year 1949 recorded a considerable increase in the number of mines covered by the Indian Mines Act as also in the average daily number of workers employed in mines. The increases are mostly due to the inclusion in the statistics of figures relating to certain merged States, especially those relating to the coal mines in Talcher and Korea and the iron ore mines in Mayurbhunj and Keonjhar.

Table VIII which gives the statistics of employment in mines according to minerals shows that the increase in employment has mainly occurred in coal and iron ore. Manganese also shows some increase partly due to the inclusion of the figures relating to the mines in Keonjhar but mainly due to an actual increase in employment.

TABLE VIII

EMPLOYMENT IN MINES, BY MINERAL PRODUCED, 1939 AND 1945 TO 1949 (FIGURES FOR THE INDIAN UNION)

Mineral	1939	1945	1946	1947	1948	1949
Coal	1,98,754	2 88.276	3,16,018	3,21,537	3,08,363	3,18,354
Mica	32,111	38,208	32,940	31,656	31,490	28,908
Manganese	27,452	9,580	10,659	15,092	16,068	22,459
Iron ore	8,855	6.884	7,043	6,655	7,068	15,833
Others ..	32,151	30,351	33,716	32,323	32,976	35,605
TOTAL ..	2,99,323	3,73 298	4,00,376	4,07,263	3 95,805	4.21.159

The Indian mining industry is concentrated mainly in Bihar and Bengal which together account for about five-sixths of the total labour employed in mines. These two States also produce the bulk of the Indian coal. Bihar also produces a major portion of iron ore and mica. With the merging of some of the smaller States with Orissa, it has also become an important mining State producing coal, iron ore and manganese. In 1949, mines in this State employed 18,575 workers. A distribution of workers employed in mines in 1949 according to States is given in Table IX with corresponding figures for the previous years.

*There are no mines in Delhi and Coorg.

TABLE IX

EMPLOYMENT IN MINES, BY STATES, 1939 AND 1945 TO 1949
(FIGURES FOR THE INDIAN UNION)

State	1939	1945	1946	1947	1948	1949
Bihar	1,70,384	2,45,020	2,59,186	2,54,774	2,38,727	2,32,673
West Bengal ..	60,965	75,543	80,373	89,052	89,141	90,231
Madhya Pradesh ..	41,606	32,320	36,491	39,811	42,259	53,277
Madras	14,549	11,764	13,103	12,504	15,612	17,592
Others	11,086	8,642	11,223	10,492	10,126	27,476
TOTAL ..	2,98,659	3,73,298	4,00,376	4,07,263	3,95,865	4,21,159

Mines in the former Princely States.—Information relating to mines in the former princely States is very scanty. The Director, Geological Survey of India, collects some information annually on employment in mines in respect of these states. The information relating to 1948 furnished by him is given in the Statistical Appendix, according to which there were in 1948, 55,718 workers in the mines in these States.

Coal which is the major mineral produced in these States is found mainly in Hyderabad and Rewa and in the Eastern States of Talcher and Korea. Statistics of employment in the coal mines in these States furnished by the Director, Geological Survey of India for selected years are presented in Table X.

TABLE X

EMPLOYMENT IN COAL MINES IN FORMER PRINCELY STATES, 1945 TO 1948

State	1945	1946	1947	1948
Vindhya Pradesh	8,680	9,819	9,328	8,928
Eastern States	12,617	13,297	13,297*	‡
Hyderabad	17,328	19,322	18,221	16,303
Kashmir	160	65	107	107
Rajasthan	174	174†	248	324
Khasi and Kohat States	303	684	390	§
TOTAL ..	39,162	43,361	41,591	25,662

* Repeated from 1946.
† Repeated from 1945.
‡ Merged with Orissa.
§ Merged with Assam.

Gold Mines.—Reliable and up-to-date information on employment in gold mines is available in respect of the Kolar Gold Fields in the Mysore State. Table XI shows the number of workers employed in these mines for the years 1939 to 1949. The figures have been furnished by the Kolar Gold Fields Central Welfare Committee.

TABLE XI

EMPLOYMENT IN THE KOLAR GOLD FIELDS, 1939 TO 1950

Year	Number of persons employed	Year	No. of persons employed
1939	28,315	1945	21,194
1940	29,035	1946	22,075
1941	28,635	1947 January	20,623
1942	27,187	1948 January	21,503
1943	24,816	1949 January	21,406
1944	22,478	1950 September	20,521

Oil Fields.—Over 6 thousand workers are employed in oil fields in Assam which are not covered by the Indian Mines Act. Information regarding employment in these mines available from the Director, Geological Survey of India, for the years 1939 to 1949 is given in Table XII.

TABLE XII

EMPLOYMENT IN OIL FIELDS, 1939 TO 1949

Year	No. of persons employed
1939	6,351
1940	5,746
1941	7,085
1942	6,879
1943	7,106
1944	7,305
1945	5,456
1946*	4,304
1947†	4,278
1948†	4,187
1949†	6,776

* Excluding Punjab.

† Indian Union (Assam). The previous figures relate to pre-partition British India.

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The information given above does not, however, furnish a complete picture of the total employment in mines in India, for the reason that small quarries and mines are not covered by the statistics. For instance, it has been reported that in the case of mica mines, workplaces known as *uparchallas* are not included in the mining statistics although, according to the Labour Investigation Committee (1944-45) such workplaces provided employment to over 40,000 persons.

PLANTATIONS

The tea, coffee and rubber plantations in India provide employment to about 11½ lakhs of workers : about 9½ lakhs in tea plantations, 1½ lakhs in coffee plantations and about half a lakh in the rubber estates. Tea plantations are located mainly in Assam, West Bengal, Madras and Travancore. Coffee and rubber plantations are, however, mostly concentrated in South India in the States of Madras, Coorg, Mysore, and Travancore-Cochin. Statistics relating to plantations are published by the Ministry of Agriculture in the *Indian Tea Statistics*, the *Indian Coffee Statistics* and the *Indian Rubber Statistics*. Table XIII compiled from the figures furnished by the Ministry of Agriculture shows the number of estates, their approximate acreage and the average daily number of workers employed therein.

TABLE XIII

NUMBER OF ESTATES, ACREAGE AND THE AVERAGE DAILY EMPLOYMENT IN 1948

	Number of estates	Acreage	Average daily number of workers employed
Tea	6,760	7,66,541	9,68,993‡
Coffee*	6,547	1,97,826	1,52,077
Rubber	15,597	1,54,559	48,782†

* Figures relate to the year ending 30th June, 1948.

† Revised.

‡ Revised. Estimated by adopting the previous year's figures for certain areas.

Detailed statistics of employment in plantations in the Indian Union for the year 1948 furnished by the Ministry of Agriculture are published in the Statistical Appendix. Table XIV gives the available figures of employment in plantations in India during recent years.

TABLE XIV

AVERAGE DAILY NUMBER OF WORKERS EMPLOYED IN PLANTATIONS DURING 1939 AND 1945 TO 1948

Year	Tea	Coffee*	Rubber
1939	9,25,237	98,570	32,947
1945..	8,74,753‡	1,51,832§	52,571
1946..	10,84,030†	1,50,412§	47,571
1947†	83,476‡	1,52,077§	44,838
1948†	9,68,993‡¶		48,782¶

The plantation industry being mainly agricultural in character, the bulk of the labour force is settled on the estates especially in the case of tea plantations both in the North as well as in the South. In coffee plantations, however, a majority of the workers come from the neighbouring villages. In the rubber estates also nearly half the labour force comes from outside. Table XV shows the extent of outside labour working on tea, coffee and rubber plantations. A major part of the outside labour, it will be seen, is temporary.

TABLE XV

EMPLOYMENT IN PLANTATIONS IN INDIA CLASSIFIED AS GARDEN AND OUTSIDE LABOUR (AVERAGE DAILY NUMBER EMPLOYED)

	Garden Labour	Outside Labour	
	Permanent	Permanent	Temporary
Tea (1948)‡	8,60,059	55,630	53,304
Coffee (1947-48)	56,856	22,556	72,665§
Rubber (1948)	25,424	9,945	13,413

* Figures are for 1939-40, 1945-46, etc.

† Excluding Sylhet District which now forms part of Pakistan.

‡ Estimated by adopting the previous year's figures for certain areas for which no later information is available.

§ These figures are of doubtful accuracy.

¶ Revised.

Information regarding the age-sex distribution of the workers employed in the plantations is available in respect of Assam only. The Controller of Emigrant Labour publishes in his annual report on the working of the Tea Districts Emigrant Labour Act, 1932, statements showing the number of workers on books as well as the average daily number of persons employed, classified as men, women and children, based on statistics collected for two months in the year, namely March and September. Table XVI gives the available data for selected years.

TABLE XVI

EMPLOYMENT IN THE ASSAM TEA PLANTATIONS BY AGE AND SEX, 1938-39 AND 1944-45 TO 1948-49

	Number of workers on books			Average daily working strength		
	Men	Women	Children	Men	Women	Children
1938-39—Settled ..	256,165	227,564	81,098	200,799	163,096	58,831
Faltu or *Basti* ..	43,277	43,882	9,987	26,482	28,903	6,087
1944-45—Settled ..	233,279	225,634	86,635	181,842	148,381	63,694
Faltu or *Basti* ..	18,484	24,994	9,025	11,300	14,881	5,747
1945-46—Settled ..	236,931	205,891	83,747	189,838	146,085	63,627
Faltu or *Basti* ..	27,255	32,310	11,248	18,010	20,645	7,028
1946-47*—Settled ..	210,150	176,093	66,955	164,698	124,393	54,606
Faltu or *Basti* ..	24,554	29,542	9,711	15,976	18,642	6,290
1947-48*—Settled ..	211,758	181,484	70,873	169,665	136,384	52,160
Faltu or *Basti* ..	25,798	29,528	8,925	14,430	19,824	5,889
1948-49*—Settled ..	223,657	196,177	60,537	183,556	130,374	47,243
Faltu or *Basti* ..	29,666	32,751	7,981	19,975	21,732	5,172

It will be seen from this table that women and children together number more than men in the Assam tea plantations. Since May, 1948 it has, however, been decided that children under 12 years of age should not be employed on plantations. This has resulted in a reduction in the number of children employed in 1948-49.

TRANSPORT AND COMMUNICATIONS

Railways.—The annual reports of the Railway Board contain statistical data regarding employment on Indian Railways. In the year 1949-50, the total employment on the Indian Railways, excluding railway lines under construction, but including the offices of the Railway Board and other connected administrative organisations, was 8,99,248. Of these, 14,695 persons were employed in the Railway Board and other offices connected with the Railway administration. The rest were employed directly on the various Class I, Class II and Class III Railways.

* Excluding Sylhet which now forms part of Pakistan.

Comparative statistics of employment on the Class I, Class II and Class III Railways for the last six years are given in Table XVII. The figures for the last three years relate to the Indian Union while the figures for the previous three years relate to the pre-partition India.

TABLE XVII

EMPLOYMENT IN RAILWAYS, 1944-45 TO 1949-50

(Open Line Only)

Year	Class I Railways	Class II Railways	Class III Railways	Total
1944-45	9,29,297	23,670	7,705	9,60,672
1945-46	9,58,578	20,370	8,005	9,86,953
1946-47	10,14,379	21,537	8,005	10,42,971
1947-48	8,67,208	21,427	8,189	8,96,824
1948-49	8,77,585	22,827	8,450	9,08,862
1949-50	8,57,263	18,280	9,010	8,84,553

The bulk of the total employment on Railways is, however, confined to the Government-managed Class I Railways which are nine in number. These employed in 1949-50 no fewer than 8,14,068 persons including those employed on construction. Comparative figures of employment for each of these Class I Railways for the last six years are given in Table XVIII.

TABLE XVIII

EMPLOYMENT ON GOVERNMENT-MANAGED CLASS I RAILWAYS, 1944-45 TO 1949-50

(Open Line and Construction)

Name of the Railway	1944-45	1945-46	1946-47	1947-48	1948-49	1949-50
Assam (B. &A.) †	1,46,946	1,40,959	1,40,959‡	31,543	32,433	41,452
B. N. ..	90,697	94,465	1,01,297	1,02,886	1,03,670	1,01,783
B. B. & C. I.	79,273	81,345	86,216	85,782	87,216	89,543
E. I. ..	1,64,751	1,71,443	1,89,780	2,22,108	2,21,539	2,10,404
E. P. (N.W.)†	1,29,066	1,34,751	1,34,751‡	45,663	45,403	46,926
G. I. P. ..	1,35,410	1,46,723	1,54,109	1,57,834	1,63,015	1,44,444
M. & S. M.	64,651	65,437	72,989	77,539	74,065	71,449
O. T. ..	40,677	41,668	45,813	50,360	54,522	50,810
S. I. ..	48,560	48,589	53,006	53,491	55,909	57,257
Total	9,00,031	9,25,880	9,78,920	8,27,206	8,37,772	8,14,068

* These figures relate to the Indian Union whereas the previous figures relate to pre-partition India.

† Figures for the first three years relate to the pre-partition Railways.

‡ Figures for the previous year were repeated as the returns for the year were not received.

These figures, it should be noted, include all categories of persons including gazetted officers, subordinate staff and the daily-rated inferior staff. In accordance with the recommendations of the Central Pay Commission, these have been reclassified into four classes.

The statistics for 1949-50 show that, of the 8,14,068 workers employed on the Government-managed Class I Railways 1,525 were Gazetted Officers and officers of similar rank (Class I and Class II). Of the rest 1,80,652 were classified as Class III staff and 6,31,891 as Class IV Staff.

The figures given above do not include the persons employed on the Railways by contractors. According to the report of the Chief Labour Commissioner (Central) on the working of the Payment of Wages Act on Railways, such contractors employed 5,17,946* workers in 1948-49.

Posts and Telegraphs.—Posts and Telegraphs employ over 1½ lakhs of workers. Information obtained from the Director-General of Posts and Telegraphs regarding the strength of the non-gazetted staff employed in that Department as on 31st March, 1950, is presented in Table XIX.

TABLE XIX

EMPLOYMENT IN POSTS AND TELEGRAPHS, 1950

Occupation	Number of persons employed
Sub-Post Masters, Branch Post Masters, etc.	71,566
Postmen, etc.	33,704
Telegraph messengers, etc.	28,023
Runners	7,996
Line men and line riders	5,442
Telephone and wireless operators, etc.	5,134
Telegraphists, postal signallers, etc.	3,227
Audit and Accounts Staff	5,039
Other Staff	14,099
Total ..	1,74,230

* Excluding O. T. Railway.

Tramways.—There are tramways only in the four major cities of Calcutta, Bombay, Madras and Delhi. According to the results of enquiries made in 1946 by the Labour Bureau, the tramways at Calcutta, Bombay and Madras employed about 12,000 workers. In June, 1948, they employed nearly 14,000 workers. The latest information available in respect of each of these tramways is given in Table XX. Most of the workers employed in tramways are men. Employment of women and children is reported only from Madras where about 50 women and a few children are employed as permanent way workers.

TABLE XX

EMPLOYMENT IN TRAMWAYS

Centre	Number of workers employed		Total
	Traffic department	Workshop, etc.	
Calcutta (June, 1950)	3,712	3,192	6,904
Bombay (June, 1950)	2,949	1,861	4,810
Madras (June, 1950)	821	823	1,644
Delhi (June, 1948)	170	134	304
Total ..	7,652	6,010	13,662

Motor Transport.—No regular statistics are being collected regarding motor transport either by the Central Government or by the State Governments. The Labour Investigation Committee conducted an enquiry into the conditions of labour in bus services but the enquiry was limited to the five major cities where tramways also were in existence. The unorganised character of the industry has so far been mainly responsible for the complete lack of information in regard to this sector. Recently, however, motor transport has partly been nationalized in a number of States and information is now forthcoming in such cases. The information recently supplied by some of the State Governments in reply to the Bureau's request is given in **Table XXI.**

TABLE XXI

EMPLOYMENT IN STATE TRANSPORT SERVICES

Name of State	No. of persons employed
Assam	1103
Bombay	8,150
Madras	2,616
Orissa	398
Punjab	518
U. P.	7,690
West Bengal	1,300
Hyderabad	1,610
Madhya Bharat	832
Saurashtra	215
Travancore-Cochin	2,786
Delhi	1,385
Himachal Pradesh	298

Ports.—The major ports of the Indian Union are at Bombay, Calcutta, Madras, Visakhapatnam and Cochin. These ports provide employment directly or indirectly for about half a lakh of workers.

Labour employed in the ports is not engaged by one authority, but by different agencies employing different categories of workers. Such agencies include the Port Trusts or Port Commissioners, stevedores, coaling firms, owners of barges and lighters, ship repairing and painting firms, etc. In Bombay, for example, the work of loading and unloading cargoes is done partly by the Port Trust labour and partly by the stevedore labour. While the former handles the cargo on the shore the latter handles cargo on the ship.

Information regarding the labour employed is, however, collected only from the port authorities and the stevedores' associations. It is, therefore, not complete and relates mainly to the labour directly employed by the port authorities and by the stevedores. The latest available information is, however, given in Table XXII.

TABLE XXII

EMPLOYMENT IN MAJOR PORTS IN JUNE, 1950

Name of the Port	Number of persons employed		
	Directly	Through contractors	By Stevedores, etc.
Bombay	14,681	238	2,965
Calcutta	23,865	234	*
Madras	2,280	70	*
Visakhapatnam	2,029	..	1,300
Cochin	1,473	828	1,208

Seamen.—No reliable statistics are available regarding the number of seafarers in India and the average daily employment on ships. Prof. B. P. Adarkar and Dr. Laura Bodmer, who made some enquiries in this respect in 1946, estimated that the number of seamen available for employment was nearly 3,00,000 while the number actually employed was about 50,000. Although fairly complete records were available of all the men to whom continuous discharge certificates had been issued, there was no means of checking how many of these men had left the sea or had died. In Calcutta, for instance, the number of certificates issued was over 1,70,000 but how many of the holders were still seeking employment at sea was not known. It is now proposed to issue shortly new continuous discharge certificates to all seamen signing on at Indian ports and to maintain fresh registers of effective seamen.

According to the latest available information the number of seamen engaged annually on foreign going ships in Bombay is about 28 thousand and the number engaged on home trade ships is approximately 2,500. The average number of engagements at Calcutta, where employment on home trade ships is very little is about 26 thousand.

MUNICIPALITIES

In respect of municipalities also no serial statistics are available regarding employment. The Labour Investigation Committee covered in 1944 a number of municipalities and published figures of employment in respect of these municipalities. Since then, the Labour Bureau has been conducting periodical enquiries into labour conditions in selected municipalities in the country and collecting information regarding employment among other subjects. The number of persons employed in leading municipalities in January, 1950, is shown in Table XXIII. These figures include the staff employed in the various departments of the municipalities such as public works, public health, water works, electricity, etc.

With a view to obtaining more complete information regarding employment in municipalities, the Bureau requested the State Governments to furnish the information at least in respect of the principal municipalities in each State. In response to this request 18 States have furnished the information in respect

*Not available.

TABLE XXIII

NUMBER OF WORKERS EMPLOYED IN 19 SELECTED MUNICIPALITIES IN INDIA, JANUARY, 1950

Centre	Men	Women	Children	Total
Assam—				
Gauhati	270	66	..	336
Bihar—				
Patna	893	696	..	1,589
Bombay—				
Bombay	20,745	3,122	132	23,999
Ahmedabad	5,671	1,650	18	7,339
Poona	1,477	945	..	2,422
Madras—				
Madras	8,338	1,708	434	10,480
Madhurai	1,202	407	..	1,609
Coimbatore	578	298	..	876
Orissa—				
Cuttack	392	275	..	667
Punjab				
Ambala	103	74	..	177
Simla	709	3	..	712
U. P.—				
Lucknow	1,676	708	156	2,540
Kanpur	1,637	843	..	2,480
West Bengal—				
Calcutta	16,638	1,030	318	17,986
Hyderabad—				
Hyderabad	828	1,290		2,118
Mysore—				
Bangalore	2,410	43		2,453
Ajmer—				
Ajmer	1,054	4		1,058
Delhi—				
Delhi	3,333	636	13	3,982
New Delhi	2,228	146		2,378

of the municipalities, etc. in those States. The information thus obtained is given in Table XXIV.

TABLE XXIV

EMPLOYMENT IN MUNICIPALITIES, ETC.

State	No. of municipalities, etc. furnishing information	Number of persons employed		
		Men	Women	Total
Assam	11	1,224	247	1,471
Bihar	14	2,841	914	3,755
Bombay	133	1,44,517	65,860	2,10,377
Madhya Pradesh	10	1,133	225	1,358
Madras	26	38,456	14,361	52,817*
Orissa	5	7,954	2,233	10,187
Punjab	7	12,294	6,665	18,959
Hyderabad	28	2,839	2,712	5,551
PEPSU	19	1,818	558	2,376
Travancore-Cochin	1	622	251	873
Ajmer	2	1,735	144	1,879
Bhopal	2	508	325	833
Bilaspur	1	14	7	21
Coorg	2	696	273	969
Delhi	2	4,044	522	4,566
Himachal Pradesh	3	240	43	283
Vindhya Pradesh	20	587	408	995

PUBLIC WORKS

Employment in public works is subject to wide fluctuations being dependent upon the nature and extent of the works programmes. The Labour Investigation Committee covered in their enquiries labour employed under the Central Public Works Department (CPWD) and estimated the total employment under this Department to be about 1,24,000 at the time of their investigation.

*Information regarding labour employed through contractors is not available in all cases.

Table XXV shows the monthly statistics of employment under the CPWD for the 12 months ending September, 1950. On an average, the Department employed about 45,123 workers directly and about 3,63,067 through contractors. While a large majority of the departmental labour were men, women and children formed a considerable proportion of the contractors' labour.

TABLE XXV

EMPLOYMENT IN C.P.W.D.

	Departmental Labour			Contractors' Labour		
	Men	Women	Children	Men	Women	Children
October, 1949 ..	49,249	2,135	16	1,81,707	74,469	5,399
November, 1949	39,272	1,433	30	1,87,646	66,533	10,511
December, 1949	40,007	3,662	19	3,71,504	1,06,069	11,314
January, 1950	45,070	1,568	12	3,57,275	1,13,650	24,526
February, 1950	42,072	1,605	10	2,51,739	83,359	8,384
March, 1950 ..	40,905	531	16	3,55,671	1,10,466	10,116
April, 1950 ..	40,018	487	10	2,58,522	1,07,974	6,229
May, 1950 ..	39,003	447	10	2,54,035	1,07,692	11,043
June, 1950 ..	48,370	758	58	2,50,296	99,772	12,018
July, 1950 ..	42,520	1,069	46	2,20,561	96,569	11,473
August, 1950 ..	47,002	2,699	62	1,86,907	78,162	5,436
September, 1950	47,587	3,564	150	2,38,438	76,025	5,310

An effort was made to collect similar data in respect of the State Public Works Departments also. The response was, however, not satisfactory. Hence no data could be given in this respect.

2. Employment Situation

The downward trend in industrial employment which was in evidence during 1948-49 halted during the year under review and there were some welcome signs of improvement. Unemployment in general, however, appeared to be on the increase towards the middle of 1950 mainly due to retrenchment in Government services and influx of displaced persons. As reported in the previous issue of the Year Book, the year 1949 was characterised by increasing unemployment, diminishing employment opportunities and uncertainty about the future course of employment. Towards the end of 1949 the worsening situation in industrial employment took a turn for the better and a gradual improvement was noticed during the first half of 1950 especially in the private

sector of industry. Various factors contributed to the changed situation. The establishment of the Planning Commission early in 1950 and the steps announced by Government for furthering the schemes for increased production appear to have had some effect on the employment situation. The conclusion of the Indo-Pakistan Agreement also created increased confidence among all sections of the community and tended to give a fillip to industrial and business activity. The movement of goods between India and Pakistan, which the agreement had facilitated, contributed to higher employment in the jute industry which had been hard-hit owing to the restrictions that had prevailed earlier. While the employment situation in industries was thus less threatening towards the middle of 1950 than in 1949, the magnitude of its seriousness was nevertheless a matter for concern.

The absence of complete statistical data regarding unemployment makes it difficult to indicate precisely the trends in the employment situation. The statistics maintained by the Directorate-General of Resettlement and Employment regarding the work of the Employment Exchanges may, however, be of some help in giving an indication regarding the employment situation. The section on Employment Service which deals with the subject gives the available statistics regarding the number of applicants registered for employment, the number of vacancies notified, the number of applicants placed in employment and the number of persons on the live registers at the end of each month during the year ending September, 1950. The figures relating to the number of applicants on live registers at the end of the month broadly indicate the trend of unemployment during the period. This figure which rose to the peak level of about 3,37,000 in August, 1949 gradually came down to 2,65,000 in February, 1950 but showed a slight rise thereafter. The figures for the period May, 1950 to September, 1950 are not strictly comparable with those for the earlier months on account of the inclusion from May, 1950 onwards of figures relating to Exchanges in the Part B States, the administration of which was also taken over by the Centre in April, 1950. The data for the last five months, however, indicate a continued rise in the number of registered unemployed mainly due to a large influx of displaced persons from East Pakistan following communal disturbances early in 1950. The number of displaced persons seeking employment assistance through the Exchanges increased from 30,495 at the end of January, 1950 to 65,366 at the end of August, 1950. Government's economy drive was also responsible to some extent for the increase in unemployment towards the middle of 1950. During the 12 months ending September, 1950 there was a net reduction of 50,550 persons in the Central Secretariat and its attached and subordinate offices and establishments including the civil establishments of Defence Services, but excluding Railways, where during the 12 months ending June, 1950 about 690 persons were reported to have been retrenched.

The situation relating to industrial employment in general, however, slightly improved during 1950. In the cotton mill industry, although the situation continues to be bad, there was some

improvement as some of the mills which closed earlier re-opened and started working and a number of workers were re-employed. The Sholapur Spinning and Weaving Mills, one of the largest in Bombay State, which closed down in 1949, was taken over by Government and the mill was re-started early in 1950. A table showing monthly statistics relating to the number of mills working, the number of mills which remained closed, the number of shifts worked, the number of workers on rolls and the average daily employment on each shift is given in Table XXVI. It will be seen from this table that the number of mills which remained completely closed came down from 39 in February, 1950 to 26 in September, 1950. In August, 1950, before the general strike in the cotton mill industry in Bombay started, as many as 126 mills were working 3 shifts as against 92 in May, 1950. The number of workers on rolls increased from 7,47,695 in March, 1950 to 7,70,238 in July, 1950 and the average daily employment rose during the same period from 6,78,379 to 7,01,417. The position during the subsequent two months was, however, badly affected by a general strike in the cotton mill industry in Bombay. In the jute mill industry the difficulties regarding the availability of raw jute continued unabated although there has lately been some improvement as a result of the Indo-Pakistan Jute Agreement of April, 1950 and the increased production of raw jute in India in 1949. The limited supplies available could not, however, enable resumption of full working in the jute mill industry and the sealing of 12½ per cent. of the looms continued throughout the period. From December, 1949, however, the mills in West Bengal resumed work for the full month at 42½ hours per week instead of working three weeks only at 48 hours per week thus increasing the monthly (four weeks) working hours from 144 to 170.

In certain other industries also there were cases of total or partial closures, retrenchment and play-offs. In Bombay State no fewer than 56,159 workers were affected by total or partial closures of industrial establishments (including cotton mills) during the 12 months ending August, 1950 and 10,416 workers were retrenched by 130 concerns. In Uttar Pradesh closures of factories during 1949 affected 33,658 workers. Of these, only 22,653 workers were subsequently reinstated. The number of workers retrenched in U.P. during the year was 10,252 of whom, it appears, only 1,520 were re-employed. There were also 114 cases of temporary play-off in the State due to shortage of raw materials, breakdown of machinery, accumulation of stocks, shortage of work, etc., during the 9 months ending June, 1950 affecting 66,204 workers and involving a time-loss of 1,44,703 man-days. There were a number of closures in Orissa mainly in the rice mills, oil mills, *bidi* factories and glass factories for varying periods of time. During the 11 months ending August, 1950 the number of man-days thus lost in the State was 2,76,200. In Bihar too there were a number of closures in textile mills, rice mills, oil mills, *bidi* factories and shellac factories. There were also several cases of retrenchment in sugar factories. In Madhya Pradesh, there were some closures in the cotton mills, oil mills and shellac factories. Some 6 concerns had either to close down

TABLE XXVI

NUMBER OF MILLS WORKING AND NUMBER OF WORKERS EMPLOYED IN THE COTTON MILL INDUSTRY

Month	Total number of mills	No. of mills which remained closed during the month	No. of mills which worked			No. of workers on rolls	Average daily number of workers employed			
			1 Shift	2 Shifts	3 Shifts		1st Shift	2nd Shift	3rd Shift	Total
1949—										
January ..	360	13	30	151	166	8,19,088	4,30,673	2,53,704	55,835	7,40,212
February ..	360	15	28	157	160	8,31,694	4,39,502	2,58,951	54,451	7,52,904
March ..	360	13	29	168	150	8,25,807	4,46,121	2,62,657	53,191	7,61,969
April ..	360	18	23	169	150	8,22,683	4,43,701	2,60,432	55,109	7,59,242
May ..	361	24	26	163	148	8,17,670	4,34,986	2,56,286	51,305	7,42,577
June ..	361	22	25	157	157	8,13,250	4,34,120	2,57,558	51,763	7,43,441
July ..	362	25	31	164	142	8,05,259	4,32,795	2,53,510	51,166	7,37,471
August ..	360	20	28	170	142	8 02,933	4,32,150	2,55,620	49,492	7,37,262
September ..	361	29	33	167	132	7,83,093	4,24,727	2,43,926	47,833	7,16,486
October ..	361	31	35	164	131	7,74,113	4,18,940	2,42,658	47,359	7,08,957
November ..	363	35	43	159	126	7,76,051	4,19,395	2,41,455	49,053	7,09,903
December ..	363	34	42	160	127	7,65,420	4,17,476	2,39,596	47,724	7,04,796
1950 —										
January ..	364	33	44	160	127	7,56,905	4,14,396	2,36,098	47,327	6,97,821
February ..	365	39	36	189	101	7,48,780	4,04,976	2,39,349	40,351	6,84,676
March	365	33	37	191	104	7,47,995	4,04,065	2,35,322	38,992	6,78,379
April ..	364	31	36	203	94	7,51,871	4,07,376	2,36,636	36,489	6,80,501
May ..	365	33	41	199	92	7,53,802	4,05,465	2,35,702	35,243	6,76,410
June ..	362	29	33	191	109	7,67,752	4,12,802	2,42,407	39,299	6,94,508
July ..	362	26	32	178	126	7,70,238	4,17,604	2,42,261	41,552	7,01,417
August ..	362	28	27	181	126	7,63,062	4,10,709	2,42,582	40,782	6,94,073
September ..	364*	26	23	148	104	7,15,278	3,26,590	1,78,393	34,315	5,39,298

*Includes 63 mills in Bombay for which details are not available on account of the general strike.

or effect retrenchment in Hyderabad due to adverse market conditions and shortage of raw materials. Ten cases of temporary closures due to accumulation of stocks, breakdown of machinery, uneconomic working conditions, etc., were reported in Saurashtra. In Madhya Bharat more than a thousand workers were retrenched in the cotton mills at Indore. There were also a number of sporadic closures of short duration in the textile mills as well as in other industrial concerns due to breakdown of machinery, shortage of raw materials, accumulation of stocks, etc. Although no large scale closures or retrenchment occurred in Delhi, there were a few isolated instances of closures of small establishments involving a total retrenchment of about 1,000 workers. In West Bengal, the general depression in trade and industry was reported to be continuing and employers were confronted with the problem of retaining their existing manpower. In Travancore-Cochin there was considerable unemployment in the coir factories, cashewnut factories, sugar mills and oil mills. In Kashmir employment in carpet factories fell by more than 50 per cent.

Better opportunities for additional employment were, however, available during this year than in the previous year. Fresh avenues of employment were found in Railways, Posts and Telegraphs and the Indian Army Corps. The establishment of the Government Housing Factory and the expansion of the Central Tractor Organisation helped the absorption of some of the unemployed persons in Delhi. In U.P., the expansion of Government Roadways, the newly established *Panchayat Raj* Offices and the recruitment of primary school teachers afforded welcome opportunities. The work relating to the Damodar Valley Project which had to be slowed down last year was accelerated during the year with the building of dams at Tilaiya and Konar and the installation of a thermal power plant at Bokaro. These provided opportunities for the employment of a large number of workers. The electricity expansion scheme of the Bihar Government which is linked with the Damodar Valley Project also entered its first stage. The completion of the Sindri Fertilizer Factory was holding out hopes for new employment opportunities although temporarily it had meant retrenchment of the labour employed in construction. In West Bengal, the Chittaranjan Loco Manufacturing Works which started working offered employment to many workers. In Orissa, a large number of workers were employed in the Hirakud Dam Project, the Machkund Hydro-Electric Project, etc. In the Punjab, too, work had started on the Bhakra and Nangal Projects. The various projects undertaken by the P.W.D. in Saurashtra offered scope for the employment of nearly 10,000 persons. The Sindh Valley Hydro-Electric Project and other irrigation projects which were initiated in Kashmir offered employment for about 10,000 workers.

During the last two years the question of the principles to be followed in cases of retrenchment and compensation payable

in such cases, if any, has assumed considerable importance. The subject was discussed at the 8th Session of the Labour Ministers' Conference where they had agreed on the broad principles to be followed in cases of retrenchment. The Government of India have since taken up the question of enacting legislation to regulate retrenchment and a memorandum on the subject was placed before the Labour Ministers' Conference at its 9th Session held in January, 1951.

The agreement arrived at on the question of retrenchment between the Ahmedabad Mill Owners' Association and the Textile Labour Association, Ahmedabad was referred to in the previous issue of the Year Book. A reference was also made in that issue to the problem of surplus labour in the textile mills in Madhya Pradesh resulting from rationalisation as recommended by the Industrial Tribunal. The State Standing Committee on Textiles which considered this question in September, 1950 decided that:—

(i) in mills which have started working before 1920, all permanent workers who have completed 30 years of service or 55 years of age or who are unfit and disabled, and in mills starting work after 1920, those who have completed 25 years of service or 55 years of age or are unfit or disabled will be compulsorily retired on payment of gratuity on the basis of one month's wages for every year of service subject to a maximum of 20 months' basic wages;

(ii) *badli* and temporary workers as well as permanent reelers and winders who are surplus to requirement will be retired on a voluntary basis after payment of compensation or gratuity at the rate of three-fourths of a month's basic wages for every year of service;

(iii) after implementing (i) and (ii) above the muster should be rearranged by transfer of surplus workers from one department to another on the lines recommended in the award of the Industrial Tribunal and bring the number to the minimum requirement.

A two-fold scheme to assist the handloom industry in Bombay State which was also faced with considerable unemployment and depression was being implemented by the Government of Bombay. The scheme envisages provision of working capital to weavers against the pledge of goods or the outright purchase of handloom products at reasonable and current prices and establishment of production units to relieve unemployment.

No developments are reported during the year on the report of the Sub-Committee on Surplus Labour in Coal Mines. The Committee appointed to go into the question of surplus labour in the plantations in Cachar was expected to complete its work in January, 1951.

3. Recruitment and Training

(a) Recruitment

Till recently, there was no regular system of recruitment in Indian industries. Generally, unskilled labour was recruited at the factory gates while other means such as advertisement and calling for applications were being followed for the recruitment of skilled workers. Wherever there was difficulty in readily getting workers, the services of intermediaries were being utilized. Recent years have, however, witnessed considerable changes in the position. The establishment of the Employment Service under the Ministry of Labour has been the first major step in the direction of improving the methods of recruitment. Details regarding the work of this organisation are given in the next section. It may, however, be mentioned here that Employment Exchanges have been gradually growing in popularity as will be seen from the number of employees using Exchanges which has increased from a monthly average of 4,519 in 1949 to 5,564 in 1950. Other major changes have also been taking place in this matter as a result of legislation, governmental action, awards by Tribunals, and agreements between employers and workers. The recent developments and the present position in regard to recruitment in the various industries are discussed below.

Factories.—In September, 1949 the Government of Bombay introduced a scheme for the decasualisation of labour in the textile mills at Ahmedabad in co-operation with the Government of India who made available the services of the Employment Exchange for this purpose. The scheme was extended to Bombay City and Sholapur from 1st February, 1950. For purposes of the scheme, workers have been classified as permanent, temporary and *badli*. Service certificates are issued to registered workers and the length of service is considered in providing jobs. Since the inception of the scheme 62,074 workers have been registered under the scheme up to the end of October, 1950 at the various centres and of these 26,443 workers have been re-employed.

A similar scheme has also been started for the retrenched textile workers at Kanpur with the help of the local Employment Exchange. Under this scheme all retrenched textile workers are registered mill-wise with the four sub-offices started in the mill areas under the Regional Employment Exchange and all mills are required to notify subsequent vacancies to these offices. Certain priorities have been fixed for the re-employment of the retrenched workers ensuring at the same time that persons retrenched from any particular mill will be offered for re-employment to the same mill as far as possible.

In Madhya Pradesh owing to the existence of surplus labour in the textile mills the Industrial Tribunal appointed by the State Government recommended in June, 1948 the discontinuance of recruitment till the surplus is absorbed. Fresh recruitment is, therefore, confined only to certain technical and highly skilled jobs. A Fact Finding Committee consisting of representatives of employers, workers and the Labour Office

has been sent to Bombay to study the working of the decasualization scheme there.

The Industrial Tribunal, appointed by the West Bengal Government for the Jute Industry recommended that recruitment of labour through *sardars* and other contractors in the industry in that State should be abolished. The Tribunal recommended the setting up of a labour bureau in every mill in charge of a labour officer and the appointment of all permanent and temporary workers, as far as practicable, on their recommendations. So far as is known, the recommendations are being implemented. It is reported, however, that the *sardars* still exercise considerable indirect influence in the matter of recruitment although they are not directly responsible for it.

There have not been any important developments in regard to recruitment in the other industries and the position continues as before. There are a few cases where special recruitment boards have been set up as in Rohtas Industries at Dalmianagar. Certain other well established concerns have also their own machinery for systematic recruitment of labour. The Tata Iron and Steel Co., for example, maintains a Labour Bureau under an Assistant Director of Personnel who is responsible for recruitment of labour and other personnel required for the Company.

In the sugar factories, where work is of a seasonal character, all workers excepting a few technicians and supervisors are discharged at the end of each season and at the beginning of the next season notices are put up at the factory gates informing the *sardars*, etc., of the approximate date on which the factory will start working. Workers are then recruited from those present at the factory gates on the appointed date. Generally most of the old workers are re-employed. Special orders are issued by the Government of U.P. every year regarding recruitment of seasonal workers prescribing certain rules and regulations for that purpose.

Although the general trend of opinion seems to be in favour of the abolition of contract system, employment through contractors is not uncommon in many industries. Sample enquiries made by the Labour Bureau show that contract labour forms about 3 per cent. in dockyards, 6 per cent. in the iron and steel industry, 9 per cent. in the chemical industry, 8 per cent. in paper mills, 4 per cent. in match factories, 3 per cent. in potteries and ceramic factories and 20 per cent. in cement factories. Contract labour is also reported to be prevalent in engineering and ship building concerns, jute presses and oil installations in West Bengal.

Mines.—According to the results of an enquiry sponsored by the Ministry of Labour in 1945-46, nearly 50 per cent. of the labour employed in the coal mines at Jharia, Raniganj, Giridih and Bokaro were employed through contractors. The percentage was particularly high in Giridih and Bokaro. While in some cases the contractors were responsible only for the

recruitment of labour, in many cases they were responsible for the production as well. The question of abolition of contractors in coal mines has been engaging the attention of Government for some time now and was brought up before the Industrial Committee on Coal Mining at its two sessions held in 1948. At the first session (January, 1948) the Committee recommended the abolition of the contract system in the Railway collieries. Accordingly, the system was abolished in the collieries at Argada, Deulbara and Talcher with effect from 1st February, 1948 and at Bharkunda with effect from 1st June, 1948. The question of other collieries was discussed at the second session (September, 1948) and it was decided to allow the system to continue pending further investigation into the problem. The abolition of the contract system in the collieries in Assam was recommended by the Fact Finding Committee appointed by the Government of India in May, 1947. Pending its abolition, however, the Committee recommended direct payments to contractors' labour so as to ensure for them remuneration equal to that of company labour. The question of abolition of contract system in the Talcher collieries was referred to the Central Industrial Tribunal, Dhanbad. The Tribunal, however, held that the contract system need not be abolished as only a few labourers were engaged through contractors.

In the coal mines at Kothagudium in Hyderabad State, workers employed through contractors formed nearly 47 per cent. of the total in 1949. The primary function of these contractors is, however, only to supervise the turn-out and work of their labour for which the company pays them a commission varying from 12½ per cent. to 20 per cent. of the wages paid. Work of the contract labour is supervised by the officials of the company also. The Hyderabad Coal Mines Labour Enquiry Committee which went into this question in 1949 recommended the abolition of the contract system. It is reported that the recommendation is being implemented. The Kothagudium Collieries also employ labour imported from Gorakhpur and Andhra. According to the Committee referred to above the strength of such imported labour was about 1,400 and 700 respectively. The imported labour, especially the Gorakhpur labour, it is reported, is paid higher wages and given better facilities. This practice has been giving rise to friction between the local labour and imported labour. The Committee have, therefore, recommended discontinuance of the differential treatment.

Railways.—Recruitment of staff in the lowest grades in Class III for the Indian Railways is made through the Central Railway Service Commission. Recruitment of Class IV staff is generally made direct by the Railway Administrations, only a proportion of the total recruitment being through Employment Exchanges. Recruitment of Supervisory Staff is generally confined to promotions from lower-ranks and is done by the Railway Administrations themselves. The Railway Board have issued instructions to Railway Administrations to generally

adopt the following order of preference in the recruitment of staff made direct.

(1) India opting railway staff (those who opted for India provisionally or finally in the first instance).

(2) Railway staff who revised their option from Pakistan (provisional) to India (final), provided they were permanent.

(3) Railway staff who provisionally opted for Pakistan but subsequently for India but whose services were temporary.

(4) India opting staff of other Central Government Departments, who are nominees of the Transfer Bureau of the Ministry of Home Affairs.

(5) Pakistan opting permanent Railway and other Central Government servants who have been displaced from Pakistan and displaced permanent Government servants of N.W.F.P., Baluchistan and Sind. (Railway servants will be given preference over others).

(6) Staff retrenched from Railways, including grainshop staff.

(7) Ex-Burma Railway employees (only in connection with vacancies arising out of the Adjudicator's Award).

(8) Staff of the Joint Railway Service Commission.

(9) Staff recruited for the Assam Rail Link Project.

(10) Staff of the late Priority Organisation.

(11) Staff of the quasi-Railway offices of the late N. W. and B. A. Railways.

(12) Pakistan opting temporary Railway and other Central Government servants who have been displaced from Pakistan, displaced temporary Government servants of N.W.F.P., Baluchistan and Sind and displaced persons from Eastern Pakistan. (Railway servants will be given preference over others).

Tramways.—Recruitment of staff for the Delhi Tramways is made by a Selection Board consisting of two or three members including the departmental head by inviting applications. In Calcutta, recruitment is made partly through Employment Exchanges and partly direct from the relatives of employees after giving suitable tests to the candidates before selection. Preference to relatives of employees is given by the Madras Tramways also. In Bombay, vacancies are advertised in newspapers when candidates are not forthcoming after notification on the company's notice board and intimation to the Employment Exchange.

Ports.—Recruitment of labour through contractors* for the purpose of loading and unloading vessels in the ports at Bombay and Calcutta has been abolished with effect from

*Called *toliwalas* at Bombay.

April, 1948. The abolition of the *serang* system was agreed to by the Bombay Stevedores Association with effect from 1st January, 1949. There are, however, still a certain number of workers employed through contractors in ports. In June, 1950 the number of such workers was 238 in Bombay and 234 in Calcutta. There are, also, a number of contractors' men working in the ports at Madras and Cochin.

With a view to regulating employment in the docks, the Government of India enacted in 1948 the Dock Workers (Regulation of Employment) Act, 1948. Information regarding schemes framed and contemplated under the Act for the regulation of employment of dockworkers is contained in Chapter II under "The Dock Workers" (Regulation of Employment) Act, 1948.*

At present, all labour for work in the Bombay docks is engaged directly by the Port Trust under a scheme approved by the Trustees in accordance with which workers are registered in two categories as (A) to whom certain minimum earnings are guaranteed, and (B) to meet shortages arising in category A. Labour requirements in excess of these two categories are met by employing casual workers who are placed on a special panel and issued temporary identity cards. Other port labour is recruited through the Employment Exchange. Recruitment of Class IV labour at the Calcutta port was previously being made directly by the welfare officer, preference being given to retrenched workers in respect of whom a register was maintained. Recruitment is now made through the Employment Exchange. In Madras and Visakhapatnam Class IV staff is directly recruited. The services of the Employment Exchange are also utilised by the Visakhapatnam port whenever necessary. In Cochin a waiting list of retrenched persons has been drawn up for recruitment of casual labour.

Seamen.—There is chronic underemployment among the seafarers on account of an excess of supply over demand. Various attempts were made by the Government of India to eliminate the evil by regulating the system of recruitment and employment of seamen. Details regarding these have been given in the earlier issues of the Indian Labour Year Book. Under the Indian Merchant Shipping Act, 1923 seamen for the foreign going ships can be engaged only in the presence of the Shipping Master. With a view to regulating the recruitment of seamen further, that Act was amended in December, 1949. The main ports for the recruitment of seamen in India are Bombay and Calcutta. At Bombay, the Bombay Maritime Board maintains registers of seamen who offer themselves for employment and recruitment is effected through *sérangs*. At Calcutta the local Maritime Board has a joint supply office through which Engine Room and Saloon Crews are recruited, the deck hands being recruited through the Shipping Office, Calcutta.

* See page 72.

Plantations.—The recruitment of labour for plantations in Assam is governed by the Tea Districts Emigrant Labour Act, 1932, and is made mostly from the controlled emigration areas such as West Bengal, Bihar, Orissa, Uttar Pradesh, Madhya Pradesh and Madras, mainly through the Tea Districts Labour Association. Under the Tea Districts Emigrant Labour Act, 1932 persons recruited from controlled emigration area must be produced at the nearest Local Forwarding Agency and from there despatched to Assam by the prescribed routes, along which there are depots where the persons are provided with rest, meals and sleeping accommodation and medical aid, if necessary.

Recruitment is made under (a) the *sardari* system, (b) through local recruiters and (c) by the pool system. Details regarding these systems were given in the earlier issues of the Year Book. During the year 1948-49, 41,241 persons were recruited under the *sardari* system and 2,080 persons otherwise than by the *sardari* system. Table XXVII shows the number of assisted and non-assisted emigrants recruited from the various States during 1939-40 and the last four years.

The cost of recruitment of an adult emigrant through the Tea Districts Labour Association worked out to about Rs. 124 in 1948-49 as against Rs. 107 in 1947-48. This includes the advance payable to the *sardar,* the commission for recruitment and the emigration bonus to the recruits.

In South India, recruitment of labour for work in plantations is made mostly through *kanganies* who are generally drawn from the ranks of the estate labourers themselves. This system has, however, led to many abuses. The question of abolition of the system was considered at the third session of the Industrial Committee on Plantations held in November, 1950, and subsequently at a tripartite meeting held at Madras on 5th February 1951 where the employers' and workers' representatives generally favoured the continuance of the system for some time more. The matter is still under consideration of Government. Some of the coffee estates and many of the rubber estates employ professional labour suppliers. The Labour Department of the United Planters' Association of Southern India registers such labour suppliers and assists them in the recruitment of labour.

No recruitment is generally made for the plantations in the Terai and Darjeeling in Bengal as the estates have a sufficient permanently settled labour force.

C.P.W.D.—A large majority of the labour employed by the C.P.W.D. on public works is engaged through contractors. The proportion of contractors' labour, however, fluctuates widely on account of the indefinite nature of the contract works. During the twelve months ending September, 1950 the proportion of contract labour averaged nearly 90 per cent.

The bulk of the labour force is recruited by the contractors on an *ad hoc* basis and is dispensed with as soon as the work is

TABLE XXVII

RECRUITMENT TO ASSAM TEA PLANTATIONS, BY STATE OF ORIGIN

(Number of Emigrants)

State of origin	1939-40*		1945-46*		1946-47*		1947-48		1948-49	
	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted
West Bengal	257	91	311	157	226	146	296	87	23	14
Bihar	12,570	1,944	20,306	4,103	18,697	4,320	16,979	3,877	13,651	3,696
Orissa	6,170	1,460	12,631	2,646	10,427	2,953	8,500	2,993	8,987	3,097
Madhya Pradesh	3,770	624	7,561	1,783	7,632	1,815	7,403	1,582	8,258	1,633
Madras ..	187	53	836	151	838	162	1,085	163	1,489	177
Uttar Pradesh	145	69	476	137	605	145	415	65	251	60
Bombay	659	77	818	177	1,624	391	2,864	374	1,554	431
Total ..	23,758	4,318	42,939	9,154	40,049	9,932	37,542	9,141	34,213	9,108

*The figures relate to the pre-partition Assam.

over. Some of the big contractors, however, keep some recruiting and supervisory staff in their permanent employ. Intermediaries known as *chowkidars,* mates, *jamadars,* etc., are advanced money by the contractors and sent to the villages for recruitment of labour. These intermediaries are also generally responsible for the supervision and efficient performance of the work. The Employment Exchanges are being utilised to a limited extent in the recruitment of labour for public works. The department has given instructions that labour for public works undertaken departmentally should be recruited through Employment Exchanges and that contractors under the C.P.W.D. should be asked to meet their man-power requirements through the Employment Exchanges as far as possible.

(b) Training

Problems of technical and vocational training, as a part of the programme for economic development, are now receiving more and more attention both at the national as also at the international level. Various Commissions and Committees appointed in India from time to time have stressed the need for the initial training of the new entrant to industry. The question was considered at the Asian Regional Conference of the I.L.O. held in January, 1950 and a resolution was passed laying down certain lines of action for the development of training programmes in Asian countries. The question of vocational training for adults was also considered at the 33rd Session of the International Labour Conference held in June, 1950 and a Recommendation was adopted setting up international standards for the vocational training of adults including disabled persons. Earlier, the I.L.O. had set up at Bangalore a field office on technical training to serve Asian countries. The programmes of the office are designed primarily to train key officials in methods of developing vocational training adapted to the needs of the region.

In India, the only co-ordinated scheme for training, developed on an all-India scale, is that initiated by the Ministry of Labour under the Directorate-General of Resettlement and Employment. Details of the training facilities provided by this organisation are discussed in the next section. Apart from the facilities provided by this organisation, there is a great dearth of technical education in the country especially for the purpose of training workers in industry as also in the matter of refresher courses.

Technical Education.—According to a survey carried out by the Ministry of Education, there are about 112 engineering and technological institutions in India which offer facilities for technical education at different levels, *viz.,* degree, diploma or post-graduate courses. The present annual admissions into these institutions are about 7,300 students for engineering subjects and about 1,700 for technological subjects and the out-turn is of the order of 3,000 engineers and 780 technologists.

The All-India Council for Technical Education has recommended establishment of four regional high grade technological institutions in the country, each institution capable of training 2,000 under-graduates and 1,000 post-graduates in the various branches of engineering and technology. Of these four proposed institutions, one is in the course of establishment at Kharagpur and will be called the Indian Institute of Technology, Kharagpur. This Institute will admit about 240 students for undergraduate courses in the course of the current year.

On the recommendation of the All-India Council a scheme for the strengthening and improvement of the existing technological institutions has been put into operation and grants for equipment, buildings and recurring expenses are being given to 14 selected institutions. As a result of this measure the institutions have not only brought about the much needed improvement but have started admitting large number of students for training.

The Scientific Manpower Committee which submitted its report in June, 1949 estimates that in the next 5 to 10 years the number of technically trained personnel of the senior or executive type required for the industrial and Government sponsored activities would be about 40,000. Surveying the existing facilities the Committee estimates that apart from the engineering and technological institutions which admitted in 1947-48 some 6,600 candidates for diploma, degree and post-graduate courses, about 240 leading industrial concerns in the country can, among themselves, train some 1,200 scientists, engineers and technologists of the senior or executive grade and 18 Government sponsored organisations can train about 800 of these personnel at a time. According to the Committee the available facilities have not been fully mobilised. With the object of better utilisation of the existing facilities the Committee suggests the introduction of legislation making it incumbent on every established industrial concern to provide training facilities notwithstanding the consideration whether the persons thus trained are required by the concern or not. The Committee recommends among others :

(1) that the technical departments of the Government should organise in their establishments facilities for the training of artisans, supervisors and executives at their own expense ; and

(2) that all factories or industrial establishments should include schemes of practical training. For the effective implementation of this recommendation Government should impose a levy on every concern, of say, about 3 per cent. of the total wages bill to be supplemented by an equal amount contributed by Government for utilisation towards the organisation of training facilities. The institution of Government stipends for industrial training was also recommended. This scheme was accepted by

the Government and it was decided to institute 250 senior stipends each of the value of Rs. 150 per mensem and 200 junior stipends each of the value of Rs. 75 per mensem.

The Industrial and Technical Education Committee appointed by the Government of Bombay recommended that the Government should foster technical education by establishing industrial and technical schools, introducing basic education in primary, middle and high school stages, establishing industrial centres, etc., and should promote vocational guidance and training. There is a proposal now to set up three technical schools at Bombay, Ahmedabad and Sholapur where pre-employment as well as post-employment training will be provided for workers with a view to increasing their efficiency.

The Government of Madhya Pradesh is running some handicraft schools at various centres in the State where boys are trained in handicrafts such as metal working, carpentry, leather work, tailoring, cotton weaving, carpet, *dari* and *newar* making, toy-making, basket-making, etc. There are 10 such schools in the State, 4 of which are Government owned and 6 Government aided. The Government also gives a substantial grant to the Radhaswami Satsangh Sabha in Dayalbagh for training students in leather tanning.

Training in Industry.—According to a survey of training facilities made by the Department of Labour, Government of India in 1945, there were 29,794 apprentices under training in various industries. Certain statistics recently collected in regard to the working of the Industrial Employment (Standing Orders) Act, 1946 show the following details in regard to the number of apprentices.

TABLE XXVIII

NUMBER OF ESTABLISHMENTS WHICH APPLIED FOR CERTIFICATION OF STANDING ORDERS DURING 1947, 1948 AND 1949 AND THE NUMBER OF APPENTICES THEREIN

	Number of establishments*	Number of apprentices
Factories	1,385	18,967
Other industrial establishments	2,210	1,735
Total ..	3,595	20,702

*In respect of which information is available. The law applies only to establishments employing 100 persons or more.

In the cotton mill industry in Bombay City apprenticeship schemes exist in 27 mills mainly in the engineering, weaving, spinning, mechanical, blow room and card frame departments. A training course is conducted by the Millowners' Association at Bombay for mill Labour Officers. The Delhi Cloth and General Mills, Delhi have their own schemes of apprenticeship in the spinning and weaving departments. Training is given to line jobbers, spinning and weaving *maistries* and fitters besides which, educated young men are recruited as learners in various other departments for training. The Buckingham and Carnatic Mills hold regular classes for training weavers. There is also a five years' training course in the engineering department of the mill. Some of the textile mills in Madhya Pradesh also provide training facilities for a few recruits.

Workers in the mechanical departments of the jute mills are required to undergo a period of apprenticeship before they are promoted to the rank of journeymen. The Indian Jute Mills Association also grants a number of scholarships tenable for 5 years each for trainees nominated by the member mills.

The Tata Iron and Steel Co., maintains a technical institute for training apprentices. There are at present two courses of apprenticeship in this institute : (i) trade apprenticeship for training skilled artisans ; and (ii) graduate apprenticeship for training technical graduates for supervisory positions. A scheme for training workers was under consideration of the Steel Corporation of Bengal and the Indian Iron and Steel Co., pending finalisation of which, classes for apprenticeship training were being held in these factories.

Training schemes also exist in some of the big concerns such as the Titagarh Paper Mills, Bata Shoe Co., Tata Chemicals, C.P. Cement Works, etc. About 50 per cent. of the sugar factories which replied to a questionnaire recently issued by the Bureau have some system of training workers especially in the engineering departments.

The Ministry of Education have worked out a co-ordinated and comprehensive scheme of practical training of graduates and diploma holders so as to condition them for gainful employment in industry, Government Departments, etc., later on. Facilities for training have been secured in a larger number of industrial concerns and Government Departments.

The various Government Departments which have offered facilities are Electrical Power Authorities, Railways, Defence Establishments, Posts & Telegraphs, All India Radio, Central Water Power Irrigation and Navigation Commission, etc. The industrial concerns cover a wide range, *viz.*, heavy chemicals and fertilizers. paints and varnishes, oils and fats, textiles, automobile, aircraft and other engineering industries.

The Government of Bombay have formulated an apprenticeship scheme under which industrial establishments would provide apprenticeship facilities for young men for periods

varying from 3 to 5 years according to the nature of the work. During the period of apprenticeship the candidates would have to attend evening classes for study of related technical subjects. A number of concerns in Bombay and Ahmedabad have agreed to take in apprentices under the scheme and arrangements have been made to hold evening classes in the Victoria Jubilee Technical Institute, Bombay. The subjects of training include mechanical and electrical engineering, spinning, weaving, dyeing, typography, etc. Seventy-seven candidates were selected during 1949-50 for the Bombay Centre.

At the first meeting of the Industrial Committee on Coal Mining, the Government of India proposed a scheme for setting up a mechanisation school with a view to training up workers in the use of coal cutting machines, electrical and mechanical fittings, etc. The proposal is under examination by Government. Efforts are also being made to improve the facilities available in the Mining School at Dhanbad. Evening classes in mining are held in the coalfields in Bihar and West Bengal. Classes are also held at various places in the coalfields in gas-testing, electricity, etc., for the benefit of candidates.

There are regular systems of apprenticeship and pre-employment training on most Railways. Important among the existing institutions are the Railway Staff College at Dehra Dun and the Railway Technical School at Jamalpur. New training schools have been opened recently at Ajmer, Bina, Bhusaval and other places. Instructions have been issued by the Railway Board to all Railways to establish training schools where no such facilities are available. The recommendations of the Indian Railway Enquiry Committee, 1947 regarding improvement of training facilities for Railway staff were examined by the Railway Board and the Railways were instructed that refresher courses should be devised for comparatively inexperienced men who had to fill the role of supervisors, that training facilities for the staff of the mechanical workshops should be improved and that to achieve this end, existing facilities for training apprentices should be reviewed and reorganised on a sounder-footing. Railways were also advised to provide separate facilities for elementary practical training in the use of simple implements to unskilled staff.

Facilities are available for training skilled workers in the engineering departments of some of the major ports. Provision for adequate training facilities has also been made in the decasualisation scheme which is under consideration for dock labour in the port of Bombay.

4. Employment Service

(a) Employment Exchanges

The progress made by the Employment Exchange Organisation up to the end of September, 1949 and its history were included in the previous issues of the Indian Labour Year Book.

Since October, 1949, the Employment Exchanges have considerably expanded their scope. Towards the end of 1949, the Government of India issued orders that all Central Government vacancies should be notified to the Employment Exchanges and no Central Government Establishment should fill any vacancy by direct recruitment unless the Employment Exchanges certified that they had no suitable persons on their registers This step was designed to assist the Employment Exchanges in the task of finding employment for the thousands of persons retrenched from Government employment and for other priority categories of employment seekers such as displaced persons, ex-Burma Government employees, etc. Following this decision of the Government of India, many State Governments also ordered the notification of Government vacancies to Employment Exchanges.

Another important part which the Employment Exchanges played in helping to reduce unemployment was in connection with the implementation of decasualisation schemes adopted by the Governments of Bombay and Uttar Pradesh. In the latter State, the Employment Exchange, Kanpur, was asked to maintain a pool of retrenched industrial workers and it was decided that no factory or mill should recruit any worker direct unless the Employment Exchange declared its inability to supply retrenched or registered persons from the pool.

The Employment Service also took a step forward during the year in proceeding with the establishment of temporary Sub-offices at many work-sites where the execution of national projects was in progress. These offices considerably facilitated the recruitment of the labour force required for these projects.

Some Government Departments which had been maintaining separate lists of special types of employment seekers such as Engineers, etc., recognised the Employment Exchanges to be the proper agency for registering such persons and transferred this responsibility to them.

Since September, 1949, the National Employment Service has also made progress in the task of compiling comprehensive statistics on the requirements and availability of manpower. Arrangements have been made to receive from every Central Government Office, monthly returns showing its staff and vacancy positions. From time to time special investigations have also been made. Research has also been undertaken into the employment opportunities and conditions of work in respect of different trades and occupations as a step towards giving occupational guidance. So far, results of research into 8 such trades have been compiled and published.

In order to keep the Directorate-General of Resettlement and Employment fully informed of the day to day problems of Exchanges and to step up and standardise their efficiency and quality of service, a Central Inspectorate of Employment Exchanges was established in Delhi in November, 1949. Manned

by a Deputy Director of Inspection and three specially trained Assistant Directors selected from the Regions, it began its task of regularly inspecting the different Employment Exchanges in the country and, during the one year of its existence, has, it is reported, considerably improved the standard of efficiency in the Employment Exchanges.

As a result of the Federal Financial Integration Scheme, the Directorate-General of Resettlement and Employment took over control of the Employment Exchanges in Part B States on 1st April, 1950. This resulted in the addition of one Region and 10 Employment Exchanges to the previously existing 10 Regions and 109 Local Offices. Some more offices were also opened during this period and at the end of September, 1950, there were 65 Employment Exchanges, 56 District Employment Offices, 15 Employment Information Bureaux and 33 Sub-Offices functioning in the country. Details of the work done by these offices during the period under review are given in the following table.

It will be noticed that in spite of trade depression and the policy of general economy and retrenchment followed

TABLE XXIX

DETAILS OF WORK DONE BY EMPLOYMENT EXCHANGES

(*October*, 1949—*September*, 1950)

Month	No of exchanges†	No. of registrations	No. of placings	No. of vacancies notified	No. of persons on Live Register at the end of the month	No. of employers using the exchanges during the month
1949						
October ..	55	71,464	16,388	23,504	3,10,272	3,855
November ..	55	77,317	18,510	26,914	2,91,584	4,152
December ..	55	71,819	19,505	27,748	2,74,335	4,284
1950						
January ..	55	71,475	19,328	24,738	2,69,091	3,912
February ..	54	76,471	20,312	24,494	2,65,295	4,286
March ..	54	87,072	24,976	35,193	2,65,962	4,991
April ..	54	91,897	23,857	34,938	2,81,972	5,233
May* ..	64	1,08,921	29,434	39,735	3,05,003	5,640
June ..	64	1,09,934	29,850	36,901	3,22,958	5,948
July ..	64	1,21,017	29,393	34,900	3,45,395	6,919
August ..	65	1,19,682	29,021	34,858	3,65,732	6,135
September ..	65	1,01,585	29,377	34,802	3,47,944	6,313
Total ..		11,08,654	2,89,931	3,78,726	..	..

* [Since May, 1950 the statistics cover Exchanges in Part B States also.]

†In addition there were also 55 District Employment Offices functioning as out-housed sections of these Exchanges. Figures include those relating to the work of these offices.

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by Government, the Employment Exchanges have shown a steady improvement in their work, and have, during this period, registered 11,08,654 and placed 2,89,931 persons in employment against the figures of 10,69,493 and 2,64,947 relating to the preceding 12 months.

A factor indicative of the increasing usefulness of the Employment Exchanges is the over-all increase of vacancies notified by private employers over those notified by Government establishments. In September, 1950, more than 58 per cent. of the total vacancies were notified by private employers. The number of employers using the Employment Exchanges also rose from 4,161 in September, 1949, to 6,313 in September, 1950.

Appointments Branch.—Those sections of Employment Exchanges, which deal with higher appointments of an administrative, managerial and technical nature registered 9,255 and placed in employment 1,251 persons during the period under review.

Women.—The Employment Exchanges have shown considerable progress in the matter of finding employment for women applicants and during the period under review 20 015 women were placed in employment against the figure of 12,442 relating to the preceding 12 months. The number of women applicants registered was 46,648 showing a rise of about 1,900 over the previous figure. Employment Exchanges reported shortages of trained women teachers, nurses and stenographers. Lack of mobility of educated women applicants and the preference shown by them for Government jobs were some of the difficulties experienced in placing more women in employment.

Displaced Persons.—The rush of displaced persons to Employment Exchanges continued to decrease till February, 1950 when conditions in East Bengal again called upon all the resources of the National Employment Service to help mitigate the problems of the numerous persons immigrating to India. The peak registration was recorded in May, 1950 during which month approximately 20,400 displaced persons were registered. After this, the monthly registration started declining. During the 12 months ending 30th September, 1950, 1,48,728 displaced persons were registered and 27,121 placed in employment. A large proportion of these registrants was composed of displaced persons from Eastern Pakistan. In order to resettle as many of them as possible, the Employment Exchanges were asked to accord top priority to such persons while making submissions against Government vacancies in the Eastern Zone, and to accord high priority in respect of Central Government vacancies in the rest of India. The majority of displaced persons from Eastern Pakistan do not know Hindi, and this factor limited their field of employment mainly to West Bengal and the adjacent areas. Lack of accommodation at places of work, lack of free facilities for travel to the places of work, and the

aversion of some of the employment-seekers to accept work involving manual labour were some of the other difficulties experienced by Employment Exchanges.

Highly Qualified Displaced Persons.—The Special Employment Bureau set up to provide employment assistance to highly qualified displaced persons was wound up on 31st August, 1950 and particulars of the applicants registered with this Bureau were sent to the appropriate Employment Exchanges. This Bureau had been started by the Ministry of Rehabilitation in March, 1948 with a view to finding employment for highly qualified displaced persons and was transferred to the D.G.R. & E. in October, 1948. During the 2½ years of its life, it had registered 3,591 highly qualified displaced persons and had succeeded in finding employment for 1,183.

Mobile Exchanges.—By the end of the period under report many of the Regional and Sub-Regional Employment Exchanges in India had been provided with Station Wagons for use as Mobile Exchanges to make the Employment Service available to employers and employment-seekers residing at places distant from the Employment Exchanges. The exceptions were the Exchanges in Part B States which came under the control of the D.G.R. & E. in April, 1950, and the Employment Exchanges in Madras. The Mobile Sections of Employment Exchanges have proved most useful and in some cases have contributed as much as 50 per cent. of the total month's work of an Exchange. They have been successfully used to meet bulk demands of the Railways, Armed Forces, Police, etc., and also to do publicity work in connection with the Training Schemes of D.G.R. & E. They have also been used to visit important fairs and public gatherings and for locating workers for unfilled vacancies.

Vacancy Clearing Machinery.—The vacancy clearing machinery set up at regional and national levels to develop the mobility of labour and to adjust shortages and surpluses of manpower in different places achieved a fair degree of success during the period under report. Better results, however, could not be shown owing to certain factors, *e.g.*, the lack of housing accommodation at places of work, the reluctance on the part of workers to leave their home-towns or villages, and also the lack of provision of free facilities to travel from the home towns of the workers to their places of work which made mobility of labour difficult to achieve.

Staff Training Centre.—When the organisation was first started in 1945, it was the Staff Training Centre to which was relegated the important duty of training the newly appointed officers in Employment Exchange procedure. Experienced specialists were taken on loan from the Ministry of Labour and National Service, U.K. for this purpose. As the rate of recruitment of officers decreased, the strength of staff at this centre was also reduced, and in October, 1949, the Staff Training Centre had to be closed down completely as a measure of economy. Some officers of the National Employment Service, who had not

received any training so far, and one nominee of a Trade Union were, however, given a short course of training in August, 1950 at the Directorate-General of Resettlement and Employment.

Employment Advisory Committees.—The National Employment Service is assisted in its work, at national, regional and local levels, by Employment Advisory Committees composed of representatives of employers, workers and Government. There is a Central Employment Advisory Committee with the Director-General of Resettlement and Employment as Chairman and this Committee was reconstituted during the year under review. The reconstituted Committee met in April, 1950. In addition there were 54 Regional/Sub-Regional Employment Advisory Committees functioning throughout the country and tendering useful advice and suggestions to Regional Directors of Resettlement and Employment and Employment Offices concerned.

(b) TRAINING

Technical & Vocational Training Schemes.—The Training Schemes of the Directorate-General of Resettlement and Employment have made considerable advance during the period under review. The training schemes for displaced persons came to an end in March, 1950 except in Uttar Pradesh where some displaced persons continued to remain in training at the request of the Government of that State. The training schemes for ex-servicemen finally closed on 31st July, 1950. In place of these, a much more comprehensive scheme, called the Training Scheme for Adult Civilians, was launched with effect from March, 1950 Under this, admission is open to all Training imparted both in technical and in vocational trades is more intensified and comprises of a two years' course in case of technical trades, the last six months of which are spent in production work, and a 12 months' course in case of vocational trades. The syllabus has been adapted to the needs of the industry, and for the present, 10,000 seats have been sanctioned under this scheme. A statement showing the number of Training Institutes, sanctioned seats, and number on rolls on 30th September, 1950 is given on the next page (Table XXX). On 30th September, 1950, 9,864 persons including 233 *Harijans* and Political sufferers in Uttar Pradesh were in training under the scheme.

At the request of the Ministry of Rehabilitation, Government of India, the D.G.R. & E. has also undertaken to provide training to 2,000 displaced persons in certain selected trades at its Training Centres. These seats are in addition to those provided for adult civilians. The cost of training of displaced persons will be borne entirely by the Ministry of Rehabilitation,

TABLE XXX

NUMBER OF TRAINING INSTITUTES/CENTRES, SEATS SANCTIONED AND NUMBER OF ADULT CIVILIANS AND DISPLACED PERSONS UNDERGOING TRAINING AS ON 30TH SEPTEMBER, 1950

Type of Training		No. of training institutes/ centres	No. of sanctioned seats	No. of persons undergoing training
Technical	Adult Civilians	48	7,372	7,467*
	Displaced persons		1,840	1,998†
Vocational	Adult Civilians	12	2,272	2,057
	Displaced persons		160	158
Women	Adult civilians	3	352	340
Total	Adult Civilians	63‡	9,996	9,864§
	Displaced persons		2,000	2,156

Government of India. On 30th September, 1950, 2,156 displaced persons were undergoing training in the various States where the training has been sanctioned.

Arrangements made earlier with the Government of Bombay to impart training in wood work to primary school teachers at the Industrial Training Institute, Aundh continued, and at the end of September, 206 primary school teachers were receiving such training.

Under the Training Scheme for Adult Civilians, arrangements have also been made to train women and 352 seats have been sanctioned for the training of women at the three Women's Industrial Training Institutes at New Delhi, Dehra Dun and Madras Three hundred and forty women were in training in these Institutes on 30th September, 1950.

* Includes 95 Civilians undergoing training at Central Training Institute, Koni, Bilaspur under special arrangement with the Government of Madhya Pradesh.

† Includes 180 trainees under the earlier scheme in Uttar Pradesh still to complete training.

‡ In some of the institutes/centres training is being imparted in technical as well as vocational trades.

§ In addition to adult civilians and displaced persons, the following were also undergoing training as on 30th September, 1950 :

Instructor trainees	163
Primary school teachers undergoing training in wood-work ..	206
Total	369

Central Institute for the Training of Instructors.—The Central Training Institute for Instructors, Koni (Madhya Pradesh), also made good progress during the period under review. In June, 1950, admissions to the Institute, which had been confined to the nominees of Central and State Governments, were thrown open to the nominees of private institutions and establishments and also to direct applicants. It was decided that the nominees of Government would be trained free of charge but in the case of nominees of private institutions and establishments, and direct applicants, a fee of Rs. 10 and Rs. 15 per month respectively would be charged. As a result of this concession, a number of candidates applied for admission and the Institute had to start a special session for them from 15th August, 1950. The total number of Supervisors and Instructors undergoing training at the Institute at the end of September, 1950, both in the regular and special sessions, was 163.

With the standardisation of training, the question of according recognition to the certificates of proficiency issued by the D.G.R. & E. was taken up with the various State Governments and so far 8 States have accorded such recognition for purposes of employment in Government offices and establishments. The question of granting a certificate of proficiency which could have all-India validity was also under active consideration.

5. Migration

Most industrial workers in India do not claim as their home town the place at which they work. They migrate to industrial areas for finding employment and continue to keep contact with their village homes. However, it would appear that the bulk of the immigrant factory workers have little stake in agriculture and their occasional visits to their village homes are more for rest and recuperation than for attending to cultivation.

Generally, the smaller industrial centres draw on the surrounding rural areas for their complement of workers except for skilled labour. Industrial areas like Bombay, Calcutta and Jamshedpur draw their labour force from a wider field. In the jute mill industry in Calcutta more than 80 per cent. of the workers are non-Bengalees belonging to Bihar, Uttar Pradesh, Orissa and the Telugu speaking districts of the Madras State. In the cotton mill industry in Bombay, the labour force is drawn from the neighbouring districts of the Konkan, Satara and Sholapur. Deccan and Uttar Pradesh also contribute a certain proportion of the labour force. Labour in the engineering industry at Jamshedpur is drawn from the States of Bihar, West Bengal, Uttar Pradesh, the Punjab, Madhya Pradesh, Orissa and Madras and is now more or less permanently settled at its place of work. Labour in coal mines in Bihar and West Bengal is generally drawn from the surrounding villages, although during wartime a certain number of workers were recruited from Gorakhpur in Uttar Pradesh. A certain proportion of the labour force in the coal mines in the Hyderabad State is also drawn from Gorakhpur. About 90 per cent. of the labour in the Kolar Gold

Fields comes from Tamilnad and a small proportion comes from the Telugu districts of the Madras State. In the plantation areas, especially in the North East, workers mostly hail from the States of Bihar, Orissa and Madhya Pradesh. It will thus be seen that the migration to industrial areas may be inter-district, inter-state or, as in the case of mines and in isolated factories in out-of-the-way places, from the surrounding villages.

Some information regarding the extent of immigrant labour in the various industrial centres is available in the Family Budget Reports issued by the Director, Cost of Living Index Scheme. Apart from this, however, no authentic data are available on the subject.

In regard to inter-State migration in general the reports of the population census contain some data. Apart from these, the only serial statistics of migration which are available relate to migration to the Assam tea plantations. These statistics, for certain selected years, are presented in Table XXXI.

TABLE XXXI

NUMBER OF EMIGRANTS TO ASSAM

Year	Men	Women	Children	Total
1929-30 ..	33,510	14,117	12,169	59,796
1934-35 ..	7,317	6,286	6,365	19,968
1939-40 ..	9,488*	7,792	7,497	24,777
1944-45 ..	18,615	12,690	13,842	45,147
1945-46 ..	17,912	12,580	14,082	44,574
1946-47 ..	17,529	11,985	13,493	43,007
1947-48* ..	15,010	10,103	11,045	36,758
1948-49* ..	13,264	9,838	9,330	32,432

Following the partition of India in August, 1947, migration took place on a large scale from India to Pakistan and from Pakistan to India. About 55 lakhs of persons are reported to have migrated from India to Pakistan and about 50 lakhs of persons from Western Pakistan and another 12½ lakhs from Eastern Pakistan to India up to the end of 1949. Early this year as a result of communal disorders in East Bengal, migration of Hindus from there to the Eastern States of India began on a large scale. There were inevitable repercussions in India and a considerable number of Muslims left for Pakistan. It is estimated that about 8 lakhs of persons left India for Pakistan while about 18½ lakhs migrated from Eastern Pakistan to India. India thus finds herself now with the responsibility for rehabilitating about 81 lakhs of displaced persons who have migrated from Pakistan during the last three years or so. Problems relating to the employment of the displaced persons and the progress so far made in this respect are discussed in the section on Employment Service.

While there is considerable inter-district and inter-State migration in India for purpose of employment, there is little migration overseas for this purpose except to countries such as Ceylon, Burma, Malaya, etc. In this connection the following

*Figures relate to the post-partition Assam.

statistics relating to the working of the Indian Emigration Act, 1922, are of interest :—

TABLE XXXII

NUMBER OF INDIAN WORKERS MIGRATING OVERSEAS AND BACK TO INDIA

Year	Emigrants	Immigrants
1929	1,38,889	1,39,451
1934	1,30,955	64,068
1939	12,567	47,560
1944	23,850	2,218
1945	21,124	2,172
1946	21,655	2,117
1947	20,892	3,310
1948	19,324	5,081
1949	12,914	6,100

The volume of overseas migration which has been on the decline during recent years showed a further fall in 1949 and hardly 13 thousand persons left India for work in other countries during the year. This is largely due to the immigration and employment policies of the Governments of Burma and Ceylon. Tables XXXIII and XXXIV show the age-sex and occupational distribution of skilled and unskilled workers and their dependants who emigrated from India during 1949.

TABLE XXXIII

NUMBER OF WORKERS AND THEIR DEPENDANTS WHO MIGRATED OVERSEAS DURING 1949, BY AGE AND SEX.

	Age groups						Total	
	Below 15		15 to 55		Over 55			
	Men	Women	Men	Women	Men	Women	Men	Women
Skilled workers	406	93	11,465	213	47	..	11,918	306
Unskilled workers.	97	95	352	110	8	28	457	233
Total ..	503	188	11,817	323	55	28	12,375	39

TABLE XXXIV

NUMBER OF WORKERS AND THEIR DEPENDANTS WHO MIGRATED OVERSEAS DURING 1949, BY OCCUPATION.

	Agriculture	Industry	Commerce	Other occupations	Without occupation	Total
Skilled workers		1,793	5,250	4,978	203	12,224
Unskilled workers.	54			379	257	690
Total	54	1,793	5,250	5,357	460	12,914

6. Absenteeism

Monthly statistics of absenteeism relating to certain factory industries are being published by the Governments of Bombay, Uttar Pradesh, West Bengal and Mysore. The statistics published by the Government of Bombay relate mainly to the cotton mill industry in the State and are based on the returns received from some 140 mills situated in Bombay, Ahmedabad, Sholapur and other textile centres in the State. Similar data relating to five 'representative' engineering establishments in Bombay City are also published. The data published by the Government of U.P. relate to the cotton, woollen and leather industries at Kanpur and are based on returns furnished by the Employers' Association of Northern India in respect of the larger member concerns of the Association. Figures are published by the West Bengal Government in respect of the textile, engineering and other industries but these are based on a small number of returns. The Mysore Government publish comprehensive statistics relating to absenteeism in respect of all factory industries, gold mining and plantations in the State. Returns on the subject are collected by the Government of Hyderabad also in respect of a few major industrial concerns in the State including coal mines but these, it appears, are not regularly published.

Apart from the data collected from the various State Governments, the Labour Bureau, Government of India, collects monthly returns from a number of concerns engaged in specific industries which include the cotton mill industry in Madras State, ordnance factories, cement factories, match factories, iron and steel works, telegraph workshops and tramway workshops. Some information is also available from the periodic surveys conducted by the Labour Bureau in respect of various industries Proposals are under consideration for the collection of comprehensive data on the subject under the Industrial Statistics Act from all factory industries, plantations, tramways and ports. So far as coal mines are concerned the Chief Inspector of Mines has been collecting monthly statistics on the subject since May, 1950. The information available from the various sources in respect of certain important industries is presented in this section.

Factories.—Table XXXV gives the available information relating to the percentage of absenteeism in the cotton, woollen and silk mill industries for the 12 months ending September 1950 together with previous figures wherever available. So far as the cotton mill industry is concerned, it will be seen that the percentage of absenteeism showed an appreciable increase in 1949 compared to 1948 in Bombay, Ahmedabad and Sholapur, while in Madras, Madura, Coimbatore and Kanpur there was a drop in the absenteeism rate. There was also a slight increase in the rate of absenteeism in the woollen mills at Kanpur.

Table XXXVI shows the rates of absenteeism in the engineering industry in Bombay, West Bengal and Mysore, leather industry at Kanpur, ordnance factories, iron and steel industry,

TABLE XXXV

PERCENTAGE OF ABSENTEEISM IN THE COTTON, WOOLLEN AND SILK MILL INDUSTRIES

	Cotton							Woollen		Cotton, Woollen and Silk
	Bombay	Ahmedabad	Sholapur	Madras	Madura	Coimbatore	Kanpur	Kanpur	Dhariwal	Mysore State
1946 — Average	14·2	7·4	20·1	11·0	16·0	12·8	12·9	8·1	..	..
1947 — Average	14·4	6·4	19 1	10·3	14·7	13·8	16·1	11·5	..	..
1948 — Average	13·3	5·9	18·1	9·1	13·9	9·6	16·1	10·6	..	..
1949 — Average	15·9	7·4	21 3	8·6	13·1	8·1	15·6	11·0	..	11·8
October	17·1	7·9	22·3	8·4	11·4	8·4	15·4	10·4	13·0	10·6
November ..	15·8	8·1	23·3	7·6	11·4	8·0	16·6	10·1	9·7	10·8
December ..	15·3	7·7	22·5	7·9	11·3	7·4	16·7	9·3	6·7	10·5
1950 — January	12·8	7·4	21·0	9·0	11·5	7·6	14·3	9·5	5·8	11·5
February ..	14·7	8·0	21·0	8·8	17·6	8·7	13·6	9·4	5·3	11·0
March	15·9	8·7	21·5	9·2	15·4	9·0	16·2	12·5	6·3	10·3
April	16·3	9·7	23·3	9·8	14·3	10·2	19·0	12·4	5·0	12·2
May	16·4	9·6	23·5	9·7	14·2	20·4	20·8	25·8	8·0	14·1
June	15·2	8·9	19·9	9·9	15·8	10·6	19·9	18·4	8·0	11·5
July	13·9	8·3	20·3	9·4	16·1	7·4	17·9	13·1	6·2	9·7
August ..	12·3	8·1	17·6	9·2	14·6	8·6	16·7	8·9	4·8	11·6
September ..	*	8·4	19·9	12·0	14·1	8·6	15·6	7·9	13·5	10·3

*There was a general strike in the cotton mill industry in Bombay City.

cement factories, paper mills and match factories. There has been a fall in the rate of absenteeism in 1949 as compared to the previous year in ordnance factories, iron and steel, cement and matches. There has, however, been an increase in the rate of absenteeism in the leather industry at Kanpur.

TABLE XXXVI

PERCENTAGE OF ABSENTEEISM IN CERTAIN FACTORY INDUSTRIES

	Engineering			Ordnance Factories	Iron and Steel Industry	Cement Factories	Match Factories	Paper Mills	Leather Industry
	Bombay	West Bengal	Mysore						Kanpur
1946—Average ..	19·9	..	..	10·2	..	..	..	..	9·7
1947—Average ..	13·8	..	..	10·6	.	12·2	12·4	..	15·5
1948—Average ..	13·4	..	..	8·5	14·3	10·9	10•9	..	8·0
1949—Average	13·6	..	11·8	8·0	13·5	10·1	10·8	..	11·3
October ..	13·8	11·0	12·1	8·2	13·5	11·3	11·5	10·3	6·9
November .	12·5	9·8	13·5	8·1	12·6	10 0	9·6	10·9	6·0
December	12·3	9·1	13·2	7·9	10·9	8·7	9·2	10·7	5·6
1950—									
January ..	11·9	8·9	13·4	7·5	12·2	9·6	7·3	9·7	4·9
February .	12·9	9·4	13·8	8·1	11·1	9·7	10·7	10·6	5 7
March ..	15·1	14·7	13·9	11·0	14·0	11·3	13·3	12·0	6·7
April ..	16·3	16·2	13·6	13 2	14·1	11·4	15·5	13·9	8·4
May ..	18·9	15·5	14·5	11·8	15·2	16·5	14·9	12·9	10·7
June ..	14·0	12·3	12·1	9·4	14·4	12·8	12·1	13·0	7·5
July ..	12·0	9·3	10·7	7·7	12·2	8·6	10·3	12·1	15·5
August ..	10·1	12·7	10·9	6·9	11·8	10·2	10·1	..	21·0
September ..	11·1	9·0	11·6	8·2	10·5	8·7	9·0	..	4·2

Information relating to the causes of absenteeism in respect of the textile industries in Madras, Mysore and Dhariwal, engineering in Mysore and West Bengal, and certain other industries in India is given in Table XXXVII. It will be seen from the table that while sickness or accidents and social or religious causes account for a considerable part of the rate of absenteeism, leave other than holidays and other miscellaneous causes generally account for a major share.

TABLE XXXVII

PERCENTAGE OF ABSENTEEISM CLASSIFIED BY CAUSES, 1949-50

Industry	Sickness or accident	Social or religious causes	Leave other than holidays	Other causes	All causes
Textiles.—					
Madras (Cotton) ..	2·5	2·0	4·7	1·9	11·1
Dhariwal (Woollen)	1·6	..	4·1	2·3	8·0
Mysore (Cotton, Woollen & Silk).	1·2	1·1	5·2	3·8	11·3
Engineering.—					
West Bengal ..	1·9	0·3	7·2	2·2	11·6
Mysore	3·0	1·1	4·6	4·1	12·8
Ordnance Factories ..	1·2	0·3	5·3	2·2	9·0
Iron and Steel	2·8	0·8	5·6	3·5	12·7
Cement	3·0	1·5	3·5	2·7	10·7
Match	3·9	0·6	3·5	3·1	11·1

Mines.—Investigations conducted in the coal mines during 1945 showed that an underground worker, on an average, attended work for 4½ days in a week. Absenteeism was however, found to be less among the surface workers, attendance in their case being 5 to 5½ days per week. The position appears to have considerably improved since then as a result of various developments including provision for an annual bonus linked to attendance and free supply of a quarter seer of rice per worker for each day of attendance. Statistics now being compiled by the Chief Inspector of Mines thus show appreciably lower percentages of absenteeism among the coal miners. The figures for the five months ending September, 1950 are given in Table XXXVIII.

TABLE XXXVIII

PERCENTAGE OF ABSENTEEISM IN COAL MINES

Month	Jharia	Raniganj	Madhya Pradesh	All India
May, 1950	12·1	15·1	18·1	14·3
June, 1950	11·8	14·8	15·4	14·0
July, 1950	12·1	15·7	13·4	14·3
August, 1950	11·9	14·4	14·9	13·6
September, 1950	10·8	12·6	15·8	13·6

The Hyderabad Coal Mines Labour Enquiry Committee (1949) which enquired into the conditions of labour in the coal mines in that State found that the average weekly attendance among underground workers was about 4.7 days. The percentage of absenteeism during 1948 was computed to be 12.6 among the colliery workers in general and 30.2 among the coal-face workers in particular. The causes of absenteeism were reported to be illness. deaths. marriages and rituals.

Absenteeism among workers in the gold mines also appears to be considerable. During the 12 months ending September, 1950 the rate of absenteeism in the Kolar Gold Fields averaged 15.0 per cent. as against a percentage of 12.6 during the corresponding period of 1948-49. Monthly figures of absenteeism for the twelve months ending September, 1950 in respect of these gold fields are given in table XXXIX.

TABLE XXXIX

PERCENTAGE OF ABSENTEEISM IN THE KOLAR GOLD FIELDS

October, 1949	12·1
November, 1949	28·4
December, 1949	20·7
January, 1950	18·6
February, 1950	16·2
March, 1950	10·4
April, 1950	11·1
May, 1950	20·3
June, 1950	11·8
July, 1950	9·3
August, 1950	10·5
September, 1950	11·1

Plantations.—The Labour Bureau conducted a family budget enquiry in the tea. coffee and rubber plantations in India in 1947. During this investigation a study was also made of absenteeism among plantation workers. The results of these enquiries showed that in the Assam Valley absenteeism was of the order of 22 per cent. among men and about 30 per cent. among women. In the Surma Valley, the percentage of absenteeism was 23 among men and 30 among women. In Bengal absenteeism was as high as 36 per cent. among men and 34 per cent. among women. The tea plantations in South India showed an absenteeism rate of 22 per cent. both among men and women while in coffee plantations, it was higher being of the order of 30 per cent. among men and 35 per cent. among women in Madras and Coorg and 21 per cent. among men and 25 per cent. among women in Cochin. Absenteeism was considerably high in rubber plantations also being 24 per cent. among men and 35 per cent. among women in Madras and 28 per cent. among men and 30 per cent. among women in Cochin.

The above information relates to 1946. Subsequent information regarding absenteeism in plantations is not available. The report of the Controller of Emigrant Labour for the year 1948-49, however, shows an average daily attendance of 361,137 as against a total of 480,371 on books in the case of settled labourers and an average of 46,879 as against a total of 70,398 in the case of *faltu* and *basti* labour in the Assam tea plantations. Similar figures for the previous years are given in the section on Employment (Table XVI).

CHAPTER II

LABOUR LEGISLATION

Central and States

1. Factories

THE FACTORIES ACT, 1948

The first Act for regulating the conditions of labour in factories was passed in 1881. It was a simple Act primarily designed to protect children and to provide for some health and safety measures. The law was revised in 1891, 1911, 1922 and 1934 to meet the new needs which arose from time to time. The 1934 Act was passed to implement the recommendations of the Royal Commission on Labour in India. In 1947 the Government of India framed a Bill for a radical overhaul of the existing law. This Bill was passed into an Act on 23rd September, 1948. The new Act called the Factories Act, 1948 was put into force on 1st April, 1949.* The following is a summary of the main provisions of the Act :

Scope.—The Act applies to the whole of India except the States of Hyderabad, Jammu and Kashmir, Mysore and Travancore-Cochin†. Compared to the 1934 Act, the scope of the 1948 Act is much wider. Whereas the 1934 Act applied to industrial establishments where manufacturing process was carried on with the aid of power and where 20 or more persons were employed, the new Act applies to establishments employing 10 or more workers where power is used and 20 or more workers where power is not used. Under the 1934 Act the State Governments were empowered to extend the provisions of the Act to any establishment employing 10 or more workers wherein a manufacturing process was carried on with or without the aid of power. But under the new Act no restriction has been placed on the powers of the State Governments. They are authorised to apply the provisions of the Act to any premises, irrespective of the number of persons employed, where a manufacturing process is carried on with or without the aid of power, except where the work is done by the worker solely with the aid of his family. The new Act also removes the distinction between perennial and seasonal factories.

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*For the historical background of factory legislation in India see the previous issues of the Year Book.

†Scope extended by the Adaptation of Laws Order, 1950. On 17th November 1950 the Government of India introduced a Bill known as the Part B States (Laws) Bill in Parliament to extend certain Central Acts to Part B States. When this Bill becomes an Act the Factories Act will apply to all States of the Union except Jammu and Kashmir.

Health, Safety and Welfare.—In the 1934 Act provisions relating to health, safety and welfare were general in character and it was left to the State Governments to specify the precise requirements under rules. This resulted in diversity in standards prescribed by different States. In order to remedy this defect elaborate provisions have now been made which specify in clear terms the requirements in regard to these matters. Besides such matters as cleanliness, lighting, etc., for which provisions had been made in the 1934 Act, the new Act provides for the disposal of wastes and effluents, the elimination of dust and fumes, the provision of spittoons. control of temperature, supply of cool drinking water during summer and for the employment of cleaners to keep the water closets clean. In factories built after the commencement of the Act the minimum space of 500 c. ft. for each worker has been prescribed. For other factories the Act fixes the minimum space of 350 c. ft. for each worker.

The Act prescribes in detail the precautions which should be taken for ensuring the safety of workers. Some of the new safety provisions made in the Act relate to striking gear, devices for cutting off power, hoists and lifts, cranes and other lifting machinery, pressure plants, protection of eyes, and precautions against dangerous fumes. explosives and inflammable materials. The Act provides that no worker shall be required to lift or carry loads which are likely to cause him injury. The State Governments are empowered to prescribe maximum weights which may be lifted or carried by men, women or children.

The Act contains a separate chapter laying down specific welfare measures such as washing facilities. first aid appliances, canteens, rest shelters, crèches, etc. Most of these were covered by rules under the Factories Act, 1934. Two new welfare provisions added by the Act of 1948 relate to seating arrangements for workers and the power given to State Governments to make rules requiring factories to provide suitable places for keeping the workers' clothing and for the drying of wet clothing.

The Act authorises State Governments to make rules requiring the representatives of workers in any factory to be associated with the management in regard to the welfare arrangements for the workers. By another provision, the Act requires the owner of any factory, employing 500 or more workers, to appoint welfare officers. State Governments have been given power to prescribe the duties, qualifications and conditions of service of these officers.*

Employment of Young Persons.—Under the 1934 Act the minimum age for employment of children was fixed at 12 and persons between the ages of 15 and 17 were treated as children if not, certified fit for employment as adults. The 1948 Act

*The Governments of Uttar Pradesh and West Bengal have already framed certain rules for the purpose.

has fixed the minimum age of employment at 14 and has raised the upper age limit of adolescents from 17 to 18. Like the 1934 Act, the 1948 Act also provides for medical examination and certification of children and adolescents before employment but lays down that the certificates shall be valid only for a period of 12 months.

Hours of Work.—The hours of work for adult workers remain the same as under the 1934 Act, *i.e.*, 48 hours per week and 9 hours per day with a spreadover of 10½ hours in a day. For children and adolescents, however, the hours of work have been reduced from 5 to 4½ per day and the spreadover has been fixed at 5 hours. No adult worker is allowed to work for more than 5 hours unless he has had an interval for rest of at least half an hour. The Act authorises State Governments to make rules providing for exemptions of certain persons from the provisions of the Act relating to hours of work, weekly holidays, etc., but where such exemptions are made, the Act provides that (1) the total number of hours of work should not exceed 10 in a day; (2) the total number of hours of overtime work should not exceed 50 in any one quarter; and (3) the spreadover should not exceed 12 hours in a day. Employment of women and children between 7 p.m. and 6 a.m. is prohibited. For overtime work the Act provides that the employees shall be paid twice their normal rates of wages.

Leave with Wages.—Besides weekly holidays, every worker is entitled to leave with wages after 12 months' continuous service at the following rate: adults—one day for every 20 days of work, subject to a minimum of 10 days; children—one day for every 15 days of work, subject to a minimum of 14 days. If a worker is discharged or quits service before he has taken the leave earned by him, the employer is required to pay wages to him in respect of leave not enjoyed by him.

Occupational Diseases, etc.—It is obligatory on the part of the factory managers to give information regarding specified accidents which cause death or serious bodily injury or regarding occupational diseases contracted by employees. Medical practitioners attending on persons suffering from occupational diseases are also required to report the cases to the Chief Inspector of Factories. The Act authorises Factory Inspectors to take samples of substances used in the manufacturing process, if their use is either contrary to the provisions of the Act or likely to cause bodily injury or injury to the health of the workers. The State Governments are authorised to appoint competent persons to enquire into the causes of any accident or into any case of occupational disease.

Administration and Enforcement.—The 1948 Act does not make any change in the machinery set up for the administration and enforcement of the law. But in view of the wider

coverage and extended scope of the Act it has become necessary for the State Governments to strengthen their factory inspectorates. Most of the State Governments have already taken steps to increase the number of Factory Inspectors. Although the Central Government have no executive responsibility for the administration of the Act, they have set up an advisory organisation known as the Office of the Chief Adviser, Factories. The organisation is serving as a clearing house for information and has published pamphlets, posters, etc., to educate workers as well as employers in safety, welfare and other allied matters. It has also conducted training courses for Factory Inspectors.

The following Part B States have passed their own Acts to regulate the conditions of labour in factories : Mysore, Travancore-Cochin and Hyderabad. In the State of Travancore-Cochin the Acts passed by the Governments of Travancore (1949) and Cochin (1937) prior to the formation of the new State of Travancore-Cochin are in force in the respective areas of Travancore and Cochin. Details regarding the Mysore, Travancore, Cochin and Hyderabad Acts were given in the previous issues of the Year Book. The Governments of Saurashtra and Rajasthan have adapted the Central Act. The Governments of Patiala and East Punjab States Union and Madhya Bharat have enforced the Central Act in their States.

To regulate the conditions of labour in smaller factories which were not covered by the Factories Act, 1934, two of the States, namely, Madhya Pradesh and Madras passed their own Acts. In Madhya Pradesh an Act called the C.P. Unregulated Factories Act was passed in 1937. The Government of Madras passed the Madras Non-Power Factories Act in 1947. The provisions of these Acts were given in the previous issues of the Year Book. With the coming into force of the Factories Act, 1948 which covers even smaller factories and which authorises State Governments to extend its essential provisions to all work places irrespective of the number of persons employed, the two State Acts have become redundant. The Government of Madras are taking steps to repeal the Madras Non-Power Factories Act.

With the enforcement of the new Act with effect from 1st April, 1949, the work and responsibilities of the factory inspectorates in the various States have considerably increased. The wider scope of the definition of 'factory' under the new Act has brought under its purview a large number of smaller establishments which were not covered by the Act of 1934. The definition is being interpreted differently in different States and in some, *e.g.*, Madras, even hotels and restaurants are being registered as 'factories'. According to the returns for 1949 the number of factories subject to the Act increased by about 25 per cent. The latest information now available shows that the number has increased further during 1950 and is almost double the number of factories on registers at the end of 1948.

There has, however, not been a corresponding increase in the number of Inspectors entrusted with the administration of the Act and complaints regarding the inadequacy of the staff persist. In Bihar, for instance, the department was running in 1949 with only half the sanctioned staff. In U. P., 40 per cent. of the sanctioned posts have not been filled as an economy measure. In Bombay, apart from the shortage of staff, there has been a considerable increase in the volume of work on account of the merger of certain princely States such as Baroda. The latest available information regarding the number of factories on registers and the strength of the inspection staff in Part A States is given below :—

TABLE XL

STRENGTH OF THE FACTORY INSPECTION SERVICES

State	Number of factories	Number of Inspectors		No. of factories per Inspector
		Sanctioned strength	Actual strength	
Assam	927	5	5	185
Bihar	1,381	9	7	153
Bombay	8,001	31	29	258
Madhya Pradesh	1,702	4	4	425
Madras	9,927	27	26	367
Orissa	315	2	2	157
Punjab	1,243	4	3	311
Uttar Pradesh	1,661	15*	12	111
West Bengal	2,649	14	12	189
Total ..	27,806	111	100	251

The question of strengthening the factory inspection services is being actively pursued by the Ministry of Labour and has been brought before the Labour Ministers' Conference several times. It has been recognised that for the efficient administration of the Act an Inspector should not be in charge of more than 150 to 200 factories. The burden on the Inspectors, however, continues to be heavy in most of the States. As a result, a number of factories remain uninspected every year while many cannot be inspected more than once in a year. The following table gives, for selected years, figures regarding the

*5 more sanctioned posts are kept in abeyance as a measure of economy.

number of factories inspected and not inspected and the number of convictions obtained :—

TABLE XLI

STATISTICS OF FACTORY INSPECTIONS AND CONVICTIONS

Year	Total number of factories	No. of factories inspected	No. of factories not inspected	No. of convictions obtained
1939	10,466	9,046 (86.4)	1,420 (13.6)	1,569
1945	14,761	11,806 (80.0)	2,955 (20.0)	1,526
1946*	14,205	11,512 (81.0)	2,693 (19.0)	1,480
1947†	14,576	11,778 (80.8)	2,798 (19.2)	2,057
1948†	15,906	13,145 (82.6)	2,761 (17.4)	2,079
1949† ..	19,802	15,828 (79.9)	3,974 (20.1)	1,706

[*Note.*—Figures in brackets are percentages to the total number of factories.]

In 1949, about 20 per cent. of the factories could not be inspected. The percentage was much higher in some of the States, being 33 in the Punjab, 35 in U.P., 39 in West Bengal, 42 in Orissa and 48 in Assam. In Delhi, Ajmer and Bihar, however, all the factories were inspected at least once during the year.

Convictions obtained during the year against employers as a result of prosecutions numbered 1,706, while the number of factories on registers increased during the year, the number of convictions obtained was proportionately less than in the previous year. The reports from Bihar and U.P. attribute the fall in the number of convictions to shortage of staff. No prosecutions were launched in Ajmer, Coorg and Orissa. Among the rest of the States, Bombay showed the largest number of convictions, followed by Madras and the Punjab. Nearly 46 per cent. of the offences related to employment and hours of work, about 21 per cent. to the maintenance of registers, submission of returns, etc., and the rest to safety, health and other provisions.

A number of new provisions exist in the Factories Act, 1948 regarding medical supervision in factories and notification of occupational diseases. The need for the appointment of full-time medical inspectors in the States has, therefore, been stressed by the Ministry of Labour from time to time. Bombay was the first among the States to give effect to this recommendation and a full-time medical inspector was appointed in that State early in 1949. Recently, Bihar and U.P. also have sanctioned the appointment of full time medical inspectors but in the other States no such arrangements appear to have been made. The question is, therefore, being brought again before the ninth session of the Labour Ministers' Conference.

* Excluding the Punjab and NWFP.

†Indian Union (former Provinces).

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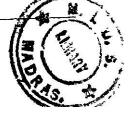

2. Mines

THE INDIAN MINES ACT, 1923

The first Act for regulating working conditions in mines was passed in 1901. This was overhauled and superseded by a more comprehensive Act in 1923. The new Act, known as the Indian Mines Act, came into force on 1st July, 1924. It was not till 1935 that material changes were made in the Act when, largely as a result of the recommendations of the Royal Commission on Labour in India and the adoption of the draft International Labour Convention on hours of work in coal mines, the Act was amended. It was further amended in 1936, 1937, 1940 and 1946. The following is a brief summary of the essential provisions of the Act as it stands now.

The Act applies to all mines in the territory of the Indian Union except those in Part B States*. A mine has been defined as "any excavation where operation for the purpose of searching for or obtaining minerals has been or is being carried on". For persons employed on the surface, it fixes the daily hours of work at 10 with a maximum spreadover of 12 hours including an interval for rest of one hour after six hours' work. The daily hours of work and the spreadover for persons employed below ground have been fixed at nine. The weekly hours of work for all employees are fiftyfour. No person is allowed to work in a mine for more than 6 days in a week. Persons holding the position of supervision, management, etc., are not covered by these provisions.

The Act prohibits the employment of children below the age of 15 and lays down that no person below the age of 17 shall be allowed to work underground unless he has been certified to be medically fit and carries a token to that effect while at work. In 1929 the Central Government promulgated certain regulations framed under the Act whereby the employment of women underground was banned in successive stages to be completed by 1939. However, due to shortage of labour in mines during the Second World War the ban was lifted in 1943. Since 1st February, 1946 the ban has been reimposed.

Provision has been made in the Act for adequate supply of drinking water, maintenance of medical appliances and proper sanitary arrangements. In 1945 a Mines (Amendment) Ordinance was promulgated to provide for the maintenance of crèches in mines. Though this Ordinance was repealed in 1947, its provisions were incorporated in the Act. By virtue of an amending Act passed in 1946 provision has been made for the maintenance of closed shower baths, separately for men and women, at or near the pit head in coal mines.

*The Government of India introduced a Bill called the Part B States (Laws) Bill in Parliament on 17th November, 1950 to apply certain Central Acts to Part B States. When the Bill is passed the Indian Mines Act will apply to all States of the Union except Jammu and Kashmir.

The Act authorises the Central Government to frame rules and regulations for the administration of the Act and for prescribing conditions to make the mining operation as safe as possible. In exercise of these powers a large number of regulations have been framed which cover the entire field of safety. Provision has also been made in the Act for the constitution of Mining Boards in important mining areas consisting of representatives of employers, employees and Government for assisting Government in carrying out the purposes of the Act.

In order to collect comprehensive monthly statistics regarding production, employment, attendance and earnings of the workers and hours of work in coal mines the Government of India published a draft amendment to the Indian Coal Mines Regulations, 1926 in July, 1949. The draft was made final on 1st January, 1950 and the above statistics are being collected from May, 1950 and published in the monthly "Coal Bulletin".

The Administration of the Act is the responsibility of the Government of India. Government have appointed a Chief Inspector of Mines to administer and enforce the Act. He is assisted in this work by Inspectors of Mines and by District Magistrates who may also be required to discharge the duties of Inspectors of Mines. The following tabular statement gives information regarding inspections during certain selected years :—

TABLE XLII

STATISTICS RELATING TO INSPECTION OF MINES*

Year	Total number of mines	No. of mines inspected	No. of mines not inspected
1929	1,732	1,016 (58·7)	716 (41·3)
1934	1,675	986 (58·9)	689 (41·1)
1939	1,864	1,210 (64·9)	654 (35·1)
1944	2,359	1,361 (57·7)	998 (42·3)
1945	2,151	1,494 (69·5)	657 (30·5)
1946	2,119	1,316 (62·1)	803 (37·9)
1947†	1,976	1,478 (74·8)	498 (25·2)
1948†	1,897	1,317 (69·4)	580 (30·6)
1949†	2,032	1,423 (70·1)	609 (29·9)

Figures in brackets are percentages

In order to ensure stricter enforcement of the Act, the Mines Department has now been strengthened. During the year 1949, prosecutions were instituted against 111 persons for

*Source : Annual Reports of the Chief Inspector of Mines in India.

†Figures prior to 1947 relate to pre-partition British India. Statistics supplied by the Chief Inspector of Mines.

violating the Act or the rules and regulations framed thereunder. Of these, fiftyfour cases were started for failure to appoint qualified managers, 26 for employing children and 9 for employing women underground.

In order to bring the legislation relating to mine workers in line with that for factory workers, the Government of India introduced a Bill in Parliament on 8th December, 1949. The Bill is a repealing and consolidating measure. The following are some of its salient features : (a) It applies to all persons engaged in any work incidental to, or connected with, mining operations. (b) It reduces the working hours of all adult workers, both surface and underground, to 48 per week and provides that no worker will be allowed to work for more than 9 hours a day above ground and 8 hours a day below ground. The existing Act does not specify the rate of payment for overtime work. The Bill provides that surface workers will be paid for overtime work at the rate of $1\frac{1}{2}$ times the ordinary rate of wages and underground workers at twice the ordinary rate of wages. (c) It raises the age limit of persons employed underground from 17 to 18 and limits the hours of work of adolescents (*i.e.*, persons between 15 and 18 years of age) to $4\frac{1}{2}$ per day. (d) It continues the ban imposed on the employment of women underground and further provides that on surface no woman will be allowed to work except between the hours of 6 a.m. and 7 p.m. The State Governments are authorised to relax these limits but not so as to authorise working between the hours of 10 p.m. and 5 a.m. (e) It provides for the grant of compensatory holidays and holidays with pay to workers. (f) Adequate provisions relating to health and safety have been made in the Bill generally on the lines of the Factories Act, 1948. (g) At present the penalty for violation of the Indian Mines Act is only a fine. The Bill contains adequate penalty provisions and provides for punishment with imprisonment or fine or both.

The Bill was referred to a Select Committee by Parliament. The Committee submitted its report on 10th February, 1950 which is under consideration of Parliament.

Measures have been adopted by some of the Part B States to regulate working conditions in mines in their States. The Government of Travancore framed certain regulations known as the Travancore Mines and Minerals Regulations in 1928. These Regulations are more or less based on the Indian Mines Act, 1923 with the difference that the hours of work in Travancore have been fixed at 11 per day and 54 and 42 per week for workers employed above ground and underground respectively. The minimum age of employment of children has been fixed at 14 as compared to 15 by the Central Act. These Regulations are in force in the Travancore area of the State of Travancore-Cochin. The conditions of employment of labour in mines in

the Mysore State are regulated by the Mysore Mines Act, 1906. The provisions of this Act relating to mining employees are general in character and deal only with discipline, health and safety of the employees. The Act does not regulate the hours of work of the workers. In Hyderabad certain Regulations called the Hyderabad Mines Regulations were framed by the State Government in 1950. Details regarding the provisions of these Regulations are not available. The Government of the Patiala and East Punjab States Union have applied the Patiala Mines Act of 1941 to the State. The provisions of this Act are similar to those of the Indian Mines Act, 1923.

3. Plantations

The Tea Districts Emigrant Labour Act, 1932

One of the earliest measures in labour legislation in India was in connection with workers employed in the plantations. During the initial stages of its development the plantation industry in Assam was confronted with the problem of scarcity of labour. The attempts of the employers to secure labour from distant States created various difficulties. To meet these, a series of Acts were passed between 1863 and 1901. These measures, however, gave rise to a system of indentured labour. The system instead of solving the problem of adequate labour supply created new difficulties and in 1901, therefore, the Assam Labour and Emigration Act was passed. In 1908 and 1915 two amending Acts were passed which, *inter alia*, abolished the system of indentured labour and withdrew the right of private arrest by the employers. The Act, however, failed to solve the problems of the industry. The Royal Commission on Labour in India examined the question in considerable detail and made a number of recommendations. These recommendations formed the basis of the Tea Districts Emigrant Labour Act which was passed in 1932. This Act came into force on 1st October, 1933.

The Act applies to the whole of India except Part B States*. It deals mainly with the regulation of recruitment of workers for tea gardens in Assam. It authorises the Central Government, to declare any area within a State to be a controlled emigration area and to grant a licence to any person to act as a local forwarding agent on behalf of an employer or employers. Such licences can be granted only on the application of an employing interest. The Government, however, can refuse to entertain an application if the employing interests have not made proper provision for forwarding, accommodation and feeding of assisted emigrants on their journey to the tea estates. Recruits from controlled emigration areas can be sent to Assam only through licensed local forwarding agents. According to

* The Government of India introduced in Parliament a Bill called the Part B States (Laws) Bill on 17th November, 1950 to apply certain central Acts to Part B States. When this Bill is passed the Tea Districts Emigrant Labour Act will apply to all States except Jammu and Kashmir.

the Act, assisted emigrants from such areas can be sent to Assam only through the prescribed routes and shall be accompanied on their journey by a competent person deputed by the local forwarding agent.

The Central Government can also declare any controlled emigration area or any part of such area to be a restricted recruiting area. In that case, no person except a licensed forwarding agent, a licensed recruiter or a garden *sardar* holding a certificate from the owner or manager of a tea estate, can assist another person to proceed to Assam as an assisted emigrant.

The Act prohibits any assistance to children below 16 years of age to proceed to Assam unless they are accompanied by their parents or other relatives on whom they are dependent. Similarly, no married woman who is living with her husband can be assisted to proceed to Assam without the consent of her husband. Under the Act every emigrant labourer and his family have a right of repatriation at the cost of the employer after the expiry of three years from the date of his entry into Assam or at an earlier date in certain special circumstances. The Act requires the employer to pay not only the fare for the journey but also to allow subsistence allowance for the period of the journey.

The Act empowers the Central Government to make rules prescribing the qualifications of persons who may be granted licences to act as recruiters. for the collection of a cess, for prescribing the accommodation and the scale of diet to be provided and the sanitary arrangements to be made at each depot, etc.

For purposes of administration. the Act provides for the appointment of a Controller of Emigrant Labour. He may be assisted by Deputy Controllers of Emigrant Labour and Civil Surgeons and District Magistrates. His function is to supervise the recruitment and repatriation of emigrant labourers. To meet the expenses of the Controller and his establishment, the Act provides for the levy of a cess on the employing interests, at such rate. not exceeding nine rupees for each assisted emigrant entering Assam, as the Central Government may determine for the year of levy. For the year 1950-51 Government have fixed Rs. 3 as the rate of the cess. The Controller of Emigrant Labour prepares annual reports on the administration of the Act. These reports contain information regarding the working and living conditions of labour in the Assam tea plantations. The following table furnishes statistics relating to emigrant labour in Assam.

TABLE XLIII

STATISTICS RELATING TO EMIGRANT LABOUR IN ASSAM*

Year†	Total Labour Force		Total	No. of new emigrants	No. of emigrants repatriated during the year	No. of emigrants who postponed their right to repatriation
	Adults	Children				
1934 ..	625,041	503,958	1,128,999	47,960	266	..
1939 ..	606,459	564,147	1,170,606	30,262	13,999	9,224
1944 ..	584,777	566,092	1,150,869	41,940	17,351	7,842
1945 ..	580,419	565,040	1,145,459	45,147	12,985	6,724
1946 ..	584,222	560,217	1,144,439	44,574	26,814	11,733
1947 ..	492,749	473,308	966,057	43,007	21,047	13,675
1948 ..	492,408	486,597	979,005	36,758	21,613	17,511
1949 ..	497,532	497,289	994,281	32,432	26,793	23,922

The Act does not regulate the working conditions of workers on tea estates. This was commented upon by the Labour Investigation Committee in its Main Report‡. In 1947, a tripartite Industrial Committee for Plantations was set up by Government to consider the problems of the plantation industry. At its first meeting the Committee recommended that an enquiry should be made into the cost and standard of living of workers in the plantation industry so that reasonable wages for workers could be fixed. This work was entrusted to the Director, Labour Bureau. The Committee also decided that a medical expert should be deputed to study the existing standards of medical aid in plantations and to submit proposals for improvement. For this purpose Major E. Lloyd Jones, Deputy Director-General of Health Services (Social Insurance) was deputed by Government. The reports of the Director, Labour Bureau§ and Major Llyod Jones ‖ were examined by the Committee when it met in March, 1948. The Committee agreed that standards of medical case should be prescribed by law and that

*Source.—Annual Reports on the working of the Tea Districts Emigrant Labour Act, 1932.

†Figures up to 1946 are for undivided India. Those for 1947 are for Assam in the Indian Union. Eightyfive tea estates in the Sylhet district of Assam fall in East Bengal (Pakistan). Figures relating to these estates have not been included in the statistics relating to the years 1947, 1948 and 1949.

‡Page 61.

§Report on an Enquiry into the cost and standard of living of Plantation Workers in Assam and Bengal, and Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in South India, published by the Manager of Publications, Govt. of India, Delhi.

‖Standards of Medical care for Tea Plantations in India, published by the Manager of Publications, Govt. of India, Delhi.

employment of children below age of 12 in plantations should be stopped. From such information as is available it would appear that the recommendation of the Committee regarding the prohibition of employment of children under 12 has been implemented by the planters. The Committee also discussed the question of framing a labour code for regulating the conditions of work on plantations. A departmental Plantation Bill was drafted, the outlines of which were discussed at a Tripartite Plantation Conference in September, 1949. The draft Bill was also discussed at the third session of the Industrial Committee on Plantations held in November, 1950 and is at present under the consideration of the Government of India.*

4. Transport

(a) The Indian Railways Act, 1890†

Chapter VI (a) of the Indian Railways Act, 1890, as amended in 1930, deals with hours of work and periods of rest of railway employees except those covered by the Factories Act and the Mines Act and those specifically excluded by the Central Government. Workers covered by this Chapter of the Act are classified into two categories, namely, continuous workers and essentially intermittent workers. According to the Act, the hours of work of essentially intermittent workers are 84 a week and those of continuous workers 60 a week on an average during a month; generally railway servants have to be given a rest of not less than 24 consecutive hours each week commencing on Sunday. This provision, however, does not apply to essentially intermittent workers or to those for whom shorter periods of rest are prescribed. Provision exists in the Act for making temporary exemptions from the maximum hours of work and the grant of rest periods in cases of emergency and exceptional pressure of work, but overtime must be paid at one and a quarter times the ordinary rate of pay. The Act empowers Government to make rules regarding certain matters dealt with by the Act. The rules thus framed are known as the Railway Servants Hours of Employment Rules but the Act and the rules, etc., are generally referred to as Hours of Employment Regulations.

Administration and Enforcement.—The Administration of the Hours of Employment Regulations has since 1946 been the responsibility of the Chief Labour Commissioner (Central) and the officers under him. These officers have been declared as Supervisors of Railway Labour under the Act and are assisted by Labour Inspectors (Central).

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* The Bill has since been introduced in Parliament.

† The Act at present applies to the whole of India except the State of Hyderabad. The Government of India have recently introduced a bill called the Part B States (Laws) Bill in Parliament to apply certain Central Acts to Part B States. When this Bill becomes an act the Indian Railways Act will apply to Hyderabad State also.

The question of classification is of considerable importance to railway employees as their rights to certain privileges conferred by the Act depend upon correct classification. Differences of opinion, therefore, frequently arise between the workers and Railway Administrations. The Supervisors of Railway Labour have, therefore, to pay considerable attention to classification. During the year 1948-49, they detected 1,143 irregularities relating to classification and referred them to Railway Administrations for rectification. Most of the other irregularities detected by the Supervisors of Railway Labour related to the non-existence of rosters and records of overtime work. All irregularities were referred to Railway Administrations for rectification.

In 1946, the All-India Railwaymen's Federation approached the Government of India to appoint an Adjudicator in respect of certain demands of railway workers and Justice G. S. Rajadhyaksha was accordingly appointed as an Adjudicator by Government in April of that year. The matters in dispute related to hours of work, periodic rest, leave reserves and leave rules and holiday concessions for daily rated and inferior staff.

The Adjudicator submitted his award to Government in May, 1947. In his award he recommended the extension of the scope of the Hours of Employment Regulations so as to cover various other categories of workers who were then excluded and suggested that railway servants should be reclassified into the following four categories :

(i) *Intensive.*—Those whose work is of a specially strenuous nature involving continuous concentration or hard manual labour with little or no periods of relaxation, *e.g.*, staff whose employment in a continuous process is such that it does not, in a 24 hour cycle, afford respite from strenuous work whether in the form of inaction or light work to the extent of at least 6 hours.

(ii) *Continuous.*—All railway servants governed by the Hours of Employment Regulations other than those whose employment may be classified as 'intensive', 'essentially intermittent' or who may be 'excluded' by an order of the competent authority.

(iii) *Essentially intermittent.*—Those whose daily duty hours include periods of inaction aggregating 6 hours or more (including at least one period of not less than one hour or two periods of not less than half an hour each) during which the employee is on duty but is not called upon to display either physical activity or sustained attention.

(iv) *Excluded* :—

(a) certain specified categories of class IV staff whose employment is considered to be of an exceptionally light character, *e.g.*, saloon attendants and caretakers and gatekeepers of 'C' class level crossings,

(b) persons employed in a confidential capacity,

(c) supervisory Staff, and

(d) some members of the health and medical staff.

The tabular statement below shows details regarding his recommendations relating to hours of work and periods of rest for different categories of workers.

Class of workers	Weekly hours of work	Periodic rest
(1) Intensive ..	45* on an average in a month.	30 consecutive hours every week.
(2) Continuous ..	54* on an average in a month.	Do
(3) Essentially intermittent ..	75*	24 consecutive hours every week including a full night.
(4) Excluded ..	No limit prescribed but it was suggested that Administrations should see that unreasonable conditions are not imposed.	48 consecutive hours in a month or one period of 24 consecutive hours in each fortnight.

For running staff the Adjudicator recommended that their period of duty should not ordinarily exceed 10 hours at a stretch and the rest periods for them should consist of 4 periods of at least 30 consecutive hours each or 5 periods of not less than 22 consecutive hours each in a month.

The Adjudicator also made certain recommendations regarding leave reserves, leave with pay and holidays. The Government of India have accepted the award in respect of hours of work, periods of rest and leave reserves and by an order, dated 15th June, 1948 have declared it binding for a period of three years on the Railway Administrations which were parties to the dispute. Pending final decision on certain matters of detail Government have deferred the final acceptance of the recommendations of the Adjudicator relating to leave rules and holiday concessions.

The Adjudicator had fixed the following three stages for implementing the Award :—

1. Class IV Staff.—In six months to a year.
2. Class III Staff other than Loco Running Staff.—
   In twelve to eighteen months.
3. Loco Running Staff.—In two to two and a half years.

In July, 1948 the Ministry of Railways (Railway Board) issued instructions to Railway Administrations regarding the implementation of the award. It directed that the first phase of the implementation of the award should start from 1st November, 1948.

*Includes time for taking over and making over charge, namely, 3 hours in the case of (1) and (3) and 2 hours in the case of (2).

As a preliminary step, various Railway Administrations set up organisations for a time study of jobs and for the reclassification of the employees. The available information shows that this work has been practically completed by all Railway Administrations. In February, 1950 Government revised the stages for the implementation of the award and fixed new target dates. Government have directed Railway Administrations to implement the award, so far as class IV staff is concerned, in two stages by 30th November, 1950. For Class III staff and Loco Running staff, Government have asked Railway Administrations to implement the award in three stages by 31st March, 1951.

Reports received from different Railways show that recruitment and training of the staff have been stepped up considerably to ensure the implementation of the Award within the specified time limit.

The Railway Ministry has decided to extend the benefits of the award to employees of the former Indian States Railways also which have come under the administrative control of the Central Government. Details regarding the time table for the extension of the benefits to these employees are being worked out.

(b) THE INDIAN MERCHANT SHIPPING ACT, 1923

The conditions of employment of Indian seamen are regulated by provisions contained in part II of the Indian Merchant Shipping Act of 1923 details regarding which were given in the first issue of the Year Book. The important provisions of the Act are, however, summarised below :—

*Recruitment.**—Under the Act a seaman can be engaged on an Indian, British or foreign ship only by the master of a ship

* On 13th December, 1949 an amending Act known as the Indian Merchant Shipping (Amendment) Act, 1949 was passed to regulate the supply of maritime labour. The Act authorises the Central Government to establish at such ports as they think fit Seamen's Employment Offices for the purpose of engaging or supplying seamen for merchant ships. The Government are also empowered to direct that at any port at which no separate Seamen's Employment Office has been established the functions of the Seamen's Employment Office shall be discharged by such person or body of persons as may be specified. The person or body of persons so specified are to be deemed to be the Seamen's Employment Office for the purposes of the Act. The Act lays down that at any port where such an Office has been established no person shall receive or accept to be entered on board any ship any seaman unless such a seaman has been engaged through or supplied by such Office. Persons contravening this provision of the Act are liable to a fine which may extend up to Rs. 100. The Central Government are empowered to make rules for the purpose of enabling Seamen's Employment Offices to exercise their powers effectively.

For purposes of this Act 'Seaman' is deemed to be every person employed or engaged in any capacity on board any ship, but does not include ship's officers, masters, pilots or apprentices duly indentured and registered, unless declared by the Central Government to be so included.

in the presence of a shipping master in the manner prescribed by the Act.

The master of every Indian and British ship, except home-trade ships of a burden not exceeding 300 tons, is required to enter into an agreement with every seaman at the time of engagement. The agreement which is to be in a prescribed form provides details regarding the voyage, the conditions of work and wages, etc. In case the services of any Indian seaman are to be terminated at any foreign port, there is a stipulation to provide him either suitable employment on board a ship bound for the port where he was recruited or to such other port in India as may be agreed upon or to provide a passage to him to some other port in India free of charge or on such other terms as may be agreed upon. It is also obligatory on the part of a master of a foreign ship to enter into a similar agreement with a seaman if he is recruited at any port in India for a foreign voyage.

Under the Act every seaman engaged by an Indian or British foreign going ship must be discharged before the shipping master. The master of every ship, except home-trade ships under three hundred tons, is required to give a certificate of discharge to a seaman discharged from his ship. Such certificates are to be in a prescribed form and must specify the periods of services of the seaman and the place of his discharge. By virtue of the amending Act of 1931 a seaman is also entitled to receive from the master of every ship, except a home-trade ship of less than 300 tons, a certificate regarding the quality of his work and whether he has fulfilled his obligations under the agreement.

Employment of Young Persons.—Employment of children, with certain exceptions, is prohibited. Similarly the employment of young persons below the age of 18 as trimmers or stokers except under certain specified conditions is also prohibited in any ship registered in India.

Payment of Wages.—A seaman's right to wages begins from the time he commences his work or at the time he is required to present himself on board a ship under his agreement whichever happens first. The master or owner of every ship is required to pay to every seaman his wages within three days after the cargo has been delivered or within five days after the seaman's discharge whichever is earlier. In the case of delayed payment the seaman is entitled to compensation at the rate of two days' pay for every day of delay but the total amount is not to exceed 10 days' double pay. Every Indian and British ship has also to render in a prescribed form to the seaman an account of his wages and deductions. The Act also regulates deductions from wages and the system of making advances to seamen. Provision has been made in regard to payment of wages in cases in which the agreement of a seaman is prematurely terminated. For instance, if a seaman is discharged otherwise than in accordance with the terms of his agreement before the commencement of his voyage or before one month's

wages are earned by him, without any fault on his part or without his consent, he is entitled to receive not only his due wages but also compensation to the extent of one month's wages.

Seamen are protected against the attachment or assignment or sale of their wages made prior to their accrual.

Health and Welfare.—The supply of sufficient water of good quality for the use of the crew on the scale specified in the agreement has been provided for by the law. Every foreign going Indian and British ship and every home-trade ship of more than 300 tons of burden is required to keep on board a sufficient supply of medicines and appliances for dealing with sickness, accidents, etc., on the voyage. Masters, seamen or apprentices belonging to any ship registered in India are also entitled to free medical aid. Every seaman on board a ship must be allotted living accommodation of not less than 12 superficial ft. and 72 c.ft.

Other Provisions.—Other provisions of the Act deal with disciplinary matters, disposal of the property of deceased seamen, grant of relief to distressed seamen, etc. A seaman who had been lawfully engaged cannot leave the ship unless his agreement terminates. A deserter is liable to forfeit all or any part of his effects which he leaves on board and the wages which he may have earned. If the desertion takes place outside India he is also liable to imprisonment which may extend to 12 weeks. Penalties have been provided for seamen refusing to work or neglecting to join their ships or absenting without leave without sufficient reasons.

Administration.—The Act is administered by shipping masters who may be assisted by deputy shipping masters. Where no shipping office exists, Government may delegate its duties to some other office such as the customs. It is the duty of the shipping masters to supervise and facilitate the engagement and discharge of seamen in the manner prescribed by the Act and to provide means for securing their presence on board at the proper time, etc.

(c) THE DOCK WORKERS (REGULATION OF EMPLOYMENT) ACT, 1948

The Dock Workers (Regulation of Employment) Act was passed in March, 1948 with a view to eliminating the hardship caused to dock workers on account of the casual nature of their employment. The Act empowers the Central Government in the case of major ports and State Governments in the case of other ports to frame a scheme for the registration of dock workers in order to ensure greater regularity of employment and to regulate the employment of dock workers whether registered or not, and the terms and conditions of such employment in any port. In particular, the scheme may provide, *inter alia*, for regulating the recruitment and entry into the scheme of dock workers and their registration; for regulating the terms and conditions of employment; *e.g.*, rates of remuneration, hours of work, and holidays with pay; for prohibiting, restricting or otherwise controlling the employment of

dock workers to whom the scheme does not apply; for training and welfare of dock workers; for health and safety measures in places where dock workers are employed in so far as satisfactory provision therefor does not exist apart from the scheme; for payment to dock workers covered by the scheme of minimum pay for periods during which employment or full employment may not be available for them.

Provision has been made in the Act for the setting up of an Advisory Committee to advise upon such matters arising out of the administration of the Act or any scheme made thereunder which may be referred to it by Government for advice. The Committee is to consist of not more than 15 members representing Government, labour and employers in equal numbers. The Chairman of the Committee is to be nominated by Government from among the members representing Government. Provision has also been made for the appointment of Inspectors for the purposes of the Act. Rules for regulating the constitution and procedure, etc., of the Advisory Committee were framed by the Central Government in June, 1949 and in February, 1950 a Committee* called the Dock Workers Advisory Committee was constituted with the Chief Labour Commissioner (Central) as the Chairman.

The Government have prescribed the method and manner of lodging complaints with the Inspectors, to be appointed under the Act, regarding the contravention of any provision of the Scheme and also the duties of Inspectors in relation to such complaints.†

A scheme called the Bombay Dock Workers (Regulation of Employment) Scheme, 1951, has been framed. The Scheme, *inter alia*, provides for the establishment of the Bombay Dock Labour Board to administer the Scheme and the appointment of the Bombay Stevedores' Association as the Administrative Body to carry on the day-to-day administration of the Scheme, subject to the control and supervision of the Board. To deal with disciplinary matters the Board is empowered to appoint a Special Officer, who will function independently of the Administrative Body. The Scheme also provides for the appointment of an Appeal Tribunal to hear and dispose of appeals from the orders of the Board, the Administrative Body or the Special Officer, as the case may be. The cost of the scheme will be met from payments to be made by registered employers to the Board in the manner prescribed in the Scheme. At present the Scheme applies to certain categories of stevedore workers other than coal workers.

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*Notification No. Fac. 73(6) dated February 11, 1950, published in the *Gazette of India*, dated February 18, 1950.

†Published in the *Gazette of India*, dated January 27, 1951.

5. Legislation Relating to Workers in Shops and Commercial Establishments

The first law in India for affording protection to shop and commercial employees was passed by the Government of Bombay in 1939. The lead given by that Government was followed by the Governments of Bengal and the Punjab who passed similar Acts in 1940. The Punjab Act was applied to Delhi State in 1942. After the end of the second World War other State Governments examined the question of regulating the conditions of employment of shop and commercial employees and passed similar laws. The Governments of U.P., Madras and Madhya Pradesh passed Acts on the subject in 1947 and Mysore and Assam in 1948. The Government of Saurashtra adapted the Bombay Shops and Establishments Act of 1939 and enforced it in the State with effect from 7th June, 1949. In Travancore-Cochin an Act on the lines of the Madras Shops and Establishments Act, 1947 was passed in 1949. The Government of the Patiala and the East Punjab States Union have applied the Patiala Trade Employees Act, 1947* to the State. The available information shows that some of the other States also propose to enact legislation on the subject. A Bill known as the Madhya Bharat Shops and Commercial Establishments Bill was published by the Government of Madhya Bharat in the official Gazette of the State, dated 10th June, 1950. The Himachal Pradesh Government are contemplating the application of the Punjab Act to the State.

Besides State Acts there is also a Central Act known as the Weekly Holidays Act which was passed in 1942. This Act is permissive in character and applies to only those States which notify its application to their States.

The Government of Bombay appointed a Committee in 1946 to enquire into the working of the Bombay Shops and Establishments Act, 1939 and to make recommendations for its improvement. Largely on the basis of the recommendations of this Committee† the Government framed a Bill in 1948 which was passed into an Act‡ in 1949. The new Act repealed the Act of 1939 and introduced a number of changes in the existing provisions. In May, 1949 an amending Act§ was passed by

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*Provisions of this Act are almost similar to those of the Punjab Act.

†Report of the Committee appointed to enquire into the working of the Shops and Establishments Act, 1939. For a summary or the report *see* page 783 of the *Indian Labour Gazette*. May, 1948.

‡Published in the *Bombay Government Gazette*, dated January 11. 1949.

§Published in the *Bombay Government Gazette*, dated May 11, 1949.

the Government of Bombay to introduce certain minor changes. In the same year an amending Act* was passed by the Government of Madhya Pradesh to make provision for the registration of establishments and to make certain minor changes. The Government of U.P. also passed an amending Act† in February 1949 to reduce the number of holidays which were allowed to shop and commercial employees under the Act of 1947. The main provisions of some of the principal State Acts as they stand now are as follows :

Scope.—Subject to certain specific exceptions, the Acts apply in the first instance to shops, commercial establishments, restaurants and places of amusement in certain selected urban centres. The Governments, however, are empowered to extend the application of the Acts to such other areas or to such other concerns in such areas as they may consider necessary. Certain types of employees, such as those employed in a confidential capacity or whose work is of an intermittent character, are excluded from the scope of the Acts.

Hours of work.—The following tabular statement (Table XLIV) shows the main provisions of the Acts relating to hours of work, rest intervals, etc.

Holidays and Leave.—Provision has been made in all the Acts for granting a weekly holiday and leave to employees. In U. P. and the Punjab, the Acts provide that all establishments must be closed on one day in a week. The Madras and Assam Acts require only shops to close on one day in a week. The West Bengal Act lays down that every shop should be closed on one and a half days in a week. In the Bombay Act provision has been made for weekly closure of shops and commercial establishments but no such provision has been made for hotels, theatres, etc. No provision has been made in the Madhya Pradesh Act for weekly closure of establishments. The Government of Madhya Pradesh, however, have recently introduced a Bill‡ to provide for the weekly closure of shops and commercial establishments. Most of the Acts provide that employees shall be given weekly holidays. In addition to weekly holidays, all the Acts make provision for the grant of privilege leave, etc., to employees. A summary of the provisions of the Acts on this subject is given in tabular statement XLV.

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* Published in the *Madhya Pradesh Gazette*, dated May 16, 1949.

† Published in the *Government Gazette of the U.P.*, dated February 5, 1949.

‡ The Madhya Pradesh Shops and Establishments (Amendment) Bill, 1950. Published in the *Madhya Pradesh Gazette Extraordinary*, dated October 4, 1950.

TABLE XLIV

PROVISIONS OF THE ACTS REGARDING HOURS OF WORK, REST INTERVALS, ETC.

Establishment 1	Assam 2	West Bengal 3	Bombay 4	Madhya Pradesh 5	Madras 6	Punjab 7	U. P. 8
Shops—							
Daily hours	9	10	9	9	8	10	8
Weekly hours	50	56	48	..	48	54	..
Rest intervals	1 hour after 4 hours' work.	½ an hour after 5 hours' work.	1 hour after 5 hours' work	1 hour after 5 hours' work.	1 hour after 4 hours' work.	½ an hour after 6 hours' work.	½ an hour after 5 hours' work.
Spreadover (in hours) ..	12	12*	11*	13	12	..	..
Opening hour	..	..	5 a.m. for shops dealing in perishable commodities. For others 7 a.m.	7 a.m.	To be fixed by an order of Government.	Summer : 6 a.m. Winter : 7-30 a.m.	Summer : 7 a.m. Winter : 8 a.m.
Closing hour .. .	7 p.m.	8 p.m.	8-30 p.m. For *pan bidi* shops, etc. 11 p.m.	9 p.m.	Do.	Summer : 10 p.m. Winter : 9-30 p.m.	Summer : 10 p.m. Winter : 9 p.m.
Overtime	..	120 hours in a year.	3 hours in a week†	124 hours in a year.	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours in a year for adults.
Commercial Establishments—							
Daily hours	.	..	9	10 with a maximum of 208 in a month.	8	10	8
Weekly hours	..	.	48	..	48	54	..
Rest intervals	..	..	1 hour after 5 hours' work.	1 hour after 4 hours' work.	1 hour after 4 hours' work.	½ an hour after 6 hours' work.	½ an hour after 5 hours' work.
Spreadover (in hours) ..	.	..	11*	12	12	..	..

* Longer spreadover permitted in certain specified circumstances.

† Additional overtime work is permitted on not more than 6 days in a year for stock takings, etc., provided the total period of overtime work does not exceed 24 hours.

TABLE XLIV—*contd.*

1	2	3	4	5	6	7	8
Commercial Establishments—*contd.*							
Opening hour	..	..	8-30 a. m.	To be fixed by an order of Government.	To be fixed by an order of Government.	Summer : 6 a.m. Winter : 7-30 a.m.	As for shops.
Closing hour	..	..	8-30 p. m.	Do.	Do.	Summer : 10 p. m. Winter : 9-30 p.m.	As for shops.
Overtime	..	..	3 hours in a week†	120 hours in a year.	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours in a year for adults.
Restaurants, places of amusements, etc.—							
Daily hours	10	10	9	8	8	10	8
Weekly hours	..	..	..	..	48	54	..
Rest intervals	½ an hour after 6 hours' work.	½ an hour after 6 hours' work.	1 hour after 5 hours' work.	1 hour after 6 hours' work.	½ an hour after 4 hours' work.	1 hour after 6 hours' work.	½ an hour after 5 hours' work.
Spreadover (in hours) ..	14	14	14‡	12	12	..	..
Opening hour	..	..	5 a.m.§	..	To be fixed by an order of Government.	Summer : 6 a. m. Winter : 7-30 a.m.	As for shops.
Closing hour	..	..	11 p.m.§	..	Do.	Summer : 10 p. m. Winter : 9-30 p.m.	As for shops.
Overtime	..	120 hours in a year	3 hours in a day. Such days not to exceed 10 in a year.§	..	2 hours in a day and 6 hours in a week.	150 hours in a year.	120 hours § in a year for adults.

†Additional overtime work is permitted on not more than 6 days in a year for stock taking, etc., provided the total period of overtime work does not exceed 24 hours.

‡For theatres and other places of amusement 11 hours.

§Only for residential hotels, restaurants and eating houses. For theatres and places of amusement the closing hour is 12 mid-night.

TABLE XLV

PROVISIONS RELATING TO LEAVE AND HOLIDAYS IN DIFFERENT STATE ACTS

State	Weekly holidays*	Privilege leave†	Casual leave	Sick leave	Other kinds of leave
1. Assam	1 day in the case of shop employees and 1½ days in the case of others.	16 days (cannot be accumulated).	10 days on full pay	Maximum of one month on half pay after 12 months' continuous employment.	3 holidays for religious purposes‖
2. Bombay	1 day	14 days (can be accumulated up to 28 days)‡	..	..	..
3. Madhya Pradesh	1 day	14 days (Maximum of 14 days can be carried forward).	..	..	..
4. Madras	1 day	12 days (can be accumulated up to 24 days).	12 days on full pay	12 days on full pay.	..
5. Punjab	1 day	14 days (after 1 year's continuous service and 7 days after 6 months' continuous service).	..	..	..
6. U. P.	1 day	15 days (watchmen and caretakers—30 days) after one year's continuous service.	10 days on full pay	15 days on full pay after 6 months' continuous service.	3 gazetted holidays with pay.
7. West Bengal	1½ days	14 days (can be accumulated up to 28 days).	10 days on half pay	§	..

*With pay.

†With full pay after 12 months' continuous service.

‡After working for not less than 270 days during a year.

§The Government of West Bengal have recently introduced a Bill in the State Legislature to make provision for sick leave. The Bill, called the Bengal Shops and Establishments (West Bengal Amendment) Bill, 1950, was published in the *Calcutta Gazette Extraordinary*, dated 15th September 1950.

‖Although the Act does not state clearly whether these holidays should be with or without pay, it is learnt that it is becoming more or less a convention with employers to grant these holidays with pay.

Employment of Children and Young Persons.—West Bengal is the only State which has placed no restriction on the employment of children.* In all other States special provision has been made for regulating the employment of children and young persons. The main provisions of the Acts in this regard will be found in the statement below :

State	Minimum age of employment	Employment of young persons permitted during	Hours of work of young persons	Rest intervals for young persons
1. Assam ..	12	..	..	..
2. Bombay ..	12	6 a.m. to 7 p.m.	6 per day	Half an hour after 3 hours' continuous work.
3. Madhya Pradesh	12	7 a.m. to 9 p.m.	7 per day and 36 per week.	One hour after 4 hours' work.
4. Madras ..	14	6 a.m. to 7 p.m.	7 per day and 42 per week. Over time work prohibited.	..
5. Punjab ..	..	8 a.m. to 7 p.m.	7 per day and 42 per week.	Half an hour after 3½ hours' continuous work.
6. U. P. ..	14 (except as apprentices)	..	6 per day	

Payment of Wages.—All the Acts contain provisions for regulating the payment of wages to employees. The Bombay Act empowers Government to apply the provisions of the Payment of Wages Act to all or any class of establishments or to all or any class of employees covered by the Act. The U.P. and Madras Acts lay down that the wage period should not exceed one month while the Punjab Act provides that it should not be more than a fortnight. The Assam Act fixes the wage period as one month. After they become due, wages must be paid within ten days in West Bengal and Assam, 7 days in U.P. and 5 days in Madras. The Punjab Act provides that wages must be paid on demand at the expiry of each wage period. For overtime work, the West Bengal Act provides that the payment should be made at one and a quarter times the wages, while the Punjab, U.P. and Madras Acts provide that employees should be paid at twice their ordinary rates of wages. The Madhya Pradesh Act lays down that overtime should be paid at one and a half times the ordinary rate of wages. In Bombay, persons employed in shops, commercial establishments and places of amusement are entitled to get payment at the rate of

*The Government of West Bengal have recently introduced an amending Bill in the State Legislature for regulating the employment of young persons below the age of seventeen in shops and establishments.

one and a half times their ordinary rate of wages. Those employed in residential hotels, restaurants or eating houses are entitled to twice their ordinary rate of wages for overtime work. The U.P. and Madras Acts make provisions also for regulating fines and deductions.

Other provisions.—With the exception of a few Acts all other Acts provide that no employee shall be dismissed, except under certain circumstances, unless he is given one month's previous notice or wages in lieu thereof. Such provision has been made in the U.P., Punjab, Madras and Madhya Pradesh Acts. The Bombay Act lays down that, except in the case of misconduct, no employer shall dismiss an employee who has been in his continuous employment for at least three months unless he is given 14 days' notice or wages in lieu of notice. With the exception of the U.P. Act, however, none of the Acts places a corresponding obligation on the employee. The U.P. Act provides that an employee wishing to terminate his services must give a similar notice to his employer and in the event of his failure to do so, the employer can withhold any unpaid wages for a period not exceeding 15 days. It also lays down that the provisions of the Workmen's Compensation Act, *mutatis mutandis*, shall apply to every employee of a shop or commercial establishment. Madras and Bombay are the only States which have made provisions relating to cleanliness, ventilation, lighting and precautions against fire in establishments covered by the Acts.

Administration.—In West Bengal, the Punjab and U.P., the Acts are administered by the Chief Inspectors of Shops and Establishments. In Delhi, the Director of Industries and Labour is responsible for the administration of the Act. The administration of the Act in Assam is the responsibility of the Labour Department of the State. The Assam Government have appointed 16 Inspectors under the Act. In Madras the Deputy Chief Inspector of Factories, the Deputy Commissioner of Labour, the Assistant Commissioner of Labour, Inspectors and Inspectresses of Factories, Labour Officers, District Health Officers, Health Officers and Assistant Health Officers of the Corporation of Madras are responsible for the enforcement of the Act. The Government of Madras have also appointed 199 Assistant Inspectors of Labour in order to secure proper enforcement of the Act. In Bombay, the administration of the Act is the responsibility of the local authorities. In those areas which are not subject to the jurisdiction of any local authority, the Act is enforced by the State Government. In Madhya Pradesh the Act is enforced by the Inspectors of Factories.

The Weekly Holidays Act, 1942.—As stated earlier, this Act is permissive in character and applies to only those States which notify its application. It provides for a weekly closure of shops and for the grant of a weekly holiday to employees. The State Governments are empowered to fix an additional half day on which persons employed in restaurants or theatres may be granted holidays or on which shops may be closed. Such holidays are to be treated as paid holidays.

The Act has been enforced in Bihar, Ajmer, Coorg and Orissa. In Bihar it is administered by the Labour Commissioner. In Ajmer a Weekly Holidays Inspector has been appointed for the purpose. The Government of Coorg have declared all Sanitary Inspectors of the Public Health Department, *Parpattigars* of the Revenue Department and Assistant Inspectors of Factories to be Inspectors for purposes of the Act within their own jurisdiction. In Orissa, the Government have declared Sub-Divisional Magistrates of Cuttack, Puri and Berhampur to be Inspectors under the Act.

With the exception of the Madhya Pradesh and the Bombay Acts none of the Acts provides for the registration of establishments. The result is that information regarding the number of establishments which are covered or the number of persons who are protected by these Acts is somewhat scanty. However, some of the States have conducted a census of shops and commercial establishments. etc., and the available information on the subject is presented in the following table.

TABLE XLVI

NUMBER OF ESTABLISHMENTS COVERED BY THE ACTS IN VARIOUS STATES AND THE NUMBER OF PERSONS EMPLOYED IN SUCH ESTABLISHMENTS*

State	No. of		No. of		No. of		Total number of	
	Shops	Persons employed	Commercial establishments	Persons employed	Restaurants, theatres, etc.	Persons employed	Establishments	Persons employed
Assam ..	1,917	3,499	176	414	89	400	2,182	4,313
Bombay ..	73,520	1,33,726	9,474	45,698	7,642	39,027	90,636	2,18,451
Madhya Pradesh	2,600	10,400	1,525	15,250	1,335	6,850	5,460	32,500
Madras † ..	1,88,982	1,86,715	15,966	37,459	19,622	61,296	2,24,570	2,85,470
Punjab ..	49,086	16,436	11,192	16,715	894	2,442	61,172	35,593
Ajmer ..	10,330	4,299	310	1,090	576	508	11,216	5,897
Delhi ..	25,581‡	20,106‡	1,977	11,799	518	3,840	28,076	35,593
Total ..	3,52,016	3,75,181	40,620	1,28,425	30,676	1,14,363	4,23,312	6,17,969

*Figures relate to the year 1948. Ajmer and Madras figures relate to the year 1949.

† The number of shops, etc., and the number of persons employed therein is larger because of the wider area covered by the Act.

‡About 5,000 stalls owned by the displaced persons and about 8,000 shops situated in the various localities of the city are run without the help of any employee. 20,106 employees are employed in the remaining 12,581 shops only.

Enforcement.—From such information as is available on the working of the Acts in various States it would appear that strict enforcement of the laws in most of the States has not been found possible due to inadequacy of the inspecting staff. In States in which the Acts were put into force only recently the inspecting staff paid more attention towards acquainting employers and employees with the provisions of the Act and prosecutions were launched only in extreme cases. From the annual report on the working of the Act in West Bengal during the year 1948-49, it appears that there is a tendency among the employers to evade the law. The report states that employers are not observing even the basic provisions of the Act such as those relating to hours of work, leave and holidays, pay for overtime, etc. A principal reason for such evasion is the insignificant amount of fine for which provision has been made in the Act. In Delhi most of the irregularities which were detected during the year 1949-50 related to non-compliance with the provisions of the Act regarding opening and closing hours, closed days and maintenance of records, etc. The administration report states that violations were largely due to the fact that the amount of fine provided for in the Act was too low to act as a deterrent.

6. Legislation Relating to Industrial Housing

Except for the Land Acquisition (Amendment) Act which was passed by the Central Government in 1933 to enable employers to secure land for the housing of their employees, very few legislative measures were adopted till recently by the Central or State Governments to improve the housing conditions of workers. The rapid growth of population in the urban and industrial areas during and after the Second World War and the increasing realisation of the need for better housing for industrial workers led the Central and State Governments to pass certain Acts on the subject. In 1946, the Central Government passed an Act called the Mica Mines Labour Welfare Fund Act to provide for the setting up of a fund to finance measures for promoting welfare of workers employed in mica mines. For constituting a similar fund for the benefit of workers employed in coal mines, an Act known as the Coal Mines Labour Welfare Fund Act was also passed by the Central Government in 1947. Housing is one of the welfare measures to be financed by the funds. Details regarding the provisions of the two Acts have been given on pages 88 to 90.

Among the States, Bombay took the lead and passed an Act called the Bombay Housing Board Act in 1948. The Government of Mysore passed the Mysore Labour Housing Act in 1949. In Madhya Pradesh an Act generally on the lines of the Bombay Act was passed in November, 1950. The Government of Uttar Pradesh have introduced a Bill called the U.P. Sugar and Power Alcohol Industries Labour. Welfare and Development Fund Bill* in the State Legislature. to create a fund for financing, housing and other welfare schemes for the

* Published in the *U.P. Gazette Extraordinary*, dated August 5, 1950.

benefit of labour employed in the sugar and alcohol industries and for the development of these industries. The Bill has been framed generally on the lines of the Coal Mines Labour Welfare Fund Act, 1947. A brief summary of the main provisions of the State Acts is given in the following paragraphs.

(a) THE BOMBAY HOUSING BOARD ACT, 1948

To remove the shortage of housing accommodation in urban and industrial areas in the State, the Government of Bombay constituted a Provincial Housing Board in 1947. The Board was a non-statutory body and was charged with the duty of formulating a long range housing policy. It was also required to undertake an immediate programme of direct and assisted construction of houses. The Government also set up the necessary housing organisation under a Housing Commissioner and formulated a Post-War Reconstruction Scheme of housing for industrial workers and for persons in low income groups. Since, however, the non-statutory body failed to produce the desired results, the Government decided to replace it by a statutory body possessing the necessary power to accelerate the housing activity. In October, 1948, therefore, the Government introduced a Bill called the Bombay Housing Board Bill in the State Legislature. The Bill was passed into an Act on 22nd December, 1948. Certain minor changes were made in the Act by an amendment Act which was passed in 1949.

The Act provides for the setting up of a Housing Board consisting of a Chairman and four members nominated by the State Government. The term of Office of members has been fixed at 3 years. The Board is to take over the programme of housing from the Provincial Housing Board. The Act authorises the Board, subject to the control of the State Government, to incur expenditure and undertake works for framing and executing housing schemes. No housing scheme, however, is to be made by the Board for any area for which an improvement scheme has been sanctioned by the State Government or which is inconsistent with a town planning scheme. The Act requires the Board to publish its programme, etc., for eliciting public opinion. The Board is authorised to take over the necessary streets, open spaces, etc., and to act as a local authority till the scheme is executed. The State Government is empowered to resolve any differences that might arise between the Board and other local authorities and also to revest streets and open spaces, when completed, back in local authorities. Acquisition of land for the purpose of the Board's programme is for a public purpose within the meaning of the Land Acquisition Act and the Board has been declared to be a local authority for purposes of that Act. The Board has the power to promote land and building development and to levy betterment charges.

The Act provides that all the debts incurred by and all the assets entrusted to the Bombay Provincial Housing Board, constituted in January, 1947, would pass to the statutory Housing Board, which has further been authorised to accept grants,

subventions, donations and gifts from the Central and State Governments or a local authority or any individual or body. Such moneys, supplemented by other moneys derived from miscellaneous sources like sale proceeds of land or property, rent, betterment charges, interest, etc., form the fund of the Board. Subject to the previous sanction of the State Government the Board has been empowered to raise loans and issue debentures. Provisions have been made in the Act for investment of funds, audit and accounts and a triennial valuation of the assets and liabilities of the Board.

The Act provides for the setting up of special tribunals consisting of a Judge and two assessors for settling disputes in respect of betterment charges, reconstitution of plots*, compensation, etc.

In exercise of the power conferred by the Act the Government of Bombay constituted a Board in January, 1949. Details regarding the activities of the Board will be found in the Chapter on Industrial Housing†.

(b) THE MYSORE LABOUR HOUSING ACT, 1949

The Act was passed in February, 1949 by the Government of Mysore to make provision for proper housing accommodation for workers. To meet the expenses of housing schemes it provides for the constitution of a fund called the Mysore Labour Housing Fund. The Fund is to be raised mainly from the levy of a capitation tax on employers, rents from employee-tenants and grants, donations or gifts from the State Government, local authorities or individuals. The Act provides for the levy and collection of contributions from every employer‡ at a rate not exceeding four per cent. of the monthly wage bill of the concern in respect of every employee whose average monthly income does not exceed Rs. 125 and who is not provided by the employer with housing accommodation of approved standard.

For purposes of the administration of the Fund the Act provides for the constitution of a Mysore Labour Housing Corporation. It is to consist of representatives of the State Government, employers and employees. The Act does not fix the number of members nor does it prescribe the manner in which they are to be selected. These matters are left to be regulated by rules framed by the State Government. The Act, however, lays down that at least one member of the Corporation will be a woman. The Corporation can be superseded by the State Government if it persistently fails to discharge its duties.

*Reconstituted plots are those formed by the alterations of the boundaries of original plots.

† See pages 271-72.

‡ Owner or occupier of every textile mill, iron or steel works, tobacco (including *bidi*-making) manufactory and every factory in which fifty or more persons are employed.

The function of the Corporation is to prepare and carry out, subject to previous approval of the State Government, schemes for the provision of suitable housing accommodation for employees. It is empowered to acquire lands suitable for workers' houses and for this purpose it is authorised to exercise certain powers under the Mysore Land Acquisition Act, 1894. It is the duty of the Corporation to keep the housing accommodation under its control in a good habitable condition. The Act authorises the State Government, local authorities and certain courts to order the Corporation to effect such repairs as may be deemed to be necessary to bring any house under the control of the Corporation in good habitable condition.

The Corporation is also required to inspect, from time to time, houses occupied by workers and the areas in which such houses are located with a view to ascertaining whether such houses are fit for human habitation and whether such areas are maintained in a proper condition so as to ensure the safety, health and well being of workers. If it is satisfied that any house is not in a good habitable condition then it may order the owner to effect such changes as it may deem necessary to bring the house in a good habitable condition. If the owner fails to carry out the orders of the Corporation, the Corporation may itself effect such changes and recover the cost from the owner. The Corporation is also empowered to acquire houses or areas which are overcroweded or unfit for human habitation and to reconstruct them. In addition to its regular functions the Corporation may also promote such measures as are directed towards the provision of gardens, playgrounds and recreational facilities: the improvement of public health and sanitation; the provision of water supplies and facilities for washing; and the provision of transport to and from work.

The Act empowers the Government to prescribe the conditions subject to which houses may be constructed by employers for their employees and also to prescribe conditions relating to the rights and liabilities of employers and employees in respect of houses provided by employers.

The Act authorises the Government to make rules on matters relating to the administration of the Corporation such as nomination and election of its members, the term of office of the members, powers and duties of its officers, raising of loans, investment of funds, maintenance of accounts, etc. The rules under the Act are being framed by the Government.

(c) THE MADHYA PRADESH HOUSING BOARD ACT, 1950

The Act was passed by the Government of Madhya Pradesh on 10th November, 1950. It provides for the setting up of a Board called the Madhya Pradesh Housing Board. The Board is to consist of a Chairman and the following 9 other members: (a) one representative of the managements of industries owned by or managed under the authority of the Central or any State Government; (b) 2 representatives of privately owned industries; (c) 2 representatives of employees employed in

privately owned industries; (d) one officer each of the Labour Department and the Public Health Department of the State; (e) one member of the City of Nagpur Corporation or the Nagpur Improvement Trust; and (f) one member of the City of Jubbulpore Corporation. The term of office of every member has been fixed at 3 years. The Act prescribes the manner in which the business of the Board will be conducted and the procedure which will be adopted for filling vacancies.

The fund of the Board is to be raised mainly from grants, subventions, donations, gifts or loans from the Central or State Governments, local authorities, private bodies or individuals. The Board is also empowered to borrow money for any of the purposes for which it has been set up. In such cases, however, it is to obtain previous sanction of the Government.

The Act authorises the Board to undertake, with the previous approval of the State Government, works in any area for the framing and execution of such housing schemes as it may deem necessary. It is also authorised to do all such things as are likely to expedite and cheapen construction of buildings. A housing scheme may, *inter alia*, provide for (a) the acquisition by purchase, exchange or otherwise of any property; (b) the laying or re-laying out of any land comprised in any scheme; (c) the distribution or redistribution of sites belonging to owners of property comprised in any scheme; (d) the closure or demolition of dwelling or portions of dwellings unfit for human habitation; (e) the demolition of obstructive buildings or portions of buildings; (f) the construction and reconstruction of buildings; (g) the sale, letting or exchange of any property comprised in any scheme; (h) the construction and alteration of streets and back lanes: (i) provision of drainage, water supply and lighting of areas included in any scheme; (j) provision or enlargement of parks, playgrounds and open spaces for the benefit of any area comprised in any scheme or any adjoining area; and (k) the provision of facilities for communication and transport.

The Board has been given the necessary powers to enable it to discharge its duties properly and has been declared to be a local authority for purposes of the Land Acquisition Act, 1894. It has been authorised to acquire any land owned by any local body or private individual for purposes of any housing programme. The Act provides that the Board shall pay compensation for any land acquired by it. No compensation, however, is to be paid by the Board to any local body if the Board takes over the land only temporarily. Provision has been made in the Act for the settlement of disputes relating to compensation, etc., between the Board and local bodies or private individuals.

Other provisions of the Act relate to the maintenance of the accounts of the Board, audit of accounts, preparation and submission of annual reports, returns, etc. The Act authorises the Government to frame rules for prescribing (a) the

duties and functions of the Chairman and other officers of the Board ; (b) the forms in which the annual housing programme, budget, returns, etc., will be submitted by the Board to the Government ; (c) the conditions subject to which the Board may borrow money ; (d) the manner in which the accounts will be maintained by the Board ; etc.

7. Safety and Welfare

(a) The Indian Dock Labourers Act, 1934

The Act was passed in August, 1934 to give effect to the Convention of the International Labour Organisation concerning the protection against accidents of workers employed in loading and unloading of ships. It was not, however, put into force till 10th February, 1948. The Act authorises Government to make regulations for the safety of workers employed in the loading and unloading of ships. In exercise of the powers conferred by this Act, the Government of India framed certain regulations which were published in the *Gazette of India*, dated 17th January, 1948. These regulations provide for (a) the safety of working places and approaches to them, (b) the lighting and fencing of workplaces and approaches to workplaces, (c) the nature of means of access to and from ships, (d) measures to be taken for safe transport of workers to or from a ship by water, (e) the safety of workers engaged in removing or replacing hatch covering and beams, (f) ensuring the safe working of hoisting machines or gears, lifting machines, etc., (g) the fencing of machinery, live electric conductors and steam pipes, (h) safety measures in stacking and unstacking, stowing and unstowing of cargo, and (i) maintenance of first-aid equipment, ambulances, and life saving appliances for rescue of drowning persons.

The regulations apply only to the major ports of Bombay, Calcutta, Madras, Visakhapatnam and Cochin. As the port of Cochin lay partly in the territory of the Cochin State, it was considered desirable that the State should enact similar legislation so that dock labour of the port as a whole could be covered by the same safety provisions. Accordingly, the Cochin Government passed an Act on the model of the Central Act in 1936. The State Government also framed certain regulations under the Act which were similar to those framed by the Government of India under the Indian Dock Labourers Act.

For purposes of enforcement, the Act provides for the appointment of Inspectors by the Central Government. It also declares all Principal Officers of the Mercantile Marine Department to be *ex-officio* Inspectors under the Act within their jurisdiction. The Administration of the Act has been entrusted to the Chief Adviser, Factories and the Government of India have declared him and some of his Officers to be Inspectors under the Act with jurisdiction over all the five ports.

For carrying out regular inspection work, three Inspectors (Dock Safety)—one each for the ports of Bombay, Calcutta and Madras—have been appointed. The Inspector stationed at Madras is also responsible for the enforcement of the Act at the ports of Visakhapatnam and Cochin. As the Act was put into force only recently much of the time of Inspectors was spent in explaining to the authorities concerned the methods of keeping registers, the procedure to be followed for the examination and testing of gears, the method of reporting accidents and the general safety provisions of the Act and the regulations.

(b) The Coal Mines Safety (Stowing) Act, 1939

The Coal Mines Safety (Stowing) Act provides for the creation of a fund to assist stowing measures. The expenses of the fund are to be met by an excise duty and its administration is entrusted to a Coal Mines Stowing Board consisting of six persons. The Act empowers the Chief Inspector and Inspectors of Mines to require the owner, agent or manager of a coal mine to take such protective measures, including stowing, in the mine as the Chief Inspector or the Inspectors may think necessary. During an *ad hoc* investigation into the conditions of labour in coal mines made during 1946, it was found that very few mines had taken advantage of the Act and that sand stowing in coal mines was in evidence only in a few. The working of the Act was examined by the Indian Coalfields Committee (1945) who recommended that stowing should be made compulsory in respect of extraction of all coals with an ash content of up to 30 per cent. and that stowing for conservation in addition to that for safety should be assisted to an extent of 75 per cent. of the total cost subject to a maximum assistance of Rs. 2 per ton of coal extracted. For meeting the increased expenditure they recommended that the rate of stowing cess should be increased to annas eight per ton of coal immediately and to Rs. 1-2-0 per ton of coal eventually.

The above recommendations of the Committee have been implemented by the Government to the extent mentioned below. It has been decided that stowing for purposes other than conservation should be assisted to the extent of 75 per cent. of the total cost subject to a maximum of Rs. 2 per ton of coal extracted. In the case of collieries which stow voluntarily by hand packing with surface materials, the rate of assistance is now 85 per cent. of the total cost subject to a maximum of Rs. 2-8-0 per ton. The rate of assistance for compulsory stowing and protective works remains at 100 per cent. as before. Since 1st May, 1947 the rate of excise duty has been raised to the maximum permissible under the Act, i.e., 3 annas per ton on coal and 4 annas and 6 pies per ton on hard coke. The implementation of the recommendations of the Committee regarding amendment of the Act for the purpose of bringing stowing for conservation within the scope of the Act and for

raising the rates of excise duty to the maximum limits recommended by the Indian Coalfields Committee is under consideration.*

(c) THE COAL MINES LABOUR WELFARE FUND ACT, 1947

In view of the need for starting organised welfare work in the coalfields, the Government of India promulgated an Ordinance on 31st January, 1944 with the object of constituting a fund called the Coal Mines Labour Welfare Fund. This Ordinance was replaced by the Coal Mines Labour Welfare Fund Act, 1947, which was designed to make better provision for financing measures for promoting the welfare of labour employed in the coal mining industry. The Act came into force on 14th June, 1947 and applies to the whole of India except Part B States†. It provides, *inter alia*, for the setting up of a fund to be called the Coal Mines Labour Housing and General Welfare Fund which will maintain two accounts, namely the Housing Account and the General Welfare Account.

Finances of the Fund.—The Act provides for the levy of a cess on all coal and coke despatched from collieries in Part A and Part C States at such rate, not less than four annas and not more than eight annas per ton, as may, from time to time, be fixed by the Central Government. The proceeds of the cess are to be apportioned between the Housing Account and the General Welfare Account. The Act specifies measures which may be financed from each of the Accounts. In exercise of the powers conferred by the Act, the Central Government have imposed a cess at the rate of 6 annas per ton of coal and coke despatched from collieries. Till 31st March, 1949 the cess was being apportioned between the Housing Account and the General Welfare Account in the ratio of 2 : 7. As the resources of the Housing Account were found to be insufficient to meet the expenditure on the housing programme approved for the year 1949-50, the cess was apportioned between the Housing Account and the General Welfare Account in the ratio of 2 : 1 in that year. The Central Government have notified‡ that during the year 1950-51 also the cess will be apportioned between the two Accounts in the same ratio.

Administration of the Fund.—The Fund is administered by the Central Government in consultation with an Advisory Committee consisting of an equal number of members representing

* An amendment Act has recently been passed by Parliament with a view to raising the existing rates of excise, as provided in the Act, to three times, *viz.*, Re. 0-9-0 per ton for coal and soft coke and Re. 0-13-6 per ton for hard coke.

† The Central Government have recently introduced in Parliament a Bill called the Part B States (Laws) Bill to apply certain Central Acts to Part B States. If this Bill becomes an Act, the Coal Mines Labour Welfare Fund Act will apply to all States of the Union except Jammu and Kashmir.

‡ Notification No. S.R.O. 110, dated 25th March, 1950.

Government, the owners of coal mines and workmen employed in the coal mining industry, appointed by the Central Government. One of the members of the Committee is to be a woman. The Act makes provision for the constitution of a Coal Mines Labour Housing Board to prepare and carry out, subject to the approval of the Central Government, schemes financed from the Housing Account of the Fund for the provision of suitable housing accommodation for labour employed in the coal mining industry. By an amending Act passed in 1949 the functions of the Board were enlarged and it was vested with the control of various other building operations financed from the General Welfare Account of the Fund. The Housing Board is to be a body corporate. The Act authorises the Central Government to appoint a Coal Mines Labour Welfare Commissioner and such other officers as they may think necessary to carry out measures financed by the Fund.

In February, 1949 the Central Government framed rules for regulating the constitution and working of the Advisory Committee, Sub-Committees, Housing Board, etc. Government have also constituted an Advisory Committee and a Housing Board. For purposes of administration of the Act a Coal Mines Labour Welfare Commissioner has been appointed.

Government have also appointed one Chief Welfare Officer, one Lady Welfare Officer, two Inspectors and certain Assistant and Junior Assistant Inspectors. All coalfields have been divided into twenty four circles. Each circle has been placed in the charge of an Assistant Inspector and a junior Assistant Inspector. The Inspectorate of the Coal Mines Welfare Organisation is responsible for the supervision of the activities financed by the Fund and also for the administration of various labour Acts which apply to coal mines. The circle officers are also doing propaganda among colliery workers to discourage drinking, gambling, etc., and to encourage friendly relations between employers and employees. They also explain to workers the provisions of various labour Acts affecting them and their rights and duties under them.*

(d) THE MICA MINES LABOUR WELFARE FUND ACT, 1946

The Act applies to the whole of India except Part B States†. It provides for the raising of a fund by the levy of an *ad valorem* customs duty on all mica exported from Part A and Part C States. The duty is not to exceed 6¼ per cent. *ad valorem*. The rate of duty during the year under review

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* Details regarding the administration of the Fund will be found in the Chapter on Labour Welfare. See pages 305-10.

† The Central Government have recently introduced in Parliament a Bill called the Part B States (Laws) Bill to apply certain Central Acts to Part B States. If the measure succeeds the Mica Mines Labour Welfare Fund Act will apply to all States of the Union except Jammu and Kashmir.

was 2½ per cent. *ad valorem*. The Fund is to be utilised for measures which, in the opinion of the Central Government, are necessary or expedient to promote the welfare of labour employed in the mica mining industry. It is provided that the Central Government shall constitute two advisory committees, one for the State of Madras and one for the State of Bihar, to advise the Central Government on any matters arising out of the administration of the Act or of the Fund. The members of the Committees are to be appointed by the Central Government and are to be chosen in such manner as may be prescribed by rules made under the Act. The Committees, however, are to include an equal number of members representing mica mine owners and the workmen employed in the industry and at least one member of the Committees is to be a woman and another a member of the Legislature of the State concerned. The Chairmen of the Committees are to be appointed by the Central Government.

The rules under the Act were published by the Central Government in the *Gazette of India*, dated 10th January, 1948. Government have now constituted two advisory Committees—one for Bihar and another for Madras.*

8. Wages

(a) The Payment of Wages Act, 1936

Largely as a result of the recommendations of the Royal Commission on Labour in India an Act known as the Payment of Wages Act was passed in 1936 and was put into force in March, 1937. The Act was amended twice. The following are the principal provisions of the Act :—

The Act extends to the whole of India except Part B States†. It applies to persons employed in any factory and upon any railway in receipt of wages and salaries which average below Rs. 200 per month. The appropriate Governments can, however, extend all or any of its provisions to any 'industrial establishment' or class or group of 'industrial establishments', as defined in the Act.

For purposes of the Act the term wages means "all remuneration capable of being expressed in terms of money, which would, if the terms of contract of employment, express or implied, were fulfilled, be payable, whether conditionally upon the regular attendance, good work or conduct or other behaviour of the persons employed, or otherwise, to a person employed in respect of his employment or of work done in such employment.

* Details regarding the administration of the Fund will be found in the Chapter on Labour Welfare, pp. 310-12.

† On 17th November, 1950, the Government of India introduced a Bill called the Part B States (Laws) Bill to apply certain Central Acts to Part B States. If the measure succeeds the Payment of Wages Act will apply to all Part B States except Jammu and Kashmir.

and includes any bonus or other additional remuneration of the nature aforesaid which would be so payable and any sum payable to such person by reason of the termination of his employment" but does not include the value of any house accommodation, supply of light, water, medical attendance or other amenity or of any service specifically excluded by the State Government, any travelling allowance or employer's contributions to any pension or Provident Fund or any gratuity payable on discharge or any sum paid to an employee to defray special expenses entailed on him by the nature of his employment.

The Act requires the fixation of wage periods which should not exceed one month. Undertakings employing less than 1,000 persons must pay wages before the expiry of the 7th day and in other cases before the expiry of the 10th day after the wage period. A discharged worker has to be paid before the expiry of the second working day from the day on which his employment is terminated. All payments of wages must be made on a working day and in current legal tender.

The Act permits certain kinds of deductions from wages such as (a) fines, (b) deductions for absence from duty, (c) deductions for damage or loss, (d) deductions for house accommodation and for amenities and services supplied by the employer, (e) deductions for recovery of advances or for adjustment of over-payment of wages, and (f) deductions for income-tax, for contribution to and repayment of advances from Provident Funds, for payment to an approved co-operative society and for payment of insurance premia in regard to postal insurance. Fines can be imposed only for acts and omissions specified in notices approved by the competent authority. The total amount of fine which may be imposed in any one wage period on any employed person is not to exceed an amount equal to half-an-anna in the rupee of the wages payable to him in respect of that wage period. All fines must be recorded in a prescribed register and credited to a fines fund. The receipts of the fines fund are to be utilised only for such purposes beneficial to the workers as are approved by the competent authority.

In January, 1948, the Government of India extended the provisions of the Act, except sub-section (4) of section 8 thereof, to cover all classes of persons employed in coal mines. Government have also decided to extend, with effect from 15th June, 1951, the Act, except section 8(u) thereof, to all mines to which the Indian Mines Act applies. The Act has been applied to motor omnibus services in the State of Assam, Bihar, West Bengal, Madras, Coorg and Delhi; tramways in West Bengal, Madras and Delhi; plantations in Assam, West Bengal, Madras and Coorg; inland steam navigation services in Bihar; printing presses in U.P.; Government transport concerns and private transport companies in the Punjab; motor goods transport services in Delhi and to persons employed in docks, wharves or jetties in Assam and in motor vehicles plying under stage carriage permits and public carriers permits in Orissa. In March, 1950, the Government of Bombay extended the Act to persons

employed in Bombay Docks* By another notification† issued in October, 1950, the Government of Bombay extended, with effect from 15th October, 1950, all the provisions of the Act to all classes of persons employed in such industrial establishments or classes of industrial establishments as have been or may be declared by the State Government to be factories under section 85 of the Factories Act, 1948 for all or any of the purposes of that Act. In September, 1950, the Government of the Punjab issued a notification‡ notifying that with effect from 29th December, 1950, the provisions of the Act will apply to persons employed in (a) tramways or motor omnibus services, (b) mines, quarries or oil-fields, (c) plantations and (d) workshops or other establishments in which articles are produced, adapted or manufactured with a view to their use, transport or sale.

Administration and enforcement.—The State Governments have the power to appoint authorities to administer the Act. In most of the States the administration of the Act is the responsibility of Inspectors of Factories. The Government of Orissa have declared the Assistant Labour Commissioner, Orissa to be Inspector under the Act§. The Government of the Punjab have declared the Labour Commissioner, Labour Officers and Labour Inspectors of the Labour Department to be Inspectors under the Act‖. The administration of the Act in coal mines and railways (other than railway workshops) is the responsibility of the Chief Labour Commissioner (Central). The State Governments have appointed authorities to hear and decide claims arising out of deductions from wages or delays in the payment of wages. For coal mines in West Bengal, the Government of India have appointed the Commissioner for Workmen's Compensation, West Bengal, to be the authority under the Act and so far as Bihar, Madhya Pradesh, Assam and Orissa are concerned the Government of India have declared every officer appointed by the State Government as the authority under the Act for any area to be the authority for coal mines also within that area. Such authorities have the power to order payments to the claimants of the amounts wrongfully withheld or delayed together with compensation up to 10 times the amount in the case of deductions or Rs. 10 in the case of delay in payments. Infringement of the law makes an offender liable to prosecution.

From the available reports on the working of the Act in various States and in Railways during the year 1949 it appears that employers are generally complying with the provisions of the Act. Most of the infringements which were noticed by the administering authorities related to delay in payments of wages. The administering authorities generally issued warnings to

* Notification No. 979/48, dated March 18, 1950.

† Notification No. 918/46, dated October 5, 1950.

‡ Notification No. 7381-LP-50/5048, dated September 25, 1950. Published in the *Punjab Government Gazette*, dated September 29, 1950.

§ Notification No. 787-Lab., dated October 26, 1950.

‖ Notification No. 6585-LP-50/4583, dated August 5, 1950.

defaulting employers and only in extreme cases launched prosecutions against them.

The following Part B States have passed their own Acts for the regulation of payment of wages to workers in their States; Mysore (1948), Hyderabad (1942) and Travancore-Cochin. In Travancore-Cochin State, Acts passed by the Governments of Travancore (1941) and Cochin (1937) before the formation of the new State of Travancore-Cochin are in force in the respective territories of the two States. The Acts passed by the above mentioned States are generally on the lines of the Central Act although certain variations exist. For example, the scope of the Travancore Act is much wider and covers persons employed in mines as well. During the year 1950 the Government of Travancore-Cochin extended the Travancore Payment of Wages Act to all persons employed in estates which are maintained for the purpose of growing cinchona, rubber, coffee, tea or cardamom and on which twenty-five or more persons are employed*. The Governments of Saurashtra, Rajasthan and Madhya Bharat have adapted the Central Act on the subject. From the available information it would appear that the Government of the Patiala and East Punjab States Union are considering enforcement of the Central Act.

(b) THE MINIMUM WAGES ACT, 1948

The Minimum Wages Act was passed in March, 1948 with a view to providing for the fixation of minimum wages in certain employments wherein "sweated labour is most prevalent or where there is a big chance of exploitation of labour."

The Act requires the Central or the State Governments as the case may be, to fix, within a specified period, minimum rates of wages payable to employees (defined as persons "employed for hire or reward to do any work, skilled or unskilled, manual or clerical") employed in industries specified in the schedule appended to the Act. However, minimum rates of wages need not be fixed in respect of any employment in which there are, in the whole State, less than 1,000 employees. The schedule comprises woollen carpet making or shawl weaving establishments; rice, flour or dal mills; tobacco (including *bidi* making) manufactories; plantations; oil mills; employment under any local authority; road construction or building operations; stone breaking or stone crushing; lac manufactories; mica works; public motor transport; tanneries and leather manufactories; and agriculture. The Act authorises the appropriate Government to extend its application to any industry wherein, in their opinion, statutory minimum wages should be fixed.†

The Act provides for the fixation of (a) a minimum time rate, (b) a minimum piece rate, (c) a guaranteed time rate, and

* Notification No. LI.-2629/49/DD, dated July 3, 1950. Published in the *Travancore-Cochin Gazette*, dated July 11, 1950.

† Under powers conferred under section 27 of the Act, the State Governments of Madhya Pradesh, Bombay and Ajmer have extended the application of the Act to cement, potteries and glass industries; to the salt pan industry, and to the cotton textile industry respectively.

(d) an overtime rate appropriate to different occupations, localities or classes of work and for adults, adolescents, children and apprentices. The minimum rate of wages may consist of:—

(a) a basic rate of wages and a cost of living allowance, or

(b) a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concession rates, or

(c) an all inclusive rate.

The Act also lays down that wages shall be paid in cash, although it empowers the appropriate Government to authorise the payment of minimum wages, either wholly or partly, in kind in particular cases.

The appropriate Government is empowered to fix the number of hours of work per day, provide for a weekly holiday and the payment of overtime wages, etc., in regard to any scheduled employment in which minimum rates of wages have been fixed under this Act.

The Act authorises the appropriate Government to appoint Committees and Sub-Committees to hold inquiries and advise them in fixing minimum rates of wages in respect of any scheduled employment; to appoint Advisory Committees and Sub-Committees for the revision of these rates; and to appoint an Advisory Board for the purpose of co-ordinating the work of Committees, Advisory Committees and Sub-Committees and advising the Government generally in the matter of fixing and revising minimum rates of wages. A Central Advisory Board is to be set up* by the Central Government for the purpose of advising the Central and State Governments and for co-ordinating the work of the State Advisory Boards.

All the above bodies are to consist of an equal number of employers' and employees' representatives, and of independent persons not exceeding one-third of the total number of members.

The Act also makes provision for the maintenance of registers and records in the prescribed manner, appointment of Inspectors and Authorities to hear and decide claims arising out of payment of less than the minimum rates of wages and prescribes penalties for offences and procedure for complaints.

By an amending Act—The Minimum Wages (Amendment) Act, 1950 (No. LVI of 1950)—the time limit within which minimum wage rates would have to be fixed under Section 3 of the Act has been extended from 2 years (in the case of employments) mentioned in Part I of the Schedule and 3 years (in the case of Agriculture) to 3 years in both cases. This was enacted with a view to validating the Minimum Wages (Extension of Time) Ordinance, 1950 (XVII of 1950) which extended the datum line within which minimum wages are to be fixed from 15th March, 1950 to 15th March, 1951, and to give more time to States for the implementation of the Act.

*This has since been set up.

The Minimum Wages (Central Advisory Board) Rules, 1949 and the Minimum Wages (Central) Rules, 1950, have been framed by the Government of India, under sections 29 and 30 of the Act respectively. A Central Advisory Board has also been constituted with representatives of Government-Central and State-employers and employees.

As required by the Act, the various State Governments have appointed 'Competent Authorities' to ascertain, from time to time, the cost of living index numbers applicable to persons employed in the scheduled employments, and to compute the cash value of concessions, if any. The Central Government have appointed the Director, Labour Bureau as Competent Authority in respect of Central Government undertakings and Part 'C' States.

In view of the short time available for fixation of minimum wages, State Governments have taken resort to Section 5(1) (b) and notified minimum wage rates in respect of certain employments*. However, some of the State Governments have appointed Committees, Advisory Boards, etc., in respect of some of the scheduled employments. Details are given below:—

State	Committees or Advisory Boards appointed in respect of
Bombay ..	Rice, Flour and Dal mills; Tanneries and Leather manufactories; Local Authority; Public Motor Transport; Tobacco (including *Bidi*) manufactories; Oil mills; Stone Breaking or Stone-crushing; Road construction and Building operations.
Madhya Pradesh	Lac industry; Tanneries and Leather manufactories.
Madras ..	Plantations; Woollen Carpet making or Shawl Weaving; Stone breaking or Stone crushing; Road construction or Building operations; and Local Authority.
Punjab ..	Oil Mills; Plantations; Local Authority; Road construction or Building operations; Stone-breaking or Stone crushing.
West Bengal ..	Oil Mills; Rice and Flour mills; Plantations; Public Motor Transport; Tanneries and Leather manufactories.
Ajmer	Local Authority and Mica Works.
Coorg	Plantations.

9. Social Security

(a) The Workmen's Compensation Act, 1923

The Workmen's Compensation Act was passed in March, 1923 and was put into force on 1st July, 1924. It was amended in 1926 and 1929 to introduce certain minor changes and to ratify the International Labour Convention regarding occupational diseases. In 1933 a consolidating and amending Act was passed to give effect to certain recommendations of the Royal Commission on Labour which was enforced on 1st January, 1934. Thereafter, five more amending Acts were passed, the most important among which was the Act of 1946 which raised the wage limit of the workers covered by the Act from Rs. 300 to Rs. 400. The following are the main provisions of the Act as they now stand :

*Details of minimum wages thus notified may be seen from table CXI on pages 239-40.

Scope :—The Act extends to the whole of India except Part B States.* It applies (a) to all railway servants not permanently employed in any administrative, district or subdivisional office of a railway and not employed in any capacity as is specified in schedule II to the Act, and (b) to persons employed on monthly wages not exceeding Rs. 400 in any such capacity as is specified in schedule II to the Act. Those persons whose employment is of a casual nature and who are employed, otherwise than for the purposes of the employer's trade or business are not deemed to be workmen for the purposes of the Act. Persons working in the armed forces of the Union are also not covered by the Act. Schedule II to the Act includes the following categories of persons : Persons employed (a) on a railway or in connection with a mechanically propelled lift or vehicle ;† (b) in factories ;† (c) in workshops wherein 50 or more persons are employed; (d) in undertakings in which explosives are handled and in which 10 or more persons are employed ; (e) in mines as defined by the Indian Mines Act, in any work of a mining character in which 50 or more persons are employed and which are more than 20 feet deep and in which explosives are used ;† (f) as masters or as seamen of a ship propelled by power or a ship towed by such a ship or a ship of 50 or more tons ; (g) in loading, unloading, fuelling, constructing, repairing, demolishing, cleaning or painting a ship of which they are not the master or a member of the crew, or in handling or transport of goods within the limits of a port subject to the Indian Ports Act ; (h) in the construction, repair or demolition of certain types of buildings and of dams, roads, bridges, tunnels, wharves, or other marine work ; (i) in setting up, repairing, maintaining or taking down any telegraph or telephone line or post, or in connection with overhead electric lines ; (j) in connection with aerial ropeways, canals, pipe lines or sewers;† (k) in the service of fire brigade ; (l) upon a railway by a person fulfilling a contract with the railway administration ; (m) in certain type of work in the railway mail service or in outdoor postal work ; (n) in connection with operations for winning petroleum or natural gas,† (o) in blasting operations or in making excavation which is over 20 feet deep or in which more than 50 persons are employed or in which explosives are used ; (p) in operation of ferry boats capable of carrying more than 10 persons ; (q) on cinchona, coffee, rubber or tea estates on which 25 or more persons are employed ;† (r) in electricity or gas works ;† (s) in lighthouses ; (t) in producing and exhibiting cinematograph pictures; (u) in training, keeping or working or catching or hunting of elephants or other wild animals ; (v) in tapping palm-trees or in felling or logging of trees or in

*The Government of India introduced a Bill called the Part B States (Laws) Bill in Parliament on 17th November, 1950 to apply certain Central Acts to Part B States. When this Bill is passed the Workmen's Compensation Act will apply to all States of the Union except Jammu and Kashmir.

†Persons employed in a clerical capacity are excluded.

the transport of timber by inland waters or the control or extinguishing of forest fires; (w) in the handling or transport of goods in any warehouse in which 10 or more persons are employed or in any market in which 100 or more persons are employed; (x) as divers; and (y) in any occupation involving the handling or manipulation of radium or x-ray apparatus, or contact with radioactive substances.

The State Governments are empowered to extend the application of the Act to other classes of persons whose occupations are considered as hazardous. In exercise of this power the Government of Madras, by a notification, extended the application of the Act to persons employed for the purpose of loading or unloading any mechanically propelled vehicle, or in the handling or transport of goods which have been loaded into such vehicle.* By a notification issued in March, 1949 the Government of Uttar Pradesh also extended the scope of the Act to cover persons employed in the above occupations in the State.† The Government of Madras are at present considering the extension of the Act to cover all persons, except clerks, employed in *bidi*, cigar, snuff, tobacco grading and tobacco curing industries wherein ten or more persons are employed.

Any person who is covered by the Employees' State Insurance Act, 1948 and who is entitled to receive disablement or dependant's benefit from the Employees' State Insurance Corporation is not entitled to compensation from the employer under this Act.

Title to Compensation.—Compensation is payable by the employer‡ in the case of injury caused by accident arising out of and in the course of employment. It is, however, not payable if the incapacity does not last for more than 7 days or if the injury, not resulting in death, is caused by the fault of the worker, e.g., due to influence of drink, drugs, wilful disobedience of an order, etc.

Occupational Diseases.—Besides bodily injury compensation is also payable in the case of certain occupational diseases mentioned in Schedule III to the Act. The State Governments are authorised to add to the list of these diseases.

Amount of Compensation.—The amount of compensation payable depends on the nature of the injury and the average monthly wages§ of the worker concerned. Compensation is

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* *Fort St. George Gazette*, dated 29th July, 1947.

† Notification No. 5510(L)/XVIII-454(L)-47. Published in the *Government Gazette of Uttar Pradesh*, dated March 5, 1949.

‡ According to section 12 of the Act, the principal employer is responsible for the payment of compensation to contract labour.

§ The term 'wages' has been defined as follows: "'wages' includes any privilege or benefit which is capable of being estimated in money, other than a travelling allowance or the value of any travelling concession or a contribution paid by the employer of a workman towards any pension or provident fund or a sum paid to a workman to cover any special expenses entailed on him by the nature of his employment."

payable for death, permanent total disablement, permanent partial disablement and temporary disablement. For death of adults the rate of compensation prescribed under the Act varies from Rs. 500 in the case of persons in the lowest wage group (i.e., below Rs. 10 per month) to Rs. 4,500 in the case of those in the highest wage group (i.e., above Rs. 300 per month). For permanent total disablement of adults, the rate of compensation ranges from Rs. 700 to Rs. 6,300. For minors, the Act prescribes a uniform rate of Rs. 200 as compensation for death and Rs. 1,200 as compensation for permanent total disablement. The Act lays down that half-monthly payments shall be made to workers in the case of temporary disablement. The rate of payment both for adults as well as minors is the same and varies from half a month's wages in the case of workers getting less than Rs. 10 per month as wages to Rs. 30 in the case of those getting more than Rs. 100 per month. For permanent partial disablement, compensation is calculated on the basis of percentage loss of the earning capacity, as laid down in Schedule I to the Act.

Dependants.—For purposes of the Act dependants have been grouped into two classes—those who are considered dependants without any proof and those who must prove that they are dependants. The first group includes: a widow, a minor legitimate son, an unmarried legitimate daughter or a widowed mother. The following have been included in the second group : If wholly or partially dependant on the earnings of the workman at the time of his (or her) death, a widower, a parent other than a widowed mother, a minor illegitimate son, an unmarried illegitimate daughter, a daughter legitimate or illegitimate, if married and minor or widowed, a minor brother, an unmarried or widowed sister, a widowed daughter-in-law, a minor child of a deceased son, minor child of a deceased daughter where no parent of the child is alive, or where no parent of the workman is alive, a paternal grand-parent.

Distribution of Compensation.—It is provided that all cases of fatal accidents should be brought to the notice of Commissioners for Workmen's Compensation and in case the employer admits the liability the amount of compensation payable should be deposited with him. Where the employer disclaims the liability, the Commissioner may, after such enquiry as he thinks fit, inform the dependants that it is open to them to prefer a claim and may give such other information as he thinks fit. The Act does not permit contracting out. Advances by the employers against compensation are permitted only to the extent of Rs. 100. The Commissioner is also empowered to deduct a sum of Rs. 25 from the amount of compensation in order to indemnify the person who has incurred funeral expenses.

The administration of the Act is the responsibility of the State Governments who are required to appoint Commissioners for Workmen's Compensation. The duties of the Commissioners include the settlement of disputed claims, disposal of compensation in cases where injury results in death, and the

revision of periodical payments. A list of officers appointed as Commissioners for Workmen's Compensation in different States is given in Appendix V.

The members of some of the important organisations of employers have gone in for insurance against liability for payment of compensation under the Act. For instance, it has been reported that all mills in the membership of the Indian Jute Mills Association are insured against liability for workmen's compensation. The Bombay Millowners' Association has its Millowners' Mutual Insurance Association. The Labour Investigation Committee found during their enquiries that there was a certain amount of evasion of the liability under the Act particularly in the case of the smaller employers. They, therefore, recommended, among other things, that the administrative procedure should be simplified and that there should be compulsory insurance against the employer's liability to pay compensation for accidents. Although the Act has not been amended to implement this recommendation it is expected that when the Employees' State Insurance Act is put into force this difficulty will be solved. Under this Act the responsibility of paying compensation will be that of the Corporation set up under the Act and not of the employers.*

The Act requires employers to submit returns to the authorities concerned showing the number of accidents, amount of compensation paid, etc. The returns received from the employers are consolidated by the State Governments and all the State reports are in turn consolidated by the Labour Bureau of the Ministry of Labour. Prior to the outbreak of the war the Government of India used to publish an annual review on the working of the Act. During the war the publication of these reviews was stopped. Recently, however, the Labour Bureau of the Ministry of Labour has again started the publication of these reviews.† Table XLVII contains details of the number of accidents and the compensation paid during certain selected years.

From such information as is available in the Labour Bureau it would appear that Bombay is the only State where some of the trade unions are taking active interest in recovering compensation under the Act for their members. The annual report on the working of the Act in Bombay during the year 1949 states that the assistance rendered by them to their members by unions such as the Rashtriya Mill Mazdoor Sangha, the Hindustan Mazdoor Sevak Sangha, the B. B. & C. I. Railway Employees Association and the Textile Labour Association of Ahmedabad was responsible for the increase in the

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*For details of the Employees' State Insurance Act, see pages 101-6.

†'Working of the Workmen's Compensation Act, 1923 during 1947' (Labour Bureau Publication No. 6) and 'Working of the Workmen's Compensation Act, 1923 during 1948' (Labour Bureau Publication No. 8). Published by the Manager of Publications, Civil Lines, Delhi.

number of cases reported in the State. During the year 1949 the Textile Labour Association, Ahmedabad, handled 511 claims and realised for the workers Rs. 1,23,384 as compensation. The Rashtriya Mill Mazdoor Sangh, Bombay, handled 216 claims during the same year and realised Rs. 83,899 as compensation. Both the unions have opened special branches to attend to all matters relating to claims and to render assistance to all workers whether members of the union or not. The annual report on the working of the Act in Bombay during 1949 states that the activities of the unions have not only benefited the poor and illiterate workers but have also helped the authorities concerned in the smooth administration of the Act.

TABLE XLVII

NUMBER OF REPORTED ACCIDENTS AND THE AMOUNT OF COMPENSATION PAID DURING CERTAIN SPECIFIED YEARS

Year	No. of accidents resulting in				Compensation paid			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
					Rs.	Rs.	Rs.	Rs.
1929	888	1,345	16,632	18,865	5,87,390	3,97,177	2,75,597	12,60,164
1934	598	1,287	15,005	16,890	3,71,762	2,94,131	2,02,954	868,847
1939	832	1,929	35,920	38,681	5,81,080	5,16,444	4,11,803	15,09,327
1945	1,253	3,943	62,194	67,390	13,30,644	20,30,576	8.64,119	42,25,339
1946*	1,154	3,536	50,551	55,241	13,68,681	13,03,113	9,54,014	36,25,808
1947†	1,011	3,228	49,335	53,574	11,79,087	12,09,974	9,37,434	33,26,495
1948‡	1,032	3,850	61,894	66,776	15,80,450	16,15,390	10,24,228	42,20,068
1949§	1,162	3,904	88,746	93,812	18,77,929	18,79,822	12,37,508	49,95,259

Workmen's Compensation Acts, generally on the model of the Central Act, are known to be in force in the following Part B States : Mysore, Saurashtra, the Patiala and East Punjab States Union (PEPSU), Rajasthan, Travancore-Cochin,

* Excluding Punjab and Sind.

† Relate to all States of the Indian Union which were formerly known as Provinces, except the Punjab.

‡ Relate to all States of the Indian Union which were formerly known as Provinces.

§ Provisional.

Hyderabad and Madhya Bharat. Details regarding the provisions of the Mysore, Saurashtra, Travancore, Cochin and Hyderabad Acts were given in the previous issues of the Year Book. The PEPSU Government have applied the Patiala Workmen's Compensation Act, 1941 to the State. The Governments of Rajasthan and Madhya Bharat have adapted the Central Act.

(b) THE EMPLOYEES' STATE INSURANCE ACT, 1948

The introduction of a scheme of Health Insurance first engaged the attention of the Government of India in 1927, when the International Labour Conference adopted, at its 10th Session (Geneva, 1927), two Conventions regarding health insurance for workers in industry, commerce and agriculture. Earnest consideration to the introduction of such a scheme was, however, given since the early years of the Second World War. In March, 1943, the Government of India, appointed an Officer on Special Duty (Prof. B. P. Adarkar) to work out a scheme of health insurance for industrial workers. In his report, Prof. Adarkar recommended a compulsory and contributory health insurance scheme for workers in perennial factories in three groups of industries, namely, textiles, engineering and minerals and metals. This scheme was reviewed by two officials of the International Labour Office in 1945 and they suggested its extention to all perennial factories covered by the Factories Act and to other two risks, namely, childbirth and employment injury. Taking these modifications into consideration, the Government of India framed a Bill which was introduced in the Central Legislative Assembly on 6th November, 1946. The Bill was passed into the Employees' State Insurance Act by the Dominion Legislature on 2nd April, 1948 and received the assent of the Governor-General on 19th April, 1948. The main provisions of the Act are as follows :—

Scope.—The Act applies, in the first instance, to all factories, other than seasonal factories, but contains a provision that it can be extended partially or wholly to any establishment or class of establishments. It covers labour employed directly and indirectly and also clerical staff. It does not, however, apply to a member of the armed forces or to a person whose remuneration in the aggregate exceeds Rs. 400 a month.

Administration.—The administration of the Insurance Scheme has been entrusted to an autonomous body, called the Employees' State Insurance Corporation, consisting of the Minister of Labour in the Central Government as Chairman, the Minister for Health as Vice-Chairman, not more than five persons nominated by the Central Government of whom at least three should be officials of the Central Government, one representative of each of the Part A States, nominated by the State Governments concerned, one person nominated by the Central Government to represent the Part C States, five persons representing employers, five persons representing employees, two persons representing the medical profession and two persons

elected by Parliament. A smaller body, known as the Standing Committee is to work as the executive of the Corporation. The members of this Committee are to be elected from among the members of the Corporation. A third body, called the Medical Benefit Council, has to advise the Corporation on matters relating to the administration of medical benefit, certification for purposes of the grant of benefits, etc. The Council consists of the Director-General of Health Services, as *ex-officio* Chairman, the Deputy Director-General of Health Services, the Medical Commissioner of the Corporation, one representative of each of the Part A States, three members each representing employers and employees, and three members (including at least one woman) representing the medical profession. The Chief Executive Officer of the Corporation is the Director-General, who is assisted by four other Principal Officers mentioned in the Act.

Finance.—The Scheme is financed by the Employees' State Insurance Fund, which consists of contributions from employers and employees and grants, donations and gifts from the Central and State Governments, local authorities or any individual or body. The Central Government has to make an annual grant to the Corporation during the first five years, of a sum equivalent to two-thirds of the administrative expenses of the Corporation, not including the cost of benefits. The State Governments also share in financing the Scheme by meeting a share of the cost of medical treatment and attendance on the insured persons, the proportion being left to be governed by an agreement to be entered into by the Corporation with the State Governments.

Contributions.—Contributions in respect of an employee are payable by the employee and by his employer. The employee's share in the contributions is to be deducted from his wages by the principal employer.

The rates of weekly contributions have been fixed as follows :—

Group of Employees	Employees' contribution (recoverable from employees)	Employers' Contribution	Total Contribution (employees' and employers' contribution)
	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Employees whose average daily wages are below Re. 1.	Nil	0 7 0	0 7 0
2 Employees whose average daily wages are Re. 1 and above but below Rs. 1-8-0	0 2 0	0 7 0	0 9 0
3 Employees whose average daily wages are Rs. 1-8-0 and above but below Rs. 2.	0 4 0	0 8 0	0 12 0
4. Employees whose average daily wages are Rs. 2 and above but below Rs. 3.	0 6 0	0 12 0	1 2 0
5. Employees whose average daily wages are Rs. 3 and above but below Rs. 4.	0 8 0	1 6 0	1 8 0
6. Employees whose average daily wages are Rs. 4 and above but below Rs. 6.	0 11 0	1 6 0	2 1 0
7. Employees whose average daily wages are Rs. 6 and above but below Rs. 8.	0 15 0	1 14 0	2 13 0
8 Employees whose average daily wages are Rs. 8 and above.	1 4 0	2 8	3 12 0

Contributions are payable in respect of every week for the whole or part of which an employee is employed and receives wages. They are also payable in respect of periods of authorised leave : and for periods of absence from work due to a lockout or a legal strike, if in respect of the period covered by such a legal strike the employee receives wages in full or in part. The amount of weekly contribution payable in respect of an employee depends on his average wage during that week, the average being obtained by dividing wages earned by the number of days of actual work.

Benefits.—The benefits provided under the Act are : (1) sickness benefit ; (2) maternity benefit ; (3) disablement benefit ; (4) dependants' benefit ; and (5) medical benefit.

Sickness Benefit.—The benefit consists of periodical cash payments to an insured person in respect of such days of his sickness in a benefit period as are certified by a duly appointed medical practitioner subject to the insured person satisfying certain conditions laid down in the Act. No benefit is payable for an initial period of two days except in the case of a spell of sickness following, at an interval of not more than 15 days, the spell of sickness for which sickness benefit was last paid. The benefit is payable for a maximum number of 56 days in any continuous period of 365 days. The daily rate of benefit payable during any benefit period of six months is to be an amount equivalent to one-half of the sum of the assumed average daily wages as given in a Schedule to the Act. A person in receipt of benefit is required to remain under medical treatment at a dispensary or other medical institution provided under the Act.

Maternity Benefit.—The benefit consists of periodical cash payments at the rate of 12 annas a day for all days on which the insured woman does not work for remuneration during a period of 12 weeks, of which not more than 6 weeks should precede the expected date of confinement.

Disablement Benefit.—Disablement benefit is payable for temporary or permanent, partial or total disablement as a result of employment injury, which includes certain occupational diseases, sustained as an employee under the Act. Roughly, the rate of benefit for temporary disablement is equivalent to one-half of the assumed average wages for a continuous period of 52 weeks immediately preceding the week in which the employment injury occurs : this is called the full rate. The proportion of the full rate at which, and the period for which the disablement benefit is payable are as follows : —

Nature of disablement	Rate of cash benefit
1. Temporary disablement	During the period of disability at the full rate.
2. Permanent partial disablement	At a percentage of full rate as provided in section 4 of the Workmen's Compensation Act, for life.
3 Permanent total disablement	At the full rate for life.

Dependants' Benefit.—The benefit consists of periodical payments at the following rates and to the following dependants of an insured person dying as a result of an employment injury sustained as an employee under the Act:

(a) to the widow during the life or until remarriage, an amount equivalent to 3/5th of the full rate, that is, the rate at which temporary disablement benefit would have been payable to the deceased insured person. If there are two or more widows the amount payable is to be divided equally among them.

(b) to each legitimate or adopted son, an amount equivalent to 2/5th of the full rate. until he attains 15 years of age.

(c) to each legitimate unmarried daughter, an amount equivalent to 2/5th of the full rate, until she attains 15 years of age or until marriage whichever is earlier.

The benefit to any son or daughter may be continued till the age of 18 if he or she continues education to the satisfaction of the Corporation.

The total sum to be distributed among dependants is not to exceed a sum equal to the full rate.

If none of the above dependants is left behind by the deceased insured person, the dependants' benefit may be paid to a parent or grandparent for life or to certain other dependants for a limited period at such rates as may be determined by the Commissioner appointed under the Workmen's Compensation Act, 1923. In such cases the maximum compensation will be 50 per cent. of the full rate.

Medical Benefit.—An insured person is entitled to medical benefit for any week during which contributions are payable in respect of him or in which he or she is qualified to claim sickness benefit, maternity benefit or disablement benefit. There is also a provision for giving medical benefit under the regulations to persons who cease to pay contribution under the Act. The benefit may be given either in the form of outpatient or inpatient treatment and attendance in a hospital, clinic, dispensary or other institution or by visits of the insurance doctor to the home of the insured person.

The Act also provides that the Corporation may extend the medical benefit to the family of an insured person.

Adjudication of Disputes.—The Act contains provisions for setting up of Employees' Insurance Courts by State Governments to decide disputes and to adjudicate on claims.

Enforcement.—The Act extends to all Part A and C States. In Mysore, a separate Act known as the Mysore Employees' State Insurance Act was passed in 1949.

Chapters I (Preliminary), II (Corporation, Standing Committee and Medical Benefit Council), III (Finance and Audit), and VIII (Miscellaneous) of the Act were brought into force in all Part A States (former Provinces) and the States of Delhi, Ajmer, Andaman and Nicobar Islands, and Coorg with effect from 1st September, 1948. Sections 44 (Returns by employers) and 45 (Inspectors, their duties and functions) of Chapter IV, and Chapter VII (Penalties) of the Act were brought into force with effect from 1st April, 1950 in all Part A States and the States of Delhi, Ajmer, Andaman and Nicobar Islands and Coorg. All the above provisions have also been brought into force with effect from 1st December, 1950, in the newly created Part C States, namely, Himachal Pradesh, Bilaspur, Kutch, Bhopal, Tripura, Vindhya Pradesh and Manipur. Before the Scheme can be implemented at any place by applying the remaining sections of Chapters IV (Contributions), V (Benefits), VI (Adjudication of Disputes and Claims) and VII (Penalties), it is necessary (a) to frame rules under sections 95 and 96 of the Act by the Central and State Governments respectively, (b) to frame regulations under section 97, (c) on the part of State Governments concerned to set up and equip dispensaries, hospitals, etc., where the medical treatment and attendance will be provided, and (d) to set up and equip with trained personnel the local offices of the Corporation where the insured persons will apply for and receive cash benefits and the Regional Offices through which the Scheme will be administered. The progress so far made is as follows :

(a) The rules to be framed by the Central Government under section 95 of the Act were made final in June, 1950 and published in the *Gazette of India*, dated July 1, 1950. A set of model rules for adoption by the State Governments under section 96 of the Act was also framed by the Central Government and forwarded to the State Governments. Some of the States have already published draft rules under this section for eliciting public opinion.*

(b) The Regulations to be framed by the Corporation under section 97 of the Act were adopted by it at its meeting held in May, 1950. The three sets of draft Regulations adopted by the Corporation, namely, the Employees' State Insurance (General) Regulations, the Employees' State Insurance Corporation (Staff) Regulations, and the Employees' State Insurance (Provident Fund) Regulations were published in the *Gazette of India*, dated 14th

*The draft Employees' Insurance Court Rules have been published by the Government of Delhi, Bihar, U.P., Punjab and Bombay in their Official Gazettes dated January 14, 1950, August 16, 1950, April 15, 1950, April 21, 1950 and August 3, 1950 respectively. Punjab and Delhi have published draft' Employees' State Insurance (Medical Benefit) Rules in their official Gazettes dated April 14, 1950 and April 29, 1950, respectively.

January, 1950 for comments. The first of these regulations has since been made final.*

(c) & (d) In accordance with the plan approved by the Standing Committee in May, 1950, it was proposed to start the Scheme in Delhi and Kanpur as early as possible and in other large industrial centres by stages by March, 1952. Regional Offices have already been set up in Delhi and Kanpur and they are functioning since October, 1949. Local Offices have also been set up in most of the localities of the two cities for purposes of the Scheme. These Offices are training employers' staffs to equip them to discharge their duties in connection with the Scheme and are acquainting employees and their unions with the provisions of the Act.

The Corporation has agreed to the request of the Bombay Government to adopt the panel system for providing medical care to employees under the Scheme in the State. The Corporation has also decided that where a substantial number of workers demand treatment by systems of medicine other than the allopathic system and where the State Government have recognised the qualifications of doctors following such systems, treatment facilities should be provided in those systems as well. The stamps required for the payment of contributions have been printed and arrangements for their sale through the Imperial Bank of India have been made.

(c) THE COAL MINES PROVIDENT FUND AND BONUS SCHEMES ACT, 1948

The Board of Conciliation (Colliery Dispute) appointed by the Government of India in February, 1947 for the collieries in Bihar and Bengal recommended, among other things, the institution of a compulsory Provident Fund Scheme and the payment of attendance and production bonus to workers. The Fact Finding Committee appointed in May, 1947 to report on the grant of monetary benefits and concessions to colliery workers in Madhya Pradesh and in Orissa also recommended the institution of a Provident Fund on the same lines as for the collieries in Bengal and Bihar. The recommendations of the Board of Conciliation were accepted by the Government of India and the question of implementing them was discussed at the first meeting of the Tripartite Industrial Committee on Coal Mining held in January, 1948. As a result of these discussions an Ordinance "to confer powers to frame a Provident Fund Scheme and a Bonus Scheme for persons employed in coal mines" was promulgated by the Government of India on 23rd April, 1948. The Ordinance was later replaced by the Coal Mines Provident Fund and Bonus Schemes Act, 1948, which

* The text of final regulations was published in the *Gazette of India* dated October 28, 1950.

received the assent of the Governor-General on 3rd September, 1948 *

The Act empowers the Central Government to frame a Provident Fund Scheme and a Bonus Scheme for employees in coal mines. The mines to which the scheme will apply are to be notified in the official Gazette.

A Provident Fund Scheme framed under the provisions of the Act may provide for all or any of the matters such as the employees or class of employees who are to join the Fund; the conditions under which an employee may be exempted from joining the Fund, or from payment of contributions; rate, time and manner of payment of contributions; the payment by the employers of such sums of money as may be considered necessary to meet the cost of administering the Fund; constitution of the Tripartite Board of Trustees; appointment of officers and servants of the Board; investment of funds; audit and Accounts; rate of interest payable to members; etc.

The Coal Mines Bonus Scheme may provide for the payment of bonus dependant on the attendance of an employee in a coal mine during any period, specify the employees or class of employees who will be eligible for the bonus and the conditions of eligibility, fix the rate at which the bonus will be payable to an employee and the manner in which the bonus will be calculated, prescribe the conditions under which an employee may be debarred from getting the bonus, fix the rate at which sums will be set aside by the employer for the payment of bonus and specify the time and the manner of the payment of the bonus, etc.

The Act lays down that the amount of Provident Fund standing to the credit of any member shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any Court in respect of any debt or liability incurred by the member. It also lays down that any amount standing to the credit of any member in the Fund at the time of his death and payable to his nominee under the Coal Mines Provident Fund Scheme shall, subject to any deduction authorised by the said Scheme, vest in the nominee and shall be free from any debt or other liability incurred by the deceased or incurred by the nominee before the death of the member.

For the administration of the Schemes, the Government of India are authorised to appoint Inspectors. Persons contravening the provisions of the Schemes can be punished with imprisonment which may extend to six months or with a fine not exceeding one thousand rupees or with both. Provision

* On 7th August, 1950 the Government of India introduced a Bill in Parliament to amend the Act. The main purpose of the Bill is to amend the definition of 'employee' in order to remove certain doubts which were expressed regarding the application of the Act to certain categories of employees. It also seeks to extend the scope of the Act to all States of the Union except Jammu and Kashmir.

has also been made in the Act whereby any Scheme framed under the Act can be put into operation with retrospective effect from any date which may be specified in the Scheme.

In exercise of the powers conferred by the Act the Coal Mines Bonus Scheme was framed by Government in July, 1948. The Scheme was applied to all coal mines in West Bengal and Bihar with effect from 21st May, 1947 and to coal mines in Madhya Pradesh and Orissa with effect from 10th October, 1947. It prescribed the qualifying conditions and the rate at which bonus should be paid. At present the employees covered by the Scheme are entitled to get one-third of their basic earnings as bonus.* By two notifications issued in December, 1949 the Government of India applied the Scheme with certain modifications, to coal mines in Rewa, Korea and Talcher. The Scheme was applied to coal mines in Talcher† with retrospective effect from 1st July, 1949 and to coal mines in Rewa‡ and Korea‡ with effect from 1st January, 1950. On 23 February, 1950 Government notified§ the application of the Scheme to all coal mines in the partially excluded areas of West Bengal. Table XLVIII shows the number of workers who earned bonus and the amount of bonus paid during 1949-50 in West Bengal, Bihar and Madhya Pradesh.

In December, 1948 the Government of India also framed a Coal Mines Provident Fund Scheme and applied it to all coal mines in West Bengal, Bihar, Orissa and Madhya Pradesh with effect from the same date on which the Bonus Scheme was put into force. In December, 1949 Government notified the application of the Scheme, with slight changes, to all coal mines in Assam with retrospective effect from 1st July, 1949.‖ By two notifications issued in January, 1950 Government applied the Scheme, with certain modifications, to all coal mines in the partially excluded areas of Bihar, Madhya Pradesh and Orissa and to all coal mines in Rewa and Korea. The scheme was applied to all coal mines in the partially excluded areas of Bihar¶, Madhya Pradesh¶ and Orissa¶ with effect from the same date on which the Scheme was applied to other coal mines in these States. In Rewa and Korea the Scheme was applied with effect from 1st January, 1950.** On 23rd February,

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*The Coal Mines Bonus Scheme was published in the *Gazette of India Extraordinary*, dated 3rd July, 1948 and a summary of the Scheme will be found in the *Indian Labour Gazette*, August, 1948, pp. 88-91.

† Notification No. PF.23(1)/49 dated 13th December, 1949.

‡ Notification No. PF.23(1)/49 dated 20th December, 1949.

§ Notification No. PF.15(9)/50 dated 23rd February, 1950.

‖ Notification No. PF.15(8)/49 dated December 13, 1949.

¶ Notification No. PF.15(9)/50 dated January 9, 1950.

** Notification No. PF.23(1)/50 dated January 16, 1950.

TABLE XLVIII

NUMBER OF WORKERS WHO EARNED BONUS AND THE AMOUNT OF BONUS PAID DURING 1949-50 IN CERTAIN STATES*

Quarter ending	No. of collieries submitting returns	No. of workers employed	No. of workers who qualified for bonus		Amount of bonus paid
West Bengal—					Rs.
June, 1949	101	1,04,642	33,949	(32%)	5,55,946
September, 1949 ..	92	1,21,869	37,868	(31%)	6,64,445
December, 1949 ..	100	1,21,619	36,990	(30%)	3,51,460
March, 1950	74	68,641	19,692	(29%)	3,67,404
Bihar—					
June, 1949	152	1,31,585	73,329	(56%)	11,84,419
September, 1949 ..	160	1,58,665	71,397	(45%)	13,05,278
December, 1949 ..	176	1,54,575	59,473	(32%)	12,22,149
March, 1950	120	1,08,955	49,258	(45%)	10,02,023
Madhya Pradesh—					
June, 1949	36	30,181	12,787	(42%)	2,67,168
September, 1949 ..	24	19,315	8,636	(45%)	1,72,227
December, 1949 ..	35	30,359	11,995	(40%)	2,51,176
March, 1950	48	56,794	23,256	(41%)	4,45,886

1950 Government notified the application of the Scheme to all coal mines in the partially excluded areas of West Bengal.† Details regarding the Provident Fund Scheme are given in the Chapter of Labour Welfare.‡

For purposes of the administration of the Provident Fund Scheme the Government of India have appointed a Coal Mines Provident Fund Commissioner A central office of the Fund has been set up at Dhanbad. Government have also appointed seven Inspectors for purposes of securing effective enforcement of the Schemes framed under the Act.

*Based on the information supplied by the Regional Labour Commissioner (Central), Dhanbad. The information relates to only those collieries which submitted returns. Only about 33 per cent. of the collieries submitted returns.

† Notification No. PF.15(9)/50 dated February 23, 1950.

‡ See pages 312-13, See also March 1949 issue of the *Indian Labour Gazette*, pp. 642-43.

(d) MATERNITY BENEFIT ACTS

The first Maternity Benefit Act was passed by the Bombay Government in 1929 and the Madhya Pradesh Government followed suit the next year. Similar Acts were subsequently passed in Madras (1934), U.P. (1938), Bengal (1939), the Punjab (1943) and Assam (1944). In Bihar a Maternity Benefit Act was passed in 1945 and was re-enacted, with slight changes, in 1947. The Bombay Act was, with certain modifications, extended to Ajmer-Merwara in 1932 and to Delhi in 1937. The Central Government passed the Mines Maternity Benefit Act in 1941. The Act was amended in 1945. The amendment Act made special provisions for women employed underground in mines. Consequent upon the re-imposition of the ban on the employment of women underground in 1946 the amendment Act was repealed in 1948.*

The following are the main features of the Acts :—

Scope.—In Bombay, Madhya Pradesh and Assam the Acts apply to women employed in all regulated factories. The Bombay Act, however, applies only to certain notified districts and towns. Other State Acts apply to women employed in non-seasonal factories only. For purposes of the Acts the definition of 'factory' is taken to be the same as given under the Factories Act, 1934. The U.P. Act, however, defines a factory as any premises where manufacturing process is carried on with the aid of power and where 10 or more workers are employed. Till recently, women employed in plantations were entitled to maternity benefit under the law only in Assam. In October, 1948 the Government of West Bengal passed a separate Act Act, 1948† for extending maternity benefits to women employed known as the West Bengal Maternity Benefit (Tea Estates) in tea factories and plantations in the State. The Mines Maternity Benefit Act applies to women employed in mines covered by the Indian Mines Act, 1923.

Qualifying Conditions and Rate of Benefit.—The tabular statement below shows the qualifying period, the period of benefit and the rate of benefit in the different States and under the Mines Maternity Benefit Act.

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*Repealed by the Repealing and Amending Act, 1947 (Act No. II of 1948).

† A Bill to amend the Act was framed and published by the Government of West Bengal in the *Calcutta Gazette Extraordinary*, dated January 20, 1950. The Bill proposes to amend section 11 of the Act in order to prevent women workers from accepting any employment during the six weeks' post-natal period for which they are paid maternity benefit.

Name of Act	Qualifying Period	Period of benefit (weeks)	Amount of benefit
1. The Assam Maternity Benefit Act, 1944.	150 days' service during the period of 12 months immediately preceding the date of notice. Nil in the case of immigrant women if pregnant at the time of arrival in Assam.	8	Plantations—Re. 1 per week before and Rs. 1-4-0 per week after confinement. Total sum payable Rs. 14. Other industries—Average weekly earnings subject to a minimum of Rs. 2 per week*.
2. The Bihar Maternity Benefit Act, 1947.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.
3. The Bombay Maternity Benefit Act, 1929.	9 months' service preceding the date of notice.	8	As. 8 per day in the cities of Bombay and Ahmedabad and elsewhere at the rate of average daily earnings or As. 8 per day whichever is less.
4. The Central Provinces Maternity Benefit Act, 1930.	Do.	8	Average daily earnings or As. 8 per day whichever is less.
5. The Madras Maternity Benefit Act, 1935.	240 days' service during the period of one year immediately preceding the date of notice.	7	As. 8 per day.
6. The Punjab Maternity Benefit Act, 1943.	9 months service preceding the date of delivery.	60 days	Average daily earnings or As. 12 per day whichever is greater.
7. The U.P. Maternity Benefit Act, 1938.	6 months' service preceding the date of notice.	8	Average daily earnings or As. 8 per day whichever is greater.
8(*a*). The Bengal Maternity Benefit Act, 1939.	9 months' service preceding the day of delivery.	8	Average daily earnings or As. 8 per day whichever is greater.
8(*b*). The West Bengal Maternity Benefit (Tea Estates) Act, 1948.	150 days' employment in the 12 months' immediately preceding the expected day of delivery.	12	Rs. 5-4-0 per week. (Wholly in cash or partly in cash and partly in kind).
9. The Mines Maternity Benefit Act, 1941.	6 months' service preceding the day of delivery.	8	As. 12 per day.

NOTE.—As a result of the decision reached at the Tripartite Conference held at Delhi in January, 1947 the Indian Tea Association and the United Planters' Association of Southern India made the following recommendations in respect of North-Indian and South-Indian plantations :—

North India—

Rate of benefit—Annas 8 per day *plus* food concessions.

Period of benefit—8 weeks.

South India—

Rate of benefit—Annas 12 per day including the value of food concessions.

Period of benefit—8 weeks.

These recommendations took effect from 15th February, 1947. Subsequently the Indian Tea Association recommended payment of maternity benefit from 1st May 1948 at the following rates :—

Cachar—11 annas ; Assam Valley—11 annas 6 pies in addition to food concessions.

The Government of Assam propose to raise the rate of benefit to As. 12 per day. A Bill for the purpose was published in the *Assam Gazette*, dated September 3, 1947.

Additional Benefits.—Only four Acts, namely the Mines Maternity Benefit Act and the Assam, Bihar and U.P. Acts provide for some additional benefits which take the form of free medical treatment, maternity bonus, provision of crèches, additional rest intervals, etc. Of these, the Assam Act merely provides free medical aid during the period of confinement. The Mines Maternity Benefit Act provides for bonus not exceeding Rs. 3 but the obligation to pay this bonus does not arise in case of employers who provide free services of a qualified midwife or other trained person. Both in Bihar and U.P., a woman worker who avails herself of the services of a qualified mid-wife or a trained woman health visitor at the time of her confinement is entitled to a bonus of Rs. 5. These two Acts also provide that if a woman worker employed in a factory has a child of less than one year of age she shall be entitled to two intervals for rest of half an hour each—one in the forenoon and the other in the afternoon—at such times as she thinks fit, in addition to the usual interval of one hour allowed by the Factories Act. However, if the employer maintains a crèche at the factory, two additional intervals to which the woman worker is entitled will be of a quarter of an hour each. The Bihar and U.P. Acts further provide that every employer, in whose factory fifty or more women are employed or where not less than 25 per cent. of the workers employed are women and the number of such women is not less than ten. shall set apart a room in the factory premises for use as crèche for the children of women employed in the factory; he shall also employ a female attendant thereat to look after such children. Lastly, in case of miscarriage the U.P. Act provides for three weeks' leave with pay from the day of miscarriage.

Safeguards and Penalties.—Provision exists in the Acts for protection of women against dismissal by the employers to avoid liability of payment. A woman worker cannot be discharged during the period of maternity leave. Employment of women during maternity leave is a penal offence but the Assam Act permits such employment provided it is on light work during the four weeks preceding the date of childbirth. Similarly, the West Bengal Maternity Benefit (Tea Estates) Act permits employment of women on light work during the six weeks before confinement if certified fit to do such work by the prescribed medical practitioner.

Administration of the Acts.—The administration of the Acts in all the States is the responsibility of the Factory Inspectorates. Prior to 30th May, 1948 the administration of the Mines Maternity Benefit Act in all mines was the responsibility of the Chief Inspector of Mines but since then the administration of the Act in coal mines has become the responsibility

of the Coal Mines Welfare Commissioner. Rules framed under these Acts require employers to furnish annual returns showing the number of claims made, the number of claims paid and the total amount of benefit paid during the year. The information contained in these returns is analysed by the Chief Inspectors of Factories in the various States and published in annual reports. The following table gives details regarding maternity benefits paid during the year 1948 in some of the States and in mines.

TABLE XLIX

MATERNITY BENEFIT PAID IN DIFFERENT STATES DURING THE YEAR 1949

State	Average daily number of women employed	Number of women who claimed maternity benefit	Number of women who were paid maternity benefit	Number of cases in which a bonus was given or maternity benefit was paid for miscarriage or death	Total amount paid (Rs.)
Ajmer	997	54	42†		917
Assam	176,920	42,174	40,973	..	15,28,992
Bihar	13,007	1,067	983	87	60,675
Bombay	61,766	5,473	5,094	165	2,21,521
Delhi	425	17	18‡	..	563
Madhya Pradesh ..	6,557	760	676	..	30,804
Madras	67,832	3,630	3,269§	10	140,534
Punjab	867	9	9	..	460
Uttar Pradesh ..	1,179	71	64	9	7,059
West Bengal	54,875	4,539	4,505	..	4.77,670
Mines*	57,360	5,538	2,189‖	953	1,84,822

*Figures relate to 1948.

† 12 cases are pending.

‡ Includes 3 cases of 1948. Two cases of 1949 are pending.

§ Includes 15 cases of 1948.

‖ The number of cases in coal mines in which the benefit was paid is not known. The figure includes 146 cases in which the first instalment of benefit was paid in 1947.

Among the new States which have acceded to the Indian Union, no law on the subject is known to be in force in Rajasthan, Jammu and Kashmir, the Patiala and East Punjab States Union (PEPSU), Bhopal, Bilaspur and the areas of Loharu, Dujana and Pataudi in the Punjab. The Government of PEPSU are considering the enactment of a law on the subject. The Governments of Saurashtra and Madhya Bharat have adopted the Bombay Maternity Benefit Act. Provision for the payment of maternity benefit is known to exist in Mysore, Travancore-Cochin and Hyderabad. Details regarding the provisions of the Acts in force in these States will be found in the previous issues of the Year Book. The Hyderabad Maternity Benefit Act, 1940 was amended by an amending Act* in July, 1950. The amending Act, *inter alia*, increased the rate of benefit from eight annas to twelve annas per day, and increased the period of benefit from 7 weeks to 12 weeks.

10. Industrial Relations

CENTRAL ACTS

(a) THE INDIAN TRADE UNIONS ACT, 1926

The Act was passed in March, 1926 and was put into force on 1st June, 1927. Although two amending Acts were passed in 1928 and 1942, no major change was introduced in the Act till 1947. In 1947 an amending Act was passed which provided for compulsory recognition of representative unions by the employers and listed certain practices as unfair practices on the part of employers and certain others as unfair practices on the part of the recognised unions. These provisions of this Amendment Act have, however, not been put into force. The main provisions of the Act as amended are as follows :—

Registration.—Any seven or more members of a trade union can apply to the Registrar appointed under the Act for registration of the union and can be granted a certificate of registration provided that they satisfy the requirements in regard to the rules as laid down in section 6 of the Act. At least half of the total number of the office-bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Under certain circumstances the Registrar of Trade Unions is authorised to withdraw or cancel the registration. The Act, however, contains a provision for an appeal against the Registrar's decisions.

Rights and Privileges of a Registered Trade Union.—The officers and members of a registered trade union are given protection against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of a trade dispute if the plea is only that such act induces some other person to break a contract of employment, or that it is in interference with the trade, business or employment of some other persons.

* The Hyderabad Maternity Benefit (Amendment) Act, 1950. Published in the *Hyderabad Gazette*, dated July 10, 1950.

Obligations and Liabilities of Registered Trade Unions.—The utilisation of the general fund of a registered trade union is limited to objects specified in section 15 of the Act. However, for the promotion of civil and political interests of its members, the unions can constitute a separate political fund. Registered unions are required to submit annual returns in prescribed forms to the Registrar with a duly audited statement of receipts and expenditure during the year. They are also required to keep account books open for inspection by an officer or member of the union. Any changes in the name, constitution and rules of the union as well as changes of office bearers have to be notified to the Registrar.

Recognition of Trade Unions.—The Act authorises the Central Government in the case of central undertakings, major ports, mines and oilfields and State Governments in other cases to appoint Labour Courts to hear and decide disputes arising out of refusal of employers to recognise any particular union. No union is entitled to recognition by an order of the Labour Court unless (1) it is registered under the Act ; (2) all its ordinary members are workmen employed in the same industry or in industries closely allied to or connected with one another ; (3) it is representative of all the workmen employed by the employer in that industry or those industries ; (4) its rules do not provide for the exclusion from membership of any class of workmen employed by the employer in that industry or those industries ; (5) its rules provide for the procedure for declaring a strike ; and (6) its rules provide that a meeting of its executive shall be held at least once in every six months.

Where a union has been recognised by an employer under orders of the Labour Court, the employer or the Registrar can apply to the Court for the withdrawal of recognition on the ground (1) that the executive or members of the union have committed any unfair practice, or (2) that the union has ceased to be representative of the workers, or (3) that the union has failed to submit returns required under the Act. The Act provides that after hearing the union, if the Court is satisfied that the union is no longer fit to be recognised, it may withdraw the recognition.

The executive of a recognised union is entitled to negotiate with the employer in respect of matters connected with the employment or non-employment or terms of employment or the conditions of labour of all or any of its members and to display notices of the union in any premises where its members are employed.

Unfair Practices.—Under the Act the following have been declared to be unfair practices on the part of a recognised union : (1) for a majority of the members to take part in an irregular strike ; (2) for the executive of the union to advise, support or instigate an irregular strike ; and (3) for an officer of the union to submit returns containing false statements. It is deemed to be an unfair practice on the part of the employer : (1) to interfere in any way with the rights of his workmen to organise a trade union or to engage in concerted activities for the purpose of mutual aid or protection ; (2) to interfere with the formation

or administration of any trade union or to contribute financial or other support to it; (3) to discharge or otherwise discriminate against—(a) any officer of a recognised trade union because of his being such an officer, (b) any workman because he has made allegations or given evidence in any enquiry or proceeding under the Act; and (4) to refuse to negotiate with the recognised union or to deny privileges granted by the Act to the recognised union. Any employer who commits any unfair practice can be punished with a fine which may extend to one thousand rupees. For recognised unions committing unfair practices the penalty prescribed is the withdrawal of recognition.

*Administration**.—The Act is in force in all the States of the Indian Union except Jammu and Kashmir, Mysore, Patiala and East Punjab States Union (PEPSU), Travancore-Cochin, Hyderabad, Madhya Bharat, Rajasthan, Saurashtra and the area of Cooch Berar in West Bengal. The Government of Jammu and Kashmir passed a separate Act on the subject in April, 1950. The Act is more or less on the lines of the Central Act. Although no separate Act has been passed in Mysore, provision for the registration of trade unions has been made in the Mysore Labour Act, 1942. The provisions of this Act relating to registration of trade unions are similar to those of the Indian Trade Unions Act. The Governments of Hyderabad and Travancore-Cochin have passed their own Acts which closely follow the Central Act. The Governments of Madhya Bharat, Rajasthan and Saurashtra have adapted the Central Act. The PEPSU Government is contemplating the enforcement of the Central Act in their State. Recently a Bill has been introduced in Parliament for applying certain Central Acts to all Part B States excluding Jammu and Kashmir. If the measure succeeds, the Indian Trade Unions Act will apply to all Part B States except Jammu and Kashmir.

The Indian Trade Unions Act is administered by the State Governments who are required to appoint Registrars of Trade Unions. The Act, however, does not provide for the inspection of books of trade unions by the Registrars. The Chief Labour Commissioner (Central) in his report on the representative character of the All-India Trade Union Congress and the Indian Federation of Labour commented on this defect in the Act and suggested that if the trade unions were to develop on healthy lines it was necessary that some provisions should be made in the Act for periodical inspection of registers, records and account books of trade unions by the Registrars or by other persons deputed by him. The matter was discussed in the eleventh session of the Standing Labour Committee held in January, 1949. On the basis of these discussions a Bill was framed by the Central Government and was introduced in Parliament in February, 1950. The Bill is primarily a consolidating measure but there are a few new provisions. It excludes from its scope the armed forces and the police and places certain restrictions on Government servants. The following are some of the important features of the Bill: (a) provision has been made in the Bill for the appointment of Inspectors for purposes of inspection of

* For statistics relating to trade unions see section on Trade Unions, Chapter IV, pp. 150-62.

registered trade unions; (b) the Bill requires registered trade unions to maintain a list of members, registers showing particulars of subscription paid by each member, account books, etc., in the prescribed form; (c) it provides that the rules of trade unions should hereafter mention the rate of subscription payable by members, the circumstances in which the name of a member shall be struck off the list of members, the procedure for taking disciplinary action against members who go on a strike or lockout without the sanction of the executive or who violate the rules of the union, and the procedure for taking action against the officers of the union who violate the rules of the union or the Act; (d) it debars outsiders from becoming officers of the executive of those unions which consist wholly or partly of civil servants. In the case of other unions, it restricts their proportion to four or one-fourth of the total number of the executive, whichever is less; (e) it provides for the cancellation of the registration of unions if they contravene any provision of the Act or of their own rules or if they fail to comply with any binding award, order or agreement. The Bill was referred to a Select Committee by Parliament. The Committee has recently submitted its report, which is under consideration of Parliament.

(b) THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

This Act extends to the whole of India except Part B States and applies to all industrial establishments employing 100 or more persons. It authorises the Central and State Governments to extend its scope to any other class or classes of industrial establishments or to exempt any such establishment or class of establishments from any or all provisions of the Act. The Act, however, does not apply to those industries to which the provisions of Chapter V of the Bombay Industrial Disputes Act, 1938, applied. Under the Act every employer is required to submit to the Certifying Officer, within six months of the application of the Act, five copies of the draft Standing Orders which he proposes to adopt along with the prescribed particulars regarding the workmen employed and the name of the trade union to which they belong. These Orders are required to provide for certain matters laid down in the schedule to the Act.* The Certifying Officer certifies these Orders after taking into consideration the objections of the employer and employees. Persons aggrieved by the decision of the Certifying Officer can prefer an appeal to the Industrial Court or such Appellate Authority as may be set up for the purpose. For failure to submit draft Standing Orders or for the contravention thereof an employer is punishable with a fine.

The Act lays down that the functions of the Certifying Officers will be discharged by the Labour Commissioner, where one is appointed or by an officer appointed for the purpose by the appropriate Government. The following tabular statement gives particulars regarding the Certifying Officers and the Appellate Authorities appointed in different States.

* For details see page 81 of the *Indian Labour Year Book*, 1946.

State	Certifying Officer	Appellate Authority
1. Assam ..	Labour Commissioner ..	Development Commissioner.
2. Bihar ..	Labour Commissioner ..	Shri Shiva Pujan Rai, Chairman, Industrial Tribunal.
3. Bombay ..	Labour Commissioner ..	Industrial Court.
4. Madhya Pradesh	Labour Commissioner ..	Provincial Court constituted under the C. P. Industrial Disputes Settlement Act, 1947.
5. Madras ..	Labour Commissioner ..	Industrial Tribunals constituted under the Industrial Disputes Act, 1947.
6. Orissa ..	Chief Inspector of Factories	District Judges of Cuttack, Sambalpur, Ganjam-Puri and Additional Sessions Judge of Koraput.
7. Punjab ..	Labour Commissioner ..	Industrial Tribunal, Punjab.
8. Uttar Pradesh	Labour Commissioner ..	Shri Justice K. N. Wanchoo of the Allahabad High Court.
9. West Bengal	Labour Commissioner ..	For Calcutta and its suburbs— the Commissioner for Workmen's Compensation. For Districts—the District Judges.
10. Ajmer ..	Labour Officer ..	Deputy Commissioner.
11. Bhopal ..	Labour Commissioner ..	Secretary, Development and Re-organisation Department.
12. Bilaspur .	Collector and Additional District Magistrate, Bilaspur.	District and Sessions Judge, Bilaspur.
13. Coorg .	Assistant Commissioner and District Magistrate, Coorg.	Chief Commissioner.
14. Delhi ..	Labour Officer ..	Director of Industries and Labour.
15. Himachal Pradesh.	Deputy Commissioners ..	Chief Commissioner.
16. Kutch ..	State Engineer, Kutch, Bhuj	District Judge, Kutch, Bhuj.
17. Manipur	Registrar of Co-operative Societies, Manipur.	Deputy Commissioner, Manipur.
18. Tripura ..	Divisional Officers ..	Secretary, Department of Labour.
19. Vindhya Pradesh.	Deputy Commissioners ..	Director of Industries.

For Central undertakings, the Government of India have appointed the Chief Labour Commissioner (Central) to exercise the functions of the Appellate Authority and the Regional Labour Commissioners (Central) of Bombay, Kanpur, Calcutta, Dhanbad and Madras to perform the duties of Certifying Officers.

Only two of the States, *viz.*, U.P. and Assam, have so far extended the application of the Act to establishments employing less than hundred persons. The former by a notification* issued in September, 1948, extended the application of the Act to all industrial establishments engaged in the glass industry in the State irrespective of the number of persons employed in them,

*No. 1497 (LL)/XVIII-1025(LL)48, dated September 29, 1948.

and the latter issued a notification* in May, 1949 extending the application of the provisions of the Act to all industrial establishments in the State, excepting mines, quarries, oilfields and railways, in which ten or more workers were employed.

The State Governments compile annual reports on the working of the Act. The following table gives statistics regarding the working of the Act in various States.

TABLE L

WORKING OF THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946 DURING 1949

State	Estimated number of establishments to which the Act applied	No. of applications for certification or modification of Standing Orders		No. of applications disposed of during the year	Total number of establishments having certified Standing Orders on 31-12-1949	Total number of establishments having certified Standing Orders on 31-12-1948
		Pending at the commencement of the year	Received during the year			
Bihar .	189	43	68	37	37	Nil
Madhya Pradesh	146	Nil	17	Nil	Nil	Nil
Madras ..	622	503	15	271	271	2
Orissa .	19†	9†	Nil	2	2	Nil
Punjab ..	101	Nil	3	Nil	Nil	Nil
Uttar Pradesh	762	363	79	96	348‡	252‡
West Bengal ..	907	331	265	405	690	319
Ajmer ..	6	Nil	2	1	5	4
Coorg ..	66	5	1	2§	61	60
Delhi ..	27	5	5	Nil	18	18
Central sphere undertakings	1,673	56	969	297	304	16

It will be seen from the above table that the progress of certification during 1949, as in the previous year continued to be slow in most of the States and in Central sphere undertakings. The administering authorities have generally attributed this to the failure of the employers to submit draft Standing Orders in

* No. GL.R.128/48/3, dated May 30, 1949.

† Revised.

‡ This includes Standing Orders of 56 sugar factories covered by the Act but subsequently exemption was granted to these concerns, their Standing Orders were settled under the U.P. Industrial Disputes Act, 1947.

§ No action was taken on application received from one undertaking as that undertaking was not covered by the Act.

proper form and the indifference of workers towards certification of Standing Orders. It is reported that the apathy of the workers is largely due to the fact that the Act makes no provision for the modification of draft Standing Orders on the grounds of fairness or reasonableness. Action has now been taken by the Central Government to remove the existing defects of the Act. On 17th February, 1950, the Central Government introduced in Parliament a Bill known as the Labour Relations Bill to consolidate the existing laws relating to the prevention and settlement of industrial disputes. The Bill incorporates the essential provisions of the Industrial Employment (Standing Orders) Act and makes suitable provision for the revision and modification of Standing Orders.

Provisions almost similar to those of the Industrial Employment (Standing Orders) Act, 1946, are known to be in force in some of the Part B States. The Governments of Saurashtra, Rajasthan and Madhya Bharat have adapted the Central Act. Acts on the model of the Central Act were passed by the Governments of Cochin and Travancore in 1947 and 1948 respectively. These Acts are now in force in the respective areas of Travancore-Cochin. In Hyderabad, the Standing Orders (Conditions of Employment) Regulation Order, 1945, provides for the framing of Standing Orders in notified employments in which not less than 200 persons are employed. Although in Mysore there is no separate legislation on the subject, provision for the framing of Standing Orders exists in the Mysore Labour Act, 1942. In the Patiala and East Punjab States Union, the Government have framed a Bill on the subject and it is at present under consideration of the State Legislature.

(c) The Industrial Disputes Act, 1947

The Act was passed in March, 1947 to replace the Trade Disputes Act of 1929. Except for certain minor changes which were introduced by the Industrial Disputes (Banking and Insurance Companies) Act, 1949, no important change was introduced in the Act till May, 1950. In May, 1950, an Act known as the Industrial Disputes (Appellate Tribunal) Act was passed to make provision for the establishment of a Labour Appellate Tribunal. This measure necessitated certain changes in the Industrial Disputes Act and hence certain consequential amendments were made in the Act. Government, however, utilised the opportunity for introducing certain other important changes as well which were deemed to be necessary in the light of the working of the Act. The following are the main provisions of the Act as it stands now.

By virtue of the amendment made by the Industrial Disputes (Appellate Tribunal) Act, 1950, the Act is now applicable to all constituent States of the Indian Union except the State of Jammu and Kashmir.

In order to foster the spirit of joint consultation between the employers and employees the Act provides for the setting up of Works Committees. It authorises the appropriate Govern-

ments* to order any employer employing 100 or more workers to set up a Works Committee consisting of the representatives of the employer and workers in his establishment. The function of the Committee is to promote harmonious relations between employers and employees.

The Act also empowers the appropriate Governments to appoint Conciliation Officers for any specified area or industry and to constitute Boards of Conciliation, Courts of Enquiry and Industrial Tribunals for the settlement of industrial disputes. Reference of disputes to Boards, Courts or Tribunals is at the discretion of the Government concerned but if both parties to a dispute, either jointly or separately, apply for such a reference it is obligatory on the part of Government to refer the dispute to a Board, Court or Tribunal, as the case may be. If a dispute relates to a public utility service and a notice of strike or lockout is given, then it becomes obligatory for Government to refer the dispute to a Tribunal. The Government may, however, not make such a reference if they are satisfied that the notice was not *bona fide*.

The Act makes it compulsory for Government to refer all disputes relating to public utility services for conciliation but in the case of other disputes the Government can exercise their discretion. If an agreement is reached in the course of conciliation proceedings it becomes binding on the parties and becomes effective from the date agreed upon or from the date on which it is signed by the parties. The agreement remains binding for the period agreed upon by the parties, or if no such provision exists in the agreement, for a period of six months. Even after the expiry of the period of six months, it continues to be binding until the expiry of two months from the date on which a notice in writing of an intention to terminate the settlement is given by one party to the other. If no agreement is reached, the Conciliation Officer or the Board of Conciliation, as the case may be, is required to submit a full report to the appropriate Government stating the steps taken to bring about a settlement as also the causes responsible for the failure of the conciliation proceedings. The Board of Conciliation is also required to give in its report its recommendations for the settlement of the dispute.

On receipt of the report of the Conciliation Officer or the Board, the Government concerned may refer the dispute to an Industrial Tribunal for adjudication. While no specific qualifications have been prescribed by the Act for persons to be appointed as members of the Board of Conciliation, it lays down that every member of the Industrial Tribunal must be an independent person and must be a person who is or has been a

* The Act declares the Central Government to be the appropriate Government in the case of Railway Administration, Central undertakings, banking and insurance companies, mines, oilfields, and major ports. In the case of all other establishments it declares State Governments to be the appropriate Governments.

judge of a High Court or a District Judge or who is qualified for appointment as a Judge of a High Court. In the case of Boards the Act only provides that they shall consist of an independent Chairman and two or four other members representing in equal numbers the parties to the dispute.

Under the Act as it was originally passed no award of a Tribunal could be deemed to be binding on the parties unless the appropriate Governments issued an order declaring it to be binding. By virtue of the amendment made by the Industrial Disputes (Appellate Tribunal) Act, it is no longer necessary for the Government concerned to issue an enforcing order. All awards of Tribunals now become binding on the parties on the expiry of 30 days from the date of their publication, and where there is no provision for publication, on the expiry of 30 days from the date on which they are made. The appropriate Governments are, however, empowered to reject or modify, before the expiry of 30 days mentioned above, those awards which are not appealable and in which they are a party to the dispute, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of such awards. In all such cases they are required to place the award together with their reasons for rejecting or modifying the same before the Legislature concerned.

The normal period of operation of an award has been fixed by the Act to be one year. The appropriate Governments are, however, empowered to reduce this period. They are also empowered to extend the period of operation by any period not exceeding one year at a time subject to the condition that the total period of operation of any award does not exceed 3 years. The Act further provides that all awards shall continue to be binding on the parties even after the stipulated period of operation until a period of 2 months has elapsed from the date on which notice is given by any party bound by the award to the other party or parties intimating its intention to terminate the award. The above mentioned provisions were made in the Act by the Industrial Disputes (Appellate Tribunal) Act, 1950.

The appropriate Governments are empowered to prohibit the continuance of any strike or lockout if the dispute has been referred to a Board or Tribunal. The Act declares strikes and lockouts in public utility services to be illegal if they are commenced or declared without giving a notice in the prescribed manner or during the pendency of conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings. All strikes and lockouts, whether in public utility services or not, are also deemed to be illegal if commenced or declared during the pendency of (i) conciliation proceedings before a Board and 7 days after the conclusion of such proceedings; (ii) proceedings before a Tribunal and two months after the conclusion of such proceedings; and (iii) during any period in which a settlement or award is in operation, in respect of the matters covered by the settlement or award. Continuance of a strike or a lockout is not illegal if it existed

prior to the reference of the dispute to a Board or Tribunal provided that such a strike or lockout was not in contravention of the provisions of the Act when it commenced or its continuance was not prohibited by the Government concerned. A strike or a lockout declared in consequence of an illegal lockout or strike is also not illegal. Financial aid in direct furtherance of an illegal strike or lockout is prohibited and is punishable under the Act.

Section 33 of the Act, as amended by the Industrial Disputes (Appellate Tribunal) Act, provides that during the pendency of any proceedings no employer shall alter the conditions of service to the prejudice of the workmen concerned with the dispute, nor shall he dismiss or punish any such workman without obtaining the written permission of the Conciliation Officer, Board of Tribunal, etc., as the case may be. A new section (section 33A) has been added to the Act by the Industrial Disputes (Appellate Tribunal) Act which makes provision for the disposal of complaints arising out of contravention of section 33. This new section authorises employees aggrieved by an act of contravention of section 33 to lodge a complaint with the Industrial Tribunal and empowers the Tribunal to deal with the complaint as if it were a dispute referred to or pending before it.

Under the original Act, parties to a dispute were entitled to be represented in any proceedings by an officer of a registered trade union or an employers' Association, as the case may be. They were also entitled to be represented by a legal practitioner in any proceedings before a Court or Tribunal. The provisions of the Act relating to the representation of the parties in proceedings have now been revised. The Act, as amended by the Industrial Disputes (Appellate Tribunal) Act, authorises workers to be represented by an officer of a registered trade union of which they are members or an officer of a federation of trade unions to which their trade union is affiliated. Where workers are not members of any trade union, they are authorised to be represented by an officer of any trade union connected with, or by any workman employed in, the industry in which they are employed. The employers are entitled to be represented by an officer of the Association of which they are members or an officer of a federation of Associations of employers to which their Association is affiliated. Those employers who are not members of any Association are entitled to be represented by an officer of any Association of employers connected with, or by any other employer engaged in, the industry in which the employers are engaged. The parties are no longer entitled to be represented by legal practitioners in any proceedings before a Court. The Act now places restrictions on the right of the parties to be represented by legal practitioners in any proceedings before a Tribunal. Any party can now be represented by a legal practitioner in any proceedings before a Tribunal only if it obtains the consent of the other party and if the Tribunal permits it to be so represented. The Act grants protection to workers refusing to take part in illegal strikes or lockouts and prescribes penalties for breaches of the Act. A

new provision has been made in the Act by the Industrial Disputes (Appellate Tribunal) Act for the recovery of any money due from employers under any award as arrears of land revenues or as public demand. The Tribunals are now empowered to award, at their discretion, costs of, or incidental to, any proceedings before them and such costs are recoverable in the same way.

The Government of India have also promulgated certain Ordinances and passed certain Acts to supplement the provisions of the Industrial Disputes Act, 1947 and to meet certain special requirements. To remove the difficulties created by the piecemeal adjudication of disputes in banking and insurance companies having branches in more than one State, the Central Government promulgated an Ordinance known as the Industrial Disputes (Banking and Insurance Companies) Ordinance in April, 1949. This Ordinance amended the Act in order to include banking and insurance companies in the list of undertakings for which the Central Government alone was competent to constitute Boards, Courts or Tribunals. The Ordinance prohibited State Governments from referring any industrial dispute concerning banking and insurance companies which had their branches or other establishments in more than one State for adjudication, enquiry or settlement and provided for abatement of proceedings relating to such disputes pending before Tribunals appointed by State Governments. It also empowered the Central Government to refer all disputes relating to banking and insurance companies in respect of which awards or decisions had already been made by any Adjudicator to the Tribunals constituted by them for the purpose of re-adjudication. In exercise of the powers conferred by this Ordinance, the Central Government constituted an Industrial Tribunal in June, 1949 and referred disputes relating to various banking companies to it. In December, 1949, this Ordinance was replaced by an Act called the Industrial Disputes (Banking and Insurance Companies) Act, 1949.

On 13th June, 1949, the Central Government promulgated another Ordinance known as the Industrial Tribunals Payment of Bonus (National Savings Certificates) Ordinance, 1949. This Ordinance was largely the result of the recommendations made by the Industrial Court, Bombay in its award relating to the payment of bonus for the year 1948 to the employees of the cotton mills in Bombay City. The Ordinance authorised Industrial Tribunals to direct the payment of a maximum of 50 per cent. of bonus, which may become payable under the award, in the shape of National Savings Certificates. It also contained certain special provisions regarding the payment of bonus for the year 1948 awarded by the Industrial Court for the employees of the cotton mills in Bombay City. Certain minor changes in the Ordinance were introduced by an amending Ordinance which was promulgated on 25th June, 1949.*

* For more details regarding the two Ordinances see the 1948-49 issue of the *Year Book*, pp. 102-3.

In order to remove certain legal difficulties created by a judgment* of the Madras High Court, the Madras Government passed an amending Act known as the Industrial Disputes (Madras Amendment) Act in April 1949. The amending Act declares that all proceedings taken, awards made or acts done either before or after the commencement of the Act by any Industrial Tribunal constituted by the Madras Government shall not be questioned by any Court on the ground that the Tribunal was not constituted in accordance with the provisions of the Industrial Disputes Act, 1947 or the dispute to which the award, etc., relates was not referred in accordance with such provisions. It also provides that where a Tribunal has been constituted for adjudication of disputes in any specified industry or industries and a dispute exists or is apprehended in any such industry, the employer or a majority of the workmen may refer the dispute to that Tribunal. Under the Industrial Disputes Act, 1947, the power of the appropriate Government to declare any industry as a public utility service is restricted to industries specified in the schedule to the Act. The amending Act removes this restriction and empowers the Madras Government to declare any industry to be a public utility service for purposes of the Act.

(d) THE INDUSTRIAL DISPUTES (APPELLATE TRIBUNAL) ACT, 1950

The provisions of the Industrial Disputes Act were utilised to a considerable extent by the Central and State Governments and a large number of Industrial Tribunals were appointed by them to settle industrial disputes. In the absence of any co-ordinating or reviewing authority as also in the absence of any guiding principles, several Tribunals expressed divergent views on various important issues referred to them. The varying decisions of Tribunals in different States and sometimes in the same State created anomalies which led to discontent not only among employers but also among employees. To meet the situation the Government of India decided to set up an Appellate Tribunal. As the setting up of such a Tribunal with jurisdiction over State Tribunals was not permissible under the Government of India Act, 1935, the Central Government introduced a Bill in the Constituent Assembly (Legislative) in November, 1948 to make the necessary changes in the Government of India Act, 1935. This Bill was passed into an Act† on 10th January, 1949. On 9th December, 1949, Government introduced the Industrial Disputes (Appellate Tribunal) Bill in the Constituent Assembly (Legislative). The Bill was passed into an Act‡ on 20th May, 1950. The Act provides for the establishment of a Labour Appellate Tribunal and makes certain incidental changes in the existing laws, Central as well as State, relating to industrial disputes. The main changes introduced by the Act in the

* For details *see* the 1948-49 issue of the *Year Book*, p. 103.

† The Government of India (Amendment) Act, 1949.

‡ The text of the Act was published in the *Gazette of India Extraordinary*, dated 23rd May, 1950.

Industrial Disputes Act, 1947, have been mentioned in the section relating to the Industrial Disputes Act. The following are the other important provisions of the Act.

The Act applies to the whole of India except the State of Jammu and Kashmir. It authorises the Central Government to constitute a Labour Appellate Tribunal for hearing appeals from awards or decisions of Industrial Tribunals, Courts, Wage Boards, and other statutory bodies set up under Central or State enactments for the adjudication of industrial disputes. The Appellate Tribunal is to consist of a Chairman and such number of other members as the Government may, from time to time, think fit to appoint. Any person who has been a judge of a High Court or is eligible to hold such a post or who has been a member of an Industrial Tribunal for not less than two years can be appointed as a member of the Appellate Tribunal. The normal tenure of office is five years but a member can be re-appointed at the expiry of the term of his office. No member is, however, entitled to hold office after attaining the age of sixty-five years. The Chairman of the Appellate Tribunal is authorised, to constitute as many Benches of the Appellate Tribunal as he may consider necessary for the purpose of carrying out the functions and exercising the powers of the Appellate Tribunal. Each Bench is to consist of not less than two members, one of whom is to be appointed as the President.

The Appellate Tribunal is empowered to hear appeals from any award or decision of an adjudicating authority if (i) the appeal involves any substantial question of law, or (ii) the award or decision relates to (a) wages, (b) bonus or travelling allowance, (c) employers' contribution to any pension or provident fund, (d) any sum paid or payable to, or on behalf of, the workman to defray special expenses entailed on him by the nature of his employment, (e) gratuity payable on discharge, (f) classification by grades, (g) retrenchment, and (h) any other matter which may be prescribed by rules made under the Act. No appeal, however, can be preferred by any party (i) from any award made by the Industrial Tribunal appointed by the Government of India in June, 1949 to decide industrial disputes in banking companies, or (ii) from any award or decision of an Industrial Tribunals made with the consent of parties, or (iii) from any settlement arrived at between the parties in the course of conciliation proceedings, or (iv) from any decision of an arbitrator appointed under any law with the consent of parties to settle the dispute.

An appeal from the decision or award of an adjudicating authority can be presented to the Appellate Tribunal by any aggrieved party or by the appropriate Government, or the Central Government, where it is not the appropriate Government, irrespective of the fact whether the Government concerned was a party to the dispute or not. The Act provides that all appeals must be preferred within thirty days from the date of publication of the award or decision concerned or within thirty

days from the date of making the award or decision where no provision for the publication of the award has been made. The Appellate Tribunal, however, is entitled to entertain an appeal even after the expiry of the above period if it is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time. It is authorised to stay the implementation of any award or decision which is under appeal if it is satisfied that its implementation would produce serious results on the industry concerned or other industries or on workmen employed in such industry or industries.

The Appellate Tribunal is entitled to confirm, vary or reverse the award or decision appealed from and to award reliefs to the appellant. It is also entitled to determine and award costs of, and incidental to, any proceedings before it. The decisions of the Appellate Tribunal become binding on the expiry of thirty days from the date of their pronouncement. The appropriate Government, can, however, reject or modify any decision, before the expiry of the period of thirty days, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of the decision. In all such cases it is obligatory on the part of the Government concerned to place the decision together with their reason for rejecting or modifying it before the appropriate Legislature as soon as possible.

Section 22 of the Act lays down that during the period of thirty days allowed for filing the appeal or during the pendency of an appeal no employer shall alter the conditions of service to the prejudice of the workmen concerned nor shall he discharge or punish any such workman without obtaining the written permission of the Appellate Tribunal. Workers aggrieved by the contravention of section 22 are entitled to make a complaint to the Appellate Tribunal. The Act declares all strikes and lockouts to be illegal, if commenced or declared (a) during the period of thirty days allowed for the filing of an appeal, or (b) during the pendency of an appeal before the Appellate Tribunal. It prescribes penalties for financing, instigating, declaring or commencing illegal strikes and lockouts. Provisions of the Act relating to the representation of parties in the proceedings before the Appellate Tribunal are almost similar to those of the amended Industrial Disputes Act, 1947.*

The Act contains certain provisions which modify and affect the provisions of all laws relating to prevention and settlement of industrial disputes which are in force in the Indian Union (except Jammu and Kashmir). It lays down that, notwithstanding anything contained in any law, an award or decision of any Industrial Tribunal, Court, Wage Board or any authority set up in any State under any law relating to the adjudication of industrial disputes shall be enforceable on the expiry of thirty days from the date of its publication, or where there is no provision for the publication, on the expiry of thirty days from the date on which it is made. The Act empowers the

* See page 123.

appropriate Governments to reject or modify, before the expiry of the said period of thirty days, those awards or decisions which are not appealable and in which they are a party to the dispute, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of such awards or decisions. In all such cases they are required to place the award or decision concerned together with their reason for rejecting or modifying it before the appropriate Legislature. The Act empowers the appropriate Government to recover any money due from an employer, or the cash value of any benefit which is capable of being computed in terms of money, under an award or decision of an Industrial Tribunal, Court, Wage Board, etc., appointed under the Central or a State Act, as arrears of land revenue or as a public demand if an application is made to them by the person entitled to the money.

Rules relating to the filing of appeals were framed and published by the Government of India in the *Gazette of India Extraordinary*, dated 8th August, 1950. By a notification issued on the same date the Government constituted a Labour Appellate Tribunal with Shri J. N. Majumdar, Retired Judge of the Calcutta High Court, as its Chairman and Shri F. Jeejeebhoy, Chairman of the Central Industrial Tribunal as its member. The Government declared Bombay to be the seat of the Labour Appellate Tribunal. In September, 1950, the Government appointed three more members to the Appellate Tribunal. The jurisdiction of the Appellate Tribunal extended to the whole of India, except the State of Jammu and Kashmir. On 11th October, 1950, however, the Government issued another notification constituting a Bench of the Appellate Tribunal consisting of Shri J. N. Majumdar and Shri R. C. Mitter to sit at Calcutta. The Government notified that the Calcutta Bench will hear appeals from Assam, Bihar, Delhi, Himachal Pradesh, Manipur, Orissa, the Patiala and East Punjab States Union, the Punjab, Rajasthan, Tripura, Uttar Pradesh and West Bengal and that the Bench sitting at Bombay will hear appeals from all other States. The principal seat of the Tribunal is Calcutta.

State Acts

Some of the Part A and Part B States, *viz.*, Bombay, Madhya Pradesh, Uttar Pradesh, Mysore, Travancore-Cochin, Madhya Bharat and Jammu and Kashmir have passed separate Acts for the prevention and settlement of industrial disputes. The provisions of the Travancore-Cochin Industrial Disputes (Settlement) Act. 1950* and the Jammu and Kashmir Industrial Disputes Act. 1950† are almost similar to those of the Industrial Disputes Act, 1947 as it was originally passed. In the Travancore-Cochin Act the definition of 'industry' has been

*Published in the *Travancore-Cochin Gazette Extraordinary*, dated April 18, 1950.

†Published in the *Jammu and Kashmir Government Gazette*, dated April 20, 1950.

modified to cover employment of workmen in the cultivation or production of coffee, tea or rubber. A notable provision of the Jammu and Kashmir Act is that it authorises Government to take any action which they deem proper to remove any difficulty which may arise in giving effect to the provisions of the Act. The Government of Madhya Bharat have adapted the Bombay Industrial Relations Act, 1946. A brief summary of the other State Acts is given in the following paragraphs.

(a) The Bombay Industrial Relations Act, 1946

Bombay was the first State to pass its own separate Act for the prevention and settlement of industrial disputes. In 1934 it passed the Trade Disputes Conciliation Act which was replaced later by the Bombay Industrial Disputes Act in 1938. After the cessation of hostilities the Government again examined the law and in 1947 passed a more comprehensive Act known as the Bombay Industrial Relations Act, 1946. The Act was amended twice during the year 1948 to make provision for the setting up of Wage Boards, compulsory formation of Joint Committees, etc. Largely as a result of the promulgation of the Industrial Disputes (Banking and Insurance Companies) Ordinance, 1949, by the Central Government, the Act was amended again in December, 1949. The amending Act excluded from the scope of the Bombay Industrial Relations Act those banks which were covered by the above mentioned Ordinance. The Bombay Government also utilised this opportunity for introducing certain other minor changes in the Act.

The Act was passed with a view to facilitating the organisation of labour and for securing speedier settlement of industrial disputes. Under its scheme, no place has been given to those unions which are not registered under the Indian Trade Unions Act. For purposes of representation of employees in the proceedings under the Act it provides for registration of four categories of unions, *viz.*, representative unions, qualified unions, primary unions and approved unions. In return for undertaking certain obligations, the Act confers certain privileges upon approved unions the most important among which are the right to collect union dues and to hold meetings in the premises of the undertaking and the right to inspect places of work of its members. They are also entitled to legal aid from Government in important proceedings. The Act, however, lays down that a union which during the previous six months had taken part in or instigated an illegal strike shall not be entitled to registration under the Act. With a view to fostering trade union organisation and collective bargaining certain new provisions were added to the Act by the amending Act of 1949. The Act now provides that representative unions will be the sole representative bargaining agencies in all proceedings in which they are entitled to appear. It also provides that any agreement reached with a representative union in the course of proceedings will be effective and that an award will be made in the terms of such agreement unless the Court, Wage Board or

Arbitrator, as the case may be, is satisfied of the existence of an illegality, mistake, misrepresentation, fraud, coercion, etc., vitiating the agreement.

In order to eliminate the causes of friction arising out of the day to day relations between employers and employees the Act provides for framing of Standing Orders by the employers. Provision has also been made in the Act for the setting up of Joint Committees in order to establish direct and continuous touch between the employers and workers. Subject to certain limitations, a change relating to any matter may be proposed by any member of the Joint Committee. If the change is accepted by the Committee it becomes effective from the date specified in it or, in its absence, on the date the memorandum of agreement is recorded by the Registrar.. The Act has attempted to classify all industrial matters under three schedules. Schedule I contains matters covered by the Standing Orders. As a first step towards the peaceful settlement of industrial disputes provision has been made for compulsory negotiation between the parties. If the negotiations or discussions fail to produce an agreement the party desiring change is required to send full particulars to specified authorities. The Act provides for the appointment of Conciliators. Special Conciliators and a Chief Conciliator and also for the setting up of Boards of Conciliation. An agreement reached in the course of conciliation proceedings becomes binding on the parties. If no agreement is reached the Conciliator is required to send a complete report to the Chief Conciliator. If, at any stage, the parties agree to submit the dispute to arbitration, it becomes obligatory on the part of the Conciliator to refer the dispute to arbitration. By an amending Act passed in 1948 provision has been made whereby, if the parties agree, disputes can be split up in parts for purposes of conciliation, etc.

The Act creates an elaborate machinery for settling disputes through arbitration. It provides for the setting up of Labour Courts and also a Court of Industrial Arbitration. The Labour Courts are empowered to decide disputes relating to Standing Orders, changes in respect of matters specified in Schedule III to the Act and to arbitrate upon such other industrial disputes as may be referred to them by Government. They are also required to decide the legality and illegality of strikes and lockouts and to try offences punishable under the Act. The Court of Industrial Arbitration is to act as an appellate Court. It is also its duty to decide such disputes as may be referred to it in accordance with the provisions of the Act and to interpret the provisions of the Act and rules framed thereunder. The decisions of the Court are final. The Act provides that any employer and the representatives of the employees may, by a written agreement, agree to submit any present or future dispute to the arbitration of any person (whether such arbitrator is named or not) or to a Labour Court or to the Industrial Court. In such cases arbitration becomes compulsory. Power has also

been given to Government to refer any dispute for arbitration to the Industrial Court or a Labour Court*

Provision has been made in the Act for the appointment of Labour Officers and of Courts of Enquiry. The function of Labour Officers is to promote harmonious relations between employers and employees and to report to Government the existence of any industrial dispute. They are also entitled to appear in any proceedings under the Act. In order to facilitate the settlement of disputes, provision has been made in the Act which empowers Government to collect and maintain information regarding industrial matters.

By an amending Act passed in 1948 provision has also been made for the formation of Wage Boards to deal with general questions affecting a whole industry such as standardisation of wages, rationalisation, efficiency of work, etc. Wage Boards may be formed for each industry in the State. Such Boards are to consist of an equal number of representatives of employers and employees and some independent persons nominated by Government. The Act empowers the Industrial Court to exercise general supervision over the Wage Boards. When dealing with industrial matters of local interest the Wage Boards may act through small committees with co-opted members from the local area concerned. Appeals from the decisions of the Wage Boards lie to the Industrial Court. Wage Boards are authorised to review their decisions after an interval of at least one year if an application to this effect is made by either of the parties concerned provided it employs or represents, as the case may be, at least 15 per cent. of the employees affected by the decision. The Act also authorises Government to make an application for the review of the decision of a Wage Board. Provision has been made in the Act for the constitution of a State Wage Board. Its function would be to deal with questions common to all industries.

The Act prescribes in great detail the procedure to be adopted for various proceedings under the Act and declares certain strikes and lockouts to be illegal.

(b) The Central Provinces and Berar Industrial Disputes Settlement Act, 1947 (Madhya Pradesh)

The Act was passed in May, 1947 and was amended in December of the same year to introduce certain minor changes. It follows the model of the Bombay Industrial Relations Act although its provisions are not so comprehensive. Like the Bombay Act it provides for the registration of unions for purposes of representation of the employees. It, however, provides for only one category of such unions, *viz.*, 'recognised unions'. The Government are empowered to direct the employers in any industry where a recognised union exists to set up a Works

*Regarding the date of coming into force of any award see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, pp. 127-8.

Committee. The provisions of the Act relating to the constitution and functions of these Committees are similar to those of the Industrial Disputes Act, 1947. Provision has also been made in the Act for compulsory framing of Standing Orders by the employers and their approval by the Labour Commissioner.

For purposes of conciliation, the Act provides for the setting up of a permanent conciliation machinery consisting of Conciliators, Special Conciliators and a Chief Conciliator for the whole State. If either of the parties intends to effect a change, whether in any Standing Order or in any industrial matter mentioned in schedule II to the Act, it must give 14 days' notice to the other party. As a first step for the settlement of a dispute the parties are required to enter into negotiation. An agreement reached in the course of such negotiations becomes binding on the parties.

The Act empowers Government to set up an Industrial Court for the whole State and District Industrial Courts to determine industrial disputes and to deal with such other industrial matters as may be referred to them under the Act. The duty of the Provincial Industrial Court is to give its opinion on any issue or matter relating to industrial disputes which may be referred to it by the Registrar or a District Industrial Court. Appeals from the decisions of District Courts lie with the Provincial Court. The decisions of the Provincial Court are final and binding on the parties concerned.*

The Act provides that if any employer and a representative of employees voluntarily agree to refer any present or future dispute to arbitration, such disputes must be referred to the arbitrator named. Where no arbitrator is named, the dispute is to be referred to an arbitrator appointed by the Labour Comissioner in consultation with the parties concerned or to the Provincial Industrial Court or to a Board of Arbitration appointed by Government. Power is also vested in Government to refer at any time any dispute to the arbitration of the Provincial Industrial Court if it is satisfied that serious disorder or breach of public peace or serious or prolonged hardship to the community is likely to be caused or that the industry concerned is likely to be seriously affected by the dispute.

It is unlawful for an employer to dismiss, discharge, suspend or reduce an employee or punish him for union activities or for taking part in the proceedings under the Act or if he is entitled to benefit of any award, agreement, etc. Disputes relating to dismissal, discharge, etc., are to be referred to the Labour Commissioner.

(c) THE U.P. INDUSTRIAL DISPUTES ACT, 1947

The U.P. Industrial Disputes Act, 1947 was passed in December, 1947 and was amended in August, 1950 to remove certain legal difficulties and to make specific provision for the

*Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950. pp. 127-8.

constitution of Works Committees in industrial establishments. It confers wide powers on Government and authorises them to issue orders (a) for prohibiting strikes or lockouts generally or in connection with any industrial dispute; (b) for requiring employers and/or workers to observe such conditions and terms of employment as may be specified in the order; (c) for appointing industrial courts; (d) for appointing committees representative both of employers and workmen; (e) for referring any industrial dispute for conciliation or adjudication; (f) for regulating or controlling the working of any public utility service; and (g) for any other incidental or supplementary matter. It authorises Government to include any other undertaking in any adjudication proceeding relating to any particular undertaking, irrespective of the fact whether a dispute exists in such undertaking, if they are satisfied that the undertaking is engaged in the same type of business or industry and that the issues involved in the dispute have already given rise, or are likely to give rise, to a similar dispute in that undertaking and that its inclusion will not materially delay the award. On receipt of the award of the adjudicating authority Government may enforce all or any of the decisions of the adjudicating authority for such period as they may specify or they may refer back the award to the adjudicating authority for reconsideration.* The Act empowers Government to continue, by an order, any order previously passed under any other enactment in force, enforcing all or any of the decisions of an Adjudicator or recommendation of a Conciliator, etc.

The Labour Relations Bill

The Government of India have recently taken action to remove the existing diversity in the laws relating to prevention and settlement of industrial disputes in different States. On 17th February, 1950, Government introduced a Bill known as the Labour Relations Bill† in Parliament to provide for a uniform and comprehensive law throughout India governing labour relations. The Bill has been framed in the light of the experience of the working of the Acts on the subjects at present in force in India and also in some of the foreign countries. The scope of the Bill is very extensive. It applies to all categories of employees except civil servants, persons employed in the defence forces and domestic servants and to all establishments except those which employ less than 10 persons. It lays considerable emphasis on conciliation and negotiations and provides for negotiations between the parties to a dispute as a preliminary step for the settlement of the dispute. To strengthen the conciliation machinery it provides for the appointment of Chief Conciliation Officers by the State Governments and of a Chief Conciliation Commissioner by the Central Government.

*Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, pp. 127-8.

†The text of the Bill was published in the *Gazette of India*, dated February 25, 1950.

The Bill breaks new ground in as much as it seeks to introduce the system of collective bargaining. Since labour is not well organised in all the industries, it authorises the appropriate Governments to apply provisions relating to collective bargaining to only those units which are deemed to be fit for collective bargaining.

It divides various labour matters into two schedules. Ordinary matters such as classification of employees, shift working, attendance and late coming, etc., are covered by the first schedule. Disputes relating to these are to be settled by Labour Courts. Other matters such as wages, bonus, hours of work, rationalisation, etc., are covered by the second schedule. Disputes relating to these are to be settled by Labour Tribunals. The Bill aims at setting up a complete labour judiciary. At the base of the apex will be Labour Courts, appeals from whose decisions will be heard by Labour Tribunals. At the top of the apex will be the Appellate Tribunal which will be an all-India body.

A largely criticised defect of the Industrial Disputes Act was that its penalty provisions were too weak and that it contained inadequate provisions for the enforcement of awards or settlements. The Bill seeks to remove these defects and contains adequate penalty provisions. The most important provision in this respect is that it authorises Government to take over control of the defaulting undertakings.

Among the other special provisions of the Bill are provisions relating to retrenchment, go-slow policy and dismissal of workers. The Bill provides that retrenchment in any undertaking can be effected only after the prescribed notice has been given to the employees and they are paid gratuity. It provides that a go-slow policy whether adopted by employers or by employees will be deemed to be an illegal lockout or strike and prescribes a penalty for it. As regards dismissal of employees, it lays down that no employee who has worked for more than 3 months under any employer shall be dismissed unless he has been given one month's notice or wages in lieu thereof and unless he has been paid gratuity at the rate of 15 days' pay for every completed year of service or part thereof. The Bill was referred to a Select Committee by Parliament. The Select Committee has recently submitted its report which is at present under consideration of Parliament. The Bill, when passed, will replace all existing Central and State Acts governing labour-management relations.

11. Miscellaneous

(a) The Children (Pledging of Labour) Act, 1933

To eradicate the evils arising out of the pledging of children for employment in factories, the above Act was passed in February, 1933. The Act declares an agreement to pledge the labour of children whereby the parent or guardian of a child, in return for any payment or benefit to be received, undertakes

to cause or allow the services of a child to be utilised in any employment, to be void. However, an agreement made without detriment to the child and not made in consideration of any benefit other than reasonable wages to be paid for the child's service and terminable at not more than a week's notice is not deemed to be an illegal agreement under the Act. For purposes of the Act persons below the age of 15 are to be treated as children. The penalty provided for the breach of the law is Rs. 200.

Administration of the Act.—The Act is at present in force in all the States of the Indian Union except Hyderabad, Jammu and Kashmir, Mysore, Bilaspur, Travancore-Cochin and the Patiala and East Punjab States Union (PEPSU). The Government of Hyderabad have recently passed their own Act* which is on the lines of the Central Act. The PEPSU Government are considering the question of enforcing the Central Act in their State.

The Labour Investigation Committee stated that with the exception of the *bidi* industry in South India and Mysore State, the evil of pledging child labour did not exist in any industry at the time of their enquiries. The Court of Enquiry appointed by the Madras Government in 1946 to enquire into the conditions of labour in *bidi*, cigar, snuff, tobacco-curing and tanning industries also reported the prevalence of the system of pledging the services of little children in the *bidi* industry in Madras.† The evil seems to persist in Madras due to extreme poverty of the workers. The senior workers in *bidi* factories continue to give advances to their child or boy helpers. These children are at liberty to pay off such advances and to seek employment elsewhere. But, in actual practice, the advances tend to bind the children down to particular workers. The Government of Madras have issued instructions to Inspectors of Factories, Labour Officers and Assistant Inspectors of Labour to enforce the Act vigorously and to report the cases of contraventions to the Labour Commissioner. From the available information it would appear that in Mysore the practice of pledging the labour of children is still prevalent in some petty concerns. Since most of the *bidi* making units are small and unregulated, it has not been found possible to check the evil to a desirable extent. The Mysore Government are, however, considering the question of applying the Mysore Shops and Establishments Act to *bidi* making concerns as well.

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*The Hyderabad Children (Pledging of Labour) Act, 1950. Published in the *Gazette of Hyderabad*, dated September, 4, 1950.

†*Report of the Court of Enquiry into Labour Conditions in Bidi, Cigar, Snuff, Tobacco Curing and Tanning Industries*, page 15.

(b) THE EMPLOYMENT OF CHILDREN ACT, 1938

The Employment of Children Act, 1938 prohibits the employment of children below the age of 15 in any occupation connected with the transport of passengers, goods or mails by railway or in any occupation involving the handling of goods within the limits of any port regulated by the Indian Ports Act, 1908. The Act was amended in 1939 to prohibit the employment of children below the age of 12 in workshops connected with *bidi* making, carpet weaving, cement manufacture (including the bagging of cement), cloth printing, dyeing and weaving, manufacture of matches, explosives and fire works, mica cutting and splitting, shellac manufacture, soap manufacture, tanning and wool cleaning. In 1948 the Act was amended again by the Factories Act of 1948 to raise the minimum age of employment of children in all workshops enumerated above from 12 to 14. This amendment was made largely on account of the fact that the minimum age of employment of children in all factories was raised from 12 to 14, by the Factories Act, 1948. Certain minor changes were also introduced in the Act by the Repealing and Amending Act of 1949.* The State Governments are empowered by the Act to modify or extend its scope. During 1947 the Government of Madras by a notification, extended the scope of the Act to children working as cleaners in workshops attached to motor transport companies.† In August, 1948 the Government of Uttar Pradesh added to the schedule to the Act brassware and glass bangle industries and thereby brought children employed in these industries within the scope of the Act.‡

The Act is in force in all the States of the Indian Union except Mysore, Travancore-Cochin, Hyderabad, Saurashtra, Jammu and Kashmir and the Patiala and East Punjab States Union (PEPSU). The Governments of Mysore, Cochin and Hyderabad have passed their own Acts which are more or less on the lines of the Central Act. Details regarding the provisions of these Acts were given in the previous issues of the Year Book. In Saurashtra, Jammu and Kashmir and PEPSU and the area of Travancore, no legislation on the subject is at present in force. The PEPSU Government are, however, considering the question of enforcing the Central Act.

Administration of the Act.—The Act is administered in the States by the Chief Inspectors of Factories. In regard to the employment of children in Central undertakings, the Chief Labour Commissioner (Central) is in charge of the administration of the Act. The Chief Labour Commissioner, the Regional

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*Act No. XL of 1949. The changes related to the provision of the Act regarding verification of the age of any child in case of dispute between the employers and Inspectors.

†Notification No. 474, published in the *Fort St. George Gazette*, dated September 30, 1947.

‡Notification No. 543 (LL)/XVIII/8218(L)-45, published in the *U.P. Government Gazette*, dated September 4, 1948.

Labour Commissioners and the Labour Inspectors (Central) have been notified as Inspectors in respect of Federal Railways. The administration of the Act is entrusted to Conciliation Officers (Central) and Labour Inspectors (Central) in the ports of Madras, Bombay, Calcutta and Visakhapatnam and to the Port Officer of Cochin.

The Chief Labour Commissioner submits annual reports on the working of the Act so far as Central undertakings are concerned. From his report for the year 1948-49 it would appear that the Act is properly observed in the Railway administrations. Most of the cases of infringement of the Act which were detected by the Labour Inspectors were in respect of contractors' establishments. Regarding the working of the Act, the Chief Labour Commissioner in his report had made the following observation : "The position has improved with the passing of time. The need for acquainting all Railway contractors with the essential provisions of the Act, however, remains and the officers of the Industrial Relations Machinery continued to take all necessary steps in this direction".

The Labour Investigation Committee in their Report had drawn attention to the inadequacy of the enforcement of the Act in some of the industries, *e.g., bidi* and match factories in South India. The difficulty in the enforcement of the Act in *bidi* factories has been largely due to frequent changes in the premises by the owners of petty establishments. From the information supplied by the Labour Commissioner, Madras. it would appear that the Government of Madras have now taken action for stricter enforcement of the Act in the State. They have issued notification for registration of factories employing ten or more workers. The Factories Act, 1948 has also been extended to non-power factories employing 10 or more workers. It is expected that with the vigorous enforcement of the provisions of the Factories Act, employment of children below the age of 14 will cease.

(c) The Industrial Statistics Act, 1942

The Industrial Statistics Act, 1942, provides for the collection of statistics on (a) any matter relating to factories and (b) the following matters connected with the welfare and conditions of labour :—

(1) Prices of commodities ;
(2) Attendance ;
(3) Living conditions, including housing, water supply and sanitation ;
(4) Indebtedness ;
(5) Rents of dwelling houses ;
(6) Wages and other earnings ;
(7) Provident and other funds provided for labour ;
(8) Benefits and amenities provided for labour ;
(9) Hours of work ;
(10) Employment and unemployment ; and
(11) Industrial and labour disputes.

The Act empowers the Statistics Authority appointed by a State Government to call for the required returns, examine the relevant records, etc. Penalties have been provided for non-submission of returns and for furnishing wrong information The Central Government is authorised to issue directions to the State Governments in regard to the implementation of the Act.

Administration and Enforcement.—So far as the collection of statistics relating to factories is concerned the State Governments framed in 1945 the Census of Manufacturing Industries Rules under the directions of the Central Government providing for the collection of annual statistics relating *inter alia* to capital structure, production costs and outturn in respect of 29 industries. Reports on the statistics collected under the Rules for 1946 and 1947 have now been published. As it was felt that there was a certain degree of non-submission of returns in spite of the statutory obligation, the forms in which the returns are made have been made simpler with a view to evoking a better response. In addition to the 29 industries originally selected for purposes of a census, 34 industries are being covered on a sample basis for the years 1949 and 1950.

In regard to the collection of labour statistics under the Act, proposals have been made by the Ministry of Labour for the collection of statistics on employment, attendance, hours of work and earnings in respect of the labour employed in factories covered by the Factories Act, 1948, plantations growing tea, coffee, and rubber, tramways and ports. The proposals were discussed at the Indian Labour Conference held in April, 1948, and by the Standing Labour Committee in January, 1949. Model draft rules called the Industrial Statistics (Labour) Rules have been framed by the Ministry of Labour and have been published by the State Governments for the information of all persons likely to be affected. The rules are now being made final and are likely to be enforced in the near future.

The question of collecting statistics of industrial disputes under the Act is also under consideration and a set of draft rules called the Industrial Statistics (Industrial and Labour Disputes) Rules, have been framed for the purpose. The draft rules have been published by the State Governments for the information of the public.

At present the Industrial Statistics Act is in force only in the Part A and certain Part C States of the Indian Union. Among the Part B States, Hyderabad, Mysore, Travancore-Cochin and Saurashtra have legislation on the lines of the Central Act while Madhya Bharat has adopted the Central Act. The question of extending the Central Act to all the Part B States is under consideration.*

* A comprehensive Bill providing for the extension of a number of Central Acts to the Part B States was introduced in Parliament. This has since been passed and its provisions will be enforced with effect from 1st April, 1951.

(d) Legislation Relating to Indebtedness

Various laws have been enacted in the country from time to time to deal with the problems incidental to the indebtedness of industrial workers. Important among these are discussed below.

Attachment of Wages.—One of the recommendations of the Royal Commission on Labour in India was that " the salary and wages of every workman receiving less than Rs. 300 be exempted entirely from the possibility of attachment."* With a view to implementing this recommendation, the Government of India introduced a Bill to amend the Civil Procedure Code of 1908. The Bill was passed into an Act by the Central Legislature in February, 1937. The Act provides for the exemption of attachment of salaries of all workers getting less than Rs. 100 per month and in the case of Government employees the first Rs. 100 and the moiety of the remainder. It also limits the period of continuous attachment and provides that if a worker's salary had been attached for a period of 24 months it should remain immune from liability of further attachment for a period of one year.

Imprisonment for Debt.—The Government of India amended the Civil Procedure Code in 1936 to prevent imprisonment for debt. According to the amending Act, imprisonment of debtors, except where a debtor is likely to obstruct or delay execution by leaving the Court's jurisdiction or where there has been a dishonest transfer of property, etc., is disallowed. The Punjab Government also passed an Act known as the Punjab Relief of Indebtedness Act which came into force in 1935. Under this Act no judgment debtor can be imprisoned unless he refuses to pay a sum within his capacity from such property as is liable to attachment in execution of a decree.

Liquidation of Debts.—The Government of Madhya Pradesh passed an Act known as the Adjustment and Liquidation of Industrial Workers' Debt Act in 1936. Its application is limited to industrial workers earning up to Rs. 50 per month. Under this Act a worker whose debt exceeds his assets and three months' wages can present a petition for the liquidation of his debts. After enquiring into the facts of the case, including the worker's wages, and the number of dependants, the Court decides upon the amount which the worker should repay within a reasonable time. The amount of wages which the worker may be required to pay for the liquidation of debt in one month varies from one-sixth to one-third.

Besetting Industrial Establishment.—The Bengal Government passed an Act on this subject in 1934 known as the Bengal Workmen's Protection Act which provides that any person loitering at or near any factory, workshop, etc., with a view to recovering debts from persons employed therein would be

* *Report of the Royal Commission on Labour in India*, p. 232.

liable to punishment with a fine or imprisonment which may extend to six months or with both. The application of the Act was limited, in the first instance, to Calcutta and three surrounding areas but the Government were empowered to extend the scope of its application to other areas. The Act was amended in 1940 to make its provisions more specific and to extend its scope to workmen employed by local authorities, in public utility services and to seamen.

The Government of Madhya Pradesh enacted legislation on this subject in 1937 called the Central Provinces Protection of Debtors' Act which is more or less on the lines of the Bengal Act but wider in scope. The Madras Government also passed legislation on this subject in 1941.

The Bihar Workmen's Protection Act, 1948, seeks to prevent the recovery of debts from certain classes of workmen by besetting the places where they work or receive their wages and to protect such workmen from molestation and intimidation by their creditors. Besetting with a view to recovering debt is punishable with a fine or imprisonment up to 6 months or with both.

According to the findings of the Labour Investigation Committee, it would appear that the Acts dealing with the subject of indebtedness of industrial workers have not produced tangible results.

CHAPTER III

LABOUR ADMINISTRATION

Labour Administration and Machinery for the Collection and Dissemination of Labour Information

Under the constitution of the Republic of India, the legislative relations between the Union and the States in all matters have been clearly defined. Matters in respect of which laws are to be made have been distributed in three lists : Union list, Concurrent list and State list. Parliament has exclusive power to make laws with respect to any of the matters enumerated in the Union list ; in regard to the Concurrent List, both Parliament and the legislature of any State have the power to make laws, while, subject to certain conditions, the legislature of any State has exclusive power to make laws for such State or any part thereof with respect to any of the matters enumerated in the State list. The following are the principal matters of labour interest enumerated in these lists :

(i) *Union List* :

(1) Participation in international conferences, associations and other bodies and implementing of decisions made thereat.

(2) Port quarantine, including hospitals connected therewith ; seamen's and marine hospitals.

(3) Regulation of labour and safety in mines and oilfields.

(4) Industrial disputes concerning Union employees.

(5) Union agencies and institutions for :

(a) professional, vocational or technical training ; or

(b) the promotion of special studies or research.

(6) Enquiries, surveys and statistics for the purpose of any of the matters in this list.

(ii) *Concurrent List* :

(1) Economic and social planning.

(2) Trade Unions ; industrial and labour disputes.

(3) Social Security and social insurance ; employment and unemployment.

(4) Welfare of labour including conditions of work, provident fund, employers' liability, workmen's compensation, invalidity and old age pensions and maternity benefits.

(5) Vocational and technical training of labour.

(6) Factories.

(7) Inquiries and statistics for purposes of any of the matters specified in the Concurrent List and the State List.

(iii) *State List* :

Relief of the disabled and unemployable.

On the formation of the Dominion of India, the Indian States acceded only on the three subjects of Defence, External Affairs and Communications. With the formation of the Unions of States the necessity for enlarging the content of accession of States was more keenly felt and accordingly revised instruments of Accession were signed by the Rajpramukhs of the United States acceding on all subjects included in lists I and III of the 7th Schedule to the Government of India Act, 1935. In the case of States administered by the Provinces or constituted into centrally administered areas the administration was carried on under the Extra-Provincial Jurisdiction Act, 1947. On 1st August 1949, an order was issued under section 290 of the Government of India Act, 1935 merging in the Provinces the States administered by them. The States' Merger (Chief Commissioner's Provinces) Order, 1949, which came into force with effect from August 1, 1949, provided for the centrally administered States being administered in all respects as if they were a Chief Commissioner's Province. With the advent of the new constitution of India, the States have been accorded their rightful place among the Provinces of India as full-fledged constituent units of the Indian Republic. The financial integration of the States placed all Unions of the States and Mysore and Hyderabad in the same position as the former Provinces in respect of financial matters. A Bill is before Parliament with a view to extending, *inter-alia,* important Central labour laws falling within the Union and Concurrent lists of the 7th Schedule to the Constitution, to all the States mentioned in Part B of the First Schedule to the Constitution, other than Jammu and Kashmir.*

(a) MINISTRY OF LABOUR, GOVERNMENT OF INDIA

The responsibility of the Ministry of Labour in respect of the Union list is full and direct. The activities of the Ministry of Labour in regard to concurrent subjects cover policy laying, co-ordination, control and direction. Co-ordination is effected through a number of field agencies which the Ministry of Labour maintain primarily for the Union subjects.

A brief description of the activities of the Ministry of Labour and its attached and subordinate offices is given below.

The Ministry of Labour, as at present constituted, consists of the main Ministry (Secretariat) and the following attached or subordinate offices, namely, (i) Directorate-General of Resettlement and Employment, New Delhi, (ii) Labour Bureau, Simla, (iii) Office of the Chief Labour Commissioner, New Delhi, (iv) Office of the Coal Mines Welfare Commissioner, Dhanbad, (v) Office of the Coal Mines Provident Fund Commissioner, Dhanbad, (vi) Office of the Welfare Commissioner, Mica Mines Labour Welfare Fund, Dhnabad, (vii) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore, (viii) Office of the Chief Inspector of Mines,

* The Bill has since been passed into an Act known as the Part B States (Laws) Act, 1951. The Act came into force with effect from 1st April, 1951.

Dhanbad, (ix) Office of the Chief Adviser, Factories, New Delhi, (x) Office of the Controller of Emigrant Labour, Shillong, (xi) Offices of the Industrial Tribunals, Dhanbad and Calcutta, (xii) Office of the Labour Appellate Tribunal (Central), Calcutta and Bombay and (xiii) The Employees' State Insurance Corporation, New Delhi.

Ministry of Labour (Secretariat).—The Secretariat of the Ministry of Labour is the centre for the consideration of all questions concerning labour as far as the Government of India are concerned. It is the central administrative machinery for the formulation of labour policy, for enforcement of labour laws and for the promotion of labour welfare. The policy-laying activity covers subjects like closer co-operation between labour and management, better industrial relationship and increasing production. It co-ordinates the activities of the State Governments in the labour sphere. It also forms the Secretariat for the Tripartite Labour Conferences and Committees connected with particular industries, convened by the Government of India and is the channel for India's participation in the activities of the International Labour Organisation. It is responsible for the resettlement of demobilised and discharged soldiers and for employment and training of craftsmen in general. The Ministry of Labour is also directly conducting an all-India enquiry into the conditions of agricultural labourers which is described in Chapter X.

In February, 1950, the Government of India set up under the Chairmanship of the Hon'ble Shri S. K. Sinha, Chairman of the Central Tea Board, the Cachar Plantation Enquiry Committee to enquire into the conditions of the tea gardens in the district of Cachar (Assam). The terms of reference of the Committee were :—

(i) to enquire into the cost structure and financial conditions of the tea gardens in the Cachar District of Assam ;

(ii) to enquire into the causes of the present uneconomic working of certain gardens ;

(iii) to make recommendations regarding the measure required to place uneconomic gardens on a sound basis ; and

(iv) to report in particular—

(a) whether the concessional supply of foodgrains to labour should be discontinued in any estate and if so, in what circumstances and to what extent ; and

(b) what arrangements should be made for the supply of foodgrains to workers in these estates.

Directorate-General of Resettlement and Employment.—The activities of this Directorate are given in a separate section.*

* Pages 39-46.

Office of the Director, Labour Bureau.—The Bureau, headed by a Director and assisted by Research and Statistical Officers, was set up in October, 1946, and has been made responsible for (a) collection, compilation and publication of labour statistics, (b) maintenance of cost of living index numbers, (c) keeping up-to-date the factual data relating to working conditions collected by the Labour Investigation Committee, (d) conducting research into specific problems with a view to furnishing data required for the formulation of policy, (e) editing the monthly *Indian Labour Gazette*, and (f) compiling and editing a Labour Code of various legislative enactments and the statutory rules made thereunder, and a Labour Year Book giving an authoritative description of labour affairs in the country.

Besides these, the Labour Bureau compiles and publishes annual reports on the working of the Factories Act, the Indian Trade Unions Act and the Workmen's Compensation Act as well as notes in the *Indian Labour Gazette* on the working of various other Labour Acts. The Labour Bureau also issues from time to time special publications on matters of labour interest. The work in connection with the compilation of Statistics of Factories and the List of Large Industrial Establishments has also now been taken over by the Bureau.

The Director of the Labour Bureau is the 'Competent Authority' under the Minimum Wages Act in respect of all undertakings in the Central sphere and the States included in Part C of the first schedule of the Constitution of India. He is also responsible for co-ordinating the work relating to the implementation of the Industrial Statistics Act in respect of labour statistics.

Office of the Chief Labour Commissioner.—To deal with industrial relations in industries and undertakings falling under the Central Government sphere, the Government of India appointed a Chief Labour Commissioner in 1945. His organisation deals with the following matters :

(1) conciliation ; assistance in the formation and maintenance of voluntary machinery in industrial establishments ; the prevention and settlement of trade disputes ; maintenance of information regarding wage rates and conditions of work and maintenance of continuous touch with the employers and work people, so far as Central sphere undertakings are concerned ;

(2) co-ordination of the activities of the various organisations set up for industrial relations by the Central Government, employers and workers ;

(3) supervision of the work of Labour Officers by periodical visits to factories, both Government and private ;

(4) supervision and organisation of industrial canteens ;

(5) Operation of labour laws to the extent to which their administration is a Central responsibility, except in so far as separate machinery has been provided for (e.g. Controller of Emigrant Labour).

(6) promotion of welfare schemes in Central and State undertakings.

The Chief Labour Commissioner (Central) has under him a Welfare Adviser, two Assistant Labour Commissioners, seven Regional Labour Commissioner (one each at Madras, Bombay, Calcutta, Dhanbad and Kanpur)*, seventeen Conciliation Officers and fifty-two Labour Inspectors and two Welfare Officers.

Office of the Coal Mines Welfare Commissioner.—This office is responsible for the administration of the Coal Mines Labour Welfare Fund Act. 1947. The Coal Mines Welfare Commissioner is assisted in his work by a Coal Mines Labour Welfare Fund Advisory Committee and a Coal Mines Labour Housing Board. The Coal Mines Welfare Commissioner is also responsible for the administration of the Mines Maternity Benefit Act, 1941 so far as coal mines are concerned.

Office of the Coal Mines Provident Fund Commissioner.—The organisation was set up in October, 1948 for the administration of (a) the Coal Mines Bonus Scheme and (b) the Coal Mines Provident Fund Scheme, which have been framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948.

Office of the Walfare Commissioner, Mica Mines Labour Welfare Fund, Dhanbad and *Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore.*—These two offices are responsible for the administration of the Mica Mines Labour Welfare Fund Act, 1946, in the mica mining areas of Bihar and Madras respectively.

Office of the Chief Inspector of Mines.—The functions of this office are : (a) enforcement of the Indian Mines Act, 1923, and the rules and regulations made thereunder ; (b) inspection of mines ; (c) investigation of accidents ; (d) inspection of electrical installations and machinery ; (e) technical advice to mine owners ; (f) prosecution in cases of violation of statutory provisions ; (g) collection of statistics under the Mines Act, and (h) enforcement of the Mines Maternity Benefit Act, 1941 and the rules framed thereunder in mines other than coal mines. The Chief Inspector of Mines publishes annually a report on the activities of the Mines Department.

The Chief Inspector of Mines is assisted by one Deputy Chief Inspector, eight Inspectors and nineteen Junior Inspectors and other subordinate staff.

Office of the Chief Adviser, Factories.—This office deals with (a) technical service on all matters relating to design of factories and working conditions such as improvement in design and layout, lighting, ventilation, washing arrangements and sanitation, construction and design of canteens and crèches.

* At present two posts are vacant.

control of dust, accident prevention and safety percautions, etc., housing of labour and establishment and maintenance of an Industrial Safety, Health and Welfare Museum ; (b) administration of the Indian Dock Labourers' Act, 1934, and of the Indian Dock Labourers' Regulations ; (c) factory administration including training of Factory Inspectors deputed by the States ; (d) information services : collection of up-to-date information on progressive measures adopted in the industrially advanced countries and dissemination of information in respect of safety, health and welfare of workers in factories by means of pamphlets, brochures, etc., and (e) preparation of posters, sketches and pictures on industrial safety, healthy and welfare In addition the Chief Adviser, Factories offers advice to the Central and State Governments and employers and workers.

The Chief Adviser, Factories is assisted in his work by three Deputy Chief Advisers and six Inspectors. They are all at headquarters except three Inspectors who are at the ports, one each at Calcutta, Bombay and Madras, the Madras Inspector being in additional charge of the ports of Cochin and Visakhapatnam.

Office of the Controller of Emigrant Labour.—This office deals with : (a) administration of the Tea Districts Emigrant Labour Act, 1932, and the rules framed thereunder (both Central and State) ; (b) recruitment and repatriation of labour from Estates and inspections of tea gardens and depots ; and (c) compensation cases relating to persons belonging to Civil Labour Units, who worked on defence projects.

The Controller publishes every year a report on the working of the Tea Districts Emigrant Labour Act.

Judicial Bodies.—

(i) *Industrial Tribunals, Calcutta and Dhanbad.*—The Industrial Disputes Act, 1947, empowers the Central Government, in the case of Federal Railways, Central undertakings, major ports, mines and oilfieds, and the State Governments in other cases, to refer any matters connected with, or relevant to, any existing or apprehended industrial dispute to an Industrial Tribunal for adjudication. Two Tribunals have been established by the Central Government to adjudicate on major disputes in the Central and State fields and on disputes in Banks and insurance companies having branches in more than one State that may be referred to them by the appropriate Government.

(ii) *Labour Appellate Tribunal.*—A Labour Appellate Tribunal, consisting of persons of the status of High Court Judges, has been set up with headquarters at Calcutta and a bench at Bombay to hear appeals against the decisions of Industrial Tribunals and Courts all over the country. The Industrial Disputes (Appellate Tribunal) Act, 1950 provides for the constitution of this Tribunal.

Employees' State Insurance Corporation.—This is a statutory institution set up to administer the Employees' State Insurance Act, 1948, which provides for sickness, maternity, disablement and dependants' benefits as well as medical benefit to workers employed in factories throughout the Indian Union.

The Corporation will directly render all the services except medical benefit which will be organised by the States.

The Executive Committee of the Corporation is the Standing Committee. The principal executives are the five Principal Officers mentioned in the Act, namely, the Director-General, the Medical Commissioner, the Insurance Commissioner, the Chief Accounts Officer and the Actuary. The Director-General controls and co-ordinates the work of the other four Principal Officers. The field organisation is yet to start. When started, it will consist of a medical service run by the States and other benefit services run by the Corporation under regional and local offices.

(b) States

All the States which are industrially important have set up organisations for the administration and enforcement of the various labour laws in force in their territories* and for the collection, compilation and dissemination of statistical and other information relating to labour.† Labour Commissioners have been appointed in most of the important States.

Statistical and other data called for under the provisions of the various labour Acts are collected by State authorities, who also look after the administration and enforcement of these Acts. For example, statistics of employment, accidents, etc., under the Factories Act, and of wage bills and earnings under the Payment of Wages Act are collected by the Chief Inspectors of Factories; the Registrars of Trade Unions collect statistics relating to trade unions, their membership, funds, etc., and the Commissioners for Workmen's Compensation are in charge of the collection of statistics relating to accident, compensation paid, etc., under the Workmen's Compensation Act. Statistics Authorities have been appointed in various States for the collection of detailed statistics on uniform lines under section 3(1) of the Industrial Statistics Act, 1942.

Apart from the statistics and information collected on a statutory basis, *ad hoc* enquiries are undertaken, from time to time, by some of the States for the collection of special data relating to particular problems of current interest. In addition, some data, such as those relating to industrial disputes, retail prices, etc., are collected by the State authorities on a voluntary basis. The data thus collected are analysed and some of them are published in the form of annual reviews or in the journals‡ published by the State Governments and/or in the *Indian Labour Gazette*, published by the Labour Bureau of the Central Government. The existing machinery for the collection of information relating to labour in the States is briefly described in the following paragraphs.

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*Appendix II gives the list of labour laws in force in various States.

†Appendix IV contains a list of important officers, with their designations who are concerned with Labour Administration.

‡For names of journals, see Appendix VI.

Assam.—The office of the Labour Commissioner collects and compiles statistics relating to wages paid in plantations; maternity benefits paid to women workers; and trade unions, their membership, funds, etc. The Department of Economics and Statistics collects on a valuntary basis statistics relating to retail prices and to strikes and lockouts in the industries falling under the State's sphere of administration.

Bihar.—The office of the Commissioner of Labour and Employment, Bihar, collects some data on payment of allowances stoppages of work, etc., on a voluntary basis.

Bombay.—The Deputy Commissioner of Labour (Information), Bombay, compiles and publishes every month working class cost of living index numbers for four centres and collects and publishes comparative retail prices of 17 food articles for a number of industrial centres in the State. Besides, he collects statistics relating to wages and hours of work, employment situation in certain industries, economic and social conditions of the working classes, trade unions, etc. It may be mentioned here that the Bombay Industrial Relations Rules provide for the maintenance of a record of industrial conditions.

Madhya Pradesh.—The office of the Labour Commissioner compiles the cost of living index number for Nagpur. Statistics relating to shift working in respect of textile mills, closure of establishments, and hours of work and earnings are also collected.

Madras.—Statistics and other data under the various labour Acts are now collected by the Economics and Statistics Department of the Government of Madras. The Department also compiles the working class cost of living index number for Madras city, cost of living index numbers for low-paid employees in certain urban centres and retail price index numbers for certain rural centres.

Orissa.—The Director of Industries compiles cost of living index numbers for the working classes in respect of two centres, *viz.*, Cuttack and Berhampur. Statistics regarding labour situation and labour disputes are being collected by the Chief Inspector of Factories.

Punjab.—In July, 1949, a separate Department under the Labour Commissioner was constituted for the effective enforcement of the various labour laws in the State and for collecting information relating to labour. The Labour Commissioner is also the Statistics Authority under the Industrial Statistics Act, 1942 and the Competent Authority under the Minimum Wages Act, 1948.

U.P.—Besides compiling the working class cost of living index number for Kanpur, enquiries into wages of industrial workers in employments covered by the schedule to the Minimum Wages Act and enquiries into family budgets of industrial workers in selected areas are being conducted by the office of the Labour Commissioner.

West Bengal.—Four working class cost of living index numbers (with different bases) for Calcutta,* Howrah and Jagatdal are being compiled and retail prices are collected from several

* Two indices, one for menials and one for middle class people.

centres under the Government of India's Cost of Living Index Scheme. Unweighted retail price indices for the Dooars, Darjeeling and Asansol are also being compiled. Statistics of employment and earnings, absenteeism, etc., are collected on a voluntary basis.

Hyderabad.—In Hyderabad, the Labour Commissioner's office collects statistics relating to wages, industrial disputes, etc., on a voluntary basis. The Director of Statistics compiles cost of living index numbers for six centres in Hyderabad.

Madhya Bharat.—A Labour Information Officer assisted by a Statistician is responsible for the collection and dissemination of labour statistics.

Mysore.—The Statistical Branch of the Department of Labour, Mysore, publishes working class cost of living index numbers for Mysore, Kolar Gold Field and Bangalore city and also collects statistics of industrial disputes, absenteeism, wages and dearness allowance, workmen's compensation, labour associations, etc.

PEPSU.—In the PEPS Union the Director of Industries is acting as Labour Commissioner. Two Labour Welfare Officers and one Labour Welfare Inspector have been appointed to look after the effective enforcement of labour legislation.

Rajasthan.—There is a Labour Statistical Officer who collects information and statistics relating to employment of labour in factories and mines, accidents and compensation, trade unions, strikes, lockouts, welfare activities, wages, etc. Collection of labour statistics is done under the Industrial Statistics Act, 1942 as adapted by the Government of Rajasthan.

Saurashtra.—A Statistics Officer has been appointed in the Labour and Backward Classes Department and he is responsible for the collection of labour statistics relating to factories, employment, industrial disputes, family budget enquiries and cost of living index numbers.

Travancore-Cochin.—Statistics under the Cochin Industrial Statistics Act are being collected and compiled by the Director of Industries and Commerce, Trichur. A proposal for the collection of statistics in respect of Travancore area on a voluntary basis under the supervision of the Director of Industries and Commerce is now under the consideration of Government.

Ajmer.—The Labour Officer, who is also the Statistics Authority, collects such information as is required by the Government.

Bhopal.—Statistical data on employment, stoppages of work, payment of bonus, etc., are collected by the office of the Commissioner of Labour on a voluntary basis. A Statistician has been appointed in the Department of Labour for collecting labour statistics.

Delhi.—The collection of labour statistics and its dissemination is being attended to by the Labour Office which is attached to the Director of Industries. The information is collected on a voluntary basis.

Vindhya Pradesh.—A Statistics Officer has been appointed to collect labour and other statistics.

CHAPTER IV

INDUSTRIAL RELATIONS

1. Trade Unions

Origin and History.—The Indian labour movement is of recent growth. Its origin can be traced to the year 1890, when the Bombay Millhands' Association was formed. Modern trade unionism in India, however, arose out of the intense industrial unrest which prevailed during the period following the termination of World War I when the cost of living of industrial workers was steadily rising and wages did not keep pace with it. The discontent of the workers was voiced through a number of strike committees formed during this period. Various factors, such as the influence of the Russian Revolution of 1917, the establishment of the International Labour Organisation in 1919 and the All-India Trade Union Congress in 1920, the Swaraj Movement of 1921-24 and above all the success of the strikes which occurred influenced the growth of trade union movement in India in its early stages.

Trade Union Legislation.—There was no law in the country for the registration and protection of trade unions till the year 1926. The need for a trade union law became apparent in 1921, when, in a suit against the leaders of the Madras Textile Labour Union, the High Court of Madras, following the common law in England, regarded trade unions as being an illegal conspiracy. Legislation for the registration and protection of Indian trade unions was accordingly passed in 1926.* The term 'trade unions' also includes employers' organisations.

Trade Union Statistics.—Under the Indian Trade Unions Act, 1926, registered trade unions are required to submit annual returns which are compiled by the State Governments and other administrations and supplied to the Government of India, who publish them annually in the *Indian Labour Gazette*. It is not compulsory for all trade unions to be registered under the Act and a number of trade unions function without being registered. Data regarding such unions are not available, except when, as in Bombay, the State Government chooses to collect such information.† Available statistics regarding the number of registered trade unions and the membership of unions submitting returns, for the year 1927-28, 1932-33 and 1937-38 to 1948-49 are given in table LI.

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*For detailed provisions of the Indian Trade Unions Act, 1926, as amended, *see* section dealing with labour legislation—Chapter II, pages 114-17.

†The number of unregistered trade unions is not insignificant. According to the *Bombay Labour Gazette*, for example, on 31st April, 1950, there were in Bombay State 947 unions with a membership of 7,48,434; of these only 581 unions with 6,18,721 members were registered.

TABLE LI

REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP

Year	Number of registered trade unions	Number of unions from which returns under the Act were received	Total membership of the unions shown in column 3			Average membership per union submitting return	Percentage of women members
			Men	Women	Total		
1	2	3	4	5	6	7	8
1927-28 ..	29	28	99,451	1,168	1,00,619	3,594	1·2
1932-33 .	170	147	2,32,279	5,090	2,37,369	1,615	2·1
1937-38 ..	420	343	3,75,409	14,703	3,90,112	1,137	3·8
1938-39 ..	562	394	3,88,214	10,945	3,99,159	1,013	2·7
1939-40 ..	667	450	4,92,526	18,612	5,11,138	1,136	3·6
1940-41 ..	727	483	4,94,415	19,417	5,13,832	1,064	3·8
1941-42 ..	747	455	5,56,426	17,094	5,73,520	1,260	3·0
1942-43 ..	693	489	6,59,327	25,972	6,85,299	1,401	3·8
1943-44 ..	761	563	7,60,101	20,866	7,80,967	1,387	2·7
1944-45 .	865	573	8,53,073	36,315	8,89,388	1,552	4·1
1945-46*	1,087	585	8,25,461	38,570	8,64,031†	1,480	4·5
1946-47§ ..	1,725	908	12,67,164	64,798	13,31,962	1,335	4·9
1947-48§ .	2,766	1,628	15,60,630	1,02,299	16,62,929‡	1,021	6·2
1948-49 ..	3,150	1,848	18,31,514	1,19,355	19,60,107‖	1,061	6·1

In the year 1948-49 there was an increase of about 14 per cent. in the number registered trade unions as compared to the previous year. The number of registered trade unions increased in all the States, except in Assam and Madhya Pradesh.

Of the 3,150 registered trade unions known to be in existence, 50 were employers' organisations registered as trade unions. Central unions, *i.e.*, unions whose objects are not confined to one State, numbered 105, as against 109 in 1947-48.

Membership.—Of the 3,150 unions on the registers at the end of 1948-49, only 1,848, *i.e.*, about 59 per cent. submitted annual returns. These unions comprised both workers' and employers' organisations. The following table gives figures of the membership of these organisations.

*Does not include figures for the Punjab.

†Relates to 584 unions.

‡Relates to 1,620 unions.

§ The figures for 1946-47 and 1947-48 relate to the States (formerly known as Provinces) in the Dominion of India. Figures for previous years are for undivided India. Figures for East Punjab are not available for 1946-47, while for 1947-48 they are incomplete.

‖In case of a few unions in the States of Bombay and Madras, classification of membership by sex is not available.

TABLE LII

NUMBER AND MEMBERSHIP OF REGISTERED UNIONS, 1948-49

Trade unions	Number of unions on registers	Number of unions submitting returns	Membership of unions submitting returns	
			At the beginning of the year	At the end of the year
Employers' Organisations ..	50	35	3,722	8,271
Workers' Organisations ..	2,585	1,813	15,59,292	19,51,836
Total ..	3,150*	1,848	15,63,014	19,60,107

The total membership of unions submitting returns increased by over 25 per cent. at the end of the year as compared to the beginning of the year.

The figures of average membership per union presented in Table LI show a decline from 3,594 in 1927-28 to 1,013 in the pre-war year 1938-39. The figure rose to 1,552 in 1944-45 and declined thereafter to 1,021 in 1947-48. It rose to 1,061 in 1948-49.

Women formed 6.1 per cent. of the total membership of the unions submitting returns in 1948-49 as against 6.2 per cent. in 1947-48. The number of women members of trade unions was 1,19,367.

Table LIII shows the regional distribution of registered trade unions and their membership for the years 1947-48 and 1948-49.

TABLE LIII

REGIONAL DISTRIBUTION OF REGISTERED TRADE UNIONS

	Number of registered trade unions		Number of unions submitting returns		Membership of unions submitting returns	
	1947-48	1948-49	1947-48	1948-49	1947-48	1948-49
States' Unions						
Assam ..	80	71	43	43	46,706	1,07,725
Bihar ..	238	315	104	141	1,23,137	1,48,234
Bombay ..	306	410	246	295	3,16,622	4,21,128
Madhya Pradesh	94	88	55	60	40,198	33,590
Madras	512	597	346	296	2,42,628†	1,50,180
Orissa ..	54	72	25	27	5,634	13,407
Punjab ..	7	8	7	8	760‡	2,866
U. P.	282	359	209	292	1,27,682	1,38,403
West Bengal	926	1,049§	483	534§	4,18,906	4,38,883
Ajmer	11	16	11	15	6,031	5,532
Coorg	..	1	..	1	..	320
Delhi	47	59	32	48	20,444	25,486
Central Unions	109	105§	67	88§	3,14,181	4,74,353
Total	2,666	3,150	1,628	1,848	16,62,929	19,60,107

*In West Bengal, a break-up into workers' and employers' unions is not available in case of 515 unions, which failed to submit returns.

†Relates to 340 unions only.

‡Relates to 5 unions only.

§The total number of registered unions (Central and States') in West Bengal was reported to be 1,086, out of which 571 submitted returns. Thirty-seven out of these 571 unions were Central unions. In case of 515 unions, which failed to submit returns, the break-up into Central and States' unions is not available.

Out of the 88 Central Unions, which submitted returns, 37 were in West Bengal, 24 in Bombay, 14 in U.P., 8 in Madras, 2 each in Delhi and the Punjab and one in Madhya Pradesh. The total membership of these unions was 4,74,353 at the end of the year as against 3.96.843 at the beginning of the year. The average membership of the Central Unions at the end of the year was 5,390 as against 4.510 at the beginning of the year.

The 1,760 unions in the various States, which submitted returns in 1948-49, had a total membership of 14,85,754 at the end of the year, as against 11.66.171 at the beginning of the year. The four most industrialised States, namely, West Bengal, Bombay, Madras and U.P., accounted for 81 per cent. of the State unions submitting returns and 77 per cent. of their membership. The average membership per union was the highest in Assam, being 2,505 and the lowest in the Punjab being 358. The overall average for all unions in States submitting returns was 844, as against 864 in 1947-48.

Of the total of 1.19.355 women trade unionists, 31,090 were in Bombay, 24.076 in Assam, 20,102 in Madras, 18,826 in West Bengal and 16,723 in Bihar.

Table LIV analyses the number and membership of trade unions for the years 1947-48 and 1948-49 according to the industries with which they are connected.

TABLE LIV

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS SUBMITTING RETURNS CLASSIFIED ACCORDING TO INDUSTRIES

Industry	1947-48				1948-49			
	No. of unions submitting returns	Number of members at the end of the year			No. of unions submitting returns	Number of members at the end of the year		
		Men	Women	Total		Men	Women	Total
Railways (including workshops) and other transport (excluding tramways)	150	3,83,683	1,180	3,84,863	193	5,23,047	2,033	5,25,080
Tramways ..	6	17,634	52	17,686	8	18,726	48	18,774
Textiles .	227	3,85,099	45,745	4,30,844	221	4,29,667	43,732	4,76,211
Printing Presses	63	25,670	67	25,737	71	28,335	107	30,367
Municipal ..	70	34,767	4,587	39,154	76	46,429	5,264	51,693
Seamen	9	64,616	..	64,616	11	50,735	2	50,737
Docks and Port Trusts ..	28	42,861	232	43,093	24	50,203	154	50,357
Agriculture ..	13	10,292	335	10,627	12	4,979	162	5,141
Engineering .	192	97,201	1,132	98,333	195	77,988	909	78,971
Miscellaneous	862	4,99,007	48,969	5,47,976	1,037	6,01,405	66,884	6,72,776
Total ..	1,620*	15,60,630	1,02,299	16,62,929	1,848	18,31,514	1,19,385	19,50,107†

*Membership of 8 unions is not known.

†Sex classification in respect of 9,238 members (2,812 in textiles, 1,926 in printing presses, 14 in engineering and 4,487 under miscellaneous) is not known.

In 1948-49, about 10 per cent. of the unions submitting returns were connected with 'railways and other transport (excluding tramways)' and these unions accounted for about 27 per cent. of the total membership. The average membership per union was 2,763 in 'railways and other transport (excluding tramways)' and 2,346 in tramways, as against 2,633 and 2,948 respectively in 1947-48. Textiles accounted for 12 per cent. of the unions submitting returns and 24 per cent. of the total membership and showed an average membership of 2,218 per union, as against 1,927 during 1947-48. The average membership per union was the highest among seamen's unions, being of the order of 4,612; it was 7,810 in 1947-48.

Out of the 35 employers' associations, which submitted returns, 24 were in the miscellaneous group, 7 were in textiles, 3 in the group 'railways and other transport' and one was connected with agriculture. Among workers' organisations also, out of 1,813 unions which submitted returns, as many as 1,013, i.e., 56 per cent., were in miscellaneous group. As a common break-up for this group is not available for all the States, figures for some important industries under this group are given below :

Industry	No. of unions on registers	No. of unions submitting returns	Membership of unions submitting returns
Collieries (Bihar)	67	21	40,168
Plantations (Assam)	16	7	72,356
Plantations (Madras)	12	4	24,227
Sugar (U. P.)	82	71	54,482

Of the total membership shown against 'railways and other transport (excluding tramways)' about 40 per cent. was accounted for by West Bengal, 19 per cent. by Bombay, 18 per cent. by U.P. and 11 per cent. by Madras. As regards the membership of textile unions, about 48 per cent. was reported by Bombay and 28 per cent. by West Bengal.

Of the total membership of women in 1948-49, the textile industry claimed about 37 per cent. (as against 45 per cent. in 1947-48) and the miscellaneous group about 56 per cent. (as against 48 per cent. in 1947-48).

It would be of interest to ascertain what proportion of those employed in different industries belong to trade unions. Unfortunately complete statistical data regarding the number of persons employed in various industries and occupations are not available. However, the following comparative figures may be of some interest :-

TABLE LV

TRADE UNION MEMBERSHIP AND EMPLOYMENT IN SELECTED INDUSTRIES

Industry	Trade unions and their membership in 1948-49		Average daily number of workers employed in 1948
	Number of unions submitting returns	Membership of unions submitting returns	
Railways (including workshops) and other transport (excluding tramways)	193	5,25,080	
Textiles	221	4,76,211	10,32,945
Printing Presses	71	33,367	58,142
Engineering (excluding tramways and railway workshops) ..	195	78,971	2,34,050

Size of Unions.†—All frequency distribution by membership of registered trade unions. which submitted returns. for 1947-48 and 1948-49 is given below.

TABLE LVI

FREQUENCY OF MEMBERSHIP OF REGISTERED TRADE UNIONS FROM WHICH RETURNS WERE RECEIVED
(1947-48 & 1948-49)

Membership	1947-48			1948-49		
	Number of unions	Number of members	Percentage to total membership	Number of unions	Number of members	Percentage to total membership
Below 50	162	5,298	0·3	201	6,401	0·3
Between 50 and 99 ..	214	15,177	0·9	273	19,391	1·0
Between 100 and 299 ..	492	90,194	5·4	557	97,934	5·0
Between 300 and 499 ..	180	69,006	4·2	194	72,881	3·7
Between 500 and 999 ..	267	1,86,268	11·2	289	2,07,824	10·6
Between 1,000 and 1,999	166	2,30,480	13·9	171	2,35,063	12·0
Between 2,000 and 4,999	83	2,37,305	14·3	99	3,02,464	15·5
Between 5,000 and 9,999	26	1,80,644	10·9	29	2,02,108	10·2
Between 10,000 and 19,999	13	1,88,653	11·3	17	2,24,106	11·4
20,000 and over ..	17	4,59,904	27·6	18	5,93,935	30·3
Total ..	1,620‡	16,62,929	100·0	1,848	19,60,107	100·0

*In 1948-49, the number of persons employed in railways was 9,12,724.

†A complete list of registered trade unions having a membership of 1,000 or more is given in Appendix VI on pages 434-45 of this *Year Book*.

‡Membership of eight unions is not known.

In both the years, the modal group is that of unions with a membership of 100 to 299, which in 1948-49 accounted for over 30 per cent. of the unions and 5 per cent. of the total membership. Unions having a membership of less than 100 formed in 1948-49, 25.6 per cent. of the total unions, but accounted for only 1.3 per cent. of the membership. On the other hand, only one per cent. of the unions had a membership of 20,000 and over, but they accounted for 30.0 per cent. of the total membership.

Trade Union Finances.—Under the Indian Trade Unions Act, registered trade unions have to make returns regarding their general funds. The table below contains information regarding the income of the trade union during 1927-28 and 1937-38 to 1948-49.

TABLE LVII

TRADE UNION MEMBERSHIP AND INCOME

Year	No. of registered trade unions	Unions submitting returns				
		Number	Membership	Income	Income per union per annum	Income per member per annum
				Rs.	Rs.	Rs. a. p.
1927-28 ..	29	8	1,00,619	1,63,581	5,842	1 10 1
1937-38 ..	420	343	3,90,112	6,93,644	2,022	1 12 5
1938-39 ..	562	394	3,99,159	8,89,822	2,258	2 3 8
1939-40 ..	667	450	5,11,138	11,21,797	2,493	2 3 1
1940-41 ..	727	483	5,13,832	12,12,927	2,511	2 5 9
1941-42 ..	747	455	5,73,520	17,67,446	3,884	3 1 2
1942-43 ..	693	489	6,85,299	15,96,984	3,266	2 5 3
1943-44 ..	761	563	7,80,967	23,18,780	4,119	2 15 6
1944-45 ..	865	573	8,89,388	19,39,969	3,386	2 2 11
1945-46 ..	1,087	585	8,64,031	24,67,607	4,218	2 13 8
1946-47 ..	1,725	998	13,31,962	42,50,331	4,259	3 3 1
1947-48 ..	2,666	1,628	16,62,929	56,89,361	3,494	3 6 9
1948-49 ..	3,150	1,848	19,60,107	58,83,662	3,184	3 0 3

In 1948-49, the unions which submitted returns showed a closing balance of Rs. 60.79 lakhs, as against an opening balance of Rs. 57.10 lakhs. Details regarding the general funds of trade

unions separately for workers' and employers' organisations are given below.

TABLE LVIII

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1948-49

	Number of unions submitting returns	Opening balance	Income	Expenditure	Closing balance
Workers' Unions.—		Rs.	Rs.	Rs.	Rs.
Central unions ...	84	5,34,837	6,84,051	5,91,445	6,27,443
States' unions ..	1,729	36,69,888	36,27,768	29,07,753	43,89,903
Total ..	1,813	42,04,725	43,11,819	34,99,197	50,17,347
Employers' Unions—					
Central unions ..	4	13,53,212	12,53,439	17,03,422	9,03,229
States' unions ..	31	1,52,746	3,17,804	3,12,053	1,58,497
Total ..	35	15,05,958	15,71,243	20,15,475	10,61,726
GRAND TOTAL ..	1,848	57,10,683	58,83,062	55,14,672	60,79,073

The statement shows that the average income per union was Rs. 44,892 for the employers' associations as against Rs. 2,378 for the workers' organisations. The Central Unions had generally a higher income than the States' unions. The average income of the Central Unions during the year was as high as Rs. 22,017. The Indian Jute Mills Association (an employers' organisation classified as a Central Union) alone had an income of Rs. 11,06,006 during the year. Expenditure also shows similar trends. The employers' associations had an average expenditure of Rs. 57,585 as against Rs. 1,930 in respect of the workers' organisations. The average expenditure of the Central Unions was Rs. 26,078. The Indian Jute Mills Association alone had an expenditure of Rs. 15,99,437 during the year.

Items of Income and Expenditure.—Trade unions derive their income from various sources of which contributions from members and donations are the most important. The following table shows the percentage distribution of the various sources of income of trade unions and of their federations.

TABLE LIX

PERCENTAGE DISTRIBUTION OF SOURCES OF INCOME

Sources of Income	Trade Unions					Federations
	All unions	Central unions	States Unions	Workers' unions	Employers' unions	
Contributions from members	69·2	64·3	71·6	75·2	52·5	84·0
Donations	9·4	6·3	10·9	12·1	2·1	9·0
Sales of periodicals, etc.	0·2	0·4	0·1	0·2	0·2	0·3
Interest on investments	0·8	0·1	1·1	0·9	0·2	0·7
Miscellaneous ..	20·4	28·9	16·3	11·6	45·0	6·0

While the workers' unions depend mostly on contributions and donations, the employers' unions show a considerable amount received from miscellaneous sources. Federations, which are mainly workers' organisations, show more or less the same characteristics as the workers' unions.

Registered trade unions are prohibited from spending their funds on objects other than those specified in Section 15 of the Indian Trade Unions Act. The table below gives the percentage distribution of the various items of expenditure of the unions and federations submitting returns.

TABLE LX

REGISTERED FEDERATIONS OF TRADE UNIONS, 1948-49

State	No. of federations on registers	No. of federations submitting returns	No. of member-unions of federations submitting returns		General Fund			
			At the beginning of the year	At the end of the year	Opening balance	Income	Expenditure	Closing balance
					Rs.	Rs.	Rs.	Rs.
Bihar	2	1	19	19	845	853	703	195
Bombay ..	3	3	27	25	1,03,624	3,35,526	2,35,470	2,03,680
Madhya Pradesh	4	2	125	135	2,710	1,369	1,324	2,755
Madras ..	3	2	49	45	56,790	8,638	11,315	54,113
U. P. ..	1	1	18	18	4,401	3,421	1,068	6.754
West Bengal ..	6	4	322	315	9,183	49,310	40,646	17,847
Total ..	19	13	560	557	1,77,053	3,98,817	2,90,526	2,85,344

Registered Federations of Trade Unions.—At the close of the year 1948-49, there were 19 federations on the registers, as against 17 in the previous year. Thirteen of these submitted returns and the following table gives a summary of their membership and general funds.

TABLE LXI

PERCENTAGE DISTRIBUTION OF ITEMS OF EXPENDITURE OF TRADE UNIONS

Serial No.	Items of expenditure	Trade Unions					
		All unions	Central unions	States Unions	Workers' unions	Employers' unions	Federations
1	2	3	4	5	6	7	8
1	Salaries, allowances, etc., of officials	15·9	16·1	15·9	17·5	13·4	7·1
2	Establishment	23·3	22·1	24·2	25·6	19·5	32·3
3	Auditor's fees	0·7	0·2	1·0	1·0	0·1	0·1
4	Legal expenses	1·8	0·5	2·8	2·5	0·6	4·1
5	Trade disputes	2·5	0·3	4·0	3·8	..	4·7
6	Compensation for loss arising out of trade disputes ..	0·7	..	1·2	1·1	..	..
7	Funeral, old age, sickness, unemployment and other benefits	1·6	0·4	2·4	2·5	..	8·2
8	Educational, social and religious benefits ..	1·2	0·6	1·6	1·6	0·5	22·3
9	Publication of periodicals ..	0·5	0·5	0·5	0·8	..	9·6
10	Miscellaneous	51·8	59·3	46·4	43·6	65·9	11·5

The Textile Labour Association, Ahmedabad, alone was responsible for 82 per cent. of the income and 79 per cent. of the expenditure of the totals shown against items 7 and 8 in the second column.

TRADE UNIONS IN STATES TO WHICH THE INDIAN TRADE UNIONS ACT DOES NOT APPLY

The Indian Trade Unions Act, 1926, does not apply to some Part B and Part C States, which were formerly known as 'Indian States'*. Many of these States have their own trade union legislation, more or less on the lines of the Indian Act. Details of the working of the trade union legislation in these States during 1949-50 which have been specially obtained, are given below for some important States.

Hyderabad.—During the year 1949-50, the total number of trade unions, registered under the Hyderabad Trade Union Act, 1945, was reported to be 110 with an aggregate membership of 64,218. Returns for the year were, however, received only from 40 unions, which had a membership of 36,975—34,271 men and 2,704 women. The unions had an opening balance of Rs. 17,451 at the beginning of the year and a closing balance of Rs. 44,612 at the end of the year. The total income of the unions was Rs. 80,411 and the total expenditure Rs. 53,250. As many as 23 trade unions with 14,411 members were in the 'manufacturing'

*The Indian Trade Unions Act has since been extended to all Part C States and all Part B States except Jammu and Kashmir.

group; in this group, there were 6 textile unions, having a membership of 5,795. Next in importance was the 'transport' industry, which claimed 12,075 members organised in two unions. The average membership per union was 924, and the average income and expenditure per union were Rs. 2,010 and Rs. 1,331 respectively. Out of the total 36,975 members, 11,761 members belonged to one railway union alone. Women trade unionists were found mainly in the tobacco industry and in cotton mills. Out of the total of 110 unions, 8 were employers' organisations.

After the integration of the State in the Indian Union, trade unionism got a fillip, primarily due to the activities of two organisations, namely, the Indian National Trade Union Congress and the Hyderabad State Mazdoor Sangh which is affiliated to the Hind Mazdoor Sabha. In 1950, it was reported that there were 126 registered trade unions, with a total membership of 67,869. Out of these 126 unions, 32 were affiliated to the I.N.T.U.C. and 55 to the H.S.M. Sangh. An important feature of trade unionism in the State was the rapid growth of organisations of the employees in the cinematograph industry, commercial firms, hotels, etc.

Madhya Bharat.—During the year 1949-50, there were in the State of Madhya Bharat 22 registered unions; of these, only 14 submitted returns. The total membership of these 14 unions was reported to be 19,161. The amount of subscription realised by these unions during the year was Rs. 61,076. The most important union was the Indore Mill Mazdoor Sangh, which claimed 12,312 members and realised Rs. 43,383 by way of subscriptions. Seven unions with 17,657 members were of textile workers, particularly of workers in cotton mills. All the 14 unions, from which returns were received, were affiliated to the Indian National Trade Union Congress.

Mysore.—During the year 1949-50, there were 105 unions on the register; of these, 16 unions were either dissolved or had ceased to function by the end of the year. Out of the remaining 89 unions on the register at the end of the year, returns were available only from 67 unions. The total membership of these 67 unions was 54,905. Information regarding finances was available only from 30 unions with a total membership of 31,186. The total income and expenditure of the 30 unions were Rs. 65,326 and Rs. 58,473 respectively.

Saurashtra.—During the year 1949-50 there were 33 registered trade unions with a total membership of 10,121. The total income and expenditure of these unions were Rs. 29,247 and Rs. 26,451 respectively. Of the 33 registered trade unions, 22 were affiliated to the Indian National Trade Union Congress and 2 to the Hind Mazdoor Sabha. The remaining nine unions were not affiliated to any of the central workers' organisations.

Travancore-Cochin.—In the State of Travancore-Cochin, 56 trade unions submitted their annual returns for the year 1949-50.

The total reported membership of these 56 unions was 22,850 at the beginning of the year and 32,548 at the end of the year. Of the 32,548 members, 29,808 were men and 2,740 women. Information regarding finances was not available in the case of four unions. The remaining 52 unions had an opening balance of Rs. 9,316 at the beginning of the year and a closing balance of Rs. 13,523 at the end of the year. The total income and expenditure during the year were Rs. 33,633 and Rs. 29,427 respectively. The average membership per union was 581, while the average income and average expenditure per union amounted to Rs. 659 and Rs. 577 respectively.

Bhopal,—At the beginning of the year 1949-50 there were 21 trade unions on the register. During the year, registration of 14 trade unions was cancelled for non-submission of their annual returns and of two for other reasons. No new trade union was registered during the year. Returns were thus due from 5 registered trade unions; however, only three of them submitted the returns.

The total membership of these three unions was 797 of which the number of women trade unionists was 156, *i.e.*, about 20 per cent. of the total. The total income (including the balance of the previous year) was Rs. 2,377 and the total expenditure Rs. 1,816.

All-India Organisations of Workers

During 1949-50, the following were the four principal all-India workers' organisations: (a) the Indian National Trade Union Congress; (b) the All-India Trade Union Congress; (c) the Hind Mazdoor Sabha; and (d) the United Trades Union Congress. The number of affiliated unions and the membership claimed by these central labour organisations during the financial years 1949 and 1950 were as follows:

TABLE LXII

ALL-INDIA WORKERS' ORGANISATIONS

Organisations	No. of unions affiliated		Membership	
	1949	1950	1949	1950
I. N. T. U. Congress ..	847	1,043	10,23,117	14,31,878
A. I. T. U. Congress ..	754	722	7,41,035	7,30,636
H. M. Sabha ..	419	460	6,79,287	6,98,720
U. T. U. Congress ..	254	306	3,31,991	3,66,401
Total ..	2,274	2,531	27,75,430	28,27,635

*The figures given in the statement are compiled from the lists of unions and membership supplied by the organisations. The 1949 figures relate to the middle of the year whereas the 1950 figures are as on 31st March, 1950.

The distribution of the unions and membership of the four all-India workers' organisations as on 31st March, 1950, for certain important States and industries is given below.

TABLE LXIII

DISTRIBUTION OF UNIONS AND MEMBERSHIP OF THE ALL-INDIA WORKERS' ORGANISATIONS

	I.N.T.U. Congress		A.I.T.U. Congress		H.M. Sabha		U.T.U. Congress	
	Unions	Membership	Unions	Membership	Unions	Membership	Unions	Membership
States—								
Bihar ..	89	1,58,611	57	53,546	74	1,09,908	45	20,567
Bombay ..	140	2,10,410	74	1,31,302	102	1,77,695	5	6,951
Madras ..	130	90,073	202	1,50,536	55	1,57,640	72	1,28,862
U. P. ..	161	1,46,605	42	40,025	52	36,501	43	21,967
W. Bengal ..	344	4,53,039	182	2,36,843	85	88,132	106	1,27,168
Industries—								
Railways ..	36	1,42,285	22	1,52,328	14	45,412	2	10,488
Other Transport	56	50,966	49	36,140	33	1,28,850	33	81,806
Textiles ..	119	3,03,695	82	1,18,818	53	1,16,609	25	52,969
Engineering..	149	1,30,068	81	45,848	36	37,418	22	17,643
Municipalities	43	22,321	55	26,362	92	73,867	28	15,444
Printing Presses	33	13,977	31	14,956	17	20,385	8	11,668
Collieries ..	50	97,732	15	27,508	29	86,929	3	19,411
Plantations ..	29	1,52,720	9	10,740	..	..	7	14, 8
Trade and Commerce	74	39,635	38	18,047	23	14,918	11	12,374

Structure of Trade Unions.—The majority of the trade unions in India are industrial unions, that is, unions which aim at organising all the workers in a single industry irrespective of the occupation, skill, sex of the members, etc. A notable exception to this, however, is the Ahmedabad Textile Labour Association, the affiliated members of which are craft unions.

International Confederation of Free Trade Unions.—An important event in the field of international labour during the year was the establishment of the International Confederation of Free Trade Unions.

2. Industrial Disputes

Monthly statistics of industrial disputes in India are published regularly in the *Indian Labour Gazette*. These cover 9 States (formerly known as Provinces) of the Indian Union and the centrally administered States of Delhi, Ajmer and Coorg. The information is collected every week through the agency of

TABLE LXIV

INDUSTRIAL DISPUTES IN INDIA, 1939 TO 1949

Year	No. of disputes	No. of workers involved	No. of man-days lost	Average duration (No. of days)	No. of disputes in which the demands related to					No. of disputes which were				
					Wages	Bonus	Personnel	Leave and hours of work	Others	Successful	Partially successful	Unsuccessful	Indefinite	In progress
1939 ..	406	4,09,189	49,92,795	12·2	232	2	74	12	86	63	144	185	..	14
1940 ..	342	4,52,539	75,77,281	16·7	202	9	54	10	47	86	80	150	..	8
1941 ..	359	2,91,054	33,30,503	11·4	218	9	55	15	62	75	111	168	..	5
1942 ..	694	7,72,653	57,79,965	7·5	359	79	63	7	186	117	169	378	17	13
1943 ..	716	5,25,088	23,42,287	4·5	342	55	53	14	252	138	210	314	49	5
1944 ..	658*	5,50,015	24,47,306	6·3	372	50	82	35	118	119	175	297	49	13
1945 ..	820†	7,47,530	40,54,499	5·4	356	110	145	56	147	134	155	370	135	26
1946 ..	1,629‡	19,61,948	1,27,17,762	6·5	604	79	280	130	534	278	274	686	317	29
1947 ..	1,811§	18,40,784	1,65,62,666	9·0	574	195	349	94	582	310	298	700	416	61
1948 ..	1,259‖	10,59,120	78,37,173	7·4	383	112	363	110	279	234	143	528	305	21
1949 ..	920¶	6,85,457	66,00,595	9·6	277	52	217	84	235	112	119	359	149	24

* Results not known in 5 cases and demand not known in 1 case.
† Result not known in 1 case and demands not known in 6 cases.
‡ Results not known in 35 cases and demands not known in 2 cases.
§ Results not known in 26 cases and demands not known in 17 cases.
‖ Results not known in 28 cases and demands not known in 12 cases.
¶ Results not known in 157 cases and demands not known in 55 cases.

NOTE.—Statistics for 1939-46 relate to *British India*.

the State Labour Departments and the Central Industrial Relations Machinery. The statistics relate to industrial disputes resulting in work-stoppages involving 10 workers or more in all sectors of employment including factories, mines, plantations, transport, municipal services, etc. Experience has, however, shown that the statistics were not, till recently, as complete as they should be in regard to the Central sphere establishments, especially mines. Arrangements were, therefore, made in 1949 to obtain more reliable information regarding these sectors. The statistics for 1949 are, therefore, somewhat more complete than those of the previous year. Subject to this limitation, comparative statistics for the years 1939-49 are given in Table LXIV.

As will be seen, there were in 1949 a total of 920 disputes resulting in work-stoppages involving in all 6,85,457 workers as against a total of 1,259 disputes involving 10,59,120 workers in the previous year. The resultant time-loss was also less in 1949 than in 1948, being 66,00,595 man-days as against 78,37,173. The year 1949 thus showed a fall of about 27 per cent. in the number of disputes, 35 per cent. in the number of workers involved and 16 per cent. in the number of man-days lost compared to the previous year.

The improvement was more marked in the first half of the year when the recorded time-loss was only about 36 lakhs of man-days as compared to a loss of 57 lakhs of man-days during the corresponding period of the previous year. The latter half of the year did not, however, show any material improvement in the situation as in the case of the preceding two years and recorded a time-loss of about 30 lakhs of man-days as against a loss of 21 lakhs of man-days during the corresponding period of the previous year.

The above figures include strikes as well as lockouts resulting from industrial disputes. It is not always possible to differentiate between the two as the latter are often preceded by the former. An attempt has, however, been made to group together all cases in which lockouts have been declared at one stage or another. The number of lockouts thus enumerated was 96 during the year under review. These affected over 1,02,000 workers and accounted for a time-loss of about 31,70,000 man-days. About 48 per cent. of the time lost in industrial disputes during 1949 was thus due to lockouts, a majority of which were reported from West Bengal.

Regions Affected.—Table LXV gives the number of industrial disputes resulting in work-stoppages, the number of workers involved and the number of man-days lost in each of the States for which statistics are available. Bombay accounted for over 40 per cent. of the disputes, but these were generally small in magnitude and accounted for less than 25 per cent. of the total time-loss. On the other hand, West Bengal, which showed less than 19 per cent. of the disputes, accounted for more than 40 per cent. of the man-days lost. Madras and Bihar recorded large numbers of disputes

but showed smaller time-losses, while Madhya Pradesh and Uttar Pradesh which showed fewer disputes, accounted for greater time-losses.

TABLE LXV

INDUSTRIAL DISPUTES DURING 1949 BY STATES

State	No. of disputes	No. of workers involved	No. of man days lost
Assam	20	3,030	3,426
Bihar	96	93,047	4,70,130
Bombay	376	2,69,452	16,41,952
Madhya Pradesh	37	34,529	6,11,306
Madras	114	40,112	4,36,642
Orissa	2	598	363
Punjab	11	1,468	9,863
Uttar Pradesh	59	42,035	5,95,674
West Bengal	173	1,69,377	26,81,411
Ajmer	13	2,451	2,096
Delhi	19	29,358	1,47,732
Total ..	920	6,85,457	66,00,595

Compared to the previous year,* there were fewer disputes in all States excepting Bihar which recorded a larger number of disputes due probably to better reporting from mines. The number of man-days lost was also less than in the previous year in most of the States, the exceptions being Madhya Pradesh, Uttar Pradesh and Delhi.

Industries Affected.—Table LXVI shows the industry-wise distribution of disputes resulting in work-stoppages, workers involved and man-days lost. Textiles accounted for about 29 per cent. of the disputes during the year under review as against 35 per cent. during the previous year. The time-loss suffered by the industry declined from about 48½ lakhs of man-days in 1948 to about 32 lakhs of man-days in 1949. The jute mill industry, in particular, recorded during the year under review less than half the number of disputes in the previous year, the time-loss also being about half the previous record. Engineering which recorded the largest number of disputes next to Textiles among the classified industries, also showed a considerable decline in the number of disputes as well as in the time lost,

* For figures relating to the previous year please see p. 142 of the *Indian Labour Year Book*, 1948-49.

Railways showed a great improvement as the number of man-days lost dropped from 1,13,614 in 1948 to 22,598 in 1949. The statistics for 1949 show a greater number of disputes in mines mainly due to better reporting, but the reported time-loss was not much larger. An attempt has been made this year to classify disputes in the other industries in greater detail. It will be seen from the break-up presented in Table LXVI that the groups which suffered considerable time-loss during the year under review were Food, Drink and Tobacco, Chemicals and Dyes, Skins and Hides, Plantations and Municipalities. Municipalities, in particular, accounted for over 13 per cent. of the total recorded time-loss. The Docks and Ports group which showed no fewer than 31 disputes involving over 38,000 workers was responsible for a loss of a little less than 48,000 man-days.

TABLE LXVI

INDUSTRIAL DISPUTES DURING 1949 BY INDUSTRIES

Industry	No. of disputes	No. of workers involved	No. of man-days lost
Textiles—			
Cotton	185	2,46,419	25,50,831
Jute	20	55,656	5,63,341
Others	63	7,735	1,05,014
Engineering	98	57,027	7,49,913
Minerals and Metals—			
Iron and Steel	12	7,433	27,632
Others	22	4,804	54,859
Food, Drink and Tobacco	65	21,622	2,43,117
Chemicals and Dyes	47	6,604	1,85,145
Wood, Stone and Glass	29	8,312	88,950
Paper and Printing	34	3,557	54,472
Skins and Hides	12	4,413	1,37,085
Gins and Presses	3	9,200	70,500
Mines—			
Coal	58	51,776	2,61,993
Others	13	13,093	27,978
Transport—			
Railways	32	14,723	22,598
Others	25	15,262	51,904
Docks and Ports	31	38,432	47,821
Plantations	20	13,912	1,24,264
Municipalities	41	45,391	8,82,813
Miscellaneous	110	60,086	3,50,365
Total	920	6,85,457	66,00,595

Causes of Disputes.—Table LXIV above gives the distribution of disputes according to causes for each of the 11 years 1939 to 1949. It will be seen from the table that 'wages' has been the paramount issue in industrial disputes throughout the period, the next in importance being disputes relating to personnel. Issues relating to the payment of bonus have come into prominence since 1942. During 1949, about 32 per cent. of the disputes related to wages and allowances, 6 per cent. to bonus, 25.1 per cent. to personnel, 9.7 per cent. to leave and hours of work and 27.2 per cent. to other causes. Compared to the previous year, while the proportion of disputes relating to wages and allowances slightly increased, the percentage of disputes concerning bonus showed a decline. The proportion of disputes relating to personnel declined while that of disputes about leave and hours of work increased.

Results of Disputes.—A classification of disputes according to results, is also given in Table LXIV. Of the 896 disputes which ended during 1949, results are not known in 157 cases. Of the rest, 15.1 per cent. were successful, 16.1 per cent. partially successful and 48.6 per cent. unsuccessful from the workers' point of view. In 20.2 per cent. of the disputes the results were indefinite. Compared to the previous year, while the proportion of indefinite cases considerably declined, the percentage of unsuccessful disputes increased. Although the overall percentage of successful and partially successful cases of disputes remained almost the same as in the previous year, the proportion of completely successful ones was less.

Duration of Disputes.—A frequency distribution, according to duration, of all disputes which ended during the year and in regard to which particulars of duration are known, is shown in Table LXVII. Over 40 per cent. of the disputes lasted for a day or less and another 27 per cent. for more than a day but not more than 5 days. Only 8 per cent. of the disputes lasted for more than a month. The average duration of a dispute (obtained by dividing the total number of man-days lost by the total number of workers involved) was 9.6 working days during the year under review as against 7.4 working days during the previous year. It varied from less than a day in Ajmer and Orissa to 15.8 days in West Bengal and 17.7 days in Madhya Pradesh.

TABLE LXVII

INDUSTRIAL DISPUTES BY DURATION

Duration	No. of disputes
A day or less	338
More than a day up to 5 days	227
More than 5 days up to 10 days	106
More than 10 days up to 20 days	66
More than 20 days up to 30 days	28
More than 30 days	69

N.B.—There were 24 disputes in progress at the end of the year and particulars are not known in 62 cases.

INDUSTRIAL DISPUTES IN 1949-50

The monthly statistics of industrial disputes for the 12 months ending September, 1950 are given in Table LXVIII. During this period, the number of man-days lost due to work-stoppages declined from a total of about 14.7 lakhs in the last quarter of 1949 to about 10.6 lakhs in the first quarter of 1950 and to 9.7 lakhs in the second quarter of the year. The first half of 1950 thus recorded only a loss of about 20 lakhs of man-days as against losses of 36 lakhs of man-days during the first half of 1949 and about 30 lakhs of man-days in the second half of 1949. The third quarter of 1950, however, witnessed a serious turn of events with the recorded time-loss mounting to about 80 lakhs of man-days on account of a general strike in the cotton textile industry in Bombay.

TABLE LXVIII

INDUSTRIAL DISPUTES IN INDIA DURING 1949-50

	No. of disputes	No. of workers involved	No of man-days lost
1949—			
October	87	89,493	5,86,012
November	90	1,04,510	4,51,200
December	84	57,083	4,35,839
1950—			
January	101	76,169	2,31,695
February	88	46,546	3,37,803
March	84	43,699	4,88,755
April	96	50,795	3,29,555
May	111	74,337	3,13,451
June	83	47,535	3,22,946
July	54	21,188	1,34,911
August	75	2,40,518	29,48,978
September	71	2,49,445	49,54,161

Principal Disputes

In October, 1949 there was a general strike in the Calcutta Corporation involving about 24,000 workers for about a week

over a demand for increased wages and allowances. The dispute, which involved a time-loss of 1.68 lakhs of man-days was subsequently referred to a Tribunal. Demand for higher wages and dearness allowance also formed the main cause in another strike by about 8,000 workers of the Calcutta Hydraulic Press Association which lasted for more than a week from 28th October. The strike was called off on 7th November as a result of direct negotiations after a loss of 64,000 man-days. There were also certain major stoppages in the textile mills in U.P. during the last quarter of 1949. A lockout was declared in the Muir Mills, Kanpur, affecting about 8,000 workers following a strike on 20th October over a demand for the reinstatement of a dismissed worker. Although it was proposed to open the mill on 25th October no worker turned up and the mill was closed again. The closure lasted till 8th November when the workers resumed work unconditionally. Another lockout was effected in the New Victoria Mills, Kanpur from 23rd November following refusal by the workers to work on four looms. The lockout, which rendered over 5,000 workers idle, lasted for more than five weeks and was finally lifted on 2nd January after a series of negotiations. These two stoppages together accounted for a loss of about 3 lakhs of man-days.

Over 980 workers of the *bidi* factories at Nipani in Bombay were on strike from 14th September 1949 to 9th January, 1950 demanding reinstatement of discharged workers, withdrawal of notices of discharge issued to certain others and implementation of an agreement arrived at earlier with the workers' union. The workers, however, finally resumed work unconditionally. It is estimated that the total time-loss in this strike was of the order of 64,000 man-days.

Protesting against a change in the working system of the Spinning Department, 851 workers of the Bombay Dyeing and Manufacturing Mill, Bombay went on strike on 1st February, 1950. Consequently, 2,949 workers employed in the other departments of the mill were also rendered idle. The strike was subsequently followed by a lockout which continued till 25th March involving a loss of over 1½ lakhs of man-days.

Demanding a holiday on 3rd March for the Holi festival, 8,000 workers of the Fort Gloster Jute Mills, Howrah staged a stay-in strike on 2nd March during the course of which a section of the workers, it was reported, became unruly and violent and the police had to open fire to prevent breach of peace. The management thereafter declared a lockout which continued till 25th April.* The total time-loss due to this lockout was of the order of 2.8 lakhs of man-days.

A lockout was also declared in the Meenakshi Mills, Madhurai on 10th March owing to the refusal of the workers of the Ring Frame Department to accept the work-load recommended by the Standardisation Committee. The lockout

*The lockout was lifted earlier in a part of the Mill.

which affected about 1,600 workers continued for about 2½ months and was lifted on 28th May in accordance with the settlement reached at a tripartite conference held at New Delhi. The total time-loss on account of this dispute was 1.1 lakhs of man-days.

Protesting against the arrest of a few employees suspected of smuggling, 8,000 workers of the Kharagpur Workshop, B.N. Railway, went on a strike on 29th May. Subsequently they demanded payment of compensatory and house rent allowances and provision of certain other facilities and continued the strike which led to the declaration of a lockout on 7th June. The lockout was lifted on 13th June as the workers agreed to return to work unconditionally. This dispute accounted for a loss of over 1 lakh of man-days.

The Model Mills, Nagpur remained closed from 20th June to 7th July following a strike by the workers and this resulted in a loss of over 55,000 man-days.

Of all the stoppages during this period the most important was the general strike of the cotton textile workers in Bombay city which started on 14th August, 1950. The strike had its origin in a dispute between the employers and the workers over the question of bonus for 1949. The Industrial Court, Bombay, to whom the dispute was referred, awarded a bonus of two months' wages for 1949 to all textile workers in the city excluding those in 4 mills which had suffered losses during the year. The workers were not satisfied with the award and contended that the bonus was inadequate and that the exclusion of the four mills from the operation of the award was unjust. The Mill Mazdoor Sabha and the Bombay Girni Kamgar Union advocated a general strike in pursuance of the demand for three months' wages as bonus for all textile workers in the city including those employed in the four mills excluded in the award. The Rashtriya Mill Mazdoor Sangh on the other hand, advised the workers not to resort to an illegal strike as proposed and took up the matter with the Millowners' Association who, although not accepting the award *in toto*, agreed to the payment of the first instalment of the bonus on 14th August as 'advance and filed a petition with the Labour Appellate Tribunal. The workers, however, resorted to a strike on 14th August and about 140,000 workers in 59 cotton mills and 18 other textile factories stayed away from work. The number of workers involved gradually increased to over 2 lakhs and only one mill remained unaffected. At one time even that mill was affected and the number of workers involved went up to about 2.03.000 towards the end of August. In sympathy with the striking textile workers, about 74.000 workers of some 245 other factories and industrial establishments went on a sympathetic strike for one day on 31st August. During the whole of September the strike was in progress without any material change in the situation The President of the Mill Mazdoor Sabha and certain othe members of the Socialist Party were arrested under the

Criminal Law Amendment Act and were sentenced to imprisonment. The Socialist Party, however, continued to lead the strike although the question was being reviewed by the Labour Appellate Tribunal. The end of September, however, witnessed a slight improvement in the situation as 4 mills resumed almost normal working while 20 worked with partial complements.

The first half of October showed a gradual improvement in the strike situation and more and more workers were found resuming work. The Labour Appellate Tribunal upheld the main provisions of the award of the Industrial Court and the decision was announced on 8th October. The strike was finally called off towards the middle of October and workers resumed work on 16th October. The strike which thus lasted for about 2 months involving nearly 2 lakhs of workers and a time-loss of over 90 lakhs of man-days was one of the biggest during recent years and can only be compared with the general strike of 1928-29 in the textile industry in Bombay.

INDUSTRIAL DISPUTES IN PART B STATES.

Regular statistics relating to industrial disputes are not yet being collected from the Part B States and the newly formed Part C States. With a view to obtaining some information on the subject, however, the Bureau sent out a questionnaire to the various States asking for information relating to the number of disputes resulting in work-stoppages, the number of workers involved and the number of man-days lost during 1948-49 and 1949-50. The information thus received from some of the States is given below :

TABLE LXIX

INDUSTRIAL DISPUTES IN CERTAIN PART B STATES

	1948-49			1949-50		
	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost
Hyderabad ..	154	31,878	2,21,169	67	31,997	4,73,337
Madhya Bharat	145	1,28,089	1,74,936	92	1,19,166	1,73,062
Mysore ..	29	59,972	10,99,749	23	22,454	57,164
PEPSU ..	6	261	963	Not available		
Rajasthan ..	Not available.			6	2,871	25,516*
Saurashtra ..	26	10,052	2,04,398	45	20,906	63,404
Travancore-Cochin	673	1,04,315	1,18,641	327	34,682	1,39,884

The most important among the disputes which occurred during 1949-50 in these States was the general strike sponsored by the Hyderabad Mazdoor Sangh in Hyderabad in January, 1950. The strike which involved 23,452 workers affected 32 establishments in the State including textile mills, engineering concerns, mines and other establishments and resulted in a time-loss of 3,11,692 man-days.

* Approximate figures.

3. Machinery for the Prevention and Settlement of Industrial Disputes

The Trade Disputes Act, 1929 which provided for the setting up for an *ad hoc* external machinery for the settlement of disputes, was the first enactment which made provision for the establishment of statutory machinery for the prevention and settlement of industrial disputes in India. Even in this Act, no provision existed for the creation of an internal machinery for resolving disputes at the initial stages by mutual negotiations. This defect in the Act was later rectified in 1938 by an amendment which provided for the appointment of conciliation officers. In Bombay, the Bombay Industrial Disputes Act, 1938 which replaced the Act of 1934, made provision not only for the appointment of Adjudicators, Conciliators, etc., but also for the creation of a permanent machinery in the shape of an Industrial Court which marked the beginning of a labour judiciary in India.

Emphasis, however, still remained on external rather than internal machinery. As a result of the increased industrial unrest during the post-war years, the urgent need for the creation of internal machinery to prevent disputes in the initial stages was realised and the Government of India enacted the Industrial Disputes Act, 1947.* With the increasing tempo or industrial strife during recent years some of the State Governments such as Bombay, Madhya Pradesh and U.P. have also adopted measures to supplement the Central Act, providing for the creation of internal and external machinery for preventing and settling industrial disputes. The machinery laid down in the Industrial Disputes Act, 1947 or in the State enactments has been created in most of the States. The paragraphs below describe briefly the type of machinery which has been set up.†

Speaking generally, the organisation set up for the prevention and settlement of disputes consists of Works Committees, Labour and Conciliation Officers and Industrial and Labour Courts for arbitration and adjudication. *Ad hoc* Industrial Tribunals are also set up by the Central and State Governments as and when necessary. Formation of Works Committees in industrial concerns employing more than 100 or 200 workers, as the case may be, has been ordered by most of the State Governments. Standing Industrial Courts or Tribunals have been set up in Bombay, Madhya Pradesh, Bihar, U.P., West Bengal and Madras. In addition to the Tribunals at Dhanbad and Calcutta the Central Government have also set up a Labour Appellate Tribunal with headquarters at Calcutta. Information regarding the machinery set up in the various States is given below :

Assam.—The Labour Commissioner, Assistant Labour Commissioner and Labour Officers have been appointed Conciliation

*For details regarding its provisions *see* section on Labour Legislation.

†In this connection reference may also be made to Appendix IV in which list of officers connects with Labour Administration at the Centre and in the various State has been given.

Officers under the Industrial Disptes Act, 1947. One Industrial Tribunal has been set up to adjudicate industrial disputes referred to it. In addition, *ad hoc* Boards are set up if and when necessary.

Bihar.—The officers under the Labour Department, *viz.*, the Labour Commissioner, the Deputy Labour Commissioner, Assistant Labour Commissioners and Labour Officers are appointed as Conciliation Officers under the Industrial Disputes Act. Failing attempts at conciliation, disputes are referred by Government to the Standing Industrial Tribunal. *Ad hoc* Tribunals are also set up when necessary. All factories employing 100 or more workmen have been required to set up Works Committees.

Bombay.—Under the Bombay Industrial Relations Act, 1946 and the Industrial Disputes Act, 1947 the establishment of Joint Committees for each industrial unit and Works Committees for concerns employing 100 or more workers have been made compulsory. Conciliation Officers and Labour Officers have been appointed to assist the Labour Commissioner, who is also the Chief Conciliator, in bringing about settlement of disputes.

A standing labour judiciary consisting of Labour Courts and an Industrial Court for the whole State, has been set up for the purpose of settling disputes referred to them. By an amendment to the Bombay Industrial Relations Act in 1948 provision has been made for the setting up of Wage Boards for different industries in the State and Wage Boards have been set up in the cotton and silk textile industries.

Madras.—The Labour Commissioner is the Chief Conciliator under the Industrial Disputes Act, 1947. He is assisted by a Deputy Labour Commissioner, an Assistant Labour Commissioner, a Deputy Chief Inspector of Factories and 13 Labour Officers who have been appointed Conciliators under the Act. On the failure of conciliation proceedings, disputes are referred by Government for adjudication to Standing Industrial Tribunals set up at Madras, Mathurai, Coimbatore and Vijayawada.

Madhya Pradesh.—The Commissioner of Labour and the Labour Officer function as Conciliators under the Madhya Pradesh Industrial Disputes Settlement Act, 1947. Under this Act, a State Industrial Court and seven District Industrial Courts have been constituted for purposes of arbitration in industrial disputes referred to them.

Punjab.—The Labour Commissioner and the Labour Officer have been appointed Conciliation Officers under the Industrial Disputes Act, 1947 for the prevention and settlement of industrial disputes. An Industrial Tribunal has been set up in the State under the Industrial Disputes Act, 1947.

U.P.—The machinery for the prevention and settlement of industrial disputes, constituted under the U.P. Industrial Disputes Act, 1948, consists of Works Committees in all the sugar factories and in all other factories employing more than 200

workers. State and Regional Conciliation Boards in the textiles, sugar, leather, glass, electricity and engineering industries, and 4 Industrial Courts at Agra, Kanpur, Lucknow and Allahabad. During the year 1949-50 there were more than 160 Works Committees, 21 Regional Conciliation Boards, one State Conciliation Board and four Industrial Courts.

West Bengal.—Besides the statutory machinery provided under the Industrial Disputes Act, 1947, the Government of West Bengal have provided for conciliation through the officers of the Labour Department. Failing attempts at settlement of disputes through conciliation they are referred to Industrial Tribunals under the Industrial Disputes Act, 1947 for adjudication. For the purpose of speedy settlement of industrial disputes the State has been divided into eight industrial regions, each in charge of an Assistant Labour Commissioner assisted by a Labour Officer. One Regional Office is, however, in the charge of a Labour Officer.

Hyderabad.—Under the Industrial Disputes Act, 1947, Conciliation Officers have been appointed and an Industrial Tribunal has been set up.

Madhya Bharat.—The Commissioner of Labour is the *ex-officio* Chief Conciliator and the Deputy Commissioner of Labour and the Labour Information Officer are Conciliators. An Industrial Court consisting of two members has been established at Indore. Full-time Labour Courts have been established at Indore and Ujjain and a part-time Labour Court has been set up at Gwalior.

Mysore.—Under the Mysore Labour Act, 1942, employees in industrial concerns can form themselves into Labour Associations for collective bargaining. The Commissioner of Labour and the Assistant Commissioners of Labour use their good offices for initiating negotiations and settling disputes. Failing settlement of disputes by negotiation, the matter is referred to the Chief Conciliator. If the conciliation proceedings also fail, the dispute is referred to an Arbitration Tribunal appointed by Government for the purpose.

PEPSU.—Under the Industrial Disputes Act, the Assistant Commissioners and Labour Welfare Officers have been appointed as Conciliation Officers and District and Sessions Judges as Industrial Tribunals in their respective areas.

Rajasthan.—The Labour Commissioner and Labour Officers act as Conciliation Officers as provided for in the Industrial Disputes Act, 1947. Conciliation Boards and Industrial Tribunals are also appointed under the Industrial Disputes Act, 1947 as and when necessary.

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*The Labour Commissioner and the Deputy Labour Commissioner, 10 Assistant Labour Commissioners and 11 Labour Officers have been declared as Conciliation Officers under the Industrial Disputes Act, 1947.

Saurashtra.—Conciliation Officers have been appointed to settle industrial disputes. Failing conciliation, disputes are referred to the Industrial Tribunals at the discretion of Government.

Travancore-Cochin.—Industrial Relations Committees consisting of representatives of managements and workers are constituted in almost all the major industries. In various industrial establishments Works Committees are constituted to settle any differences or disputes that might arise from time to time. The Labour Commissioner, the Assistant Labour Commissioners and the Welfare Officers act as Conciliation Officers in industrial disputes. Disputes are referred to Adjudicators, Boards of Conciliation and Courts of Enquiry as and when necessary.

Ajmer.—Works Committees have been formed in some concerns. The Labour Officer, Ajmer is also the Conciliation Officer under the Industrial Disputes Act, 1947. Failing settlement by conciliation, disputes are referred for arbitration or adjudication.

Bhopal.—The Labour Commissioner and Labour Officer function as Conciliators under the Industrial Disputes Act. Works Committees have also been formed in some concerns. Failing conciliation disputes are referred for adjudication to an Industrial Tribunal appointed for the purpose on an *ad hoc* basis.

Coorg.—The formation of Works Committees in factories employing more than 100 workers has been ordered. The District Magistrate, who is also the Chief Inspector of Factories, is the Conciliation Officer under the Industrial Disputes Act, 1947.

Delhi.—The Director of Industries and Labour, assisted by a Labour Officer, is entrusted with the function of conciliation in the State and the District and Sessions Judge is the sole member of the Industrial Tribunal set up for the State.

4. Tripartite Labour Machinery

An outline of the Indian tripartite machinery for dealing with problems relating to Labour was given in the first issue of the Year Book.* Briefly, the machinery consists of the Indian Labour Conference, the Standing Labour Committee, industrial committees and other bodies of a tripartite nature. The Labour Ministers' Conference, though not tripartite in character, is closely associated with this machinery and it may be mentioned that the existing tripartite machinery was evolved out of the Labour Ministers' Conferences. The lead given by the Centre has been followed by most of the States which have set up tripartite labour organisations. The following are some of the important happenings during the year so far as the functioning of the tripartite labour machinery at the Centre and in the States is concerned.

* *Indian Labour Year Book*, 1946, pp. 265-67.

The eighth session of the Labour Ministers' Conference was held at Mysore on 26th and 27th December, 1949, at which subjects like employment exchanges and training centres, factory inspection services, retrenchment, agricultural labour enquiry, implementation of the Minimum Wages Act and housing were discussed. The session was addressed by Mr. David Morse, Direcctor-General, International Labour Office, who was present in India in connection with the 110th session of the Governing Body of the I.L.O., also held at Mysore.

The tenth session of the Indian Labour Conference was held at New Delhi on 20th, 21st and 22nd March, 1950. This was a special session, specifically called to consider the Labour Relations Bill and the Trade Unions Bill. The provisions of these two Bills were also discussed by a special conference (New Delhi, 18th and 19th May, 1950) of representatives of Government and of the management and employees of banks and commercial undertakings.

The twelfth meeting of the Standing Labour Committee was held at New Delhi on 2nd and 3rd November, 1950, when the following subjects were discussed: (i) action taken on decisions reached at the previous meeting of the Committee; (ii) constitution of Welfare Trust Funds for industrial workers; (iii) establishment of a contributory provident fund in industrial undertakings; (iv) uniformity in legislation for commercial employees; (v) necessity for tripartite agreements on the standards of compliance with the provisions of the Factories Act, 1948, in respect of organised industries; and (vi) retrenchment. The Committee recommended, *inter alia*, preparation of draft Bills for (a) the creation of Welfare Trust Funds, and (b) provident fund for industrial establishments.

Of the industrial committees set up by the Government of India only the Plantations Committee held its meeting (3rd session) during the year. This session of the Committee, held at New Delhi on 4th and 5th November, 1950, discussed the draft Plantations Bill, welfare measures, housing, abolition of the *Kangam* system and the I.L.O. Report on plantation labour.

The Government of India convened a number of other important tripartite conferences during the year. The first meeting of the Central Advisory Board under the Minimum Wages Act, 1948, held at New Delhi on 20th and 21st July, 1950, discussed the following items: (i) provision regarding hours of work, overtime rates, etc., in establishments covered by the Act and other enactments; (ii) model draft Rules framed by the Central Government under section 30, of the Act; (iii) special problems in fixing minimum wages in agriculture; (iv) irregular supply of paddy to rice mills by State authorities and the consequent enforced idleness and their effects on minimum wage fixation in rice mills; (v) laying down an agreed policy for implementing the provisions of the Minimum Wages Act, 1948, within the prescribed time limit; and (vi) principles of minimum wage fixation. The Central Employment Advisory Committee was reconstituted during the year. At two meetings, held on 10th April and 11th December, 1950, it discussed,

among other things, the need of a plan to tackle the deteriorating unemployment situation in the country and expansion of the existing training schemes. A meeting of the Standing Committee of the Employees' State Insurance Corporation was held on 8th May, 1950, and that of the Corporation on 10th May, 1950, and important matters relating to the implementation of the Employees' State Insurance Scheme were discussed. A meeting of the Coal Mines Labour Welfare Fund Advisory Committee was held at Dhanbad on 9th February, 1950, at which various matters connected with the activities of the Fund, including the budget estimates for 1950-51 were considered. The first meeting of the Board of Trustees, which has been set up for the administration of the Coal Mines Provident Fund Scheme was held at Dhanbad on 4th May, 1950, when matters relating to the working of the scheme, administrative budget for the year 1950-51, investment of the balances of the Fund, fixation of rate of interest payable to members, etc., were discussed.

A brief description of the working of the tripartite labour machinery in the States is given below.*

Assam.—The State Labour Advisory Board, constituted in 1948, did not function during the year. A few tripartite conferences were held to deal with important labour matters.

Bihar.—The Bihar Central Labour Advisory Board has had seven sittings since its establishment and as a result of its deliberations, the State Government have (a) revised the rules relating to works committees, (b) created a separate Labour Department in the Secretariat, (c) strengthened the factories inspection staff, (d) opened two welfare centres, (e) formulated a housing scheme, and (f) evolved a scheme for payment of bonus which might be an incentive to production. The State Government have set up a Minimum Wages Committee, a Minimum Wages Advisory Committee and a Minimum Wages Advisory Board—all tripartite in character.

Bombay.—During the year under review, the Labour Advisory Board, Bombay, met twice on 11th and 12th May, 1950 and discussed questions like unemployment in the cotton textile industry, literacy drive among the workers, pre-employment and post-employment training for industrial workers and functioning of the joint and works committees.

By an amendment in May, 1948 to the Bombay Industrial Relations Act, 1946, provision was made for the constitution of Wage Boards for different industries. Accordingly two Wage Boards for the cotton and the silk textile industries were set up in August, 1948 and December, 1948 respectively. The decisions of these Boards are binding on both the parties.

*Details regarding the tripartite machinery set up under section 5(1)(a) of the Minimum Wages Act, 1948 are given on p. 95 of this Year Book.

though appeals can be preferred from them in the Industrial Court. The Wage Board for the Cotton Textile Industry consists of 7 members (3 independent, 2 employers' representatives and 2 employees' representatives) and since its inception it received 46 references, of which 27 were disposed of by 31st December, 1949. Twentysix out of the 27 references were decided unanimously. The Wage Board for the Silk Textile Industry, consisting of 5 members (one independent Chairman and 2 representatives each of employers and employees), received four references, of which 2 were disposed of completely and one partially.

Madhya Pradesh.—A tripartite Labour Advisory Committee is functioning in the State since December, 1947. During 1949-50, the Committee discussed, *inter alia*, (a) the Report of the *Badli* Sub-Committee, (b) constitution of the Housing Board, (c) the pilot scheme of health insurance for Nagpur mills and the implementation of the Employees' State Insurance Act in the State; (d) regularity bonus; and (e) non-availability of cotton within the ceiling prices and the threatened closure of the mills. Under the Minimum Wages Act, the State Government have appointed a tripartite Wage Board to hold enquiries and advise Government in regard to fixing of minimum rates of wages. The State Government have also constituted a tripartite committee to arrive at an agreed solution of the problem of bonus in the cotton textile industry in the State on a permanent basis.

Madras.—So far three meetings have been held of the tripartite State Labour Advisory Board. At its third meeting held on 11th August, 1950, the following subjects were discussed: (a) industrial housing; (b) abolition of *Kangani* system in plantations; (c) works committees; and (d) increase of hours of work in shops and establishments to nine per day.

Orissa.—Under the Minimum Wages Act, a tripartite Advisory Board has been constituted to advise Government generally in the matter of fixing and revising minimum rates of wages and for the purpose of co-ordinating the work of the committees and sub-committees.

Punjab.—The tripartite State Labour Advisory Board during its meetings held in the year 1949-50 discussed the following subjects; (a) setting up of regional tripartite boards to settle difference between employers and employees; (b) industrial housing; (c) opening of labour welfare centres; (d) retrenchment; and (e) implementation of the Minimum Wages Act.

Uttar Pradesh.—The Kanpur Labour Tripartite Conference and the U.P. Labour Tripartite Conference, both advisory bodies, held their meetings during the period under review. No tripartite bodies or committees have been appointed under the Minimum Wages Act.

West Bengal.—The State Tripartite Labour Advisory Board held only one meeting, at which the representatives of the

employers agreed to notify, as far as possible, all vacancies to the employment exchanges.

Hyderabad.—A tripartite Labour Advisory Committee was set up in 1944 but it was dissolved in 1947. As the necessity of such a committee was felt, it was revived in September, 1949. The first meeting of the Committee was held on 24th October, 1949 when the following subjects were discussed : (a) employers' attitude towards workers' organisations ; (b) standardisation of occupations in factories ; (c) leave and holidays ; (d) payment of dearness allowance and abolition of piece-rate system ; (e) bonus ; (f) setting up of machinery in each factory to deal with individual grievances ; (g) involuntary unemployment ; and (h) establishment of Welfare Trust Fund for industrial employees.

Madhya Bharat.—The State Government have appointed a Labour Advisory Board for the purpose of advising the State Ministry of Labour in matters affecting industrial relations. The Board has on it representatives of the State Government, employers, employees (industrial and agricultural) and consumers.

A tripartite committee was constituted for the purpose of investigating into the conditions of the Indore textile mills and suggesting ways and means of improving their economic conditions. Another tripartite committee was appointed to deal with the question of industrial housing.

Saurashtra.—A Labour Advisory Board, representing the Government, Industry, Labour and consumers, has been constituted by the State Government to advise them on matters affecting the interests of labour and in particular the relations between the employers and employees. The first meeting of the Board was held on 7th February, 1950, when it discussed industrial housing and compensation for involuntary unemployment. On the recommendation of the Board, the Saurashtra Industrial Housing Committee was set up for enquiring into housing conditions of industrial workers.

Ajmer.—In pursuance of the Industrial Truce Resolution, a tripartite Labour Advisory Board for the Textile Industry has been set up.

Coorg.—An Advisory Board under section 7 of the Minimum Wages Act has been constituted, though it has not begun to function.

Delhi.—The State Government have appointed a tripartite Minimum Wage Committee under section 5 of the Minimum Wages Act to hold enquiries and to advise the Government in regard to fixation of minimum rates of wages. The Committee has submitted its report in regard to employment in *dal* and flour mills and reports in respect of other employments were scheduled to be submitted by the end of the year 1950.

5 Industrial Truce

The Industrial Truce Resolution adopted unanimously at the Tripartite Industries Conference held in December, 1947, called on labour and management to agree to maintain industrial peace and to avert lockouts, strikes or slowing down of production for a period of three years.* Government accepted the resolution and constituted a Central Advisory Council of Labour.

The chief object of the Resolution was the maintenance of better relations between management and labour to ensure greater production. To achieve this purpose the resolution laid stress on (1) fair wages to labour; (2) profit sharing; (3) industrial housing and (4) strengthening of the labour relations machinery.

The Fair Wages Committee set up by the Central Advisory Council of Labour examined the question of fair wages to labour in detail and their report† on the subject was considered by the Council. Unanimous recommendations concerning principles on which fair wages should be based, the lines on which these principles should be applied and the machinery which should be set up for fixing minimum wages were made by the Council. A Bill based upon these recommendations has since been drawn up and introduced in Parliament.

The employers had at first agreed to the idea of profit sharing in principle. Subsequently, however, there was a change in their attitude in regard to this matter. No progress has, therefore, been made in regard to the implementation this part of the Resolution.

In regard to industrial housing, the results achieved so far are meagre. The industrial housing scheme announced by Government in their Industrial Policy Resolution of 6th April, 1948 had to be abandoned due to various reasons, particularly financial. All the same, a certain amount of progress in the matter of industrial housing has been made notably in the plantations in Assam where about 8,900 houses have been recently constructed. This problem is now receiving the attention of the Planning Commission.

Considerable progress has been made in regard to the strengthening of the labour relations machinery. Two Standing Tribunals were set up by the Central Government at Calcutta and Dhanbad respectively. In addition *ad hoc* Industrial Tribunals and Boards of Conciliation were constituted as and when occasion arose. One such *ad hoc* Tribunal, consisting of a Chairman and two Members, all retired High Court Judges, was constituted in June, 1949, to adjudicate on disputes in about 160 banks all over the country. The conciliation machinery under the Chief Labour Commissioner has also been further strengthened by the appointment of additional regional officers and staff.

*Details of the Industrial Truce Resolution and the extent of its implementation may be seen on pages 119-24 of *Indian Labour Year Book*, 1947-48 and on pages 152-53 of *Indian Labour Year Book*, 1948-49.

†For a summary of the Report see pages 331-332 of the *Indian Labour Year Book*, 1948-49.

Similar action has been taken by the State Governments. In addition to *ad hoc* Tribunals some of the States have constituted Standing Tribunals. An Appellate Tribunal has since been established to review the awards and decisions of the various Tribunals in the country, whether set up by the Central Government or the State Governments, with a view to achieving a certain measure of uniformity in awards and decisions. Two benches of the Appellate Tribunal are functioning, one at Bombay and the second at Calcutta.

The Wage Boards for the silk and cotton textiles industries set up by the Government of Bombay and the tripartite Industrial Committees set up by the Central Government in respect of five industries, continued to function during the year under review. The Government of India have also set up Working Parties for the coal-mining and cotton textile industries to examine the organisation and structure of these industries and to recommend measures for increasing labour efficiency and production.

The Central Government as well as the State Governments are taking action to promote the establishment of Works Committees, under section 3 of the Industrial Disputes Act, 1947, in the larger industrial establishments in their respective spheres. A large number of Works Committees have already been set up. The percentage of industrial establishments in the Central sphere having Works Committees was 34.19 on 31st March, 1950.

The following tabular statement gives the total number of Works and Production Committees constituted in the various States up to September, 1950.

TABLE LXX

STATEMENT SHOWING THE NUMBER OF WORKS AND PRODUCTION COMMITTEES IN DIFFERENT STATES

Serial No.	States	No. of Works Committee formed	No. of Production Committee formed
1	Assam	75*	..
2	Bihar	58	6
3	Bombay	198	61†
4	Madhya Pradesh	16‡	..
5	Madras	275	110
6	Orissa	18	5
7	Punjab	78	42
8	Uttar Pradesh	160§	..
9	West Bengal	102	23
10	Travancore-Cochin	160¶	14
11	Hyderabad	5	..
12	Rajasthan	15	..
13	Delhi	36	7

*Only in tea industry.

†Besides, there are 28 Production Committees under the Bombay Industrial Relations Act, 1946

‡Two of these committees function as Unit Production Committees as well.

§ With effect from 1st November, 1950, these Committees have been dissolved.

¶Besides, there are eleven industrial relations committees functioning in six industries.

Action is being taken to constitute Production Committees in the larger industrial establishments. A model constitution for Production Committees which had been approved by the Central Advisory Council of Labour, was finalised and circulated to all State Governments. Statutory provision is being made to enable Works Committees to function as Production Committees where desirable.

Industrial unrest.—Statistics relating to industrial disputes during the period October, 1949-September, 1950 are given in a preceding section of this Year Book.

From these statistics it is seen that in the first half of 1950 the number of man-days lost was about 20 lakhs as compared to 36 lakhs in the first half of 1949. In the second half of 1949 the number of man-days lost was 30 lakhs. The figures for the second half of 1950 are not available but during the quarter ending September, 1950 the number of man-days lost was about 80 lakhs. This substantial increase in the number of man-days lost was due primarily to the general strike in the cotton mill industry of Bombay which began on 14th August, 1950 and ended on 16th October, 1950. Till the end of September this strike alone accounted for 74.6 lakhs of man-days lost.

CHAPTER V

WAGES AND EARNINGS

In India there is as yet no arrangement for the regular collection of wage data on uniform lines for the country as a whole, although when the labour sections of the Industrial Statistics Act become operative it will be possible to have such data. For purposes of this chapter, therefore, wage data had to be collected from various scattered sources. The main sources of information used have been the replies received to the questionnaires issued to employers in the various industries by the Labour Bureau, the awards of Adjudicators, Industrial Tribunals, etc., the data furnished in the annual reports of the Chief Inspector of Mines and the Controller of Emigrant Labour, and those compiled from the annual returns under the Payment of Wages Act, and certain other official sources.*

The position regarding wages and earnings has been discussed below separately for :

1. Factory industries,
2. Mines,
3. Plantations,
4. Transport and Communications,
5. Ports,
6. Municipalities,
7. Public Works Departments,
8. Seamen and
9. Employments covered by the Minimum Wages Act.

1. Factory Industries

Cotton Mill Industry

Basic wages.—During the year under review there were no radical changes in the basic wage structure of workers employed in the cotton mill industry as the wage rates fixed by awards† during the years 1947-49 in important centres of the industry continued to remain in force. The minimum basic wage rates obtaining in the various centres of the industry are : Rs. 30 p.m. in Bombay city and suburbs, Kanpur and Delhi, Rs 28 p.m. in Ahmedabad, Rs. 26 p.m. in Sholapur, Madhya Pradesh, Madras State, Bhopal and Madhya Bharat and Rs. 21 p.m. in Gadag, Surat and Saurashtra. The units in Baroda pay basic wages at 90 per cent. of the rates obtaining in Ahmedabad. In Hyderabad two units pay a basic minimum wage of Rs. 30 p.m. while one unit pays a minimum wage of Rs. 26 p.m. In Bangalore the basic wage rates vary from Re. 0-10-0 per day to Re. 0-14-9 per day while in the unit in Mysore, it amounts to Re. 0-8-0 per day. In Travancore-Cochin one unit pays a basic minimum wage of Rs. 26 p.m. while another pays a basic wage of Rs. 20 p.m. The basic wage is Rs. 20-2-5 in West Bengal. It amounts to Rs. 25 p.m. in the mills in Beawar. Details of average basic wages of certain categories of workers in the various centres are given in the following tables.

*For details regarding official sources see the Indian Labour Year Book, 1948-49, p. 154.

†Details may be seen from the Indian Labour Year Book, 1947-48, pp. 125-26 and 1948-49, pp. 155-56.

TABLE LXXI

AVERAGE MONTHLY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN IMPORTANT CENTRES OF THE COTTON MILL INDUSTRY (JUNE, 1950)

Category	Bombay*‡	Ahmedabad†	Sholapur‡	Kanpur	Delhi††	Indore†‡	Gwalior
Drawing tenters	33 2 0	33 5 0	29 4 0	30 15 10	37 7 2	39 6 9	42 0 11
Slubbing tenters	39 8 0	34 4 6	31 0 9	31 10 10	34 3 8	39 13 8	40 2 6
Inter tenters	36 12 0	32 8 0	34 11 3	29 3 8	34 8 0	37 8 5	37 2 4
Roving tenters	34 7 0	..	38 7 4	30 1 5	31 12 8	35 0 6	28 5 0
Ring siders	..	34 15 0	34 4 7	31 11 2	34 0 2	31 14 11	31 8 4
Tarwallas	..	..	26 5 7	30 0 0	..	26 12 5	..
Doffer Boys	30 0 0	28 0 6	25 14 1	29 9 7	30 0 0	26 0 0	26 0 2
Spinners	..	..	30 0 0	32 2 1	..	..	..
Piecers	34 2 0	..	..	28 12 11	..	..	..
Reelers	31 10 0	..	21 3 3	28 10 8	19 5 5	9 15 0	24 13 0
Winders-grey	32 4 0	30 14 0	30 10 0	30 6 1	24 5 9	25 13 9	31 8 8
Winders-colour	32 11 0	34 2 0	29 11 8	37 11 7	24 0 5	25 14 7	28 8 8
Weavers—							
1 Loom	..	..	42 1 6	29 10 8	20 11 1	39 11 10	..
2 Loom	55 0 0	..	49 6 1	34 6 3	41 7 0	43 1 1	47 14 6
4 Loom	77 6 0	..	..	58 11 0	..	..	..
6 Loom	87 5 0	..	..	..	..	..	..
Mazdoors—							
Men	30 0 0	28 0 6	25 14 11	39 5 5	25 8 0	29 13 5	..
Women	30 0 0	28 0 6	25 0 0	..		26 9 6	..

* Wages equated to 26 working days.
† Figures relate to standard minimum wages for full time workers.
‡ Weighted average for 4 units.
†† Weighted average for 2 units.
‡‡ Weighted average for 6 units.

TABLE LXXII

AVERAGE MONTHLY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN IMPORTANT CENTRES OF THE COTTON MILL INDUSTRY (JUNE 1950)

Category	Madras	Madura†	Hyderabad**	Bangalore**	Mysore	Cochin	West Bengal††
Drawing tenters	38 13 10	27 0 0	33 7 11	24 12 8	20 4 11	22 12 0	23 2 6
Slubbing tenters	61 5 6	30 0 0	42 0 0	32 6 4	29 12 7	24 0 4	28 2 6
Inter tenters	51 5 2	29 0 0	35 9 11	28 7 7	23 6 0	30 0 0	30 2 6
Roving tenters	39 13 0	29 0 0	37 8 4	25 13 4	23 14 7	26 0 0	23 2 6
Ring siders	..	..	34 11 10	18 15 2	20 15 6	..	23 2 6
Tarwallas	..	..	30 14 3	..	15 7 0	..	..
Doffer Boys	30 14 0	..	29 4 11	18 3 3	13 6 7	22 12 0	20 2 6
Spinners	..	26 0 0	..	..	..	25 0 0	..
Piecers	86 2 6	26 0 0	..	29 4 0	..	..	..
Reelers	44 0 2	..	22 11 8	16 8 4	21 3 6	22 12 0	24 2 6
Winders—grey	47 10 8	27 8 0	28 12 9	25 3 9	19 0 6	..	24 2 6
Winders—colour	53 5 8 (pirn)	26 0 0	28 1 3	16 10 6	14 11 0	..	24 2 6
Weavers—							
1 Loom	67 7 0	..	24 11 2	..	26 2 9	..	..
2 Loom	58 10 0	..	67 2 8	35 11 1	37 15 9	..	36 2 6
4 Loom	48 9 10	..	..	34 3 6	..	..	..
6 Loom	76 12 6	..	..	34 3 6	..	..	..
Mazdoors—							
Men	31 11 0	27 0 0	29 1 1	19 8 5	20 8 3	..	20 2 6
Women	..	..	27 8 0	..	20 6 3	..	15 1 10½

Figures relate to standard minimum wages for full time workers.

Weighted average for 3 units.

Dearness allowance.—With the exception of West Bengal where dearness allowance is paid at a flat rate of Rs. 30 p.m. dearness allowance is paid in all the important centres of the industry on a scale linked to the cost of living index numbers Cotton mills in Bombay pay dearness allowance at the rate of 1.9 pies per day per point of rise above 105 in the Bombay cost of living index number and the mills in Ahmedabad pay dearness allowance at the rate of 2.84 pies per day per point of rise above 73 in the cost of living index number for Ahmedabad. Dearness allowance is paid to the workers in Sholapur at the rate of 1.75 pies per day per point of rise above 73 in the cost of living index number for Sholapur.

In Madras two different rates are in force : a rate of 3 annas per month per point of rise above 100 in the Madras city cost of living index number, for the mills situated in the larger centres of the industry like Madras city, Madura and Coimbatore ; and a lower rate of 2½ annas per point per month for the smaller textile centres in the State.

The rate of dearness allowance in the cotton mill industry in Madhya Pradesh is 1.1 pies per day per point of rise above 100 in the Nagpur cost of living index number.

Cotton Mills in Kanpur pay dearness allowance on a scale linked to the Kanpur cost of living index number as given below :

Cost of living index No.	100—125	126—200	201—300	301—400	401—500	501—600	601—700
Rate of dear food allowance (in annas per point of rise).	*Nil*	3·0	2·8	2·7	2·5	2·3	2·0

In Delhi the larger units pay dearness allowance on a scale linked to the Delhi cost of living index number with base 1944 = 100. The rate is Rs. 44-12-0 for the rise of the first 20 points and 4.37 pies per day per point thereafter.

In the mills in Beawar, dearness allowance is paid, since July 1950, at a flat rate of Rs. 20 p.m.

The mills in Baroda pay dearness allowance at 90 per cent. of the Ahmedabad rate, whereas in the centres in Madhya Bharat dearness allowance is based on the three monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. The unit in Bhopal pays dearness allowance on the same scale as in Madhya Bharat. The two units in Travancore-Cochin pay dearness allowance on a scale linked to the cost of living index numbers, the actual rate of allowance being 2½ annas p.m. per point above 100 in one and 2¼ annas in the other.

The majority of units in Mysore State pay dearness allowance according to a scale linked to cost of living index numbers. The rate is Re. 0-2-6 per month per point of rise above 100 in the cost of living index numbers.

TABLE LXXIII

AMOUNT OF DEARNESS ALLOWANCE PAID TO COTTON MILL WORKERS IN DIFFERENT CENTRES

Month	Bombay	Ahmedabad	Sholapur	Nagpur	Madura	Madras	Delhi	W. Bengal	Kanpur	Indore	Baroda	Bangalore
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
October, 1949	51 11 0	69 9 9	53 10 0	40 13 0	41 4 0	41 4 0	53 1 0	30 0 0	61 9 0	47 7 0	62 10 5	30 10 0
November, 1949 ..	52 0 0	68 13 6	53 10 0	40 15 2	41 4 0	41 13 0	52 1 0	30 0 0	58 7 0	47 7 0	61 15 4	31 4 0
December, 1949 ..	54 12 0	68 1 0	52 10 10	41 1 4	41 13 0	42 6 0	55 0 0	30 0 0	56 6 0	47 7 0	61 4 1	32 6 0
January, 1950	52 4 0	68 13 6	52 10 10	41 11 4	42 6 0	42 9 0	55 3 0	30 0 0	53 7 0	47 7 0	61 15 4	32 0 6
February, 1950	52 8 0	67 11 0	53 7 10	41 0 6	42 9 0	41 7 0	51 14 0	30 0 0	52 3 0	47 7 0	60 14 8	31 9 0
March, 1950	51 7 0	63 13 6	53 7 10	40 3 6	41 7 0	42 9 0	50 3 0	30 0 0	52 8 0	47 7 0	57 7 4	31 9 0
April, 1950	50 11 0	68 1 0	54 2 0	39 10 10	42 9 0	42 3 0	50 7 0	30 0 0	52 8 0	47 4 0	61 4 1	31 9 0
May, 1950	52 0 0	71 14 9	51 5 2	39 10 10	42 3 0	41 4 0	50 7 0	30 0 0	51 9 0	47 4 0	64 11 8	32 5 6
June, 1950	53 4 0	74 9 9	50 1 8	39 10 10	41 4 0	41 7 0	50 4 0	30 0 0	52 0 6	47 4 0	67 2 5	32 15 6
July, 1950	53 4 0	73 13 6	51 0 10	39 15 2	41 7 0	41 13 0	51 4 0	30 0 0	53 7 0	48 6 0	66 7 4	32 15 6
August, 1950 .. .	57 3 0	73 13 6	51 5 2	40 3 6	41 13 0	42 6 0	52 7 0	30 0 0	54 8 0	48 6 0	66 7 4	34 3 6
September, 1950 ..	55 13 0	73 13 6	52 4 4	40 7 10	42 6 0	42 9 0	54 3 0	30 0 0	55 5 0	48 6 0	66 7 4	35 10 0

TABLE LXXIV

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN IMPORTANT CENTRES OF THE COTTON MILL INDUSTRY (JUNE 1950)

Category	Bombay*	Ahmedabad†	Sholapur‡	Kanpur	Delhi††	Indore‡‡	Gwalior
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Drawing tenters	86 6 0	107 14 9	80 13 5	79 10 7	98 8 0	86 11 4	86 12 5
Slubbing tenters	92 12 0	108 14 3	79 13 11	86 9 7	92 12 11	87 3 11	84 6 7
Inter tenters	90 0 0	107 1 9	85 0 1	76 9 7	90 6 5	85 0 6	81 13 2
Roving tenters	87 11 0	..	89 4 10	78 12 9	86 0 0	85 14 5	77 4 5
Ring siders	..	109 8 9	85 2 7	83 11 10	93 4 2	78 4 10	76 6 7
Tarwallas	83 4 0	..	75 9 7	82 0 9	..	73 15 6	..
Doffer boys	84 4 0	102 10 3	76 1 7	80 13 0	80 4 0	72 13 8	70 14 4
Spinners	..	..	73 5 1	82 7 2	..	..	..
Piecers	87 6 0	..	..	72 11 2	..	..	..
Reelers	84 14 0	..	67 10 1	77 13 3	75 6 3	60 5 9	69 8 8
Winders—Grey	85 8 0	105 7 9	82 9 0	77 13 4	80 0 2	73 14 2	76 7 9
Winders—Colour	85 15 0	108 11 9	79 14 3	105 2 5	77 5 11	56 7 1	73 0 4
Weavers—							
1 Loom	..	..	84 7 1	83 3 8	70 15 6	82 2 6	..
2 Loom	108 4 0	..	96 6 8	77 7 0	91 10 9	83 3 11	92 12 6
4 Loom	130 10 0	..	..	143 4 5	..	..	..
6 Loom	140 9 0	..	..	..	..	..	..
Mazdoors—							
Men	83 4 0	102 10 3	75 13 9	76 9 9	75 12 0	78 2 9	..
Women	83 4 0	102 10 3	74 5 7	..	..	73 5 1	..

*Earnings equated to 26 working days.
† Figures relate to monthly earnings for a month of 26 working days.
‡ Weighted average for 4 units.
†† Weighted average for 2 units.
‡‡ Weighted average for 6 units.

TABLE LXXV

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN IMPORTANT CENTRES OF THE COTTEN MILL INDUSTRY (JUNE 1950)

Category	Madras	Madura*	Hyderabad†	Bangalore†	Mysore	Cochin	West Bengal*
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Drawing tenters	80 4 10	77 2 3	64 2 11	56 11 8	50 6 0	54 14 0	53 2 6
Slubbing tenters	102 12 6	82 11 0	76 15 0	67 10 5	59 9 6	56 12 0	58 2 6
Inter tenters	92 12 2	78 5 0	67 15 2	63 5 7	52 13 9	62 2 0	60 2 6
Roving tenters	81 4 0	70 15 0	68 9 3	58 15 4	45 11 0	58 2 0	53 2 0
Ring siders	.	..	64 7 8	51 11 10	51 14 9	..	53 2 6
Tarwallas	.	..	57 10 1	..	47 2 0	..	..
Doffer Boys	72 5 6	71 11 0	57 13 3	52 1 3	42 0 6	54 14 0	50 2 6
Spinners	..	74 8 6	..	..	..	57 2 0	..
Piecers	77 8 6	..	..	69 1 8	..	..	..
Reelers	85 7 2	69 15 0	53 3 2	49 9 2	48 6 3	54 14 0	54 2 6
Winders—Grey	89 1 9	74 8 6	57 0 0	74 3 11	49 10 3	..	54 2 6
Winders—Colour	94 12 8 (pirn)	..	56 5 5	49 15 6	42 6 0	..	54 2 6
Weavers—							
1 Loom	108 14 9	..	66 11 10	..	54 5 0	..	..
2 Looms	100 1 0	..	84 7 2	70 5 0	67 4 6	..	66 2 0
4 Looms	90 0 10	..	..	76 0 11	..	..	..
6 Looms	118 3 6	..	..	89 5 4	..	..	..
Mazdoors—							
Men	73 2 0	72 13 0	57 8 6	52 7 8	60 0 4	..	50 2 5
Women	..	..	..	..	51 0 0	..	37 9 10½

*Figures relate to monthly earnings for a month of 26 working days.
† Weighted average for 3 units.

Workers in the cotton mills in Hyderabad State get, as a result of the recommendations of the Hyderabad Labour (Factory) Investigation Committee, a dearness allowance of Rs. 26 p.m.

Table LXXIII contains data regarding the actual amounts of dearness allowance paid to workers in some of the important cotton textile centres during 1949-50.

Earnings.—Details regarding the average monthly earnings of certain categories of workers in the various centres of the industry are given in tables LXXIV and LXXV.

Bonus.—The practice of paying an annual profit bonus to the workers has been in vogue for some years now in many of the larger centres and units of the industry. The payment of such bonus is generally dependent upon certain conditions regarding attendance, non-participation in illegal strikes, etc. The bonus is calculated on the basis of basic wages including overtime pay. However, oftentimes the terms basic wages and basic earnings are used by Adjudicators, etc., in an identical sense. The following table gives details of bonuses paid in important centres of the industry during the years 1948 and 1949.

TABLE LXXVI

Bonus in Cotton Textile Industry

State	Centre	Bonus paid for	
		1948	1949
Bombay	Cotton mills in Bombay city.	4½ months' wages ..	1/6th of wages.
	Cotton mills in Ahmedabad.	4½ months' wages ..	Do
	Cotton mills in Sholapur.	1/6th of basic earnings.	..
	4 cotton mills in Baroda.	4½ months' wages ..	..
Madras	B. & C. mills, Madras	15% of wages earned	15% of wages earned
	Madura Mills Co. ..	3 months' wages .	3 months' wages.
	Cotton mills in Coimbatore.	33⅓% of basic wages ..	..
Madhya Pradesh ..	All cotton mills. ..	3 months' wages (for 1947-48).	..
Madhya Bharat ..	Cotton mills in Madhya Bharat.	31·25% of basic earnings.	..
Uttar Pradesh ..	Cotton mills in Kanpur.	@Re. 0-4-0 per rupee of basic earnings.	@ Re 0-4-0 per rupee of basic earnings.
Delhi	Delhi Cloth Mills.	⅓th of basic earnings for 1948-49.	..
	Birla Cotton Mills. ..	¼ of basic earnings.	1/5th of basic earnings.
Beawar	3 cotton mills. ..	25% of earnings (including dearness allowance).	25% of earnings including dearness allowance).
Bhopal	Bhopal Textiles Ltd.	..	1/6th of basic earnings for 1948-49.
Hyderabad ..	2 cotton mills. ..	2 months basic earnings for 1948-49.	..
Mysore	Bangalore Woollen, Cotton and Silk Mills.	20 % of basic earnings.	20% of basic earnings.

Trends of earnings in the cotton textile industry.—The following table, compiled from the returns received under the Payment of Wages Act, gives data regarding average annual earnings of employees in receipt of an income below Rs. 200 p.m. employed in cotton mills in the various States in India for the years 1939 and 1943 to 1949.

TABLE LXXVII

AVERAGE ANNUAL EARNINGS OF COTTON MILL WORKERS

State	1939	1943	1944	1945	1946	1947	1948	1949
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Bombay	337	836	933	879	847	1,041	1,245	1,341
Madhya Pradesh	..	482	506	562	495	652	797	870
Madras ..	190	363	370	361	441	670	754	916
U. P.	270	595	588	573	602	708	1,001	1,096
West Bengal ..	212	401	499	443	486	644	633	752
Delhi	324	532	824	784	745	849	1,049	1,109
All States ..	320	684	772	723	722	911	1,094	1,193

JUTE MILL INDUSTRY

Basic wages.—The basic minimum wage of the least skilled workers in the jute mill industry in West Bengal, as fixed by the Industrial Tribunal in 1948, is Rs. 26 p.m. Workers in the jute mills in Kanpur get a basic minimum wage of about Rs. 12 p.m. It amounts to Rs. 24-6-0 p.m. (6¼% less than in West Bengal) in the industry in Bihar ; and in South India, the minimum wage is Rs. 19-8-0 p.m.

Dearness allowance.—In West Bengal. the workers get dearness allowance at a flat rate of Rs. 32-8-0, comprising Rs. 23-13-3 as dearness allowance proper and Rs. 8-10-9 by way of food concessions. In Kanpur dearness allowance is paid according to the scale laid down by the Employers' Association of Northern India which is linked to the cost of living index number of Kanpur. Dearness allowance amounted to about Rs. 1-10-0 per day in April, 1950. In the jute mills in Bihar dearness allowance amounts to Rs. 30-7-6 p.m. being 6¼ per cent. less than that obtaining in West Bengal. In the jute mills in South India workers got a dearness allowance of Rs. 21-5-3 during April, 1950 besides food concessions valued at Rs. 4-7-0 p.m.

Workers in the industry in West Bengal are entitled to get compensation for involuntary unemployment at the rate of 50 per cent. of basic wages and of dearness allowance proper in addition to the full food concession benefit in cash or kind.

Earnings.—Data regarding the average monthly basic wages and earnings of important categories of workers in important units of the industry are given in the table below.

TABLE LXXVIII

AVERAGE BASIC WAGES AND EARNINGS OF WORKERS IN THE JUTE MILL INDUSTRY†

Category	West Bengal*		U. P.				Madras		Bihar	
			(Unit 1)		(Unit 2)					
	Basic wages	Earnings	Basic wages	Earnings	Basic wages	Earnings	Basic wages	Earnings	Basic wages	Earnings
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Jute selectors	35 12 0	68 4 0	32 12 0	80 0 3	23 9 0	67 13 6	21 11 3	48 14 3	38 0 10	68 8 4
2. Jute cutters	..	..	16 4 0	60 6 3	15 11 3	59 15 0	20 4 6	47 7 5	28 6 3	56 13 9
3. Softner feeders and receivers	26 0 0	58 8 0	16 4 0	60 6 3	12 3 0	56 7 6	19 8 0	46 11 0	24 6 0	54 13 6
4. Breaker feeders and receivers	27 1 3	59 9 3	12 6 9	56 1 3	12 3 0	56 7 6	19 8 0	46 11 0	25 6 3	55 13 9
5. Finisher feeders and receivers	26 0 0	58 8 0	12 3 0	55 12 9	12 3 0	56 7 6	..	..	25 6 3	55 13 9
6. Drawing feeders and receivers	26 0 0	58 8 0	12 3 0	55 12 9	12 3 0	56 7 6	19 8 0	46 11 0	24 6 0	54 13 6
7. Roving feeders	26 0 0	58 8 0	17 15 9	62 9 9	12 11 9	57 0 3	19 8 0	46 11 0	24 6 0	54 13 6
8. Rovers	30 5 3	62 13 3	23 14 3	68 15 3	20 11 0	64 15 0	22 12 0	49 15 6	28 7 0	58 14 6
9. Spinners	33 9 3	66 1 3	20 3 6	64 13 3	21 2 6	65 7 0	25 3 6	52 6 6	31 7 9	61 15 8
10. Spinning shifters	..	..	12 3 0	55 12 9	15 2 9	59 7 3	19 8 0	46 11 5	26 6 6	56 14 0
11. Cop winders	..	..	18 7 9	62 15 6	19 7 0	63 11 3	27 5 3	54 8 3	33 9 4	64 0 10
12. Warp or roll winders	32 8 0	65 0 0	20 14 9	65 15 3	15 9 9	60 0 3	18 0 3	45 9 3	30 14 0	61 8 6
13. Beamers	40 1 3	72 9 3	27 7 9	71 13 3	27 5 9	71 10 3	28 8 9	55 11 9	32 8 0	62 15 0
14. Weavers	49 10 8	82 5 4	26 6 6	72 14 3	21 1 0	65 6 9	37 7 2	64 10 0	39 0 0	69 7 6
15. Machine sewers	39 0 0	71 8 0	39 8 3	86 13 3	25 13 9	71 2 3	..	..	29 12 8	60 4 2
16. Hand sewers	28 2 9	60 10 9	15 6 6	58 6 9	17 15 9	62 4 0	..	..	25 7 4	55 14 10
17. *Maddoors* (male)	26 0 0	58 8 0	15 0 6	59 0 9	12 3 0	56 8 6	19 8 0	46 11 0	24 6 0	54 13 6

* Figures relate to minimum basic wages and minimum earnings.
† Data relate to April, 1950 and are for 26 working days.

Bonus.—During the year 1949-50, none of the units in the industry in West Bengal, Bihar and South India paid a profit bonus to their workers. Two units in Kanpur paid a bonus equivalent to Re. 0-2-8 per rupee and Re. 0-4-0 per rupee respectively of the yearly basic earnings for the year 1949.

Trend of earnings in the jute mill industry.—Data regarding the average annual earnings of workers in the jute mill industry, compiled from the returns under the Payment of Wages Act, in 1939 and from 1943 onwards, are given in the following table :

TABLE LXXIX

AVERAGE EARNINGS OF WORKERS IN THE JUTE MILL INDUSTRY

State	1939	1943	1944	1945	1946	1947	1948	1949
Bihar	177	260	288	375	219	294	374	615
Madras . ..	129	255	270	322	341	482	401	495
U.P	149	445	421	394	436	554	793	945
West Bengal ..	235	357	306	393	431	503	645	803
All States ..	231	356	363	391	425	498	638	795

WOOLLEN MILL INDUSTRY

The minimum basic wages show wide variations as between centre and centre and even between various units in the same centre. For instance, they vary from Rs. 24 to Rs. 34-2-0 p.m. in Bombay and Rs. 19 to Rs. 30 p.m. in U.P. In Bangalore the minimum wage rate per day is Re. 0-14-9 for men and Re. 0-11-6 for women while in the Punjab the largest unit in the industry pays a daily minimum wage of Re. 1.

Dearness allowance.—Most of the units in the Punjab do not pay any separate dearness allowance but pay a consolidated wage. The units in Bombay city pay dearness allowance according to the Bombay Millowners' Association scale, while the unit in Baroda pays at a rate of 90 per cent. of the Ahmedabad cotton textile scale of dearness allowance. Woollen mills in Kanpur pay dearness allowance (on a scale linked to the cost of living index number) at the same rate as the one obtaining in the cotton mills in Kanpur.*

The statement below gives details regarding the basic minimum wages and dearness allowance paid in some units in the different centres of the woollen mill industry.

* For details of the rate of allowance, please see p. 186.

TABLE LXXX

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE WOOLLEN MILL INDUSTRY (1950)

State	Unit	Minimum basic wage	Dearness allowance
		Rs. a. p.	Rs. a. p.
Bombay ..	The Eastern Woollen Mills, Bombay ..	1 4 0 per day.	55 1 0 (August, 1950).
	Ahmed Woollen Mills, Ambernath ..	1 1 3 per day.	57 2 0 (August, 1950).
	Shri Dinesh Mills, Baroda	24 0 0 p.m.	66 7 3 (August, 1950).
Punjab ..	India Woollen Textile Mills, Cheharta ..	50 0 0 p.m.	Consolidated wage.
	Model Woollen and Silk Mills, Amritsar ..	2 0 0 per day.	Do.
	The New Egerton Woollen Mills, Dhariwal	1 0 0 per day.	34 0 0 (August, 1950).
Uttar Pradesh ..	Kanpur Woollen Mills, Kanpur	80 0 0 p.m. 1 2 6 per day.	54 7 0 (August, 1950).
	J. K. Woollen Mills, Kanpur	30 0 0 p.m.	54 8 6 (August, 1950).
	Allahabad Woollen Mills Ltd. .. .	19 0 0 p.m.	13 15 9 (August, 1950).
Mysore ..	Bangalore Woollen, Cotton and Silk Mills, Ltd., Bangalore.	0 14 9 per day.	32 15 6 (June, 1950).

Bonus.—A number of woollen mills in Bombay city paid, for the year 1949-50, a bonus equivalent to 1/5th to 1/6th of the basic earnings during the year, while one unit in Ahmedabad paid, for the year 1948, a bonus of 2½ months' wages. The unit at Dhariwal has been paying for the last several years, a gratuity of 25 per cent. of basic earnings during each year.

Silk Mill Industry

Basic wages.—According to the available information, rates of basic wages in this industry are much lower than those in the cotton industry except in a few centres like Bombay city. These rates vary from 6 annas to Rs. 1-8-0 per day in Mysore. The rate is annas 6 per day in Kashmir and annas 4 in Madras while in West Bengal it varies from Rs. 20 to Rs. 25 (consolidated) per month. The rate is Rs. 20 p.m. in Ahmedabad and Rs. 1-2-6 per day or Rs. 30 p.m. in Bombay.

Dearness allowance.—Dearness allowance is paid at varying rates in different centres. It is linked to the cost of living index only in Bombay city, where the dearness allowance

amounts to ⅗ths of the cotton mill rate. In Ahmedabad dearness allowance varies between Re. 1 and Rs. 1-4-0 per day. In the silk mills in Kashmir the allowance amounts to 75 per cent. of basic wages. In Madras it amounts to Rs. 16 p.m. and in Mysore it ranges from Rs. 12-0-0 to Rs. 15 p.m.

The following table gives details regarding the minimum basic wages and minimum dearness allowance paid in important centres of the silk mill industry.

TABLE LXXXI

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SILK MILL INDUSTRY (1950)

State	Unit	Minimum basic wage	Minimum dearness allowance
		Rs. a. p.	Rs. a. p.
Bombay ..	Thirty-nine silk mills in Bombay city ..	30 0 0 p.m.	39 15 0 (July, 1950).
	Hathiwala Silk Mills, Surat	1 0 0 per day.	50 per cent. of basic wages.
Mysore ..	Sri Rama Silk Mills, Bangalore ..	0 10 0 per day.	12 8 0 p.m. (August, 1950).
	Mysore Spun Silk Mills, Ltd.	0 6 0 per day.	14 0 0 p.m. (August, 1950).
Kashmir ..	Jammu and Kashmir Govt. Silk Factory, Srinagar.	0 6 0 per day.	75% basic wages
Madras ..	Government Silk Filatures, Kollegal ..	0 4 0 per day.	16 0 0 p.m. (August, 1950).
West Bengal ..	Bengal Silk Mills, Calcutta	20 0 0 to 25 0 0 per month.	Consolidated wage.

ENGINEERING INDUSTRY

GENERAL ENGINEERING.

Basic wages.—In the engineering industry in West Bengal, the basic minimum wage of an unskilled worker is Rs. 30 p.m. and that of a semi-skilled worker Rs. 35 p.m. In Bombay city in a number of engineering concerns, Adjudicators have fixed a basic minimum wage of Rs. 1-2-6 per day or Rs. 30 p.m. although in a few units, slightly higher rates have been fixed. For instance, in the case of Allen Berry and Co. the basic minimum wage amounts to Rs. 1-6-0 per day or Rs. 35-12-0 p.m. of 26 working days. In the concerns in the *mofussil* slightly lower rates of basic wages, ranging from 14 annas to Re. 1 per day, obtain. In Bihar the minimum basic wage is 10 annas per day while in Madras it ranges from 10 annas to Re. 1 per day.

Dearness allowance.—In the engineering industry in West Bengal, dearness allowance is paid on a scale graded according to income groups and ranges from a minimum of Rs. 25 p.m. to

a maximum of Rs. 50 p.m. In Bombay city most of the concerns pay according to scales linked to the Bombay cotton mill scale, the actual rates varying from 50 to 100 per cent of that scale. In the mofussil centres in Bombay State dearness allowance is paid at rates varying from Re. 0-14-0 to Rs. 1-2-0 per day. In Madras, the rates of dearness allowance vary from annas 8 to Rs. 1-9-6 per day. Some concerns, specially in Madras city, pay dearness allowance on a scale linked to the cost of living index number, the rate varying from 2 to 3 annas per point of rise above 100. In many concerns in Bihar, dearness allowance is paid on a scale graduated according to income groups, the minimum being Rs. 15 p.m. for workers in the lowest income group.

DOCKYARDS*

Basic wages.—The minimum basic wage in the dockyards in Bombay is Re. 1 per day in some cases and Rs. 30 p.m. in others for the lowest paid workers. All the dockyards in West Bengal and the one at Cochin pay a basic minimum wage of Rs. 30 p.m. while in Visakhapatnam the minimum basic wage amounts to Rs. 1-2-0 per day.

Dearness allowance.—In Bombay, one dockyard pays dearness allowance according to the scale laid down by the Central Pay Commission and the others pay according to either of two scales—the cotton textile scale or a percentage of basic wages—whichever is more advantageous to the worker concerned. The scale adopted in the case of the lower paid categories of workers is the former. The amount of dearness allowance paid according to this scale was Rs 51-11-0 in October 1949 and Rs. 55-13-0 in September 1950. The dockyards in Calcutta pay a dearness allowance of Rs. 25 p.m. while at Visakhapatnam it is 70 per cent. of basic wages with a minimum of Rs. 45 p.m. † In Cochin, monthly paid workers are paid according to the Central Pay Commission scale while for daily rated workers dearness allowance is paid at the rate of Rs. 1-5-6 per day for those getting wages up to Rs. 2 per day and Rs. 1-11-6 per day for those getting above Rs. 2 per day.

Earnings.—The estimated minimum monthly earnings (for a month of 26 working days) of unskilled workers in the month of July, 1950 amounted to Rs. 65 to 79-4-0 in Bombay city, Rs. 55 in Calcutta, Rs. 59-4-0 to Rs. 65 p.m. in Visakhapatnam and Rs. 65 in Cochin.

Bonus.—The Alcock Ashdown Co. Ltd., has been paying approximately 2 months' wages as bonus to the workers for the last five years. The dockyards in West Bengal generally pay an annual bonus amounting to a month's wages.

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*Details regarding wages and earnings of workers in dockyards may be seen from the article on Labour Conditions in Dockyards published in the November 1950 issue of the *Indian Labour Gazette*, pp. 330-36.

† An emergency cut of 33⅓% in the dearness allowance has been introduced from 1st January, 1950.

MINERALS AND METALS INDUSTRY

Basic wages.—The basic minimum wages of the least skilled workers vary widely from centre to centre. These rates in some of the important centres of the industry are as follows : annas 10 per day in the units in Bihar, annas 12 per day in the unit at Negapatam, Rs. 26 p.m. in the Indian Iron and Steel Co. and the SCOB (West Bengal) and Rs. 1-2-6 per day in Bombay.

Dearness allowance.—In the concerns in Bihar dearness allowance is given on a scale graded according to income and amounts to a minimum of Rs. 15 plus 10 per cent. of pay for those earning up to Rs. 100 p.m. while those with a monthly earning of between Rs. 101 and Rs. 200 get a dearness allowance of Rs. 19-8-0 plus 10 per cent. of pay. The additional 10 per cent. mentioned above is known as emergency bonus and is paid to employees getting up to Rs. 500 p.m. and is subject to a minimum of Rs. 5. The employees are also granted a food subsidy allowance which amounts to Rs. 13 p.m in the case of married persons and Rs. 9-8-0 p.m. in the case of unmarried persons. The workers employed in the Indian Iron and Steel Co. and the Steel Corporation of Bengal get dearness allowance at rates prescribed by the Engineering Tribunal in West Bengal. These rates are graded according to income groups, the minimum rate being Rs. 25 p.m. for those getting a wage up to Rs. 50 p.m. The concern at Negapatam pays dearness allowance at 17½ per cent. of wages subject to a minimum of Rs. 25 p.m. The unit in Bombay pays dearness allowance at the rate of 1.6 pies per day per point of rise above 105.

Earnings.—Data regarding the average basic wages and earnings of certain categories of workers in the minerals and metals industry in 1950, are given in table LXXXI.

Bonus.—Many of the important units in the industry paid bonus for the year 1949. The Indian Iron and Steel Co. and the SCOB pay bonus at the rate of 2 days' wages for every 1 per cent. dividend declared. This amounted to a bonus equal to 20 days' wages in the year 1949-50. The Indian Steel and Wire Products Ltd. paid a bonus of 3 months' wages while the unit at Negapatam paid bonus equivalent to 1 month's wages in 1949. The employees of the Tata Iron and Steel Co. are entitled, under the Company's revised profit sharing scheme, to a share of 27½% of the annual net profit of the Company and such share is credited to and/or distributed in proportion to the basic salaries and wages earned by the employees of the Company.

Table LXXXII based on the returns made under the Payment of Wages Act, contains information regarding the average annual earnings of employees drawing up to Rs. 200 per month in the minerals and metals industry in Bihar and Bengal.

TABLE LXXXII

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN THE MINERALS AND METALS INDUSTRY (SEPTEMBER 1950)

Occupation	Tinplate Co. of India		Indian Steel Rolling Mills		Indian Iron & Steel Co. (Hirapur Works)*		Kamani Metals & Alloys Ltd.		Tata Iron and Steel Co. Ltd.		Indian Steel and Wire Products Ltd	
	Average basic wage	Average earnings	Average basic wage	Average earnings	Average basic wage	Average earnings	Average basic wage	Average earnings	Average basic wage	Average earnings	Average basic wage	Average earnings
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Fitters	75 13 3	165 0 0	48 7 0	94 8 0	48 9 0	96 11 0	72 10 7	159 4 0	73 1 9	158 12 0	57 2 9	92 0 8
Firemen	46 12 3	109 15 0	..	..	35 4 0	71 15 3	49 3 6	127 10 0	60 6 6	141 14 0	41 2 8	72 0 4
Blacksmiths	62 12 3	129 5 0	34 6 0	72 7 6	53 4 0	104 0 6	69 8 6	155 1 0	71 13 6	162 9 0	66 10 0	99 3 6
Turners	74 7 8	161 4 0	44 6 0	89 9 0	51 0 0	101 8 0	82 0 6	171 15 0	89 3 0	184 8 0	62 9 10	94 14 5
Welders	75 13 9	171 5 0	37 13 0	77 2 0	56 14 0	109 3 6	109 6 0	208 13 0	76 14 0	172 1 0	56 5 4	91 8 4
Rivetters	..	..	..	..	41 0 0	86 6 9	..	..	59 2 3	140 12 0	..	..
Khalasis	..	..	26 14 0	61 11 0	29 2 9	63 8 0	..	..	..	..	29 4 0	60 0 10
Mazdoors (Men) ..	21 13 3	63 7 0	24 9 0	59 2 0	23 7 7	55 11 3	33 9 1	106 8 0	..	68 12 0	26 0 0	56 10 9
Mazdoors (Women) ..	20 0 5	59 4 0	..	..	18 10 9	51 1 3	28 14 3	100 2 0	..	49 7 0	21 2 0	52 0 0

* For 26 working days.

TABLE LXXXIII

AVERAGE ANNUAL EARNINGS OF WORKERS IN THE MINERALS AND METALS INDUSTRY

State	1939	1943	1944	1945	1946	1947	1948	1949
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
West Bengal ..	245	339	402	422	371	505	647	786
Bihar	603	664	729	741	714	1,174	1,397	1,475
All States ..	457	502	574	602	600	886	1,065	1,137

CEMENT INDUSTRY

Basic wages.—There is no uniformity in the basic wages of workers in similar occupations in the various units in the industry. However, the least skilled workers in all the units controlled by the A.C.C. are paid a uniform minimum basic wage of 12 annas per day. The basic minimum wage of the least skilled worker in the units at Dalmianagar and Japla is Rs. 21-0-0 per month, while it amounts to Rs. 1-8-0 per day (consolidated wage) in the unit at Vijayawada.

Dearness allowance.—Dearness allowance is paid in all the cement factories but the scales and rates of the allowance differ. It is linked to the cost of living index number in the 4 factories (*viz.* Madukkarai, Mangalagiri, Dalmiapuram and Vijayawada) in Madras State and in the factory at Dwarka. In Madukkarai, Dalmiapuram and Mangalagiri dearness allowance is paid at the rate of 2 annas per month per point of rise above 100 in the Coimbatore, Tiruchirapalli and Eluru cost of living index numbers respectively. In the factory at Vijayawada also dearness allowance is paid on the above scale, linked to the cost of living index for Eluru, to monthly paid employees. The unit at Dwarka compiles its own cost of living index number (with base 1946 = 100) and pays, in addition to a basic dearness allowance of 10 annas per day, an allowance at the rate of 1 anna for every 10 points rise in the cost of living index number. Since August 1948, the actual amount of dearness allowance paid has been Re. 0-15-0 per day.

In the unit at Japla, dearness allowance at a flat rate of Rs. 20 p.m. is paid to all workers, while in most of the other units the allowance is graded according to income groups. The rate of the allowance varies from centre to centre and ranges from Re. 0-11-0 per day in Kymore to Rs. 1-2-0 per day in the unit at Surajpur for the least skilled workers. In Kymore and Banmor monthly paid staff getting a basic salary up to Rs. 200 p.m. are paid a dearness allowance of Rs. 25 plus 10 per cent. of salary. In the factory at Vijayawada only permanent and monthly paid staff are eligible for dearness allowance while

mazdoors who are employed on a temporary basis are paid a consolidated wage of Rs. 1-8-0 per day.

The statement below gives details regarding the basic minimum wages and dearness allowance paid to the least paid workers in the different units.

TABLE LXXXIV

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE CEMENT INDUSTRY (1950)

Centre	Minimum basic wage	Minimum dearness allowance
	Rs. a. p.	Rs. a. p.
Japla	21 0 0 p.m.	20 0 0 per month
Dalmianagar	21 0 0 p.m.	30 0 0 p.m.
Chaibasa	0 12 0 per day	1 0 0 per day
Khalari	0 12 0 per day	1 0 0 per day
Dwarka	0 12 0 per day	0 15 0 per day
Kymore	0 12 0 per day	0 11 0 per day
Shahabad	0 12 0 per day	0 12 0 per day
Banmor	0 12 0 per day	0 12 0 per day
Vijayawada	1 8 0 per day	Consolidated wage
Dalmiapuram	20 0 0 per month	33 12 0 per month*
Madukkarai	0 12 0 per day	36 12 0 per month*
Mangalagiri	0 12 0 per day	37 14 0 per month*
Dalmia Dadri	33 0 0 per month	22 0 0 per month
Surajpur	0 12 0 per day	1 2 0 per day
Lakheri	0 12 0 per day	0 11 6 per day
Porbandar	1 0 0 per day	1 0 0 per day

Other allowances.—In addition to basic wages and dearness allowance some factories supply food-stuffs and other articles at concession rates. The estimated money value of these concessions (in 1949-50) in the various centres of the industry is given below :

Centre	Money value of concessions (per worker per month)
	Rs. a. p.
Banjari (Bihar)	1 2 3
Chaibasa Bihar)	2 8 0
Khalari (Bihar)	1 1 6
Kymore (Madhya Pradesh)	3 4 0
Banmor (Madhya Bharat)	2 8 0
Lakheri (Rajasthan)	1 0 0 to 1 6 0

* Relates to January 1950.

The factories at Japla, Dwarka, Shahabad, Dalmiapuram, Madukkarai, Mangalagiri, Surajpur and Porbandar are running grainshops where articles are supplied at cost or controlled prices, the managements bearing the establishment charges.

Earnings.—Available information relating to the average earnings of certain important categories of workers in the cement industry is given in table LXXXVI.

Bonus.—The practice of paying an annual profit bonus has been in vogue in the industry for some years now. Details regarding the rates of bonus paid by the various units in the industry in recent years are given below :

TABLE LXXXV

BONUS IN CEMENT INDUSTRY

Unit	Rate of Bonus	
	1948	1949
Kalayanpur Lime and Cement Works, Banjari.	1½ months' basic wages.	*Nil.*
Rohtas Industries, Dalmianagar ..	1½ months' basic wages.	*Nil.*
Andhra Cement Co., Vijayawada ..	1 month's basic wages	1 month's earnings (Basic wages plus Rs. 36-8-0, average d. a. for 1948).
Dalmia Cements Ltd., Dalmiapuram	25 per cent. of basic wages earned.	*Nil.*
Dalmia Dadri Cements Ltd. ..	21 days' salary.	1 month's salary.
11 units under the management of the A.C.C. Ltd.	1/6th of total basic wages earned.	1/6th of total basic wages earned.

Generally the bonus is paid to the employees on the fulfilment of certain conditions regarding attendance, good conduct, etc. Contract labour is not entitled to the payment of bonus.

PAPER MILL INDUSTRY

Basic wages.—Basic minimum wage rates vary from unit to unit and from centre to centre. In Bombay State the basic wage varies from Re. 0-8-0 per day to Rs. 25 p.m ; in U.P. it varies from Re. 0-7-0 per day to Rs. 55 p.m. (consolidated wage) ; and in West Bengal it varies from Rs. 30 p.m. to Rs. 1-5-9 per day. In the majority of the units both men and women get the same basic minimum wage although in a few units women workers get lower rates of wages. For instance, in the units at Titaghur and Sirpur (Hyderabad) men workers get a basic wage of Rs. 30 p.m. and Rs. 25 p.m. respectively while women workers are paid Rs. 20-8-0 p.m. and Rs. 20 p.m. respectively.

Dearness allowance.—Dearness allowance varies from 15 per cent. of basic wages to Rs. 30 p.m. in West Bengal. In the units in Uttar Pradesh and in a unit in Bombay dearness allow-

TABLE LXXXVI

AVERAGE MONTHLY EARNINGS OF IMPORTANT CATEGORIES OF WORKERS IN DIFFERENT CENTRES OF THE CEMENT INDUSTRY (JANUARY, 1950)

Centre	Burners	Millers	Fitters	Turners	Moulders	Welders	Greasers	Firemen	Carpenters	Blacksmiths	Khalasis	*Mazdoors* (Male)
Banjari	Rs. a. p. 117 3 11	Rs. a. p. 68 2 0	Rs. a. p. 35 13 3	Rs. a. p. 66 5 4	Rs. a. p. 100 0 0	Rs. a. p. 134 0 0	Rs. a. p. ..	Rs. a. p. ..	Rs. a. p. 67 5 6	Rs. a. p. 61 4 0	Rs. a. p. 48 1 7	Rs. a. p. 41 5 2
Dalmianagar	..	118 1 3	94 9 9	91 0 0	..	86 6 0	..	..	81 4 0	64 0 0	55 0 8	52 4 11
Japla	51 0 0	59 0 0	56 15 6	59 0 0	51 0 0	65 0 0	45 3 0	51 11 0	59 0 0	60 10 0	43 2 6	41 0 0
Chaibasa*	49 0 0	36 13 0	49 4 0	52 15 0	46 8 0	46 13 0	26 4 0	32 4 0	45 8 0	37 11 0	47 2 0	20 13 0
Khalari*	93 1 0	49 0 8	49 8 10	69 4 0	51 11 0	38 4 6	25 6·10	52 2 1	42 11 6	48 4 9	40 4 11	23 14 5
Dwarka	106 0 8	69 15 8	95 8 11	94 6 8	95 0 3	87 8 0	59 4 7	76 0 6	71 15 7	109 11 0	59 11 6	50 10 0
Kymore*	52 14 0	39 14 6	53 5 6	57 12 6	75 5 6	44 8 0	26 13 0	24 7 0	47 12 0	55 7 0	46 8 0	21 14 0
Shahabad*	50 1 0	39 14 0	50 1 0	44 13 0	46 1 0	44 3 0	26 8 0	37 0 0	42 4 0	37 2 0	49 5 0	25 9 0
Banmore	167 3 6	71 1 0	77 13 6	75 3 6	74 11 0	92 4 0	61 0 9	96 9 3	91 10 6	92 10 6	80 7 3	42 7 3
Vijayawada	135 9 4	86 15 8	91 13 2	100 8 8	79 14 10	94 6 6	..	65 8 1	101 3 10	104 4 1	..	46 8 0
Dalmapuram	123 4 4	94 0 0	81 7 1	89 11 1	82 0 0	99 11 7	69 10 8	55 10 4	82 0 0	83 0 0	81 10 8	56 8 0
Madukkarai	106 5 0	76 11 0	80 4 0	86 10 0	78 6 0	80 4 0	..	..	76 8 0	84 0 0	82 2 0	56 0 0
Mangalagiri	155 14 0	71 2 9	98 7 0	96 0 6	99 12 9	85 6 6	59 14 9	85 11 3	92 12 0	86 3 3	98 12 9	58 14 0
Dalmia Dadri	161 0 0	124 3 0	105 12 0	108 2 6	93 8 0	112 15 0	..	61 3 6	100 8 3	75 0 0	89 0 3	57 12 0
Surajpur	135 0 0	112 8 6	125 8 6	119 4 10	97 3 8	121 1 0	..	126 12 0	96 11 6	113 5 6	83 4 6	60 8 6
Lakheri	135 0 0	72 13 0	92 8 0	108 12 0	103 12 0	106 1 0	55 8 0	70 4 0	75 9 0	84 14 0	67 9 0	35 10 0
Porbandar	107 0 0	82 12 0	102 4 0	104 4 0	91 2 0	117 9 0	..	75 5 0	112 13 0	82 5 0	73 9 0	52 0 0

*Figures relate to fortnightly earnings.

ance is linked to the cost of living index numbers. In the units at Sirpur, Mysore, Dalmianagar and Punalur (Travancore-Cochin) the allowance is graduated according to income groups. The unit in Orissa pays dearness allowance at 33⅓ per cent. of basic wages.

Details regarding the basic minimum wages paid to adult male workers and the allowances which are paid more or less regularly during each wage period in important centres of the industry are given below :

TABLE LXXXVII

BASIC MINIMUM WAGES AND ALLOWANCES PAID TO WORKERS IN THE PAPER MILL INDUSTRY (JULY, 1950)

Centre	Basic minimum wage	Minimum dearness allowance	Other allowances
	Re.	Rs.	Rs.
Titaghur ..	30-0-0 p.m.	30-0-0 p.m.	2-0-0 p.m. (if housing is not provided).
Naihati ..	30-0-0 p.m.	30-0-0 p.m.	2-0-0 p.m. (if housing is not provided).
Raniganj ..	1-5-9 per day	15 per cent. of basic wages.	20-8-0 per month as value of food concessions.
Ahmedabad ..	25-0-0 p.m.	25-0-0 p.m.	0-4-3 per day as attendance bonus.
Poona ..	0-12-0 per day	29-4-0 p.m. (July, 1950).*	..
Lucknow ..	0-9-6 per day	35-12-0 p.m. (July, 1950).*	..
Saharanpur ..	0-7-0 per day	41-6-0 p.m. (July, 1950).*	..
Meerut ..	55-0-0 p.m. (consolidated wage)		..
Dalamianagar..	21-0-0 p.m.	30-0-0 p.m.	4-0-0 p.m. (if housing is not provided).
Brajrajnagar ..	24-6-0 p.m.	8-2-0 p.m.	24-6-0 p.m. (profit bonus).
Bhadravati ..	0-10-0 per day	12-0-0 p.m.	..
Sirpur ..	25-0-0 per month	22-8-0 p.m.	..
Punalur ..	0-14-6 per day	20-0-0 p.m.	..
Bhopal ..	1-1-0 per day	25-0-0 p.m.	..

Earnings.—The average monthly earnings of certain categories of workers in the paper mills in the various centres may be seen from the tabular statement below :

* D.A. is linked to cost of living index numbers.

TABLE LXXXVIII

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN THE PAPER MILL INDUSTRY (JULY, 1950)

Centre	Fitters	Turners	Machine attendants	Firemen	Sorters	Benters	Finishers	*Khalasis*	*Mazdoors* (male)
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Titaghur	115 6 9	94 12 3	79 0 5	78 4 3	..	68 11 8	110 13 6	81 14 5	65 4 5
Naihati	108 1 0	104 14 0	72 2 0	86 5 0	94 4 0	109 9 0	117 13 0	80 13 0	63 1 0
Raniganj	91 0 0	91 6 6	69 9 9	90 7 3	42 12 9	62 9 0	59 7 3	111 0 9	43 7 6
Ahmedabad*	118 14 0	87 3 8	78 15 8	80 15 0	50 6 0	51 3 0	55 8 3	..	50 6 0
Poona	112 12 3	119 9 0	61 13 0	68 14 3	44 8 0	55 0 6	119 1 0	..	59 12 0
Lucknow	62 11 3	68 8 0	46 11 3	64 11 3	50 8 0	46 4 9	42 8 0	48 12 9	43 9 6
Saharanpur	66 15 0	88 1 6	75 4 0	67 11 0	52 12 0	102 9 0	87 2 0	53 0 0	54 11 0
Meerut	101 13 5	110 12 4	91 14 3	63 9 10	65 10 0	56 11 5	56 0 0	63 1 4	52 14 0
Dalmianagar	98 14 3	107 1 9	57 9 9	55 8 6	56 0 3	120 2 6	93 2 0	56 1 0	51 9 6
Brajrajnagar	121 8 7	97 1 6	..	76 6 0	..	..	67 3 0	75 15 0	56 12 0
Bhadravati	64 0 0	69 0 0	48 0 0	68 0 0	31 0 0	67 0 0	60 0 0	57 0 0	33 0 0
Sirpur	77 3 0	119 7 0	..	65 0 0	..	130 14 0	57 9 0	72 5 0	50 10 0
Punalur	59 0 0	59 0 0	49 0 0	56 0 0	38 0 0	65 0 0	43 0 0	..	47 0 0
Bhopal	85 2 8	92 4 10	55 9 2	54 11 3	50 8 4	50 10 9	50 1 4	57 3 4	53 1 9

* Obtained by multiplying the average daily earnings by 26.

Bonus.—Some of the units pay annual profit bonus to their workers. The units in Orissa and Mysore paid for the year 1949-50, a bonus equivalent to 1 month's wages and 1/6th of earnings respectively. The units in Hyderabad and Ahmedabad paid 1 month's wages as bonus for the year 1947-48 and 1948-49 respectively. The units in Bhopal and Poona paid, for 1949, a bonus equivalent to three months' wages and 2¼ months' wages respectively. In the units in West Bengal and Bihar production bonuses are also paid.

Chemical Industry

Basic wages.—The basic minimum wage of the least skilled worker in the chemical industry ranges from Rs. 27 to Rs. 35 p.m. in West Bengal, from Rs. 22 to Rs. 32-8-0 p.m. in Bombay State and from Re. 1 to Rs. 1-2-6 per day in Madras. In the Tata Chemicals, Ltd. at Mithapur (Saurashtra) the basic minimum wage is Rs. 1-2-0 per day.

Dearness allowance.—There are wide differences in the amount of dearness allowance paid by units not only in different centres but even in the same centre. For instance, it varies from Rs. 12 to Rs. 40 p.m. in Calcutta, and in Baroda one unit does not pay any dearness allowance while another unit pays a dearness allowance of Rs. 24 p.m. Some units in Bombay city pay dearness allowance at the Bombay cotton mill scale, while others pay at different rates.

Details regarding the basic minimum wages and dearness allowances obtaining in the important centres of the industry are given in the table LXXXIX.

Sugar Industry

Basic wages.—Workers in the sugar mills in U.P. and Bihar get a consolidated wage of Rs. 55 p.m. The basic minimum wages in the sugar mills vary from Rs. 8-12-0 p.m. to Rs. 19-8-0 p.m. in Madras and from Re. 0-6-0 per day to about Rs. 0-12-3 per day in Bombay. The basic wage amounts to 10 annas per day in a unit in Mysore.

Dearness allowance.—The units in U.P. and Bihar do not pay any separate dearness allowance to their workers. In Madras State three units pay dearness allowance at 2 annas per point of rise above 100 in the cost of living index numbers, and one unit at 2½ annas p.m. per point above 100 in the cost of living index numbers for the nearest centre for which such indices are published by the Madras Government while others pay at different rates.

Details regarding the basic minimum wages and dearness allowance obtaining in the important centres and units of the industry are given in table XC.

TABLE LXXXIX

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE CHEMICAL INDUSTRY (1950)

State	Unit	Basic minimum wage	Dearness allowance
		Rs. a. p.	Rs. a. p.
Bombay	The Eastern Chemicals Co., Ltd., Bombay	1 2 6 per day	57 3 0 (August, 1950).
	Zandu Pharmaceutical Works, Bombay	1 2 6 per day	53 4 0 p.m. (July, 1950)
	Sarabhai Chemicals, Baroda	22 0 0 p.m.	24 0 0 p.m. (August, 1950)
	Sanitex Chemicals & Industries Ltd., Baroda	1 4 0 per day	(Consolidated wage)
Madras	Mettur Chemical and Industrial Corporation Ltd., Mettur	30 0 0 p.m.	35 5 0 p.m. (August, 1950)
West Bengal	Standard Pharmaceuticals Ltd., Calcutta	30 0 0 p.m.	12 0 0 p.m. (August, 1950)
	Smith Stanistreet Co., Calcutta	35 0 0 p.m.	37 0 0 p.m. (August, 1950)
	Bengal Immunity Co., Calcutta	30 0 0 p.m.	25 0 0 p.m. (August, 1950)
	Bengal Chemical and Pharmaceutical Works Ltd., Calcutta	20 0 0 p.m.	25 0 0 p.m. (August, 1950)
Hyderabad	Hyderabad Chemical and Pharmaceutical Works, Hyderabad	1 8 0 per day	(Consolidated wage)
Mysore	Mysore Industrial and Testing Laboratories Ltd., Bangalore	0 6 0 per day	15 0 0 p.m.
Saurashtra	Tata Chemicals Ltd., Mithapur	1 2 0 per day	1 0 0 per day (August, 1950)

TABLE XC

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SUGAR INDUSTRY (1950)

State	Unit	Minimum basic wage	Dearness allowance
		Rs. a. p.	Rs. a. p.
Bihar ..	All sugar mills in the State.	55 0 0 p.m.	(Consolidated wage)
Bombay ..	The Belapur Co. Ltd., Harigaon.	17 0 0 p.m.	35-0-0 per day
	The Saswad Mali Sugar Factory Ltd., Malinagar.	0 9 0 per day	0-14-0 per day
	The Ugar Sugar Works Ltd., Sangli.	0 9 0 per day	0-14-0 per day
	Krishna Sugar Mills Ltd., Krishna-Kittur.	0 6 0 per day	0-10-0 per day
Madras ..	East India Distilleries and Sugar Factories Ltd., Nellikuppam.	0 12 0 per day	30-0-0 p.m. (May, 1950)
	Deccan Sugar and Abkari Co., Samalkot.	0 9 0 per day	31-2-0 p.m.* (March, 1950)
	Deccan Sugar and Abkari Co., Pugalur.	0 11 0 per day	42-1-6*(September, 1950.)
	The Coimbatore Agr. Industries Ltd., Podanur.	17 0 0 p.m.	18-0-0 p.m.
	The K. C. P. Ltd., Vuyyur.	16 0 0 p.m.	19-0-0 p.m.
	The Vizagapatam Sugar and Refineries Ltd., Anakapalli.	19 8 0 p.m.	31-12-0 p. m. (January, 1950) @ 2 annas per point of rise above 100 in the Visakhapatnam cost of living index.
	Sri Rama Sugars & Industries Ltd., Bobbili.	8 12 0 p.m.	30-4-0 p.m. (March, 1950)
Orissa ..	Jeypore Sugar Co. Ltd., Rayagada.	11 13 0 p.m.	0-5-0 per rupee of basic wages.
U. P. ..	All sugar mills in the State.	55 0 0 p.m.	(Consolidated wage)
West Bengal	Ramnugger Cane and Sugar Co., Ltd., Plassey.	20 0 0 p.m.	20-0-0 p.m.
Madhya Bharat	Gwalior Sugar Co. Ltd., Dabra.	26 0 0 p.m.	21-0-0 p.m. (February, 1950.)
Mysore ..	The Mysore Sugar Co. Ltd., Mandya.	0 10 0 per day	21-0-0 p. m.
Bhopal ..	The Bhopal Sugar Industries Ltd., Sehore.	25 0 0 p.m.	25-0-0 p. m. (March, 1950)

*D.A. is linked to cost of living index number.

MATCH INDUSTRY*

Basic wages.—The minimum basic wages of workers in this industry vary widely not only between different centres but even between different units in the same centre. These vary from 6 annas per day to Re. 1 per day in Madras, from 6 annas per day to Rs. 1-4-0 per day in Travancore-Cochin, from Rs. 19-8-0 p.m. to Rs. 30 p.m. in U.P. and from Re. 1 to Rs. 1-4-0 per day in West Bengal. In the units in Assam, Bombay and Madhya Pradesh the basic wage rates are Re. 0-13-6 per day, Rs. 1-1-0 per day and Re. 1 per day respectively.

Dearness allowance.—Several units in the industry do not pay any dearness allowance. Among those paying dearness allowance, the rates vary from Rs. 3 p.m. to Rs. 13-13-0 p.m. in Madras, from 4 annas to Re. 0-5-5 per day in Travancore-Cochin, from Rs. 5 p.m. to Rs. 1-11-4 per day in Uttar Pradesh and from annas 5 per day to Rs. 33-12-0 p.m. in West Bengal. The unit in Assam pays dearness allowance at 43.75 per cent. of the basic wages for those getting between Rs. 11 to 60 p.m. The unit in Bombay pays a dearness allowance of 70 per cent. on the first Rs. 100 of wages.

Other allowances.—Some units, especially those belonging to the WIMCO, provide some other benefits such as the supply of stores at cheap rates, grant of production bonus, etc.

Earnings.—Available data regarding earnings of workers in important occupations in 5 of the units controlled by the WIMCO are furnished in the table below :

TABLE XCI

AVERAGE DAILY EARNINGS OF WORKERS IN MATCH FACTORIES (JANUARY, 1950)

Occupation	Madras†	Bombay‡	Bareilly§	Calcutta	Dhubri
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Peeling machine man	5 4 4	5 1 0	..	7 5 0	..
2. Peeling helpers	4 8 1	4 9 7	..	6 9 0	2 5 0
3. Peeling waste transporters.	4 5 7	4 6 5	..	4 8 0	3 3 0
4. Box making drivers	4 12 5	4 13 0 4 14 1	4 1 8 4 5 1	5 3 0	3 10 0
5. Box closing drivers ..	4 12 11	4 8 11	4 1 9	4 15 0	3 6 6

* Details may be seen from the article on Labour Conditions in the Match Industry published in the August, 1950 issue of the *Indian Labour Gazette.*

† Data relate to minimum total earnings.

‡ Data relate to December, 1949.

§ Data relate to 2nd fortnight of December, 1949 and are exclusive of night allowances.

TABLE XCI—*contd.*

Occupation	Madras*	Bombay†	Bareilly‡	Calcutta	Dhubri
	Rs. a. p.	Rs. a. p.	R . a. p	Rs. a. p.	Rs. a. p.
6. Box closing assistants	4 12 3	4 5 2	4 1 9	4 10 0	..
7. Continuous machine drivers.	5 2 1	5 3 1	4 10 6	6 3 0	4 1 0
8. Continuous machine feeders.	4 9 4	4 13 4	4 5 6	6 0 0	3 12 0
9. Box filling machine drivers.	5 0 6	5 3 0	3 11 0	4 13 0	3 10 0
10. Box filling machine helpers.	4 6 4	4 12 11	..	4 1 0	3 0 0 2 14 0
11. Banderolling feeders and helpers.	4 14 11	4 14 0 4 13 6	4 4 1	4 12 0	3 5 0 3 7 0
12. Tray dressers in friction department.	4 5 4	4 15 6	..	3 14 0	..
13. Frictioning helpers..	4 12 1	4 13 3	4 6 6	6 6 0	4 4 0
14. Making 5 gross packets.	4 3 8	..	5 0 0	6 0 0	5 8 6
15. Carpenters ..	4 5 7	5 1 9	..	5 8 0	..
16. Boiler firemen ..	4 9 4	4 7 9	..	..	..
17. Fitters	4 5 7	6 6 0	..	..	..

Bonus.—Six units under the management of WIMCO and the Assam Match Co., paid for the year 1949 an annual profit bonus equivalent to 4½ months' basic earnings. In one unit in Madras State workers were paid 12½ per cent. of their earnings (including overtime and allowances) as bonus for 1949.

Potteries and Ceramics Industry§

The basic wages and dearness allowance paid to the workers in this industry vary widely not only from centre to centre but also from unit to unit in the same centre. Details regarding the minimum and maximum basic wages and dearness allowances obtaining in the units in the different States may be seen from the following table :

*The data relate to minimum total earnings.

† Data relate to December 1949.

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

§ For details, the article on Labour Conditions in the Potteries and Ceramics Industry published in the October, 1950 issue of the *Indian Labour Gazette* may be seen.

TABLE XCII

BASIC WAGES AND DEARNESS ALLOWANCE IN DIFFERENT UNITS OF THE POTTERIES AND CERAMICS INDUSTRY IN THE VARIOUS STATES (DECEMBER, 1948)

State	Basic wage		Dearness allowance	
	Minimum	Maximum	Minimum	Maximum
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bihar	19 8 0	45 0 0*	23 0 0	45 0 0
Bombay	19 13 3	52 0 0*	12 0 0	20 4 0
Madhya Pradesh	13 0 0	32 8 0	19 8 0	27 10 0
Madras	19 8 0*	35 0 0*	..	..
Punjab	42 0 0*	..	..	..
Uttar Pradesh	20 0 0*	32 8 0*	..	..
West Bengal	19 8 0	50 0 0*	6 8 0	32 8 0
Madhya Bharat	18 0 0	..	12 0 0	..
Mysore	13 0 0	..	13 0 0	..
Delhi	22 0 0	39 0 0*	8 2 0	30 0 0

Earnings.—The average monthly earnings of different categories of workers in the different units also vary widely. For instance, the earnings of fitters range from Rs. 38 in the unit in Madhya Bharat to Rs. 110 p.m. in one unit in Bihar, and those of turners vary from Rs. 30 p.m. in the unit in Madhya Bharat to Rs. 195 p.m. in one unit in Delhi. Similarly the earnings of the lowest paid unskilled workers vary from Rs. 28 p.m. in the unit in Mysore to Rs. 52 p.m. in one unit in Delhi.

Bonus.—During the year 1948-49 some of the larger units paid profit bonus ranging from 15 days' wages to 2 months' wages.

TANNERIES AND LEATHER GOODS FACTORIES

Basic wages.—The basic minimum wage for the least skilled worker varies from annas 6 to Re. 0-7-3 per day in Uttar Pradesh, from Rs. 22 p.m. to Rs. 47-10-9 p.m. in West Bengal and from annas 10 per day to Rs. 25 p.m. in Madras. It amounts to about 1-8-0 per day in Bombay. A majority of the workers in leather goods factories are piece rated, the rates differing for different types of work.

Dearness allowance.—Three units in Kanpur and one in Bombay pay dearness allowance on a scale linked to the cost of living index numbers while most of the units in Madras and West Bengal pay dearness allowance at a flat rate. Smaller units in these States do not pay any dearness allowance but pay consolidated wages.

* Consolidated wage including dearness allowance.

Details regarding the basic minimum wages and dearness allowance paid in some units in different centres are given in the table below.

TABLE XCIII

MINIMUM WAGES AND DEARNESS ALLOWANCE PAID IN SOME TANNERIES AND LEATHER GOODS MANUFACTORIES

Name of Unit	Minimum basic wage for the least skilled worker	Minimum dearness allowance	Remarks
Bombay			
Universal Tanneries Ltd., Bombay.	Rs. 45-0-0 p.m.	Rs. 30-0-0 p.m.	—
The Western India Tanneries Ltd., Bombay.	Rs. 1-8-0 per day.	Rs. 37-4-3 (July 1950).	At the rate of 70 per cent. of the Bombay textile mills rate.
The Gold Filled Leather Works, Bombay.	Piece rate wages Rs. 43-0-0*	Rs. 12-3-0 (July 1950).	18¾ per cent. of earnings.
Uttar Pradesh			
The Hindustan Tanneries Ltd., Kanpur.	Re. 0-6-0 per day	Rs. 36-8-0 (July 1950).	Graduated scales of D.A. based on cost of living index number.
Pioneer Tanneries and Glue works, Ltd., Kanpur.	Re. 0-6-0 per day	Rs. 1-8-4 per day (July, 1950).	D.A. linked to cost of living index figures.
Cawnpore Tannery Ltd., Kanpur.	Rs. 12-0-0 per month	Rs. 39-8-0 (July 1950).	Do.
Cooper Allen & Co., Kanpur.	Re. 0-7-0 per day	Rs. 55-10-0 (July, 1950).	Do.
West Bengal			
National Tanneries Co., Ltd., Calcutta.	Rs. 25-0-0 p.m.	Rs. 12-0-0 p.m.	D.A. at a flat rate of Rs. 12-0-0 p.m. to all workers.
Bengal Tanning Institute, Calcutta.	Rs. 22-0-0 p.m.	Rs. 25-0-0 p.m.	Graduated scales of D.A.
Bata Shoe Company, Batanagar.	Rs. 47-10-0 p.m.	Rs. 6-11 0 per week.	D.A. at a flat rate to all workers.
Cottage Tanning Institute, Calcutta.	Rs. 40-0-0 p.m.	Nil.	All inclusive rates of wages.
Madras			
Gordon Woodroffe Leather Mfg. Co., Pallavaram, Madras.	Re. 0-10-0 per day	Rs. 30-0-0 p.m.	D.A. at a flat rate of Rs. 30-0-0 p.m. to all workers drawing less than Rs. 100-0-0 p.m. Graduated scales of D.A. thereafter.
Chrome Leather Co., Chrompet, Madras.	Do.	Do.	Do.
A.M. Abdul Kareem & Co., Madras.	Rs. 25-0-0 p.m.	50 per cent. of the wages.	Do.

WAGE TRENDS IN FACTORY INDUSTRIES

The average annual earnings in some of the industries based on the returns under the Payment of Wages Act, have already been dealt with in the foregoing sections. The table below brings together the data relating to average earnings in all perennial factory industries.

* For 20½ working days.

TABLE XCIV

TRENDS OF AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS IN PERENNIAL INDUSTRIES, 1939-49

Industry	1939	1940	1941	1943	1944	1945	1946	1947	1948	1949*
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Textiles	293·5	302·9	314·0	571·5	633·6	613·7	624·5	771·7	931·9	1,055·8
	(100·0)	(103·2)	(107·0)	(194·7)	(215·9)	(208·9)	(212·8)	(262·9)	(317·5)	(359·7)
Cotton	320·2	325·1	343·6	683·6	772·2	723·4	721·8	909·3	1094·4	1,193·0
	(100·0)	(101·5)	(107·3)	(213·5)	(241·2)	(225·9)	(225·4)	(284·0)	(341·8)	(372·6)
Jute	230·8	265·9	256·2	355·5	363·2	390·5	425·0	497·6	637·7	795·0
	(100·0)	(115·2)	(111·0)	(154·0)	(157·4)	(169·2)	(184·1)	(215·6)	(276·3)	(344·5)
Engineering	263·5	346·6	371·5	529·6	589·8	653·1	696·1	698·7	879·4	958·1
	(100·0)	(130·9)	(141·0)	(200·7)	(223·8)	(247·9)	(264·2)	(265·2)	(333·7)	(356·0)
Minerals & Metals	457·2	491·5	476·1	502·1	573·5	607·9	599 8	886·2	1065·1	1,138 5
	(100·0)	(107·6)	(104·1)	(109·8)	(125·4)	(131·6)	(131·2)	(193·8)	(233·0)	(248·6)
Chemicals & Dyes	244·8	229·6	238·1	398·0	484·6	445·2	492·4	592·6	663·8	721·7
	(100·6)	(93·3)	(97·3)	(162·6)	(198·0)	(181·8)	(201·1)	(242·1)	(271·2)	(294·8)
Paper & Printing	332·7	360·3	324·8	414·0	474·1	508·8	638·4	728·5	835·3	911 5
	(100·0)	(108·3)	(97·6)	(124·4)	(142·5)	(170·1)	(191·9)	(219·0)	(251·1)	(274·0)
Wood, Stone and Glass ..	194·2	175·3	199·1	303·1	368·4	413·6	434·3	495·4	567·6	615·6
	(100·0)	(90·4)	(102·6)	(156·2)	(189·9)	(213·2)	(223·6)	(255·1)	(292·3)	(317·0)
Skins & Hides	285·8	327·1	357·9	411·0	532·1	536·7	558·2	603·9	826·3	889·1
	(100·0)	(114·5)	(125·2)	(143·8)	(186·2)	(186·8)	(195·3)	(211·3)	(289·1)	(311·1)
Ordnance Factories ..	361·9	408·5	429·4	527·4	546·8	642·8	721·2	755·2	918·0	1,129·4
	(100·0)	(112·9)	(118·7)	(145·7)	(151·1)	(177·6)	(199·3)	(208·7)	(253·7)	(312·1)
Mints	367·4	462·7	491·2	574·4	695·2	667·0	858·7	1071·2	1378·2	1,437·2
	(100·6)	(125·9)	(133·7)	(156·3)	(189·2)	(181·6)	(233·7)	(291·6)	(375·1)	(391 2)
Miscellaneous	281·2	261·6	261·2	392·0	513·8	503·2	611·8	663·1	790·9	876·8
	(100·0)	(92·8)	(92·9)	(139·4)	(182·7)	(178·9)	(217·6)	(235·8)	(283·4)	(311·8)
All Industries	287·5	307·7	324·5	525·0	586·5	595·8	619·4	737·0	880·7	993·4
	(100·0)	(107·0)	(112·9)	(182·6)	(204·0)	(207·2)	(215·4)	(256·3)	(309·5)	(345·5)

Figures in brackets are index numbers on base 1939-100.
* Figures are provisional.

2. Mines

Coal Mining

Basic wages.—The basic wage rates fixed by the Conciliation Board, Fact Finding Committees, etc.* during the years 1947-49, continued to be in force in the different coal mining areas. These rates are as follows :—

Bihar and West Bengal

Miners, trolleymen and wagon loaders get a basic wage rate of Re. 0-12-0 per tub of 36 c. ft. capacity. Time rated men workers (surface) get a minimum basic wage of Re. 0-8-0 per day.

Madhya Pradesh

Tne coal-cutter receives a basic wage of 12 annas for every 33⅓ c.ft. of solid coal. Loaders get a wage of 3 annas per tub of 33.75 c. ft. capacity and trolleymen get a basic wage of Re. 0-11-3 per day. Unskilled time rated workers' wages are Re. 0-8-0 per day for men and Re. 0-6-0 per day for women.

Assam

Coal cutters, coal pullers, *bhaskawalas*, loaders and trammers get a minimum daily basic wage of Re. 1-0-0. Men and women time rated surface workers get a basic minimum wage of 8 and 7 annas respectively.

Hyderabad

The minimum daily basic wages for underground *mazdoors* and for other time rated underground workers amount to 10 annas and 12 annas respectively. Trammers get a basic wage of annas 14 per day while coal cutters and fillers get a basic wage of Re. 0-5-4 per tub of 24 c. ft. The basic wages of surface workers (skilled and unskilled) amount to a minimum of 10 annas per day. Women workers and boys get a basic wage of annas 9 and annas 8 per day respectively.

Dearness allowance.—The rates of dearness allowance obtaining in the various coal mining areas are as given in table XCV.

Bonus.—Workers in the coal mines in Bihar, West Bengal and Madhya Pradesh are entitled to an annual bonus equal to 4 months' basic wages subject to conditions relating to attendance and production. Details regarding the actual amount of bonus received during 1949 may be seen from the statement given on page 109.

Food Concessions.—Workers in the collieries in all the above regions are supplied with food-grains at concession rates, the money value of which amounts to 6 annas per day per worker.

Earnings.—The average income, (including food concessions), of a male time rated worker in Bihar and West Bengal amounts to Rs. 1-10-0 per day and of a piece rated worker to Rs. 2-4-0 a day. In the collieries in Madhya Pradesh a coal cutter, loader

* For details see the *Indian Labour Year Book*, 1948-49 pp. 181-83.

TABLE XCV

RATES OF DEARNESS ALLOWANCE IN COLLIERIES IN INDIA

Basic wage per month	Scale of Dearness Allowance							
	Bihar and West Bengal		Madhya Pradesh		Orissa	Assam*		Hyderabad	
	Percentage of basic wage	Minimum	Percentage of basic wage	Minimum		Percentage of basic wage	Minimum	Percentage of basic wage	Minimum
Up to Rs. 30	150	Rs. a. p. ..	100	Rs. a. p. 11 4 0	A flat rate of 100 per cent. of basic wages for all employees.	112½	Rs. a. p. 13 0 0	100	..
Rs. 31 to Rs. 50	100	45 0 0	66-2/3	30 0 0		75	33 12 0	66-2/3	30
Rs. 51 to Rs. 100	66-2/3	50 0 0				50	37 8 0	50	33
Rs. 101 to Rs. 300	40	67 0 0	40	66 10 0		30	50 0 0	30	50

*All underground workers are entitled to dearness allowance at the rate of 112½% of basic wages.

and trolleyman receives about Rs. 2-0-0, Rs. 1-12-0 and Rs. 1-8-0 respectively besides an allowance of Re. 0-6-0 per day as grain concession. In the collieries in Assam, the average emoluments, including the value of food concessions, of a coal cutter and a time rated surface worker (man) amount to Rs. 2-8-0 and Rs. 1-7-0 per day respectively. In Hyderabad the minimum daily earnings of coal cutters, trammers and loading and unloading *mazdoors* amount to Rs. 2-8-0, Rs. 2-2-0 and Rs. 1-10-0 per day respectively.

The following figures supplied by the Chief Inspector of Mines show the trend of average daily earnings of certain categories of workers in the important coalfields.

TABLE XCVI

AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS EMPLOYED IN COAL MINES

Category	Jharia coal fields	Raniganj coal fields	Giridih coal fields	Pench Valley coal fields	Assam coal fields
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Miners—underground					
1929	0 13 6	0 13 0	0 12 9	1 2 0	1 5 6
1939	0 9 9	0 9 0	0 10 0	0 12 0	1 0 6
1944	1 1 6	1 2 9	0 14 6	1 2 6	2 5 9
1946	1 8 3	1 8 0	1 1 3	1 5 9	2 6 3
1947	2 5 0	2 5 3	2 1 9	2 4 3	2 6 0
1948	2 8 3	2 7 6	1 13 0	2 1 3	2 13 9
1949	2 5 9	2 5 6	1 14 6	2 3 9	2 8 6
2. Loaders—underground					
1929	0 11 0	0 10 3	0 12 0	0 10 6	1 3 6
1939	0 8 9	0 7 9	0 11 9	0 7 6	1 0 3
1944	1 0 9	1 1 3	0 11 9	0 11 0	1 14 6
1946	1 7 9	1 6 9	0 14 9	0 12 6	2 0 0
1947	2 1 0	2 4 3	2 11 0	1 15 9	1 14 6
1948	2 5 0	2 2 0	2 2 3	1 8 9	2 4 6
1949	2 4 0	2 4 6	2 1 0	1 8 6	2 6 3

TABLE XCVI—*contd.*

Category	Jharia coal fields	Raniganj coal fields	Giridih coal fields	Pench Valley coal fields	Assam coal fields
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
3. Miners—open workings					
1929	0 13 9	0 9 0	0 11 9	..	1 1 0
1939	0 9 0	0 8 6	..	0 10 0	1 1 0
1944	1 2 3	0 15 3	0 14 6	0 15 6	..
1946	1 8 6	1 6 9	0 15 0	1 0 0	2 3 3
1947	2 0 6	2 1 0	1 5 9	1 5 9	1 13 3
1948	2 1 9	2 2 6	1 10 0	1 10 0	2 5 0
1949	2 2 3	2 3 6	1 10 0	1 9 9	2 5 6
4. Loaders—open workings					
1929	0 11 6	0 7 0	0 6 3	..	1 0 3
1939	0 7 3	0 6 3	..	0 6 3	0 12 9
1944	1 0 3	0 15 3	0 12 6	0 10 9	1 11 0
1946	1 3 9	1 4 3	0 15 0	0 14 0	1 15 9
1947	2 0 0	1 9 9	0 9 9	1 3 0	1 12 9
1948	2 5 3	1 13 3	..	1 2 9	1 15 3
1949	1 15 0	1 7 0	..	1 0 6	1 15 0
5. Skilled—surface					
1929	0 13 3	0 11 6	0 14 0	0 10 6	0 15 9
1939	0 10 3	0 9 6	0 14 0	0 9 0	0 14 0
1944	0 14 9	0 14 3	0 11 6	0 9 9	1 12 9
1946	1 10 0	1 9 6	1 6 3	0 13 3	1 12 6
1947	2 1 0	1 15 9	1 14 0	1 6 9	1 13 0
1948	2 3 0	2 1 3	1 15 9	1 8 0	2 2 3
1949	2 3 6	2 1 6	2 0 0	1 1 6	2 0 3
6. Unskilled—surface					
1929	0 8 9	0 8 6	0 8 0	0 10 3	0 12 0
1939	0 5 0	0 6 3	0 8 0	0 6 9	0 11 6
1944	0 14 9	0 14 3	0 12 0	0 9 6	1 8 9
1946	1 2 0	1 1 9	1 0 3	0 9 3	1 10 3
1947	1 7 9	1 8 9	1 8 9	1 0 0	1 8 0
1948	1 9 0	1 10 6	1 9 0	1 1 9	1 12 6
1949	1 9 9	1 11 3	1 9 3	1 1 9	1 14 3

GOLD MINING

The latest available information relating to the remuneration of workers in this industry is given below :—

Basic wages.—Since September, 1947 the basic minimum wage has stood at Re. 0-13-0 and Rs. 1-1-0 per day for surface and underground workers respectively. Women workers (surface) are given a basic minimum wage of annas 9 per day and boys a basic minimum wage of annas 8 per day. In January, 1949 the Mysore Government published the report of the K.G.F. Pay Commission (constituted in May, 1948) which recommended that basic wages should be fixed under the Mysore Minimum Wages Act. Accordingly, Government constituted a Minimum Wages Board under the Act and by February, 1950, this Board recommended an increase of 3 annas per day in the minimum wages in each occupation. The Mysore Government have not so far given effect to these recommendations

Dearness allowance.—Workers in this industry were being paid till 1st September, 1950, a dearness allowance of 20 per cent. of basic wages with a minimum of Rs. 22 p.m. They were also getting grain concessions valued at Rs. 2-9-9 per worker per month. In the case of the daily rated workers, this dearness allowance has been enhanced, with effect from 1st September, 1950, to a rate of Re. 0-2-3 per point of rise above 100 in the cost of living index number for Kolar Gold Field. As a result of this increase in dearness allowance the concessional supply of food grains to the workers has been stopped.

Bonuses and allowances.—The attendance bonus of Rs. 1-8-0 paid to workers for regular attendance has been discontinued as a result of the recommendations of the Board. Underground workers get a clothing allowance of Rs. 10 per annum. All workers were paid a profit bonus of 3 months' wages for 1947. In February, 1950, an award, under the Mysore Labour Act, on the issue of bonus for 1948, granted 13 days' wages as bonus for that year to the workers of three mining companies, *viz.*, Mysore, Champion Reef and Nundydroog Mines. No bonus was awarded to Oorgaum workers as that Company's financial circumstances were unsatisfactory. The total amount paid out as bonus was about Rs. 2,53,000.

Earnings.—Data regarding average annual earnings of workers in the industry for the years 1939 to 1949 are given below :

TABLE XCVII

AVERAGE ANNUAL EARNINGS OF WORKERS IN THE KOLAR GOLD FIELD, 1939-49

Year	Average annual cash earnings per worker	Money value of other benefits (average per worker per year)	Total average earning
	Rs.	Rs.	Rs.
1939	312·82	6·76	319·58
1940	305·06	10·69	315·75
1941	339·63	16·28	355·91
1942	384·51	10·09	403·60
1943	443·10	16·39	459·49
1944	468·73	19·01	484·74
1945	499·18	42·66	541·84
1946	529·02	34·33	563·35
1947	795·17	32·83	828·00
1948	711·88	56·01	767·89
1949	577·80	60·80	638·60*

Mica Mining

Basic wages.—The daily basic wage rates for different categories of workers employed in mica mines in Bihar as fixed by the Industrial Tribunal are as follows : *Dhari* (unskilled) Re. 0-7-0 ; *Mazdoor* (skilled) Re. 0-8-0 ; *Sirdar* Re. 1 ; shot firer Re. 0-13-0 ; Machine *mazdoor* driller Re. 0-14-0 ; Blacksmith Re. 0-14-0 ; Winch Khalasi (Haulage) Re. 0-12-0 ; Compressor driver Re. 1 ; Surface *mazdoor* and water carrier (male and female) Re. 0-6-0.

* Reduction due to 2 months' strike during February and March, 1949.

Dearness allowance.—The rates of dearness allowance obtaining in the mica industry in Bihar are the same as for colliery workers in Bihar and are as follows :

Basic wages p.m.	Dearness allowance	
	As a percentage of basic wages	Minimum
		Rs.
Up to Rs. 30	150	..
Rs. 31 to Rs. 50	100	45
Rs. 51 to Rs. 100	66-2/3	50
Rs. 101 to Rs. 300	40	67

The workers are also entitled to free supply of rice at the rate of 6 Chattaks per day or, *in lieu* thereof, a payment of 3 annas per day per worker.

Table XCVIII compiled from the annual reports of the Chief Inspector of Mines gives figures of average daily earnings in December, of mica workers in Bihar and Madras.

Manganese Mines

The wages of workers in the manganese mines in Madhya Pradesh were increased by about 25 per cent. with effect from October, 1949. As a result, the minimum average rate for miners on bed-ore mines amounts to not less than Rs. 1-4-0 per day while boulder workers get a minimum of Rs. 1-4-0 per day. The minimum daily earnings of adult surface workers amount to Rs. 1-2-0 for men and Re. 0-14-0 for women. In the case of small mines, a general increase of 25 per cent. was given on the existing piece-rates. The minimum daily rates of wages for men and women workers employed in the manganese mines under the Shivarajpur Syndicate (Bombay State) amount to Re. 0-12-0 and Re. 0-10-0 respectively. The workers are also entitled to the supply of food-grains at concession rates, the money value of which amounts to Rs. 6-8-0 p.m. For those who get this concession, cash dearness allowance is paid at the rate of 2 annas per day (1½ annas for women) for every rise of 25 points above 150 in the Ahmedabad cost of living index number; and for others, cash dearness allowance is paid at the rate of 3 annas (2½ annas for women) per day for every rise of 25 points. In the manganese mines in Madras State the earnings of miners (men) vary from Re. 1 per day to Rs. 1-3-0 per day while those of women workers vary from Re. 0-12-0 to Re. 0-14-0 per day. The latest data regarding average daily earning of workers in manganese mines, compiled from the annual reports of the Chief Inspector of Mines, is given in table XCIX.

TABLE XCVIII

AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS IN MICA MINES

	1929	1939	1944	1945	1946	1947	1948	1949
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Underground—								
Miners—								
Bihar	0 7 3	0 7 9	0 13 3	0 15 3	1 1 6	1 8 0	1 8 3	1 7 0
Madras	0 7 0	0 6 3	0 15 6	0 15 6	1 1 3	1 4 3	1 3 6	1 9 3
Unskilled Labour—								
Bihar	0 5 0	0 5 6	0 9 3	0 10 9	0 15 0	1 0 6	1 3 9	1 7 3
Madras	0 5 6	0 4 6	0 10 6	0 11 6	0 13 6	1 1 0	1 1 3	1 4 9
Open Workings—								
Miners—								
Bihar	0 7 0	0 6 9	0 11 6	1 0 3	1 4 6	1 5 9	1 8 9	1 10 0
Madras	0 5 3	0 5 3	0 12 9	0 12 6	0 14 6	0 15 3	1 0 6	1 4 0
Surface—								
Skilled—								
Bihar	0 9 0	0 6 6	0 14 3	0 14 3	1 5 9	1 6 0	1 9 3	1 15 6
Madras	0 7 6	0 5 3	0 12 0	0 13 0	1 1 9	1 3 9	1 1 6	1 4 0
Unskilled—								
Bihar	0 6 3	0 5 6	0 9 9	0 11 0	0 14 3	1 1 0	1 4 3	1 5 0
Madras	0 5 0	0 6 3	0 10 9	0 11 6	0 11 0	0 13 9	0 15 3	1 1 6

TABLE XCIX

AVERAGE EARNINGS, IN DECEMBER, OF WORKERS IN MANGANESE MINES IN MADHYA PRADESH

	1929	1939	1944	1945	1946	1947	1948	1949
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Underground :								
Miners	0 10 3	0 7 0	0 13 6	0 15 6	1 0 0	1 7 9	1 14 9	1 13 0
Unskilled Labour	0 7 0	0 6 3	0 11 0	0 11 9	0 13 6	1 0 6	1 2 6	1 6 3
Surface :								
Skilled	1 0 9	0 12 6	1 2 3	1 2 3	1 5 3	1 11 3	1 13 3	2 1 9
Unskilled	0 8 0	0 5 0	0 8 3	0 8 6	0 10 0	0 14 9	1 1 0	1 3 9

Mineral Oil Industry

Basic wages.—The basic minimum wage of an unskilled worker in this industry in Assam amounts to Rs. 1-2-6 per day or Rs. 30 p.m. for 26 working days. Semi-skilled and skilled workers get basic wages ranging from a minimum of Rs. 1-4-0 per day to a maximum of Rs. 4-14-0 per day and artisans get from Rs. 2-2-0 to Rs. 4-14-0 per day.

The table below gives the details of the basic wages of different categories of workers in the industry in Assam.

TABLE C

DAILY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN THE MINERAL OIL INDUSTRY

Category	Before 1st January, 1949		After 1st January, 1949	
	Minimum	Maximum	Minimum	Maximum
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Improvers	1 4 0	2 2 0	1 6 0	2 4 0
Artisans :				
Grade I	2 0 0	2 12 0	2 2 0	2 14 0
Grade II	2 8 0	3 8 0	2 10 0	3 10 0
Grade III	3 8 0	4 12 0	3 10 0	4 14 0
Skilled and semi-skilled :				
Grade I	4 0 0	4 12 0	4 2 0	4 14 0
Grade II	2 12 0	4 0 0	2 14 0	4 2 0
Grade III	1 8 0	2 12 0	1 10 0	2 14 0
Grade IV	1 2 0	1 8 0	1 4 0	1 10 0
Unskilled :				
Grade A	0 12 0	1 3 0	1 2 6	1 5 0
Grade B	0 14 0	1 6 0	1 3 0	1 8 0

Dearness allowance.—Dearness allowance is paid to the workers on a graduated scale as below:—

Basic Wage	Dearness Allowance
1. Rs. 1-2-6 to Rs. 1-14-0 per day ..	Rs. 1-7-6 per day or Rs. 38-3-0 p.m.
2. Rs. 2-0-0 to Rs. 3-12-0 per day or Rs. 50 to Rs. 100 p.m.	Rs. 1-8-6 per day or Rs. 39-13-0 p.m.
3. Rs. 4-0-0 to Rs. 4-14-0 per day or Rs. 100 to Rs. 150 per month.	Rs. 1-10-0 per day or Rs. 42-4-0 p.m.
4. Above Rs. 150 p.m. ..	Rs. 45-8-0 p.m.

Bonus.—A bonus equivalent to one month's wages for all workers earning up to Rs. 255 p.m. was paid for the year 1949.

3. Plantations

Serial data on wages of plantation workers are available only for those employed in the Assam tea plantations. However, considerable amount of additional information relating to all plantation labour has been collected by the Labour Bureau and this is summarised below.

System of wage payment.—Briefly the position regarding the system of wage payment is as follows :—

In the Assam tea gardens, wages are generally paid on piece rates while in South India most of the workers are daily-rated. The wage period in the estates in Northern India is generally a week and in South India it is generally a month. In some parts of Travancore wages are paid weekly. The period of wage payment is governed by the Payment of Wages Act. The hours of work are generally 8 per day in South India. In Assam and Bengal hours are fixed informally and vary with the season. Normally it takes about 5 hours to complete the *hazira.*

Wages.—As has been mentioned in the *Indian Labour Year Book,* 1948-49, certain increases in the rates of dearness allowance to the workers in the plantation industry were granted in 1948 as a result of the recommendations of the tripartite plantations conference. These increases, payable from 1st May, 1948 are as follows :

Region	Adults (per day)	Children (between 12 and 18 years) (per day)
	Rs. a. p.	Rs. a. p.
Tea—		
Assam, Dooars and Terai and South India ..	0 3 6	0 2 0
Darjeeling, Cachar and Tripura	0 3 0	0 2 0
Coffee—		
South India	0 3 0	0 1 6
Rubber—		
South India	0 2 0	0 1 0

The tabular statement below compares the rates of remuneration, including wages, dearness allowance and money value of concessions, obtaining in the plantations in different regions.

TABLE CI

APPROXIMATE TOTAL DAILY EARNINGS OF WORKERS IN PLANTATIONS AFTER THE INCREASES GRANTED IN MAY, 1948

	Daily earnings		
	Men	Women	Children
	Rs. a. p.	Rs. a. p.	Rs. a. p
Tea—			
Assam Valley	1 1 6	0 15 6	0 8 0 to 0 9 0
Cachar	1 0 0	0 15 0	Do.
Dooars & Terai	0 15 6	0 14 6	Do.
Darjeeling	1 1 0	1 0 0	0 7 6 to 0 10 0
South India	1 3 6 to 1 4 6	0 15 0 to 0 15 6	0 10 0
Coffee—			
Madras & Coorg	0 13 0 to 1 4 0	0 10 0 to 0 14 6	0 5 6 to 0 9 6
Mysore	0 12 2	0 9 7	0 7 5
Rubber—			
South India	0 14 0 to 1 2 0	0 8 0 to 0 10 0	0 5 0 to 0 7 0

It is understood that in the plantations in North East India there has been no change in the remuneration of the workers since 1st May 1948. It was found, however, that the recommendations of the Conference were given effect to in varying degrees in the different plantation areas in South India. The following are the rates of wages in the Nilgiris.

Tea—

Men—Rs. 1-4-3 including wages and allowances.

Women—Re. 0-14-3 including wages and allowances.

Coffee—

Men—Rs. 1-3-9 including wages and allowances.

Women—Re. 0-14-3 including wages and allowances.

The piece rates for plucking are as follows : If the plucking average in a month is 30 pounds or more—5 pies per pound ; if it is 20 to 30 pounds—6 pies per pound ; and if below 20 pounds—7 pies per pound. Besides this the workers get 3½ annas per day as dearness allowance. Small owners (mostly private) pay only Re. 1 per day and annas 14 per day for men and women respectively by way of total wages.

In the coffee plantations in Coorg, men are paid a basic wage of 8 annas per day and a dearness allowance of 7 annas per day. The basic wages and dearness allowance amount to 6 annas and 6 annas per day for women and 4 annas and 3½ annas per day for children respectively.

The rates of wages paid in tea and coffee estates in the Anamallais are as given below : Men are paid 8 annas basic wage plus Re. 0-10-3 district and dearness allowance plus Re. 0-3-6 as agreed to at the Tripartite Conference referred to, making a total of Rs. 1-5-9, while women are paid Re. 1 per day. Plucking wages are four pies per pound plus 6 annas dearness allowance per day plus 3½ annas additional dearness allowance.

In Shevaroys coffee estates the rates are : men—8 annas plus 6 annas dearness allowance ; women—6 annas plus 6 annas ; and children—3 annas plus 3 annas.

The District Planters' Associations in Travancore do not generally follow the recommendations of the UPASI in regard to wages, welfare, etc. The plucking wages for tea are four pies per pound in the slack season and three pies in flush season. In addition, pluckers are given a dearness allowance of 3½ annas per day and food-grains at concession rates, the money value of which is about 5 annas per day.

Basic wage for men workers who are employed on a task basis is 8 annas, in addition to which they get 7 annas by way of dearness allowance and also food-grains at concession rates.

For rubber tapping, the tappers are paid a basic wage of 8 annas plus a dearness allowance of 7 annas and the usual food concession. However, some estates pay only a basic wage of 8 annas plus a dearness allowance of 4 annas plus food concession.

The following are the details regarding the concessions in kind granted to the workers in the different areas of the plantation industry :

In the tea plantations in Assam and West Bengal, workers are supplied rice or paddy or *atta* and *dal*, salt, mustard oil, *gur*, etc., at concession prices. The scale recommended by the Indian Tea Association is as follows :

Rice—Working adult :		
Man	5 seers per week.	At Rs. 5 per maund
Woman	4 seers per week.	
Working child ..	3 seers per week.	
Adult dependant .	3 seers per week.	
Non-working child	1½ seers per week.	

† This was reduced to 4½ srs. in February '50 and was further reduced to 3½ srs. in September '50.

Dal—3½ Seers per family per month at Rs. 10 per maund.

Salt—½ Seer per family per month at 3 annas per seer.

Mustard Oil.—½ Seer per family per month at 8 annas per seer.

Gur—2 Seers per family per month at Rs. 7-8-0 per maund.

The money value of these concessions is estimated to be about 6½ annas per worker per day. In South India, only some estates supply foodgrains at concession rates.

During 1950, nearly 40,000 workers employed in some 212 estates in the different plantation districts in South India were paid annual bonus amounting to Rs. 2,96,800.

The following table compiled from the annual Reports of the Controller of Emigrant Labour contains information regarding wages in the Assam and Surma Valleys for the years 1929-30, 1938-39 and from 1942-43 onwards.

TABLE CII

AVERAGE MONTHLY CASH EARNINGS OF SETTLED LABOUR, PER WORKER, ON BOOKS

Year	Assam Valley			Surma Valley		
	Men	Women	Children	Men	Women	Children
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1929-30 ..	10 2 5	8 5 2	5 10 5	10 11 0	8 6 1	5 6 2
1938-39 ..	7 15 3	6 7 5	4 9 2	6 5 6	4 5 6	2 2 2
1942-43 ..	8 10 4	5 15 4	5 4 2	7 4 3	5 7 2	3 8 6
1943-44 ..	9 10 3	7 13 1	5 14 10	7 13 7	5 10 6	3 12 10
1944-45 ..	8 11 9	7 0 11	5 10 10	8 4 6	5 10 6	4 1 9
1945-46 ..	9 13 1	7 15 1	6 6 1	8 15 0	6 3 1	4 3 4
1946-47 ..	14 5 2	11 3 5	8 2 8	14 3 8	10 0 4	6 4 8
1947-48 ..	17 13 11	14 13 11	10 11 6	15 14 9	13 4 0	10 8 10
1948-49 ..	22 8 10	21 9 7	11 3 6	22 14 10	20 6 3	11 10 6

4. Transport and Communications

RAILWAYS

Basic wages.—Four scales viz. Rs. 30—½—35, Rs. 35—1—40, Rs. 35—1—50 and Rs. 40—1—50—2—60 are prescribed for Class IV employees on Railways. Unskilled and unlearned employees are to be given the lowest scale and unskilled staff carrying a measure of personal responsibility are to be given the scale of Rs. 35—1—40. The scale of Rs. 35—1—50 is generally meant for staff who supervise the duties of unskilled staff. Class IV staff who are required to have a modicum of literacy are given the scale of Rs. 40—1—50—2—60. In addition to the above there are two scales, namely, Rs. 35—1—50—EB.—2—60 for basic tradesmen and semi-skilled artisans and Rs. 55—3—85—4—93—EB—4—125—5—130 for skilled artisans. These scales are given according to the nature of their job and the degree of their skill.

Dearness allowance.—Dearness allowance paid to Railway employees is graduated according to income groups, the minimum being Rs. 35 p.m. The present position in regard to dearness allowance is as follows :—

Pay range	Dearness allowance
	Rs.
Up to Rs. 50	35
Rs. 51—100	45
Rs. 101—150	50
Rs. 151—200	55
Rs. 201—300	60
Rs. 301—500	70
Rs. 501—750	85
Rs. 751—1,000	100

The above rates are applicable to those employees who opted out of the Railway grainshop facilities. For those who opted for the grain shop facilities the rate of dearness allowance is 17½ per cent. of pay plus Rs. 5 p.m. subject to the following minima :

	Rs.
X Area—Pay below Rs. 40	24
Pay Rs. 40 and above	25
A Area—Pay below Rs. 40	22
Pay Rs. 40 and above	24
B Area—Pay below Rs. 40	19
Pay Rs. 40 and above	21
C Area—Pay below Rs. 40	17
Pay Rs. 40 and above	19

Note.—Areas X, A, B, and C are defined as under :—

X Area—Kanpur, Bombay and Calcutta.

A Area—Towns with a population of 2,50,000 and above.

B Area—Towns with a population of 50,000 or more but less than 2,50,000.

C Area—All other localities.

Details regarding the items supplied in the Railway grainshops*, etc., are as follows :—

Items	Prices	Quantities
	Rs.a.p.	
(a) Cereals : Wheat and Rice.	0-2-6 per seer ..	The quantity of cereal ration is in confirmity with state Rationing Rules but the difference between the quantity of 16 ozs. per day for the workers and 12 ozs. per day for each adult member of the family and the quantities allowed by the Rules may be made up by an addition in pulse ration equal to half this difference.
(b) Millets & Gram ..	0-1-9 per seer ..	
(c) Pulses	0-4-0 per seer ..	2 seers per unit per month, the employee himself being allowed 4 seers with a maximum of 12 seers per family.
(d) Cooking Oils ..	0-8-0 per seer ..	2 seers per month for the first unit and 1 seer per additional unit, subject to a maximum of 6 seers per family.
(e) Salt	0-1-0 per seer ..	1 seer per unit, subject to a maximum of 5 seers per family.
(f) Matches	0-0-6 per box ..	Six boxes.

The money value of the concessional supply of food-grains is estimated to be about Rs. 22-15-0 to Rs. 27-9-0 p.m. in the different areas, during March, 1950. Railway employees who are not enjoying grainshop concessions are allowed to draw from the Railway grainshops cereal ration at controlled rates.

Overtime.—Staff governed by the Hours of Employment Regulations were paid overtime at 1½ times the pay, while staff employed in Railway workshops governed by the Factories Act, 1948, were paid overtime at double the ordinary rate of pay.

The running staff are allowed certain extra allowances in addition to wages and dearness allowance. The Central Pay Commission recommended, as an interim measure, certain basic grades of pay for the running staff and empowered the Railway authorities to fix the rates of running allowances. In July, 1948 the Railway Board appointed a Departmental Committee to recommend reasonable basic scales of pay for the running staff and to suggest a rationalised and uniform procedure for payment of running allowances on all Indian Government Railways. The recommendations of the Committee were accepted, with suitable modifications, by Government and were given effect to from 1st January 1947. Some of these rates, however, have again been revised, with effect from 18-11-50, as a result of the recommendations of the Railway Joint Advisory Committee, appointed in May, 1949.

*The sale of commodities at concessional rates is confined to Railway staff drawing a basic pay of less than Rs. 250/- p.m. and who had opted in favour of grainshop concessions.

The following tabular statement shows the basic scales of pay and running allowances as recommended by the *ad hoc* Departmental Committee and as accepted by Government; and as later revised by the Railway Joint Advisory Committee :

Category of staff	Scales of basic pay			Running Allowance per 100 miles		
	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Ry. Jt. Adv. Committee	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Ry. Joint Adv. Committee
	Rs.	Rs.	Rs.	Rs a. p.	Rs a. p.	Rs. a. p.
Drivers—						
Gr. A ..	220—15—310	260—15—350	..	3 8 0	4 0 0	4 6 0
Gr. B ..	150—10—250	160—10—300	..	3 4 0	3 12 0	4 0 0
Gr. C ..	80—5—130—EB—8—170	As recommended.	80—5—135—EB—10—185.	3 0 0	3 4 0	3 6 0
Shunters—						
Gr. A ..	75—5—105	Do.	69—150 75—105 60—85	2 0 0 per day	2 8 0 per day (of 8 hrs.)	..
Gr. B ..	60—2½—70—EB—2½—85.	Do.		1 8 0 per day	2 0 0 (per day)	..
Firemen—						
Gr. A ..	60—3—90	60—5—90	75—105	1 4 0	1 8 0	..
Gr. B ..	50—2—60	(As recommended)	60—80	1 2 0	1 6 0	..
Gr. C ..	40—1—50		40—60 40—50	1 0 0	1 2 0	..
Guards—						
Gr. A ..	150—7—185—8—225.	Do.		2 0 0	As recommended	2 0 0
Gr. B ..	100—5—125—6—155—EB—6—185.	Do.	..	1 12 0	Do.	2 0 0
Gr. C ..	60—4—120—EB—5—170	Do.	80—4—120—EB—5—170	1 8 0	Do.	..
Br keamen—						
Gr. A ..	60—5/2—80	Do.	60—3—72—4—80—	1 0 0	1 4 0	..
Gr. B ..	40—1—50—2—60	Do.	40—2—60	1 0 0	1 2 0	..

Drivers and Guards employed on Mail and important express trains are to be placed in Grade A, those employed on main line and important branch line passenger trains in Grade B and the rest in Grade C.

TRAMWAYS

Basic wages.—The basic minimum wage of the least skilled worker in the tramway services varies from Rs. 19-8-0 p.m. in Madras to Rs. 37-8-0 p.m. in Calcutta. It amounts to Rs. 1-8-0 per day in Bombay and Rs. 30 p.m. in Delhi.

Dearness allowance.—The rate of dearness allowance paid in the different centres varies considerably. In Calcutta, since December 1948, it is paid according to a graduated scale, the minimum being Rs. 35 for those getting basic wages up to Rs. 50 p.m. In Bombay, it is paid according to the Bombay Millowners' Association scale of dearness allowance for cotton mill workers in Bombay city and is linked to the cost of living index number for Bombay city. In Madras, the rate is 3 annas per month

per point of rise above 100 in the Madras cost of living index number or 25 per cent. of wages, whichever is higher. In Delhi, the allowance is paid on a scale graduated according to income (as fixed by the Central Pay Commission) and amounts, since February, 1949, to a minimum of Rs. 35 p.m. in the case of the lowest paid workers.

Earnings.—The following table contains information regarding the average wages and earnings of certain important categories of workers employed in the tramway companies in different centres.

TABLE CIII

AVERAGE MONTHLY BASIC WAGES AND EARNINGS OF WORKERS IN TRAMWAYS (JUNE, 1950)

Category	Bombay		Madras		Calcutta	
	Basic wage	Earnings	Basic wage	Earnings	Basic wage	Earnings
	Rs. a.p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Fitters	53 12 2	107 0 2	..	..	49 2 5	86 15 11
Turners	53 12 2	107 0 2	..	..	49 10 8	87 5 3
Carpenters	53 12 2	107 0 2	..	..	48 10 8	85 11 9
Drivers	48 10 0	101 14 0	55 8 5	96 6 9	50 3 4	80 12 5
Starters	49 1 0	122 5 0	..	..	74 3 8	110 9 5
Conductors	48 10 0	101 14 0	51 0 7	91 11 9	49 13 5	82 0 9
Cleaners	37 10 4	90 14 4	31 6 3	71 13 8	37 8 0	71 5 6
Pointsmen	..	..	31 6 3	71 13 8	39 13 5	73 3 8
Mazdoors	37 10 4	90 14 4	26 4 9	67 3 3	50 8 8	89 12 8

MOTOR TRANSPORT SERVICES

Data on the emoluments of workers in motor transport services and workshops are available from a number of awards given in recent years as also from official sources. The available data are given below.

Basic wages.—The basic minimum wage for the lowest paid worker in the public motor transport services varies from Rs. 12 p.m. in Bihar to Rs. 33 p.m. in Uttar Pradesh. In private bus transport companies in Bombay, Adjudicators have fixed basic minimum wages of the least skilled workers at rates varying from Rs. 20 p.m. to Rs. 30 p.m.

Dearness allowance.—Employees in the public motor transport services get dearness allowance at rates prescribed by the respective State Governments. There is no uniformity in the rates of dearness allowance paid to workers in private motor transport services and the rates vary from centre to centre. For instance, in Bombay, Adjudicators have fixed dearness allowances varying from Rs. 25 p.m. to Rs. 35 p.m.

Details regarding the basic wages and dearness allowance of important categories of workers in the various public motor transport services are given in the following table :---

TABLE CIV

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE OF CERTAIN CATEGORIES OF WORKERS IN PUBLIC MOTOR TRANSPORT SERVICES (1950)

State	Drivers		Conductors		Cleaners	
	Basic wage	Dearness allowance	Basic wage	Dearness allowance	Basic wage	Dearness allowance
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. Assam	30 0 0	25 0 0	30 0 0	25 0 0	22 0 0	25 0 0
2. Bihar	30 0 0	22 8 0	10 0 0	22 8 0	12 0 0	22 8 0
3. Bombay	50 0 0	35 0 0	40 0 0	35 0 0	30 0 0	35 0 0
4. Madhya Pradesh ..	35 0 0	25 0 0	15 0 0	20 0 0	15 0 0	20 0 0
5. Madras	40. 0 0	21 0 0	30 0 0	19 0 0	20 0 0	18 0 0
6. Orissa	60 0 0	20 0 0	45 0 0	24 0 0	20 0 0	14 0 0
7. Punjab . ..	80 0 0	35 0 0	50 0 0	25 0 0	20 0 0	25 0 0
8. Uttar Pradesh ..	45 0 0	20 0 0	40 0 0	20 0 0	33 0 0	20 0 0
9. West Bengal ..	90 0 0	35 0 0	50 0 0	25 0 0	30 0 0	25 0 0
10. Hyderabad	52 0 0	26 0 0	..	..	32 8 0	13 0 0
11. Madhya Bharat ..	40 0 0	29 0 0	40 0 0	29 0 0	25 0 0	24 0 0
12. Travancore-Cochin..	45 0 0	25 0 0	30 0 0	24 0 0	20 0 0	20 0 0
13. Himachal Pradesh..	80 0 0	35 0 0	50 0 0	25 0 0	20 0 0	25 0 0
14. Delhi	60 0 0	45 0 0	45 0 0	35 0 0	30 0 0	35 0 0

In addition to the basic wages and dearness allowance drivers and conductors are also entitled to *batta* at rates varying according to the routes and also on the basis of the basic pay drawn. Such *batta* generally ranges from Re. 1 per day to Rs. 3 per day for drivers. The employees of the road transport services in West Bengal are also paid a house rent allowance varying from Rs. 3 p.m. for cleaners to Rs. 9 p.m. for drivers. Workers in the Government Transport Department in Madras State get a house rent allowance ranging from Rs. 5 p.m. in the case of the lowest paid employees to 10 per cent. of pay in the case of those getting between Rs. 80 and Rs. 100 p.m. Workers employed in the State Transport Services in Bombay get house rent and compensatory allowances on a scale graduated according to income groups. These allowances amount, for the lowest paid workers in Bombay city, to Rs. 10 p.m. and Rs. 7-8-0 p.m. respectively.

Posts and Telegraphs Department

There have been no changes in the wage scales of the employees of the Posts and Telegraphs Department, which are governed by the recommendations of the Central Pay Commission. The table below sets forth the wage scales of Class IV employees of the Posts and Telegraphs Department.

TABLE CV

SCALES OF WAGES OF CLASS IV EMPLOYEES IN THE P. AND T. DEPARTMENT BEFORE AND AFTER THE RECOMMENDATIONS OF THE CENTRAL PAY COMMISSION

Category	Scale obtaining before	Scale recommended by the Pay Commission
	Rs.	Rs.
1. Packers, porters, peons, etc.	14—16 to 16—18 ..	30—½—35.
2. Boy peons, boy messengers, etc.	8—11 to 12—15 ..	20—½—25.
3. Runners	12—17	30—½—35.
4. Carpenters, painters and Bicycle mistries.	25—45 .. .. 20—1—40 16—1—36	I 35—1—50. II 40—1—50—2—60. III 60—5/2—75.

Dearness allowance as granted to the Class IV employees in Railways given above, is granted to these employees as well.

5. Ports

The latest available information regarding the wage position in the major ports in India is given below :—

Basic wages.—The minimum basic wage of an unskilled worker in all the major ports is Rs. 1-2-6 per day or Rs. 30 p.m. The workers are classified into various categories with a graded scale for each category. In Madras, the Port Trust shore labour is paid a retainer fee of Rs. 42 p.m. (Rs. 22 as wages, Rs. 10 as special dearness allowance, Rs. 7 as house allowance and Rs. 3 as compensatory allowance), when there is no work. In Bombay, according to an agreement between the Bombay Port Trust and

the workmen employed by them for loading and unloading on the shore the minimum daily wage of a worker was fixed at Rs. 2-2-0 per day while that of *Morpias* and *Baroots* was fixed at Rs. 2-10-0 per day.

Dearness allowance.—In all the major ports the rates of dearness allowance are now governed by the scales fixed by the Central Pay Commission for Railway employees and the minimum amount of dearness allowance payable to an employee with a basic wage up to Rs. 50 p.m. amounts to Rs. 35.

Earnings.—The following table gives data regarding the minimum basic wages and minimum monthly earnings (including dearness allowance only) of certain categories of workers employed in four major ports in India.

TABLE CVI

MINIMUM BASIC WAGES AND EARNINGS OF WORKERS IN MAJOR PORTS (JUNE, 1950)

	Bombay		Madras		Calcutta		Cochin	
	Basic wage	Earnings	Basic wage	Earnings	Basic wage	Earnings	Basic wage	Earnings
	Rs.	Rs.	Rs.	Rs.	Rs	Rs	Rs.	Rs.
Fitters	55	100	35	70	34	69	40	75
Turners	55	100	43	78	34	69	40	75
Carpenters	55	100	43	78	34	69	40	75
Rivetters	40	75	43	78	34	69	40	75
Hammermen	35	70	35	70	30	65	35	70
Firemen	35	70	30	65	34	69	35	70
Tindals	55	100	45	80	41	76	40	75
Trolleymen	35	70	30	65	30	65	..	..
Painters	55	100	43	78	34	69	40	75
Sweepers	30	65	25 women	60	30	65	30	65
Mazdoors	30	65	30	65	30	65	30	65

Incentive bonus scheme.—The Bombay Port Trust introduced on 1st January 1949 an incentive bonus scheme for dock labour and hydraulic crane men engaged on the work of loading and unloading in the docks. The scheme fixed the datum line tonnage (i.e., minimum output required) and the peak line tonnage (i.e. maximum efficiency) per gang of 13 labourers, per

shift of about 7 hours. Later the scheme was amended providing for adjustments of the datum line on the per hour basis. Workmen are offered an incentive that if the 'task time' is reduced owing to an accelerated output they would be paid a bonus representing the cost of labour for the time saved plus an equivalent amount. The underlying principle is to guarantee to the worker the wage on the standard datum line and in addition to give him a piece work rate commensurate with his efforts in achieving a higher output. The scheme was later modified reducing the datum line tonnages by 6¼ per cent. and fixing the bonus at double the wage rate of a worker for every additional ton of output in excess of the datum line tonnage. The wage rate includes dearness, house rent and compensatory allowances. During 1949 nearly 17,000 registered and casual labourers received an average bonus of about Rs. 7 p.m. while about 13,700 casual labourers received an average bonus of Rs. 3 p.m.

6. Municipalities

During recent years the question of the remuneration of municipal employees, particularly, that of the conservancy staff, has come up before Industrial Tribunals. A good deal of information on the subject has also been collected by the Labour Bureau directly. The available data are given below:—

Basic wages.—The basic wage rates paid to municipal employees differ widely in different parts of the country. The rates for the lowest paid workers vary from Rs. 14 p.m. in Cuttack to Rs. 35 p.m. in Bombay. Details regarding minimum basic wages of the conservancy staff who are generally the lowest paid workers in a municipality are given in table CVII. Almost all the municipalities have adopted regular monthly scales of pay for their workers. With the exception of the Mathurai, Patna and Bhopal municipalities, where women workers get slightly lower wages than men workers, other municipalities pay equal wages to men and women.

Dearness allowance.—Most of the municipalities pay dearness allowance to their workers. However, in none of the municipalities, it is linked to the cost of living index number. With the exception of a few municipalities, dearness allowance is generally paid according to the rates fixed by the local Governments concerned. The Gauhati municipality has no system of paying dearness allowance; but it supplies free rations to its workers, the money value of which is estimated at Rs. 20 per month.

Minimum monthly earnings.—The table below shows the total minimum monthly earnings of the conservancy staff who form a considerable proportion of the total number of municipal workers.

TABLE CVII

MINIMUM MONTHLY WAGES, DEARNESS ALLOWANCE, ETC., OF THE LOWEST PAID CONSERVANCY STAFF IN CERTAIN MUNICIPALITIES IN JANUARY, 1950

Serial No.	Municipality	Minimum monthly basic wage	Minimum monthly dearness allowance	Other (monthly) allowances and concessions	Total minimum monthly earnings
		Rs. a. p.	Rs. a. p.	Rs.	Rs. a. p.
1	Bombay ..	35 0 0	36 0 0	6 (House rent allowance).*	77 0 0
2	Ahmedabad ..	25 0 0	35 0 0		60 0 0
3	Poona ..	30 0 0	35 0 0	†	65 0 0
4	Madras ..	18 0 0	18 0 0	2 (Unclean allowance).‡	38 0 0
5	Mathurai ..	17 8 0	18 0 0	3 (House rent allowance).	38 8 0
6	Bangalore ..	18 0 0	16 0 0	2 (House rent allowance).	36 0 0
7	Hyderabad ..	20 0 0	15 0 0	13-8-0 (Rs. 8-8-0 interim relief and Rs. 5 house rent allowance).	48 8 0
8	Ajmer ..	30 0 0	12 0 0	..	42 0 0
9	Delhi ..	30 0 0	35 0 0	10 (Rs. 7 house rent and Rs. 3 city allowance).	75 0 0
10	New Delhi ..	30 0 0	35 0 0	10 (Rs. 7 house rent and Rs. 3 city allowance).	75 0 0
11	Ambala ..	20 0 0	25 0 0	§ ..	45 0 0
12	Simla ..	15 0 0	25 0 0	8 (Local allowance)	48 0 0
13	Lucknow ..	25 0 0	6 4 0	2 (Special allowance)	33 4 0
14	Kanpur ..	25 0 0	6 4 0	7 (Kanpur special allowance Rs. 5 and other allowances Rs. 2).	38 4 0
15	Patna ..	18 8 0	15 0 0	..	33 8 0
16	Calcutta ..	25 0 0	25 0 0	5 (Rs. 3-8-0 money value of food concessions and Rs. 1-8-0 house rent allowance).	55 0 0
17	Gauhati ..	20 0 0	..	20 (Money value of free rations)	40 0 0
18	Cuttack ..	15 0 0	14 0 0	3 (Money value of food concessions).	32 0 0
19	Indore ..	20 0 0	20 0 0	4 (City allowance) ..	44 0 0
20	Bhopal ..	15 0 0	12 12 0	..	27 12 0

* In addition, a special allowance of Rs. 5 is given to workers doing unclean work.

† House rent allowance is also paid at rates admissible to permanent Government servants.

‡ In addition, those who have put in more than 2 years' service are given a house-rent allowance of Rs. 2 p.m.

§ House-rent allowance of Rs. 2 p.m. is given to those not provided with quarters.

7. Public Works Departments

The available information relating to the wages and allowances of the workers employed both departmentally and through contractors by the Public Works Departments—Central and State—is given below :—

Basic wages.—In the C.P.W.D., labour employed departmentally gets a basic minimum wage of Rs. 30 p.m. while labour employed through contractors is paid wages varying from Re. 1-0-0 per day to Rs. 1-12-0 per day, including allowances in the different regions. In the Public Works Departments in the States, the rates of wages vary from district to district. The daily rates of minimum wages obtaining in different States for men and women *mazdoors* are given below :—

TABLE CVIII

MINIMUM DAILY RATES OF WAGES IN P.W.D.

State	*Mazdoors*	
	Men	Women
	Rs. A. P.	Rs. A. P.
1. Madhya Pradesh	0 14 0	0 8 0
2. Madras	1 4 0 to 1 14 0	0 10 0
3. Uttar Pradesh	1 4 0	..
4. Hyderabad	1 8 0	1 0 0
5. PEPSU	1 12 0	1 8 0
6. Rajasthan	0 12 0	0 9 0
7. Travancore-Cochin	1 1 0	0 10 0
8. Bhopal	1 0 0	..
9. Coorg	1 8 0	1 0 0
10. Delhi	1 8 0	1 4 0
11. Himachal Pradesh	1 12 0	0 10 0
12. Vindhya Pradesh	1 0 0	0 12 0

Dearness allowance.—In addition to wages, departmental workers in the C.P.W.D. are also entitled to dearness allowance at Government rates according to which the minimum dearness allowance amounts to Rs. 35 p.m. In the States also departmental workers get dearness allowance at rates fixed by the respective Governments. However, the large majority of workers who are daily rated and are generally employed through contractors do not get any separate dearness allowance.

8. Seamen

The following tables show the wage rates paid to different categories of seamen in the ports of Calcutta and Bombay.

TABLE CIX

SEAMEN'S WAGES IN INDIA, 1947,
CALCUTTA RATES (MONTHLY)

Ratings	Pre-war rate of pay	Present rate	War bonus (100 per cent. of pre-war rate)	War risk and post-war credit money	Total
	Rs.	Rs.	Rs.	Rs.	Rs.
Butler	70	140	70	66	276
Head waiter	40	80	40	66	186
General Saloon boy ..	30	60	30	60	150
Topass (cleaner) ..	22	44	22	44	110
Dhobi (laundryman) ..	45	90	45	66	201
Deck Serang	60	120	60	66	246
Lascar	18 to 25	36 to 50	36 to 50	36 to 50	90 to 125
Carpenter	120	240	120	..	360
Fireman serang ..	60	120	60	66	246
Coal trimmer ..	18	36	18	36	90
Bhandari (cook) ..	25	50	25	50	125
Bhandari's mate ..	10 to 12	20 to 24	10 to 12	20 to 24	50 to 60

TABLE CX

BOMBAY RATES (MONTHLY)

Ratings	Wages on 16th September 1939	Present rate	War allowance	War risk allowance (200 per cent. subject to a maximum of Rs. 66)	Total
	Rs.	Rs.	Rs.	Rs.	Rs.
Deck :					
Serang	62	130	65	66	261
Lascar	26	52	26	52	130
Bhandari's mate ..	18	40	20	40	100
Carpenter	90	240	120		360
Engine Room :					
1st tindal	46	80	40	66	186
Bhandari	30	60	30	60	150
Saloon :					
Butler	90	170	85	66	321
Chief cook	78	150	75	66	291
General servant ..	28	52	26	52	130

9. Employments covered by the Minimum Wages Act

Under the provisions of the Minimum Wages Act, 1948, some of the State Governments have fixed or notified minimum rates of wages payable to workers in the employments scheduled under the Act. These rates are given in table CXI.

In Bihar, the Punjab and Madhya Pradesh the wage rates fixed are inclusive of dearness or cost of living allowance. In Madras the wage rates in respect of oil mills and rice, flour or *dal* mills are inclusive of dearness allowance while those in respect of tobacco manufactories, public motor transport and tanneries are exclusive of dearness allowance which is granted on the following scale :

(1) TOBACCO MANUFACTORIES :

Index	Up to 300	301–325	326–350	351–375	376–400
Dearness allowance for each rupee of earnings.	*Nil.*	1 anna	2 annas	3 annas	4 annas

(2) TANNERIES :

Basic Wages	Dearness allowance
	Rs.
Up to Rs. 20 per month	18 p.m.
Above Rs. 20 per month	19 p.m.

In the Central undertakings also the wage rates are exclusive of dearness allowance, which is granted according to income groups and amounts to Rs. 35 p.m. in the case of the lowest paid workers.

TABLE CXI

MINIMUM RATES OF WAGES FIXED OR NOTIFIED UNDER THE MINIMUM WAGES ACT, 1948

Employment	Bihar	Madras	Madhya Pradesh	West Bengal	Central Undertakings	Ajmer	Punjab
1	2	3	4	5	6	7	8
1. Oil Mills	Rs. 40 p.m. or Rs. 1-6-0 per day.	Re. 0-12-0 per day	Rs. 1-2-0 to Rs. 1-4-0 per day.	..	..	..	Rs. 1-12-0 per day or Rs. 45 p.m.
2. Public Motor Transport ..	Drivers Rs. 65 p.m. Conductors Rs. 45 p.m.	Re. 0-14-0 per day.*	Rs. 1-4-0 per day.	..	Rs. 30 p.m.*	..	..
3. Tobacco (including *Bidi*) Manufactories.	Re. 1-8-0 per day or Rs. 2-8-0 per 1000 *bidis*.	Rs. 1-2-0 per 1000 *bidis*; Rs. 2 per 1000 cigars. In tobacco curing industry a minimum time rate of Rs. 1-4-0 per day	Re. 0-10-0 to Rs. 1-6-0 per 1000 *bidis*.*	..	..	(*i*) Rs. 1-2-0 1000 *bidis*. (*ii*) Re. 1 per day for workers employed in snuff making.	..
4. Rice, Flour or *dal* Mills ..	Rs. 40 p.m. or Re. 1-6-0 per day.	Re. 0-12-0 per day.	Re. 1 per day (Men); Re. 0-12-0 per day (Women) *	Re. 0-13-6 to Rs. 1-2-0 per day (Men), Re. 0-12-0 per day (Women).	..	..	Rs. 45 p.m. or Re. 1-12-0 per day.
5. Woollen Carpet Making or Shawl Weaving Establishments.	Rs. 45 p.m.	..	..	..	..	..	..

1	2	3	4	5	6	7	8
6. Road Construction and Building Operations.	Rs. 45 p.m. or Rs. 1-12-0 per day.		Re. 0-7-0 to Re. 1-0-0 per day.	..	C.P.W.D.* Work charged Rs. 30 p.m. Contractors' Labour Rs. 2-2-0 per day.	..	Rs. 45 p.m. or Rs. 1-12-0 per day.
7. Stone Breaking or Stone Crushing.	Rs. 45 p. m. or Rs. 1-12-0 per day.	..		..	..	..	Do.
8. Tanneries and Leather Manufactories.	Rs. 65 p.m. or Rs. 2-6-0 per day.	Re. 0-10-0 to Re. 0-12-0 per day.*	Rs. 30 p.m.	Rs. 30 p.m. or Rs. 1-2-6 per day.	Rs. 30 p.m. (H & S. Factory, Kanpur)* (Ports)	..	Do.
9. Local Authority	..	..	Re. 0-12-0 per day (Men) Re. 0-8-0 per day (Women)*.	..	Rs. 30 p.m.	..	Rs. 40 to Rs. 60 p.m.
10. Plantations	..	..	..	..	..	..	Re. 0-11-0 per day (Men) Re. 0-8-6 per day (Women).
11. Glass Industry†	..	..	Rs. 1-8-0 to Rs. 1-12-0 per day.	..	..	..	..
12. Cement Industry† ..	..	..	Rs. 1-6-0 per day.	..	..	..	..
13. Potteries Industry† ..	..	..	Rs. 1-6-0 per day (Men) Rs. 1-2-0 per day (Women).	..	..	..	

* Rates notified, but not yet fixed.

† Not originally included in the schedule. The act was later made applicable to it.

CHAPTER VI

COST AND STANDARD OF LIVING

1. Cost of Living Index Numbers

STATE SERIES

In the Year Book for 1946 a full account of the family budget enquiries and of cost of living index numbers in India has been given. Details regarding the method of construction, etc., of many of the existing series of cost of living index numbers will be found in "India Supplement to Guide to Current Official Statistics—Vol. I—Working Class Cost of Living Index Numbers in India—A critical study by S. Subramanian" which is a priced Government publication. Table CXIII gives the cost of living index numbers which are being published at present for some of the important centres in India apart from those which are being compiled and published by the Labour Bureau in its new series with the year 1944 as base. The base periods of the index numbers given in the table are different but, wherever possible, the base has been shifted to August 1939.

In Saurashtra pending the preparation of cost of living index numbers, the State Government have started compilation of retail price indices for three centres, *viz.*, Rajkot, Bhavnagar and Jamnagar, with the year ending July, 1950 as base.

LABOUR BUREAU SERIES

Reference to the Government of India's Scheme for the compilation and maintenance of cost of living index numbers on uniform lines has been made in the 1946 Year Book. Under this scheme, cost of living index numbers are being published for fifteen centres regularly every month in the *Indian Labour Gazette*. The cost of living index numbers for these centres for the years 1945, 1946, 1947, 1948, 1949 and September, 1950 are given in table CXII.

TABLE CXII

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS

(Base:—Average prices for 1944=100)

Centre	Annual average for					September, 1950
	1945	1946	1947	1948	1949	
1. Delhi	103	107	122	132	132	134
2. Ajmer	110	118	152	162	161	168
3. Jharia	97	122	139	153	159	207
4. Dehri-on-Sone ..	106	131	158	171	170	196
5. Jamshedpur	100	103	123	136	138	162
6. Monghyr & Jamalpur	105	132	153	166	171	202
7. Cuttack	102	106	117	134	147	168
8. Berhampur	101	111	126	145	154	174
9. Gauhati	90	86	97	117	128	128
10. Silchar	92	96	110	132	138	162
11. Tinsukia	94	83	93	109	110	112
12. Akola	98	107	139	156	168	166
13. Jubbulpore	95	101	123	146	151	151
14. Ludhiana	105	119	142	168	164	168
15. Kharagpur ..	97	100	111	132	137	138

TABLE CXIII

WORKING CLASS COST OF LIVING INDEX NUMBERS IN VARIOUS CENTRES IN INDIA

	Average for the year 1949	1950											
		Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
		Base : August 1939=100											
BIHAR													
1. Patna	494	491	517	505	506	527	521	570	586	601	..	..	..
2. Muzaffarpur ..	485	472	539	534	531	555	566	616	644	625	..	..	..
3. Ranchi	429	450	434	437	430	424	453	553	525	519	..	..	..
BOMBAY													
1. Ahmedabad ..	339	327	342	356	366	363	363	363	371	371	342	330	322
2. Bombay ..	292	294	290	288	292	297	297	304	307	308	304	297	295
3. Jalgaon	426	425	421	418	422	421	424	436	446	417	421	428	415
4. Sholapur ..	410	404	408	408	412	396	389	395	396	401	399	388	385
MADHYA PRADESH													
1. Nagpur	377	366	366	366	367	370	372	375	377	378	378	376	376
MADRAS													
1. Madras	330	328	334	332	327	328	330	333	334	336	337	333	333
U. P.													
1. Kanpur	476	424	426	426	420	423	432	439	444	445	447	444	435
COCHIN													
1. Ernakulam ..	365	369	370	367	366	368	368	370	374	375	376	375	380
2. Trichur ..	356	359	360	358	359	360	360	362	364	366	367	366	371

				Base : July 31, 1939=100									
U. P.*													
1. Meerut ..	585	505	496	496*p*	494*p*	..	..	..	..	..	..	..	..
2. Gorakhpur ..	491	488*p*	523	531	519*p*	..	..	..	..	..	..	..	..
3. Lucknow ..	555	510	511	512	502	..	..	..	..	..	..	..	..
4. Banaras ..	489	414	418	416	407*p*	..	..	..	..	..	..	..	..
5. Bareilly ..	499	447	447	447	440*p*	..	..	..	..	..	..	..	..
6. Agra ..	497	407	407	411	408*p*	..	..	..	..	..	..	..	..
7. Allahabad ..	542	432	435	426	424	..	..	..	..	..	..	..	..
8. Jhansi ..	526	462	462	466	462	..	..	..	..	..	..	..	..
9. Almora ..	473	446*p*	447*p*	459	449	..	..	..	..	..	..	..	..
				Base : Year ending June, 1936=100									
MADRAS													
1. Visakhapatnam ..	360	346	342	341	343	348	352	360	365	363	366	361	359
2. Eluru ..	396	398	399	396	391	393	396	407	406	419	416	415	410
3. Bellary ..	378	388	393	397	393	387	390	382	371	372	369	380	371
4. Cuddalore ..	364	374	365	361	357	359	363	369	368	378	392	384	383
5. Tiruchirapalli ..	365	377	370	360	359	369	374	371	375	378	376	376	374
6. Madhurai ..	360	352	344	343	341	343	343	345	350	354	354	355	348
7. Coimbatore ..	385	398	386	386	376	375	379	394	396	396	392	391	389
8. Kozhikode ..	409	420	422	423	424	428	450	439	438	439	427	417	411
MYSORE													
1. Bangalore	301	302	302	302	307	311	311	319	328	329	333	330	326
2. Mysore	303	306	304	302	300	308	311	315	318	321	323	315	327
3. Kolar Gold Fields..	316	330	329	317	318	319	325	334	347	350	353	342	344
				Base : Year ending July, 1944=100									
HYDERABAD													
1. Hyderabad City ..	154	158	156	158	159	158	161	164	162	163	162	163	163

* The compilation and publication of these cost of living index numbers which related to low paid Government employees has been discontinued from May, 1950.

(*p*) Provisional.

2. Family Budget Enquiries

Family budget enquiries were conducted by the Government of India in twenty-eight centres in the country during 1943-1946. Of these, six are now in Pakistan. Details regarding these enquiries and those conducted in the plantations during the year 1947 have been published in the previous issues of the Year Book. Table on page 490 onwards in the Statistical Appendix contains in a tabular form the main results of these enquiries.

Madras.—In Madras City a family budget enquiry is being conducted for studying the effects of the introduction of Prohibition.

Orissa.—An enquiry into family budgets of workers at Hirakud and Sambalpur was conducted by the office of the Chief Engineer, Hirakud Dam Project. For purposes of the enquiry, a rapid general survey of about 700 families of workers in different localities was made and from this a random sample of 100 families was selected. The enquiry showed that, on an average, a family consisted of 4.69 persons or 3.89 equivalent adult males. The average income of the family was Rs. 77-5-11 of which over seventyfive per cent. was contributed by the head himself. Over ninety per cent. of the income was derived from regular employment. The average expenditure of the family was Rs. 77-8-8 per month. The average monthly expenditure on food was Rs. 43-14-6 while it was Rs. 10-10-1 on miscellaneous items.

Punjab (I).—Family budget enquiries in respect of workers engaged in oil mills, tea plantations and inferior employees under local authorities are being conducted in connection with the implementation of the Minimum Wages Act, 1948.

Uttar Pradesh.—Family budget enquiries in respect of workers at Lucknow, Bareilly, Meerut, Agra, Banaras and Saharanpur have already been completed and those at Modinagar, Ghaziabad, Jhansi and Allahabad are in progress.

West Bengal.—A total of 3,729 family budgets of workers in tea plantations has been collected in Jalpaiguri, Darjeeling and Terai. It is understood that the data collected during these enquiries have been analysed according to regions and the reports are expected to be published shortly.

Family budget enquiries in respect of workers engaged in rice, oil and flour mills, tobacco (cigarette) and tanneries and leather manufactories have also been completed in connection with the implementation of the Minimum Wages Act.

Hyderabad.—From July, 1948 to July, 1949 a family budget enquiry was conducted at six industrial centres in the State, *viz.*, Hyderabad City, Secunderabad, Warrangal, Nizamabad, Nander, Aurangabad and Gulburga during the course of which 4,974 family budgets were collected. Of these, 4,500 budgets have been accepted for analysis. The report on the analysis of the results is not yet available.

Mysore.—It has been decided to enquire into the house rents relating to those centres for which cost of living index numbers are being published regularly. Family budget enquiries are also being simultaneously conducted in Hariher, Devangere, Bhadravati, Hassan and Mandya.

Saurashtra.—The Government of Saurashtra started a family budget enquiry on 1st June. 1950. It is proposed to cover 1,200 families and up to the end of September, 1950, 622 budgets had been collected.

Vindhya Pradesh.—Family budget enquiries relating to Class IV Government servants and ministerial staff in the salary group Rs. 25 to Rs. 300 per month were conducted during the year 1949-50. Brief summaries of the Reports based on these enquiries are given below :—

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(i) Ministerial Government Servants.—The enquiry into the family budgets of ministerial Government servants in the income group Rs. 25 to Rs. 300 was conducted during the year 1950 in the course of which 59 budgets were collected. The enquiry showed that, on an average, a family consisted of 5.15 persons of whom 1.46 were earners. The average number of dependants living away from the family was 1.19. Of the 5.15 persons in the family, 2.32 were men, 1.58 women, 0.73 boys* and 0.52 girls*. The average monthly income of a family worked out to Rs. 114.49 or Rs. 22.23 *per capita*. The total expenditure of the family amounted to Rs. 119.88 per month. The following statement shows the actual and percentage expenditure of the family on various important groups :—

	Expenditure	
	Actual	Percentage
	Rs.	
1. Food	62·33	51·99
2. Fuel and Lighting	9·50	7·93
3. House Rent and Repairs	4·96	4·14
4. Clothing and Footwear	14·94	12·46
5. Household Requisites	4·14	3·45
6. Miscellaneous	24·01	20·03
	119·88	100·00

Of the 59 families, 15 or 25.42 per cent. reported that they were in debt.

(ii) Secretariat Peons.—An enquiry into the family budgets of peons employed in the Vindhya Pradesh Secretariat was conducted during 1949. In all 160 family budgets were collected of which 4 were rejected. Over 55 per cent. of the budgets collected were for families in receipt of an income between Rs. 30 and Rs. 40 per month while 22 per cent. were for those with an income of Rs. 60 per month or more. The enquiry showed that, on an average, a family consisted of 4.05 persons of whom 1.39

*Less than twelve years of age.

were men, 1.38 women, 0.78 boys and 0.50 girls. On an average there were 0.38 dependants living away from the family. The average monthly income of a family, excluding the value of the uniforms provided to the peons, worked out to Rs. 47.07 or Rs. 11.62 per capita. The total expenditure of the family amounted to Rs. 46.82 per month thus leaving a small surplus of Re. 0.25. The following statement shows the actual and percentage expenditure of the family on various important groups :—

	Expenditure	
	Actual	Percentage
	Rs.	
1. Food	31·17	66·6
2. Fuel and Lighting	3·12	6·6
3. House Rent	1·48	3·2
4. Clothing and Footwear	2·88	6·2
5. Household Requisites	0·09	0·2
6. Miscellaneous	8·08	17·2
	46·82	100·0

Family budgets of workers engaged in coalmines and the shellac factory at Umaria are being collected at present.

3. Food Control and Rationing

The elaborate structure of food controls at present in force throughout the country was necessitated by the exceptional conditions created by World War II on account, mainly, of the cessation of supplies of rice from Burma. Even after the end of hostilities, the food situation in India continued to be difficult and during the years 1946 and 1947 there was an extension and even intensification of control of food-stuffs. In December, 1947, a policy of partial de-control was introduced but it resulted in a steep rise in food-grain prices and in September, 1948 the policy was reversed and food controls were re-introduced.

The present policy of food control envisages the control among cereals of rice, wheat, gram, maize, jowar, bajra, barley and ragi. Efforts are being made to maximise internal procurement and extend rationing schemes so as to achieve and enforce uniform standards of rationing and monopoly procurement throughout the country.

The Central Government grant a subsidy to State Governments in respect of imported food-grains. During the year 1949-50, this subsidy amounted to Rs. 21.25* crores as against Rs. 26.93 crores in 1948-49. The State Governments are also given a bonus of 8 annas per maund of food-grains procured by them and an additional bonus of 8 annas per maund on quantities of food-grains exported by them under the Basic Plan.† In 1948-49 the total amount paid by the Central Government by way of procurement and export bonus was 4.71 crores of rupees. In 1949-50, the total amount paid was 5.66 crores of rupees.

*Provisional.

† For details of the Basic Plan please see *Indian Labour Year Book*, 1946, p. 197.

The present scheme of food controls in India may be broadly classified under two heads, namely (a) all-India control and (b) local controls. The principal features of all-India control are the procurement of food-grains from abroad on a monopoly basis by the Central Government and the implementation of what is known as the All-India Basic Plan. During 1949, the Government of India imported into the country 37,06,000 tons of cereals valued at Rs. 144.6 crores. The total imports of food-grains into India during the first nine months of 1950 has been 14,45,000 tons.

The main features of local controls in each State are rationing and controlled distribution of food-grains and procurement, that is, securing from local resources of the quantities of grain required for meeting their commitments in regard to rationing and, in the case of surplus units, for meeting the export quotas under the Basic Plan. During the year 1949 the total quantity of cereals procured within the country was 43,78,000 tons. The procurement of cereals during 1950 was 46,34,000 tons. At the Chief Ministers' Conference held in August, 1950, it was decided to step up procurement both in surplus and deficit States.

There are numerous other controls such as control of wholesale and retail prices, control of movement from one district to another or of movements from area to area in the same district, control of stocks held by consumers, traders and agriculturists, etc. But these are only ancillary to the two main purposes described above, namely controlled distribution and procurement.

The total rationed population in the country as reported up to the end of September, 1950 stood at 10.83 crores (out of a total estimated population of 34.73 crores in March, 1950) of which 4.5 crores were under statutory rationing. The figure of rationed population is likely to be misleading unless it is realised that the population that actually depends on Government stocks for their requirements is very much less than the total population. The difference between statutory and non-statutory rationing is that while under statutory rationing supplies are guaranteed by the Government, under non-statutory rationing there is no such guarantee on account of which open markets are also allowed to some extent. The extent of rationing schemes adopted in various States and the size and composition of rations allowed are shown in the two statements given below.

The Food Grains Investigation Committee appointed in August, 1949 examined the working of food controls and came to the conclusion that while the time is not yet ripe for complete decontrol, "with the goal of self-sufficiency before the country in 1951 and the easier transport position, the country should be gradually but unmistakably prepared from now on for the final abandoning of controls and return to normalcy."* Since the publication of the Committee's Report in several States of this country natural calamities such as earthquakes, floods, etc., have occurred and these have adversely affected the general food position.

*Report of the Food Grains Investigation Committee, 1950, p. 5.

TABLE CXIV

POPULATION IN INDIA COMING UNDER FOOD RATIONING

State	Total population in March, 1950*	Rationed population as on 31st December, 1949			Rationed population as on 30th June, 1950		
		Under statutory rationing	Under other types of rationing	Total	Under statutory rationing	Under other types of rationing	Total
Assam	8,510,000	356,000	1,315,000	1,671,000	377,000	1,315,000	1,692,000
Bihar	39,120,000	223,000	1,505,000	1,728,000	240,000	1,463,000	1,703,000
Bombay	32,680,000	10,000,000	900,000	19,000,000	10,158,000	9,000,000	19,158,000
Madhya Pradesh	20,920,000	..	2,164,000	2,164,000	..	1,455,000	1,455,000
Madras	54,210,000	5,940,000	27,263,000	33,263,000	5,910,000	24,782,000	30,692,000
Orissa	14,410,000	..	408,000	408,000	..	413,000	413,000
Punjab	12,610,000	1,815,000	3,717,000	5,532,000	1,666,000	5,519,000	7,185,000
Uttar Pradesh	61,620,000	6,100,000	1,660,000	7,760,000	6,335,000	376,000	7,211,000
West Bengal	24,320,000	6,225,000	1,388,000	7,613,000	6,066,000	1,055,000	7,121,000
Hyderabad	17,690,000	2,190,000	2,653,000	4,843,000	1,775,000	1,950,000	3,725,000
Jammu and Kashmir	4,370,000	..	296,000	296,000	..	369,000	369,000
Madhya Bharat	7,870,000	327,000	2,162,000	2,489,000	378,000	2,142,000	2,520,000
Mysore	8,060,000	1,272,000	4,854,000	6,126,000	1,247,000	4,391,000	5,638,000
PEPS Union	3,320,000	..	..	..	..	..	..
Rajasthan	14,690,000	410,000	5,102,000	5,512,000	418,000	5,559,000	5,977,000
Saurashtra	3,960,000	422,000	3,288,000	3,710,000	435,000	3,300,000	3,735,000
Travancore-Cochin	8,580,000	6,899,000	..	6,899,000	7,258,000	..	7,258,000
Ajmer	730,000	329,000	268,000	587,000	344,000	325,000	669,000
Bhopal†	860,000	..	..	..	..	..	..
Bilaspur	130,000	..	..	..	..	..	..
Coorg	170,000	..	32,000	32,000	..	33,000	33,000
Delhi†	1,510,000	1,608,000	99,000	1,707,000	1,652,000	141,000	1,793,000
Himachal Pradesh	1,080,000	..	261,000	261,000	..	291,000	291,000
Kutch	550,000	..	600,000	600,000	..	539,000	539,000
Manipur	540,000	..	..	..	..	..	..
Tripura	580,000	..	..	..	..	..	..
Vindhya Pradesh†	3,980,000	..	..	..	..	..	..
Andaman and Nicobar Islands ..	..	17,000	..	17,000	15,000	..	15,000
Total ..	347,340,000	44,133,000	68,025,000	112,158,000	44,774,000	64,418,000	109,192,000

* According to Home Ministry's estimate framed under the Constitution (Determination of Population) Order, 1950

† No rationing.

‡ Apparently there is some mistake either in the estimated population or in the figures of rationed population.

TABLE CXV

SIZE AND COMPOSITION OF RATIONS

(Oz. per adult per day)

State	Size and Composition of ration as on 31st December, 1949.				Size and Composition of ration as on 30th June, 1950			
	Rice	Wheat	Others	Total	Rice	Wheat	Others	Total
Assam	6·4 to 12·0	1·1 to 12·0	..	12·0	9·0 to 12·0	1·0 to 12·0	..	12·0
Bihar	12·0	12·0	..	12·0	4·0 to 12·0	2·0 to 12·0	..	12·0
Bombay	1·1 to 6·0	1·2 to 8·0	1·1 to 9·1	12·0	1·1 to 6·0	1·4 to 7·2	2·9 to 8·4	12·0
Madhya Pradesh ..	12·0	12·0	12·0	12·0	12·0	12·0	12·0	12·0
Madras	2·0 to 8·0	12·0	2·0 to 8·0	12·0	2·0 to 8·0	10·0 to 12·0	2·0 to 10·0	12·0
Orissa	12·0	12·0	..	12·0	12·0	12·0	..	12·0
Punjab	1·2	12·0	12·0	12·0	1·24	12 0	12·0	12·0
Uttar Pradesh ..	2·0 to 4·0	10·0	4·0	14·0 (a)	2·0 to 4·0	6·0 to 8·0	4·0*	14·0* (a)
West Bengal ..	8·0 to 9·7	2·3 to 12·0	..	12·0	9·7 to 10·3	1·7 to 12·0	..	12·0
Jammu and Kashmir	2·0 to 10·0	10·0	..	12·0	6·0 to 11·4	6·0 to 11·4	..	12·0
Hyderabad ..	4·0	4·0 to 12·0	4·0	12·0	2·5 to 6·0	2·0 to 2·3	4·0 to 4·5	12·0
Madhya Bharat ..	1·0 to 2·0	6·0	2·0 to 12·0	10·0 to 12·0	2·0	8·0	2·0 to 4·0	12·0
Mysore	3·7 to 6·0	2·0 to 3·0	5·8	9·0 to 11·5	3·7 to 6·0	2·0 to 3·0	5·8	9 0 to 11·5
Rajasthan .	..	6·0 to 12·0	2·0	12·0	2·0 to 4·0	4·0 to 8·0	1·3 to 6·0	10·7 to 12·0
Saurashtra ..	1·1	7·5	5·3	13·3	1·0	5·3	5·4	11·7
Travancore-Cochin	9·4 to 10·0	2·0 to 2·4	..	12·0	8·0	2·0 to 2·4	..	10·0 to 10·4
Ajmer . ..	2·0	10·0	4·0	12·0	2·0	8·0	4·0	12·0
Coorg	12·0	..	12·0	12·0	12·0	..	12·0	12·0
Delhi . ..	1·0 to 8·0	10·0	14·0 (a)	14·0 (a)	1·0 to 8·0	10·0	12·0	12·0

(a) Including gram.

* Reduced to 2 oz. and 12 oz. from August, 1950.

NOTE 1.—Ration allowed to children was one half of that allowed to adults. Heavy manual workers are generally allowed an additional ration of 4 oz. per day.

2. Quantities shown against rice, wheat, etc., indicate the maximum quantity allowed under each grain while the total indicates over all scale of ration.

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CHAPTER VII

HEALTH AND SAFETY

1. Health of the Industrial Worker

The problems of health of the industrial worker are to be viewed from two angles : firstly, the health hazards which are common to all citizens and secondly the occupational health risks to which an industrial worker is exposed in certain industries. As a citizen, his needs are met by the general health service available to the community as a whole. As a worker in industry, however, the occupational risks, to which he is exposed, can be met by a properly constituted industrial health service, which can deal with those sets of factors in the environment of his workplace which react adversely on his health.

Details of general health conditions in India are found in certain publications, such as the *Report of the Health Survey and Development Committee* (Bhore Committee). Data regarding the health of Industrial workers in India, however, are scanty, mainly because "the machinery for providing such information does not exist at present."*

Certain progressive industrial undertakings maintain some statistics relating to sickness and absenteeism. According to the data collected by Professor B. P. Adarkar from some firms, the maximum rate of sickness was found to be 14.6 days per annum per worker†. Surveys over limited fields have shown that about 6 to 14 per cent. of the workers fall sick and each sickness results in about 3 to 4 days of absence. The absenteeism statistics collected by the Labour Bureau show that absenteeism due to sickness or accidents in 1949-50 amounted to 3.9 per cent. in match factories, 3.0 per cent. in cement factories, 2.8 in iron and steel industry, 1.2 in ordnance factories, 2.5 in the cotton mills in Madras, 1.6 in the woollen mills in Dhariwal and 3.0 in the engineering industry in Mysore.

Some details about health conditions of factory workers, miners and plantation workers have been given in the previous issues of this Year Book.

The Chief Adviser, Factories, of the Ministry of Labour, has been conducting an "Environmental Hygiene and Medical Survey in the Storage Battery and Dichromate Manufacturing Factories". The factories in Madras, West Bengal, Bombay and Uttar Pradesh have already been surveyed. The investigation work is now in progress in Mysore State. The survey will be concluded after investigations in a factory in Delhi are completed.

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* *Report of the Health Survey and Development Committee*, Vol. I, pp. 73-74.

† *Report on Health Insurance for Industrial Workers*, p. 63.

In the 1948-49 issue of the Year Book, certain problems of industrial health investigated by the Industrial Health Research Unit of the Indian Council of Medical Research were mentioned.* During the year under review, research work on these items continued. Some of the conclusions reached during these investigations are given below :—

(i) *Effect of excess noise on workers.*—Preliminary findings in respect of reduction of noise revealed that workers working in noisy environment, as in a textile mill, distinctly recorded an increased output of about 2 per cent. on reduction of the noise. Further research on a larger group of workers, however, showed that the effect of reduction of noise is not the same on all the workers; in case of some workers, there was reduction of output, while others remained unaffected either way. None of the workers, clinically examined, showed any significant loss of auditory acuity or any signs of permanent deafness. The general supposition that work in noisy environments is likely to affect the worker's health adversely resulting in diminished efficiency, in loss of auditory acuity or in permanent deafness has, therefore, been belied. It appears that, after due adaptation of a transitory nature, most workers remain almost unaffected by such a noise while only a few, with inherent inability for similar adaptation, may be unsuitable for this type of work.

(ii) *Venereal diseases.*—A survey of patients suffering from venereal diseases brought out the conclusion that the existing acute housing shortage and the mal-adjustment of socio-economic factors are having a serious repercussion on the industrial community. Of the 500 patients examined, about 50 per cent. belonged to the industrial group. Most of them were living in enforced separation from their families. The survey thus emphasised the wholesome influence of a harmonious family life as a check in the spread of venereal diseases.

(iii) *A medico-social study of women workers in the jute industry of West Bengal.*—An examination of case histories of 700 women workers, employed in jute mills, revealed that there was a significant increase in the vital loss amongst women employed in industry. It was found that 11 per cent. of their conceptions resulted in vital losses as against 4.2 per cent. for the same group before their entry into industry and 6.7 per cent. for women of similar socio-economic status but not employed in industry.

Investigation work on (a) incidence of lead intoxication in printing presses, etc., (b) cyanide hazard in electroplating industries, and (c) the problem of silicosis in the Indian mining industry and the assessment of toxicity of industrial dusts was also conducted. Details regarding these are given in the subsequent section (*Occupational Diseases*) of this Year Book.

A sample health and nutritional survey was conducted in three coffee estates in Mysore. In all, 15 families, having 56 members, were medically examined. Of these 56 persons, 22

* *Indian Labour Year Book*, 1948-49, pp. 215 and 218.

were found to be suffering from malaria and its after-effects such as enlargement of the spleen, anaemia, loss of appetite, feeling of fatigue, etc. Another common disease was ankylostomiasis (hook-worm) and it was observed that 10 out of the 56 persons were suffering from this disease. Some of the persons were extremely anaemic with complications such as cardiac murmurs and oedema of legs and feet. Nutritional deficiency was seen in 10 out of the 56 persons. In this group dimness of vision, development of early cataract in young people, anaemia and failure to gain weight, were common features and the main cause was under-feeding and poor diet. A few persons were suffering from skin affections such as scabies, eczema, warts and ulcers.

In Saurashtra, the Government conducted a B.C.G. test for susceptibility to T.B. in the various factories in the State and the persons who gave negative results were vaccinated.

Diet of the Industrial Worker

Apart from sanitation and environmental hygiene, food and dietary habits are potent factors in determining the state of the workers' health. A considerable amount of detailed information regarding the actual diets of the workers is available in a series of family budget reports published from time to time by the various State Governments and the Government of India. On the subject of the effect of the existing diets of the workers on their health conditions, however, not much data are easily available. In view of the importance of this matter a request was, therefore, made to the Director, Nutrition Research Laboratories, Coonoor, to supply a note on the subject which he kindly did. The information available to him is also scanty but the following paragraphs which are based on the note supplied by the Director give an idea of the findings of those who have studied the subject in a scientific manner.

In 1931, a survey on a small scale was undertaken by Dr. Lucy Wills to study the diets of textile mill workers and their families in Bombay. She was struck by the fact that most of the cases of pregnancy anaemias encountered by her in Bombay were from the mill labour class. She pursued the matter by studying the diets and found that they were defective and these studies confirmed her suspicion that iron deficiency could be one of the causes of microcytic anaemias encountered in pregnancy or in certain apparently healthy people. Later measures have, however, shown that microcytic anaemia can also have its origin in deficient diets. Between the years 1935-40, Dr. K. S. Mhaskar of Bombay carried out another diet survey of over 700 textile mill workers in Bombay. Unfortunately the results of this survey have not been published. An important dietary survey of industrial workers which has been published is that of Dr. Mitra at Jamshedpur. He investigated the diets of 177 families consisting of 345 persons. He found that as incomes increased from 3.1 annas per consumption unit per day to 14.0 annas per consumption unit per day the nutritive value of diets increased owing to greater consumption of oils and fats, milk and milk products and fruits.

Dr. Mitra also made investigations on coal mine labour at Jharia in 1941. In the same locality Dr. Lall has conducted repeat surveys in 1947-48. Dr. Lall found that as compared to income levels in 1939-40 the present levels had risen by 330 per cent. Even then the incomes could not keep pace with the rise in prices. He also found that although the calorie intake had not shown appreciable difference as compared to the pre-war figures, the nutritive value of diets had definitely deteriorated. As a result, the health of the community had suffered as was evident from the increased morbidity rate and deterioration of children's health accompanied by greater incidence of nutritional deficiency as compared to the conditions in 1939-40.

In 1946 the Labour Bureau undertook a family budget enquiry of plantation labour. These data were analysed from the nutritional point of view by the Nutrition Research Laboratories. The diets of these workers were found inadequate both qualitatively and quantitatively. Signs of under and malnutrition were in evidence in a large proportion of individuals examined during the survey. The details of this survey have been published on pages 202-3 of the Indian Labour Year Book for 1946. The Report of Major Lloyd Jones on plantations submitted to Government in the year 1947 indicates that the health conditions of the plantation labourers are none too satisfactory. Prior to Dr. Lloyd Jones' investigation certain other investigations were made by Dr. Napier and his colleagues which had shown the presence of widespread anaemia among the tea plantation labour of Assam. It later became clear, however, that conditions in tea gardens were not necessarily such as to induce anaemia where it did not already exist ; they only perpetuated the state of affairs or rather provided no better environment than that in which the workers were accustomed to live before they migrated to Assam. In the opinion of the Director, Nutrition Research Laboratories, this can be considered more or less true of industrial labour generally throughout India. The diets of poor people in the villages are faulty. The villagers are ill-nourished and physically under-developed ; very often they carry stigmata of nutritional deficiency which can be detected by clinical or biochemical examination.

In the opinion of the Director, Nutrition Research Laboratories, community feeding through canteens is one of the best methods by which information on sound dietary practices can be conveyed to the workers. As will be seen from the section on Welfare much progress has been made in recent years in the establishment of canteens in factories and in fact under the new Factories Act every factory employing two hundred and fifty or more persons is required to establish a canteen. So far as is known, however, no studies have been made of the effect of canteens on the health of the workers concerned.

2. Occupational Diseases

Information about the incidence of occupational diseases in India is somewhat scanty. The Workmen's Compensation Act, 1923, lists (in schedule III) 12 occupational diseases which are deemed to be injuries by accident for purposes of payment

of compensation. The State Governments have been authorised to add to this list of diseases, but, it appears, that none of them has made use of this power. The Mysore Act on the subject includes silicosis or miners' phthisis and cyanide rash among occupational diseases entitling a worker to compensation, while the Travancore Act includes primary epitheliomatous cancer of the skin resulting from employment in any process involving the roasting or shelling of cashewnuts or handling of roasted cashewnuts or extraction of cashewnuts, etc. The provisions of the Indian Act relating to compensation for occupational diseases have been rarely invoked and the number of cases of such diseases, which are reported, is very small. During 1949, for example, only one case of occupational disease was reported under the Indian Workmen's Compensation Act in U.P. This case was of lead poisoning resulting in temporary disablement and compensation amounting to Rs. 100 was paid for it. Commenting on the absence of more cases, the U.P. report on the working of the Act during 1949 says, "This single case is no index of the actual state of affairs in factories. Compared with the incidence of occupational diseases in similar industries in the U.K., the number is very small and presumably a number of cases remained unnoticed and unreported. .....The absence of a suitable agency for reporting occupational diseases is mainly responsible for this. The operation of the Employees' State Insurance Act should go a long way in finding out the incidence of occupational diseases." The West Bengal Government reported that during the period October, 1949 to September, 1950, seven cases of occupational diseases were filed before the Commissioner for Workmen's Compensation and all of them were disposed of during this period. In Mysore, during the year ended 30th June, 1950, compensation amounting to Rs. 1,44,463-13-0, was paid in 130 cases (all of silicosis) under the Mysore Workmen's Compensation Act. Details of these cases are as follows:—

No. of cases		Amount of compensation	
Deaths	Permanent disablement	Deaths	Permanent disablement
4	126	Rs. a. p. 10,100 0 0	Rs. a. p. 1,34,363 13 0

The Factories Act, 1948, makes it obligatory on factory managers to give information regarding certain occupational diseases (specified in a schedule) contracted by their employees and on medical practitioners attending on persons suffering from such diseases to report the same to the Chief Inspector. During the period, October, 1949 to September, 1950 cases of occupational diseases under the Factories Act, 1948, were reported only by Bihar and Bombay. In Bihar, a few cases of lead poisoning were reported. In Bombay, 19 cases of lead poisoning were reported during the period from 19th December, 1949 to

20th September, 1950 and 12 cases of chrome sores or ulceration were reported during the period from 1st January, 1950 to 20th September, 1950.

As mentioned in the preceding section (*Health of the Industrial Worker*), the Industrial Health Research Unit of the Indian Council of Medical Research has undertaken some surveys regarding occupational diseases. The following are some details of these surveys.

(i) *Incidence of lead intoxication in printing presses, etc.*—In the last issue of the Year Book*, it was stated that investigations in some of the printing presses in Calcutta showed that among workers in the monotype, linotype and monocasting departments, who were exposed to lead fumes approximately 10 per cent. suffered from sub-clinical state of chronic lead poisoning. Further investigations on this subject show that the percentage is much higher being nearly 41. The gravity of the problem, the extent of incidence of the chronic type of poisoning and the urgency of the protective devices for the maintenance of the health of the workers in this field would thus appear to be much greater than had hitherto been realised. That effective measures can fully eradicate this menace was clearly shown by a survey undertaken in an electrical accumulator manufacturing concern. With up-to-date protective equipment and necessary preventive and prophylactic measures, this concern which had to do even heavier work with lead and its compounds did not report even a single case of lead poisoning.

(ii) *Cyanide hazard in electroplating industries.*—Cyanogen and its compounds, though less common, are as deadly as carbon monoxide and constitute a considerable source of danger to the health of the worker in various industries such as the electroplating industry, the coal tar industry and the fertilizer industry. Even non-lethal doses of such compounds, particularly of hydrocyanic acid, chronically inhaled over a long period, may give rise to various disorders. An investigation was undertaken in three electroplating plants at the suggestion of the Chief Inspector of Factories, Government of West Bengal. The result showed that in all cases the toxic hydro-cyanic acid gas is generated during electro-plating operations. Because of the satisfactory ventilation in the bigger concerns and the very small output of work in the smaller concerns, mostly privately owned, the amount of the gas did not exceed the maximum permissible concentration or constitute any danger to the worker. The work carried out, however, proved a pointer to the widely prevailing ignorance regarding the dangerous nature of such operations on the part of an otherwise capable management and emphasized that, with the growing industrialisation and consequent increase in output in this branch of industry, effective propaganda and better ventilation, specially in small privately owned concerns, are called for.

(iii) *The problem of silicosis in the Indian mining industry and the assessment of toxicity of industrial dusts.*—Inhalation of

*Indian Labour Year Book, 1948-49, p. 217.

dust and respiratory diseases, such as silicosis, are closely interrelated. Though Indian mines employ about 4,70,000 workers, data regarding this aspect of industrial health are mostly confined to the Kolar Gold Fields, employing only about 22,000 workers. The study of the incidence of silicosis amongst Indian industrial workers and particularly Indian miners has been, therefore, one of the major problems taken in hand since the inception of the Industrial Health Research Unit. The problem is to investigate (a) the chemical composition of the Indian mining rock and its probable toxicity, (b) the probable degree of inhalation under actual working conditions, and (c) the existing rate of incidence of silicosis. Since toxicity of the mining dust is ultimately a function of its free silica content, 10 samples of different Indian mining rock obtained through the courtesy of the Geological Survey of India were exhaustively studied both by the chemical method and by the more infallible X-ray diffraction method. Both methods agree in indicating a high degree of silica content in the range of 40 to 70 per cent. indicating the dangerous nature of the dust to which the worker working in Indian mines is exposed. Further investigations into the various problems of silicosis are being conducted.

3. Industrial Accidents

Annual statistics of accidents in factories, mines and railways are collected under the provisions of the Factories Act, the Indian Mines Act and the Indian Railways Act. Such systematic statistics regarding accidents are not, however, available in respect of any of the other sectors of industry although some information is collected periodically in respect of ports, tramways, etc., by the Labour Bureau. Statistics are also collected under the Workmen's Compensation Act regarding accidents in respect of which compensation has been paid and the amount of compensation paid. These statistics cover a wider field and include besides factories, mines and railways, other sectors such as plantations, ports, tramways, posts and telegraphs, etc.

Factories

Under the provisions of the Factories Act all accidents which cause death or bodily injury whereby any injured person is prevented from resuming work during the next 48 hours, are reported to the Factory Inspectors. Annual statistics of accidents are compiled by the Chief Inspectors of Factories from such reports and are published in their Annual Reports on the working of the Factories Act. Accidents are classified as, 'fatal', 'serious' and 'minor' according to the nature of the injury. An accident is considered to be 'serious' if the injury involves absence from work for 21 days or more and 'minor' if it involves absence from work for more than 48 hours but less than 21 days. The table below shows the number of fatal, serious and minor accidents in factories since 1939. While the statistics for 1939 to 1946 relate to the Provinces of the pre-partition British India, the figures for the last three years relate to the States formerly known as Provinces of the Indian Union.

TABLE CXVI

ACCIDENTS IN FACTORIES, 1939 TO 1949

Year	Fatal		Serious		Minor		Total	
	Number of workers killed	Per 1000 workers employed	Number of workers injured	Per 1000 workers employed	Number of workers injured	Per 1000 workers employed	Number of workers killed or injured	Per 1000 workers employed
1939 ..	221	0·13	5,837	3·33	29,948	17·10	36,006	20 56
1940 ..	236	0·13	6,857	3·72	33,986	18·42	41,079	22·27
1941 ..	271	0·13	8,374	3·88	40,091	18·59	48,736	22·60
1942 ..	323	0·14	9,111	3·99	44,740	19·60	54,174	23·73
1943 ..	361	0·15	10,016	4·11	48,709	20·03	59,176	24·29
1944 ..	348	0·14	10,638	4 22	56,336	22·33	67,322	26·69
1945 ..	342	0·13	11,006	4·16	58,775	22 24	70,123	26 53
1946* ..	252	0·11	8,423	3·64	48,460	20·94	57,135	24·68
1947† ..	214	0·09	8,675	3·81	49,892	21·93	58,781	25·84
1948† ..	259	0·11	9,132	3·87	58,673	24·86	68,064	28 84
1949† ..	250	0·10	8,702	3·57	66,664	27·39	75,816	31·06

The year 1949 recorded an increase in the accident rate due to a rise in the rate of minor accidents during the year as compared to the previous year. The rates of fatal and serious accidents, however, slightly declined.

Table CXVII which shows the statistics of accidents in factories for 1949 by States, indicates that comparatively high accident rates were recorded during the year in Ajmer§, Bihar, Bombay, Delhi and Punjab. The lowest rate was recorded in Orissa where the main industries are rice milling and tobacco manufacturing. Assam, in which the main industry, namely tea, is of a seasonal character, also showed a low accident rate. Compared to the previous year, accident rate showed an increase in Ajmer, Bihar, Bombay, Madhya Pradesh, Punjab, Uttar Pradesh and West Bengal. It showed a comparative fall in Assam, Delhi, Madras and Orissa.

* Excluding the Punjab and the N.W.F.P.

† The figures relate to 12 States of the Indian Union formerly known as Provinces whereas the previous figures relate to the pre-partition of British India.

§ It is reported that the main reason for the high rate of accidents in Ajmer is the fact that workers in the Railway workshops are given leave with pay for more than 2 days even in case of very minor injuries and such accidents thus becomes reportable.

TABLE CXVII

ACCIDENTS IN FACTORIES, BY STATES, 1949

States	Fatal		Serious		Minor		Total	
	Number of workers killed	Per 1000 workers employed	Number of workers injured	Per 1000 workers employed	Number of workers injured	Per 1000 workers employed	Number of workers killed or injured	Per 1000 workers employed
Assam ..	9	0·15	71	1·16	812	13·28	892	14·59
Bihar ..	23	0·15	398	2·56	5,013	32·27	5,434	34·98
Bombay ..	73	0·09	4,420	5·60	23,850	30·21	28,343	35·90
Madhya Pradesh.	9	0·09	44	0·46	2,422	25·16	2,475	25·71
Madras ..	44	0·14	1,077	3·32	5,012	15·47	6,133	18·93
Orissa ..	1	0·07	20	1·50	51	3·82	72	5·39
Punjab ..	5	0·13	51	1·30	1,246	31·65	1,302	33·08
U. P. ..	32	0·14	324	1·39	6,426	27·48	6,782	29·01
West Bengal	51	0·08	2,138	3·21	18,516	27·84	20,705	31·13
Ajmer ..	1	0·06	33	2·15	2,118	137·71	2,152	139·92
Delhi ..	2	0·05	122	3·14	1,166	30·05	1,290	33·24
Andaman & Nicobar Islands.	..	..	4	2·00	32	16·00	36	18·00
Total ..	250	0·10	8,702	3·57	66,664	27·39	75,816	31·06

An analysis of accidents which occurred during 1949 by causes is given in Table CXVIII.

TABLE CXVIII

ACCIDENTS IN FACTORIES, BY CAUSES, 1949

Causes	Fatal	Serious	Minor	Total
1. *Machinery*—				
(*a*) Prime movers	..	40	97	137
(*b*) Transmission machinery ..	26	230	738	994
(*c*) Lifting machinery	8	53	241	302
(*d*) Working machinery	42	2,736	12,688	15,466
Total ..	76	3,059	13,764	16,899
2. *Transport*—				
(*a*) Rolling stock on lines	13	76	494	583
(*b*) Rolling stock not on lines ..	4	88	543	635
Total ..	17	164	1,037	1,218
3. Persons falling	41	671	3,652	4,364
4. Falling objects	26	1,583	12,426	14,035
5. Hand tools	..	333	5,281	5,614
6. Electricity	21	43	188	252
7. Poison	6	67	441	514
8. Explosives and fire	22	318	2,991	3,331
9. Miscellaneous	41	2,464	26,884	29,389
All Causes ..	250	8,702	66,664	75,616

MINES

The Annual Report of the Chief Inspector of Mines on the working of the Indian Mines Act contains detailed statistical and other information regarding accidents in mines. A 'minor' accident is one on account of which absence from work exceeds 48 hours but does not exceed 20 days, while a 'serious' accident is one in which an injury has been sustained which involves or in all probability will involve, permanent loss or injury to sight or hearing or the fracture of any limb or the enforced absence of the injured person from work for a period exceeding 20 days. The table below gives statistics regarding the different types of accidents in mines from 1939 onwards. The figures for 1947, 1948 and 1949 relate to the States of the Indian Union formerly known as Provinces whereas the previous figures relate to undivided British India.

TABLE CXIX

ACCIDENTS IN MINES, 1939 TO 1949

Year	Fatal		Serious		Minor		Total	
	Number of workers killed	Per 1,000 workers employed	Number of workers injured	Per 1,000 workers employed	Number of workers injured	Per 1,000 workers employed	Number of workers killed or injured	Per 1,000 workers employed
1939	286	0·94	1,410	4·62	10,584	34·67	1,280	40·23
1940	315	0·96	1,442	4·39	12,880	39·24	14,637	44·59
1941	303	0·87	1,489	4·28	10,969	31·53	12,761	36·68
1942	342	0·96	1,484	4·15	10,871	30·39	12,697	35·50
1943	328	0·94	1,509	4·32	9,000	25·76	10,837	31·02
1944	365	1·00	1,568	4·30	8,946	24·51	10,879	29·81
1945	307	0·79	1,441	3·73	8,724	22·58	10,472	27·10
1946	328	0·79	1,275	3·09	9,312	22·56	10,915	26·44
1947*	263	0·65	1,450	3·56	8,137	19·98	9,850	24·19
1948*	272	0·69	1,295	3·27	8,518	21·52	10,085	25·48
1949*	271	0·64	1,558	3·70	16,529	39·25	18,358	43·59

* Figures relate to 12 States of the Indian Union formerly known as Provinces whereas the previous figures relate to the undivided British India.

The rate of fatal accidents in mines is more than 5 times as high as the rate in factories while the rate of non-fatal accidents is generally not much different from that in factories. The year 1949 recorded a drop in the fatal accident rate from 0.69 in 1948 to 0.64, the lowest ever recorded since the enforcement of the Indian Mines Act in 1901. The year, however, recorded a large increase in the number and rate of minor accidents compared to the previous year. The over-all rate of accidents increased from 25.48 in 1948 to 43.59 in 1949.

As the bulk of the employment in Indian mines is in coal mines, it is of interest to study the accident rate in coal mines in particular. The annual reports of the Chief Inspector of Mines, however, give the details only in regard to fatal and serious accidents separately. The tabular statement below gives the frequency rates for these two types of accidents in coal mines.

TABLE CXX

ACCIDENT RATES IN COAL MINES (PER 1,000 WORKERS EMPLOYED)

Year	Fatal	Serious
1939	1·23	5·83
1940	1·36	5·83
1941	1·23	5·85
1942	1·35	5·74
1943	1·31	6·03
1944	1·32	5·36
1945	0·95	4·34
1946	0·97	3·83
1947*	0·74	4·05
1948*	0·82	3·83
1949*	0·75	4·44

The accident rates in coal mines, both fatal and serious, are higher than the corresponding figures for all mines. The latest figures show a slight fall in the fatal accident rate in coal mines. The rate of serious accidents has, however, appreciably increased.

Mica mines and copper mines also show higher rates of accidents especially of the fatal type while comparatively low rates are recorded in manganese and iron ore mines. Accident rates in these important categories of mines during 1949 are shown in Table CXXI.

* The figures relate to 12 States of the Indian Union formerly known as Provinces whereas the previous figures relate to undivided British India.

TABLE CXXI

ACCIDENT RATES UNDERGROUND, IN OPEN WORKINGS AND ON SURFACE IN MINES DURING 1949 (PER 1,000 WORKERS EMPLOYED)

	Fatal				Serious			
	Underground	Open workings	Surface	Overall	Underground	Open workings	Surface	Overall
ALL MINES*	1·37	0·09	0·22	0·64	6·42	0·09	2·72	3·70
Coal	1·43	0·11	0·16	0·75	7·25	0·09	2·45	4·44
Mica	0·56	0·25	0·86	0·55	1·41	..	0·43	0·79
Manganese .. .	..	1·14	0·22	0·13	4·54	..	6·42	1·38
Copper	0·91	..	..	0·55	10·49	..	.	6·38
Iron Ore .. .	..	..	0·55	0·19	0·29	..	3·11	1·26

Accidents in mines are more frequent underground than in the open workings or on surface. The fatal accident rate was 1.37 underground in 1949 in respect of all mines, the rate being somewhat higher in the case of coal mines. The overall rate of serious accidents underground was 6.42 in 1949, the corresponding rates being as high as 7.25 in coal mines and 10.49 in copper mines.

Detailed statistics regarding the causes of accidents are available in respect of fatal accidents only. In 1949 out of 271 fatal accidents, 163 were caused by falls of roofs and sides, 34 occurred in haulage, 22 in shafts and 8 on surface railways. Explosives were responsible for 8 fatal accidents and electricity for 3. The others were caused by underground machinery, etc.

RAILWAYS

Statistics relating to fatal and non-fatal accidents in railways are published in the Annual Reports of the Railway Board. The tabular statement below shows the number of accidents to railway servants (including those in the workshops) and accident rates per 1,000 workers employed during the period 1939-40 to 1949-50. The figures for the last two years relate to the Indian Union whereas the previous figures relate to undivided India.

* Including mines not specified below.

TABLE CXXII

ACCIDENTS IN RAILWAYS, 1939-40 TO 1949-50

	Railways excluding workshops		Railway workshops		Accident rate* per 1,000 persons employed	
	Killed	Injured	Killed	Injured	Fatal	Non-fatal
1939-40 ..	178	15,882	5	8,638	0·26	34·58
1940-41 ..	243	17,373	12	8,575	0·36	35·64
1941-42 ..	247	19,427	13	9,654	0·34	36·38
1942-43 ..	320	20,314	12	10,651	0·40	37·49
1943-44 ..	369	22,287	15	12,313	0·43	38·92
1944-45 ..	363	23,552	18	13,862	0·40	43·48
1945-46 ..	381	27,160	11	14,696	0·40	42·24
1946-47 ..	329	29,489	13	17,201	0·33	44·60
1947-48† ..	213	22,071	16	14,617	0·25	40·82
1948-49† ..	267	20,823	9	17,331	0·30	41·80
1949-50† ..	232	23,151	18	18,559	0·28	46·38

There was a slight increase in the non-fatal accident rate during 1949-50 as compared to the preceding year. Excluding the accidents in railway workshops, so far as the fatal accidents are concerned, most of them are caused in the movement of vehicles. In 1949-50 out of the 232 fatal cases, 195 were caused in the movement of vehicles, 18 were due to accidents to trains, etc. and the rest were due to other causes. Of the non-fatal cases, 5,479 were caused in the movement of vehicles and 323 were due to accidents to trains. etc., while the rest were due to other causes.

TRAMWAYS

Serial statistics relating to accidents in tramways are not available. Information recently collected by the Labour Bureau

* Covers railway workshops also.

† These figures relate to the Indian Union whereas the previous figures relate to undivided India.

in respect of the twelve months ending June. 1950 is. however, given below :—

TABLE CXXIII

ACCIDENTS IN TRAMWAYS

Centre	No. of accidents
Calcutta	1,056
Bombay	431
Madras	296

Most of these accidents were of a minor nature.

PORTS

As in the case of tramways, serial statistics regarding accidents are not available in the case of ports also. Information recently collected by the Labour Bureau in respect of 1948 and 1949 is given below :—

TABLE CXXIV

ACCIDENTS IN MAJOR PORTS

	Fatal	Serious (Permanent disablement)	Minor (Temporary disablement)	Total
Bombay—				
1948	7	11	571	589
1949	5	6	947	958
Calcutta—				
1948	8	280	3,808	4,096
1949	3	219	3,534	3,756
Madras—				
1948	1	9	416	426
1949	1	10	401	412
Cochin—				
1948	1	2	23	26
1949		7	32	39
Visakhapatnam—				
1947-48	..	..	107	107
1948-49	..	..	123	123

The annual reports of the Chief Adviser, Factories, Ministry of Labour on the working of the Indian Dock Labourers Act, 1934 give some data relating to dangerous occurrences and accidents in docks in the five major ports of India. The first report on the subject which relates to the period 17th August, 1948 to 31st December, 1948 shows for that period a total of 1,014 accidents of which 7 were fatal. The subsequent report which relates to 1949 shows a total of 1551 accidents during the year, out of which 19 were fatal. These statistics, it should be remembered, relate only to the loading and unloading labour and do not cover the other types of labour employed in the ports. The details for each port are given below :—

TABLE CXXV

ACCIDENTS IN DOCKS IN MAJOR PORTS, 1949

Name of the port	Fatal	Non-fatal
Bombay	7	556
Calcutta	7	701
Madras	3	195
Visakhapatnam	1	73
Cochin	1	7
Total ..	19	1,532

Of these, 43 were caused by lifting machinery, 55 occurred in transport, 481 were caused by falling objects, 214 resulted from persons falling and 452 occurred in handling tools. The others were caused by stepping on or striking against objects. use of hand tools and other miscellaneous causes.

SUMMARY

It may be of interest to summarise here the position regarding the frequency of accidents in the three main sectors of employment, *viz.*, factories, mines and railways. The following table shows the latest available figures of accident rates per 1,000 workers employed in each of these three sectors.

TABLE CXXVI

ACCIDENT RATES IN FACTORIES, MINES AND RAILWAYS, 1949

(Per 1,000 workers employed)

	Fatal	Serious	Minor	Total
Factories	0·10	3·55	27·41	31·06
Mines	0·64	3·70	39·25	43·59
Railways†	0·28	46·38		46·66

† Figures relate to 1949-50.

Compensation for Accidents

The Workmen's Compensation Act, 1923 provides for the payment of compensation to workmen in case of injury arising out of and in the course of employment. The provisions of this Act are discussed in detail in another section.* As stated above, the Act covers various branches of employment including, besides the sectors in regard to which statistics of accidents have been given above, others such as posts and telegraphs, plantations, building and construction, cinematography, etc. Table CXXVII gives the number of cases in which compensation was paid together with the amount of compensation paid during 1949.† Persons drawing above Rs. 400 per month are not covered by the Act.

Prevention of accidents

Statutory provisions relating to safety at work and prevention of accidents exist in the Factories Act, the Indian Mines Act and the Indian Dock Labourers Act and are referred to in the relevant sections of the chapter on Labour Legislation. The provisions of the Factories Act, in particular, have been improved in the new Act passed in 1948 which places the responsibility for the safety of workers entirely on the occupier of the factory. This Act came into force on 1st April, 1949. Proposals are under consideration for improving the safety provisions of the Indian Mines Act also.

A considerable proportion of the accidents in factories, especially of the fatal and serious type, is generally attributed to machinery. Proper fencing of machinery is therefore being insisted upon by Factory Inspectorates. The non-availability of sufficient quantities of iron has, however, stood in the way of developing proper fencing. As an alternative, wooden fencing has therefore been allowed in most States. Suitable models for certain types of fences have been demonstrated widely by the Factory Inspectorate in Bombay.

Organisation of 'Safety Committees' is encouraged in Bombay, Bihar and Uttar Pradesh where it is reported to be making good progress. Films regarding safety in the engineering industry are exhibited in Bombay. A general improvement in the observance of safety provisions has been reported from most of the States.

The organisation of the Chief Adviser, Factories is endeavouring to promote industrial safety by educating both employers and workers in regard to the value of the measures laid down for the health, safety and welfare of the workers. To enable the factories to implement the provisions of the Factories Act, 1948 with regard to safety and welfare measures, this

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*Section on Labour Legislation *see* pages 95-101.

† The statistics are based on annual returns furnished by the employers and may not be complete as there is a considerable degree of non-submission of returns in spite of the statutory obligation.

TABLE CXXVII

COMPENSATED ACCIDENTS AND COMPENSATION PAID DURING 1949

	No. of accidents for which compensation was paid				Amount of compensation paid			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
					Rs.	Rs.	Rs.	Rs.
*Railways**	295	302	14,366	14,963	5,85,775	2,60,341	2,95,638	11,41,754
Posts and Telegraphs	34	8	36	78	72,680	9,442	1,928	84,050
Factories, Mines, etc.—								
Assam	22	51	1,381	1,454	26,692	12,232	20,794	59,718
Bihar	169	295	1,611	2,075	2,53,477	1,43,838	1,02,130	4,99,445
Bombay	79	1,085	13,929	15,073	1,84,140	5,16,898	3,36,346	10,37,384
Madhya Pradesh	29	118	1,699	1,846	43,444	51,098	26,357	1,20,899
Madras	59	134	2,991	3,184	79,894	57,024	59,399	1,96,317
Orissa	9	38	61	108	9,200	14,721	2,573	26,494
Punjab	33	70	179	282	62,670	42,885	11,105	1,16,660
U. P.	131	372	2,465	2,968	2,37,461	1,50,527	38,026	4,26,014
West Bengal	291	1,353	49,198	50,842	2,97,498	5,59,698	3,27,965	11,85,159
Ajmer	..	8	381	389	..	5,422	3,937	9,359
Delhi	11	90	449	550	25,000	55,696	11,310	92,006
Total	1,162	3,904	88,746	93,812	18,77,929	18,79,822	12,37,508	49,95,259

* Provisional

organisation has made arrangements with the Ministry of Industry and Commerce for the release of controlled materials such as steel, cement and pipes to factories against indents certified by the Chief Inspectors of Factories. Leaflets and pamphlets are published from time to time by this organisation on safety methods and prevention of accidents. Posters are also prepared from time to time regarding the observance of safety measures and circulated to Factory Inspectorates in the States.

The Government of India have had under consideration for some time the setting up of an Industrial, Safety, Health and Welfare Museum to serve as a permanent means of exhibiting methods, arrangements and appliances for promoting the safety, health and welfare of industrial workers. The scheme has, however, been postponed so far in view of the financial stringency.

Inspectors were appointed at Bombay, Madras and Calcutta for the administration of the Dock Labourers Regulations which came into force in February, 1948. According to the report for 1948 on the working of the Regulations, the requirements relating to the fencing of work places and approaches were generally complied with. In regard to life saving appliances, first aid and ambulance, however, the position could not be considered as satisfactory.

Voluntary bodies such as the Safety First Association of India and certain employers' and workers' organisations have also been endeavouring to promote safety. The former publishes a monthly bulletin on the subject called the 'Efficiency News'.

CHAPTER VIII

INDUSTRIAL HOUSING

A somewhat detailed account of industrial housing in India was given in the 1946 issue of the Indian Labour Year Book. Notes on developments in regard to industrial housing were included in the subsequent issues of the Year Book. Since the subject of industrial housing is now engaging the attention of the Union and State Governments more than ever, a detailed account of the subject is given in this chapter.

Measures adopted by the Government of India

The subject of industrial housing was discussed at the seventh meeting of the Standing Labour Committee as early as in August, 1945 when a Sub-Committee to consider and report on various aspects of the problems relating to the housing of workers was appointed. The Sub-Committee submitted its report in May, 1946 and recommended, among other things, certain minimum standards for workers' houses, the institution of a Building Fund to finance the housing of industrial workers and the setting up of National and Regional Industrial Housing Boards to administer the Fund. The Central and Provincial (now State) Governments were to provide the necessary finance by making available long-term, interest-free loans for approved schemes of housing complying with the minimum standards recommended.

Industrial housing also figured in the Industrial Truce Resolution adopted in December, 1947 wherein one of the measures recommended for attaining the objectives of the Resolution was "that as a first step towards the improvement of the standard of living of the workers immediate attention should be devoted to the problem of housing of industrial labour; the cost of such housing should be shared in suitable proportions between the Government, employers and labour, the share of labour being given in the shape of a reasonable rent." In April, 1948, the Government of India announced, as a part of their industrial policy, a scheme for the construction of a million workers' houses to be completed within a period of ten years. Details of this scheme were given in the Indian Labour Year Book, 1948-49.* In April, 1949 a fresh scheme for industrial housing on the basis that the capital required for industrial housing should be provided as a loan to the extent of two-thirds by the Central Government and one-third by the Provincial (now State) Government or an employer sponsored by the latter was drawn up. The loan advanced by the Central Government was to be free of interest and to be repaid by the State Governments within a period of 25 years by building up a sinking fund for the purpose. The scheme was circulated to the various State Governments who were also asked to notify their programmes of industrial housing and their requirements

* Pages 244-45.

of the loan for this purpose. On account of financial stringency, however, much headway could not be made in regard to the furtherance of the scheme. A sum of rupees one crore has been provided for 1950-51 and has been advanced to the Governments of Bombay, Madhya Pradesh, Bihar, Orissa and Punjab. The subject of industrial housing is now engaging the attention of the National Planning Commission.

Housing of Coal Miners

The Coal Mines Labour Welfare Fund constituted by the Government of India under the Coal Mines Labour Welfare Fund Act, 1947 maintains a separate account from which a housing scheme for coal miners is being financed. The total receipts of the Housing Account of the Fund up to 31st March, 1950 amounted to Rs. 89,33,960. The scheme for the housing of coal miners envisaged the building of 50,000 houses—31,000 in Bihar, 15,500 in Bengal and 3,500 in Madhya Pradesh. It was proposed to build 12,500 houses in Bihar, 6,500 in Bengal and 1,750 in Madhya Pradesh in centralised mining townships and provide the townships with all modern amenities. Under the scheme the Government of India have constituted a Coal Mines Labour Housing Board consisting of eight members, two representing Government and three each representing mine-owners and workers.

The construction of more than 1,000 houses at Bhuli in the Jharia coalfield has been completed and about 500 more houses are nearing completion. Each house has two living rooms, a kitchen, a bath room and a verandah in addition to a court-yard. The houses have walls of burnt brick and roof of reinforced concrete. They are built around quadrangles. Water will be pumped from wells and stored in reservoirs provided in each quadrangle. Separate community latrines for men and women will also be provided. Over 150 houses in this township have been occupied by the miners. The rent realised by the Fund for each house is Rs. 8 per month of which Rs. 2 are payable by the worker and Rs. 6 by his employer. The Fund, on the other hand, will have to spend about Rs. 13 per house per month for maintenance and for the supply of water and other amenities. In the Raniganj coal-field about 48 houses have been completed at the proposed township at Bijoynagar where possession of land for about 500 houses has been obtained. About 300 houses are under construction at Giridih and Bokaro. Designs and plans for building several small townships have been completed.

With a view to speeding up the construction of houses for coal miners a new scheme has been drawn up by Government. Under this scheme a subsidy up to 20 per cent. of the cost of construction of houses built by colliery owners in accordance with the specifications prescribed by the Coal Mines Labour Welfare Fund will be paid by the Fund.

Measures adopted by State Governments

BIHAR

The Government of Bihar have under consideration a comprehensive Industrial Housing Scheme. A Sub-Committee set up by the Bihar Central Labour (Standing) Advisory Board has presented its report on the Scheme and the report as approved by the Board deals with the irreducible minimum for a standard house, standard of sanitation, lighting, assessment of rent, etc. The report emphasises that the housing of workers at a minimum standard is mainly the responsibility of the employers and that to ensure a stipulated standard the houses should be built according to the plan and type prescribed by Government. Government, however, should help the Housing Scheme by giving loans, rendering help for acquisition of land and procurement of materials and giving technical guidance. A short-term plan for industrial housing is being financed by Government.

BOMBAY

In January, 1949 the Government of Bombay set up a statutory Housing Board under the Bombay Housing Board Act, 1948 for dealing with the housing problem. A target of 1,25,000 tenements in five years was proposed and assistance to outside agencies such as local bodies, co-operative housing societies, etc., was offered. The Bombay Housing Board is in charge of the construction programme. Most of the tenements constructed by the Board in the industrial centres of the State are reserved for industrial workers to whom these tenements are rented at subsidised rents.

During the year 1st April, 1949 to 31st March, 1950, 1,186 tenements were constructed at Bombay, Ahmedabad and Sholapur for industrial workers. Of these, 306 are tenements with a room and a kitchen, 780 have two rooms and 28 three rooms while the remaining 72 are of the hostel type. The size and location of these tenements and the rates of subsidised rent charged are shown in the statement below:

Location	Number of tenements	Type	Size	Subsidised rent per month
			Sq. ft.	Rs.
Bombay—				
At the foot of Worli Hill ..	192	Two rooms	240	37
Sewree	252	One room and kitchen	200	20
Wadala	54	Do.	260	34
Ahmedabad—				
Asarwa	336	Two rooms	225	23
Sholapur—				
	252	Do.	200	*
	72	Hostel	101	*
	28	Three rooms	N. A.	*

*Rent not yet fixed.
N.A.—Not available.

Apart from the construction of houses for industrial workers the Bombay Housing Board is in charge of the execution of other housing programmes of the Government of Bombay. According to an article which has appeared in the Labour Intelligence of September, 1950, the total number of tenements so far constructed by the Government of Bombay is 5,361* distributed as follows :

(i) Tenements for those in low income groups—

Bombay City	777
Rest of Greater Bombay	1,303
Bombay Suburban District	1,024
Ahmedabad	384
Sholapur	56

(ii) Tenements for industrial workers—

Bombay City	478
Rest of Greater Bombay	306
Ahmedabad	448
Sholapur	45

Tenements for (i) and (ii) above and for students—

Rest of Greater Bombay	245
Sholapur	244
Virar	31
	5,361

Madhya Pradesh

The State Government have drawn up a scheme for industrial housing. The scheme has been placed before the State Labour Advisory Committee for approval. Under the scheme it is proposed to build 500 houses within a year. A five year programme for the construction of 1,500 houses at a total cost of Rs. 5 million has also been drawn up. It is proposed to set up a Housing Board which will undertake the construction of these houses.

Punjab

The State Labour Advisory Board has accepted Government of India's Scheme at its meeting held in August, 1950. The Government of India have sanctioned a grant of rupees ten lakhs to the State Government for the year 1950-51.

Uttar Pradesh

The Government of U.P. conducted in 1946 a rapid survey of industrial housing at Agra, Firozabad, Aligarh and Hathras in order to assess the requirements of industrial housing. To surmount the two main difficulties in the way of industrial housing, namely, finance and shortage of building materials,

Labour Intelligence, Bombay, September, 1950, p. 6.

the Government explored the possibilities of constructing cheap yet durable and comfortable houses which would require a minimum amount of building material such as iron, cement, etc. The Public Works Department of U.P. conducted certain experiments in this direction but with limited success. In 1948, small building plots were made available to the workers in the Parampurwa area in Kanpur at concessional rates.

The Kanpur Development Board has prepared a scheme for the construction of 50,000 quarters at the rate of 3,000 quarters per year. Under the scheme a sum of Rs. 1 crore will be required per year. The rent of the quarter will be fixed at Rs. 10 per month for two-room quarters and Rs. 6-8-0 for one room quarters. A capitation tax of Rs. 4 to Rs. 6 per worker per annum will be imposed on the employers. The scheme is receiving the attention of Government but on account of the present financial stringency it may not be possible to take it up immediately.

The State Government has also under consideration a scheme for the development of the sugar industry and for providing suitable welfare measures including the housing of labour employed in the industry. A Bill has been recently framed for this purpose and published in the U.P. Gazette.*

Hyderabad

The Government of Hyderabad have under consideration a proposal for the creation of a Common Fund for housing industrial workers.

Madhya Bharat

Out of the war profits of the textile mills in Indore a Housing Fund has been set up for the construction of houses for industrial workers. An amount of Rs. 40 lakhs has accumulated in the Fund. A scheme for the building of 1,000 tenements in the first instance is in progress and land has been acquired for this purpose in the vicinity of the industrial area. The tenements will be built according to plans and specifications approved by Government.

Mysore

The Government of Mysore enacted a Labour Housing Act in 1949. Rules under the Act are being framed. Meanwhile, the City Improvement Trust Board, Bangalore, has been entrusted with the work of constructing houses for labour in that city. The plans and estimates prepared in this connection have been circulated among the planters to enable them to adopt them for the housing scheme in plantation areas.

Pepsu

In accordance with the Industrial Housing Scheme of the Government of India the Government of PEPSU have included proposals for industrial housing in their Five Year Development Programme commencing from 1951-52. It is proposed to construct housing colonies for industrial workers in important industrial centres.

* See *Indian Labour Gazette*, October, 1950, p. 265. The Bill has now been passed into an Act.

TRAVANCORE-COCHIN

The Government of Travancore-Cochin have constituted a Housing Board for handling problems relating to housing in the State and have also appointed a special officer in connection with their housing scheme. Under the scheme 50 per cent. of the cost of construction of houses is to be contributed by the employers. The remaining 50 per cent. will be advanced by the State as an interest-free loan repayable by the employers within a period of 25 years. If Government lands are available they will be let out to the employers on a nominal rent. The cost of a house with a plinth area of 325 sq. ft. is expected to be not more than Rs. 1,200. The maximum rent chargeable for the houses is 2½ per cent. of the capital expenditure and would, therefore, be only Rs. 30 per year. Already 18 houses have been built under the scheme at Punalur for industrial workers and the target during the year 1950-51 is 100 houses in important industrial centres in the State.

DELHI

The Delhi Central Electric Power Authority Ltd., New Delhi, the New Delhi Municipal Committee and the Delhi Water Sewage Board have indicated their willingness to take advantage of the industrial housing scheme sponsored by the Government of India and the D.C.E.P.A. has already started constructing a few houses.

Housing provided by Employers

(i) FACTORY INDUSTRIES

Cotton Mill Industry

The Cotton Mills in Bombay have provided 166 *chawls* consisting of 4,940 tenements for their employees and about 16,000 of them are accommodated in these tenements. Only a small number of these tenements have two rooms. The majority of the single room tenements are between 10′×10′ and 15′×12′ in size. The rent charged varies from Rs. 3 to Rs. 5 per month for small rooms and Rs. 5 to Rs. 6 for large rooms.

Out of 53 cotton mills in Ahmedabad only 16 provide housing for their workers. Even in these cases only a portion of the workers are provided with living accommodation. The majority of the tenements provided consist of one room and a verandah although a few have two rooms and a verandah. One Mill does not charge any rent for the housing provided. In other cases rent varies from Rs. 2 to Rs. 8 per month.

From 12 to 20 per cent. of the cotton mill workers in Sholapur are housed in quarters provided by the Mills. The quarters consist of single or double room tenements each room having a floor space between 100 and 180 sq. ft. Generally more than one family live in a room. The rent charged

varies from Rs. 1-8-0 per month for single room tenements to Rs. 4 for two room tenements.

The Jiyajee Rao Cotton Mills, Gwalior, have provided a workers' colony consisting of 1,787 quarters where about 5,000 workers are housed. All the quarters are spacious with ample open space. Flush latrines have been provided in the colony. Numerous gardens growing fruits and vegetables have been laid out within the colony. The colony has its own water and electric supply.

In the Birla Cotton Mills, Delhi about 42 per cent. of the workers have been provided with housing accommodation. The rent charged varies from Rs. 1-8-0 per month to Rs. 7 according to the accommodation provided. About 40 per cent. of the workers in the Delhi Cloth Mills live in *chawls* provided by the employers. These *chawls* are of two types, one for bachelors and the other for married people. Only nominal rent is charged.

In Calcutta about 45 per cent. of the cotton textile workers have been provided with housing by the employers. The quarters consist of one room tenements built in barracks. While many mills do not charge rent, others charge Rs. 1-8-0 to Rs. 2 per month.

In Kanpur the Elgin Mills have provided two workers' colonies consisting of 156 houses in all. The rents charged vary from Rs. 2-8-0 to Rs. 6-8-0 per month. The J.K. group of mills have also provided a large colony for the workers. The Cawnpore Cotton Mills have provided a colony for the workers at Kakomi consisting of 319 quarters of which 165 are single room tenements built back to back and the rest two room quarters. The rent charged varies from Rs. 1-8-0 to Rs. 2 per month.

The Empress Mills at Nagpur have provided a colony for the workers at Indora. Model houses of two types have been built by the Company. Each house has a tap and a flush latrine. It has also an open space for gardening. To avoid congestion, sufficient open space is left between houses. The colony has been provided with roads which are kept in constant repair by the Company. So far, 246 houses have been built in the colony and 472 workers live in the colony. Of the 246 houses, 46 were built by the Company and the rest by workmen themselves on plots leased to them by the Mills at a nominal rent of 12 annas per month. In addition to the concessional ground rent the mills also advance to the workers money for construction of the houses on easy terms. The workers can also purchase the houses built by the Company by paying the cost thereof in instalments spread over a period of five to seven years. So far, about 30 of the houses built by the Company have been purchased by the workers. Five bamboo barracks with 59 rooms have been recently constructed in the colony and rented out to the workers at a monthly rent of Rs. 2-8-0 per block. Twelve more pucca houses have been recently completed and six blocks intended for the clerical staff are under construction.

Besides the colony, the Mills have provided several *chawls*, consisting in all of 132 tenements, for the workers.

The Buckingham and Carnatic Mills, Madras have provided a housing colony consisting of 490 houses. Only 480 houses are actually occupied by the workers, the remaining being used for purposes connected with village welfare. The houses are grouped by villages, each village having about 120 to 160 houses. Each house has a living room, a verandah, a kitchen, a washing place and a lavatory. Some houses have two living rooms. The rent charged is only nominal being Rs. 1-8-0 to Rs. 3 per month depending on the type of the house. Electric lights are provided in the villages although no electric lights are provided for the houses. Tap water has also been provided.

The Madura Mills Company has a workers' colony at Harveypatti where about 1,600 workers have been provided with houses. The accommodation for each quarter consists of a living room, a bed room, a verandah, a kitchen and a store room with courtyards in front and at the back. The houses have been built by a Housing Co-operative Society, the Board of Directors of which includes representatives of the local district board, the management and the workers. Rent is charged on the hire-purchase system and each house becomes the property of the workers after a period of 12 years.

The Bangalore Woollen, Cotton and Silk Mills have provided housing for 625 workers. The houses are of four types. The 'ordinary' type of houses provide one bed room, one verandah, one hall, a kitchen and a flush type latrine. The 'garden' type of houses have a floor space of 287 sq. ft. and can conveniently accommodate a family of 6 to 8 members. The 'large' type houses as well as the 'corner' type provide 3 rooms, kitchen and bath and have a floor space of 358 sq. ft. The rents charged are Rs. 5-8-0, Rs. 7, Rs. 8-8-0 and Rs. 8 respectively for the four types.

Jute Mill Industry

The jute mills in and around Calcutta have provided housing for about a third of their employees. The proportion of workers housed by individual mills varies from 7 to 100 per cent. In the large majority of the tenements the floor space available for a worker and his family is less than 100 sq. ft. The accommodation consists mostly of back-to-back barrack type huts with a common verandah about 3 feet wide, a portion of which is used as kitchen. There is no uniformity in regard to the rent charged by the mills. It varies from 2 annas to Rs. 2 per month. The Industrial Tribunal appointed by the Government of West Bengal to adjudicate in the dispute in the jute mill industry in that State made the following observations about the back-to-back huts provided for the workers: "We are perfectly convinced that this type of housing deserves the highest condemnation and we feel that the sooner this type of dwellings for workers is abolished the better for all concerned". In regard to the housing conditions in the jute

mill industry generally it observed: "We are satisfied that the problem of housing for the jute mill labour is extremely urgent."

Woollen Textile Industry

The extent and the standard of housing provided by employers in the woollen textile industry vary considerably. The housing facilities provided by the Bangalore Woollen, Cotton and Silk Mills have already been described. The Kanpur Woollen Mills have provided a small township for their workers. Among other mills which have made commendable provision for the housing of the workers mention may be made of the New Egerton Woollen Mills, Dhariwal and the Ahmed Woollen Mills, Ambernath. Several of the houses provided consist of one room tenements but in the larger units of the industry a number of *pucca* houses with adequate accommodation is provided. Generally the rent charged is only nominal.

Silk Industry

So far as information is available silk mills in India do not generally provide housing accommodation to their workers although in some mills the watch and ward staff are provided rent-free accommodation in the mill premises. The Ahmed Mills in Bombay, however, provide accommodation in the Company's *chawls*, to the majority of its workers. The rent charged varies from Rs. 2 to Rs. 4-8-0 per month.

Engineering Industry

As a rule the small units in the engineering industry do not provide housing accommodation for their workers except for the Security Staff who are housed inside the factory. Some of the larger firms, however, provide colonies for their workers. Among these prominent mention may be made of the housing provided by the Tata Iron and Steel Co., Jamshedpur and the Tinplate Company of India, Golmuri. The Tata Iron and Steel Co., have provided 11,900 houses at Jamshedpur for their employees. These are of different types varying from one room tenements to bungalow type houses. For one room tenements a rent of Rs. 1-8-0 to Rs. 3-8-0 per month is charged and for two room quarters Rs. 4 to Rs. 12-8-0. Rent for other types of quarters varies from Rs. 13 to Rs. 40 and for bungalows from Rs. 30 to Rs. 300 per month. There are besides about 9,000 houses in the various *bustees* of which nearly half belong to the Company employees. These houses are built on plots allotted on the basis of monthly tenancy. Another 350 houses have been built on plots leased to employees and others for 30 years. The Tinplate Company of India has provided 919 quarters for their employees. Of these, 48 are sweepers' quarters and provide only a room, a verandah and a cooking place. No rent is charged. About 800 quarters have two rooms although the accommodation and the appurtenances such as courtyard, kitchen, etc., vary in different

types. The rent charged varies from Rs. 3-4-0 to Rs. 10 per month. The watch and ward staff are not charged any rent. The remaining quarters provide more accommodation and the rent charged varies from Rs. 15 to Rs. 20 per month. All except 68 quarters provided for menial staff have separate flush type latrines.

Dockyards

Only about half the dockyards in India provide housing to their employees. The proportion of the workers housed varies from 4 to 10 per cent. in most cases. The quarters are often single room tenements without proper ancillary facilities such as kitchen, bath room, etc. The rent charged is generally 10 per cent. of the wages. Some dockyards do not, however, charge any rent. The Calcutta Landing and Shipping Company provides rent-free quarters to about 45 per cent. of its labour force. Special mention may, however, be made of the workers' colony provided by the Scindia Shipyard at Visakhapatnam where 1,027 residential quarters have been provided for the workers. About 25 per cent. of the workers are housed in the colony and the rent charged varies from Re. 1 to Rs. 4-8-0 per month inclusive of electric charges.

Paper Mills

Most of the paper mills in India provide housing to a portion of their workers. The paper mills in Bombay State provide houses to about 10 per cent. of their workers and no rent is generally charged. The mills in West Bengal provide rent-free accommodation for about 20 per cent. of their employees. In U.P. while one mill does not provide any housing, another has provided houses for 20 per cent. and a third to about 50 per cent. of their workers free of rent. The Bhadravati Paper Mills in Mysore provide houses for about 50 per cent. of the workers charging rent varying from Rs. 1-12-0 to Rs. 12 per month. The paper mill at Brajrajnagar in Orissa has provided about 85 per cent. of their workers with houses at an average rent of Rs. 4-2-0 per month. The accommodation provided varies from single room *chawls* each accommodating about three workers to *pucca* quarters with a room, verandah and kitchen.

The Chemical Industry

Housing facilities are provided by most of the concerns which are situated in rural areas. The Bengal Chemical and Pharmaceutical Works, Calcutta, the Alkali and Chemical Corporation of India, Calcutta, the Mettur Chemical and Industrial Corporation in Madras State, the Pioneer Magnesia Works, Kharagoada and the Tata Chemicals, Mithapur are some of the units in this industry that have provided housing to their workers. Special mention may be made of the housing colony provided by the Tata Chemicals at Mithapur where about 1,800 workers are housed. The houses consist of two room tenements some of which are built in concrete. The Colony has underground drainage system and water borne

sanitation. Rent charged varies from 12 annas to Rs. 2 per month for unskilled workers and from Rs. 2 to Rs. 12-8-0 for skilled workers and artisans.

Tanneries and Leather Goods Industry

Most of the tanneries and leather goods factories in India are small establishments which do not generally provide housing facilities to their workers. Some of the larger units in the industry, as for instance the Bata Shoe Company in West Bengal and the Cooper Allen Company in Kanpur, have provided housing colonies to their workers. The Bata Shoe Company has provided *pucca* quarters to about a third of their employees. The quarters are of two types, one for bachelors and the other for married men. The rent for bachelors' quarters varies from 3 to 6 annas and for married men's quarters from 8 annas to Rs. 1-12-0 per week. The workers' colony of Cooper Allen Company is called Allenganj and provides about 800 quarters in which nearly 20 per cent. of the Company's employees are housed. The rent charged varies from Rs. 1-10-0 to Rs. 5 per month.

Cement Industry

Cement factories in India have provided housing for their employees to a larger extent than any other factory industry as the factories are mostly located in out of the way places. For obvious reasons the houses provided are also of a much superior type. On the whole about 37 per cent. of the workers have been provided with housing by employers, the proportion of workers housed by individual factories varying from 10 to 100 per cent. In most cases no rent is charged.

Sugar Industry

Nearly all sugar factories in the country provide housing for a portion of their employees. The proportion of workers housed by individual factories varies from 30 to 50 per cent. With a few exceptions the factories do not charge any rent from the workers. Some factories pay house rent allowance to those workers who are not provided with quarters.

(ii) MINES

The mining and the plantation industries, on account of their location, have to provide housing to their employees on a much larger scale than in the case of factory industries. The houses provided for coal miners in Jharia and Raniganj have to conform to certain specifications laid down by the Mines Boards of Health. The tenements provided are known as *dhowrahs* and consist of a room and a verandah. Most of the rooms are built back to back. In the *dhowrahs* provided by the Tata Collieries a separate kitchen and a bathing place have been provided. According to an enquiry conducted in 1946 there were 33,738 *dhowrahs* in the Jharia coalfield for a colliery population of 2,02,914. In the Raniganj coalfield about 80 per cent. and in the Madhya Pradesh coalfields about 70 per cent. of

the workers have been accommodated in *dhowrahs*. The quarters provided are free of rent. The activities of the Coal Mines Labour Welfare Fund in regard to the housing of coal miners have already been described in this chapter.

The workers' housing colony in the Kolar Gold Field, Mysore, consists of 12,263 houses of which about 2,500 are of the prefabricated type. The remaining houses are of bamboo thatties. The Company has in hand a housing scheme under which it is proposed to replace the *thattie* houses by *pucca* houses. During 1949 for instance they erected 232 new houses and replaced 108 *thattie* houses by prefabricated houses. Nearly 80 per cent. of the employees are housed in the colony. The rent charged varies from annas 8 to Rs. 2 per month.

(iii) Plantations

As in the case of the mining industry the plantations have to provide houses to their workers to a very considerable extent. In fact all estate workers except local labourers employed on a casual basis are provided with quarters. The houses provided by the planters in North India are mostly of the *kutcha* type. In South India although *pucca* houses are provided in several estates, their numbers are inadequate and overcrowding is very much in evidence. In recent years several tea and coffee estates in South India have been adding to the number of workers' quarters and replacing old ones. The question of providing improved houses for plantation workers was discussed at the various meetings of the Tripartite Industrial Committee on plantations and it was suggested that a Central Housing Board should be constituted with power to condemn the existing unsuitable houses and to fix a time limit for replacing them and that the standards of housing should be fixed by the Board.

The Indian Tea Association drew up certain Minimum Housing specifications with a view to launching a voluntary housing plan for the plantation workers in North India. The Governments of Assam and West Bengal have now accepted these specifications and the Association hopes to replace during the period of 12 months ending 31st March, 1951, about 15,500 houses in Assam or about 8 per cent. of the existing houses and, subject to the availability of materials and finance, to continue the same rate of progress in subsequent years. Up to October, 1950 the Association had already completed the construction of 8,900 houses in Assam. Construction of houses according to approved specifications will also be taken up in the plantations of West Bengal.

(iv) Railways

There are more than 2,00,000 units of residential quarters for employees of the Indian Government Railways. Housing is usually provided for staff whose duties necessitate their living near their place of work. No rent is charged from Class IV staff and those non-gazetted staff who, under their terms of service, are entitled to rent-free quarters.

In 1945, a committee known as the Mitra Committee was appointed to report on the accommodation and amenities to be provided in the quarters for various classes of railway employees. The Committee recommended six types of quarters each having amenities such as bathing places, washing places, shelves, almirahs, etc. The type 'A' quarters meant for Class IV staff were to have two main rooms and the types 'B' to 'F' meant for Class III staff two to four rooms. As the progress made in the construction of quarters was not satisfactory greater discretion was given to railway administrations regarding the design and specifications of the quarters in order to expedite constructions. It was also decided that the available resources and building material should be utilised for the construction of the lowest type of quarters, namely, types 'A' and 'B'. During the year 1949-50 several such new quarters were constructed on the major Indian Railways. The distribution of these quarters was as follows:

TABLE CXXVIII

Railway	Number of 'A' type quarters	Number of 'B' type quarters	Total
Assam	1,366	519	1,885
Bengal Nagpur	1,364	240	1,604
B. B. & C. I.	1,015	22	1,037
East Indian	588	65	653
East Punjab	361	151	512
G. I. P.	676	160	836
M. S. M.	402	28	430
Oudh Tirhut	1,824	..	1,824
South Indian	297	..	297
Total ..	7,893	1,185	9,078

(v) PORTS

The Bombay Port has provided 2,126 quarters for the workers of which 1,802 are *pucca* built. The quarters are provided in several labour settlements of which those at Antop village and at Wadi Bunder are the largest. The Antop village labour colony consists of 571 cottages and at Wadi Bunder 687 tenements have been provided in *chawls*. Class IV and certain other low paid employees are not charged any rent; in the case of others Rs. 3 to Rs. 7-8-0 or 10 per cent. of their basic pay, whichever is less, is charged per month. The

Calcutta port provides housing to about 50 per cent. of its employees; no rent is charged from Class IV staff. The Madras Port does not provide any housing while in Cochin only some essential service personnel have been provided with quarters. The Visakhapatnam Port provides quarters for about 10 per cent. of the staff. A scheme for the construction of 300 quarters for the workers has been drawn up and construction is in progress. Thirty-six quarters have been completed.

(vi) Municipalities

As far as information is available, municipalities in India provide housing accommodation to only a portion of their workers, mainly the conservancy staff. Those workers who are not provided with houses are generally given house rent allowance varying from Rs. 2 to Rs. 10 per month although this is not a general practice. While in some cases the quarters are provided free of rent in others a rent of Rs. 2 to Rs 10 is charged from the workers. Among the principal municipalities, the Bombay Municipality has provided housing to about 50 per cent. of its conservancy staff; the Ahmedabad Municipality has provided about 930 houses; the Madras Municipality has provided houses to about 20 per cent. of its workers besides giving to several workers sites at nominal rent for the construction of their own houses; the Delhi Municipality has allotted rent free quarters for about 10 per cent. of the workers; the New Delhi Municipality to about 16 per cent.; the Simla Municipality to 39 per cent. of sweepers and 80 per cent. of other employees; the Patna Municipality to about 33 per cent, and the Calcutta Municipality to 24 per cent. of its workers.

(vii) Seamen

The Indian Sailors' Home in Bombay can accommodate 500 men. The New Indian Seamen's Hostel opened in June, 1950 can accommodate another 500 men. In Calcutta, a small hostel providing accommodation for about 50 seamen is being run by the Merchant Seamen's Amenities Fund Committee. A scheme for the construction of a Seamen's Home in Behala to accommodate 1,000 seamen is under way and construction is expected to commence in a few months. The construction of a small hostel for Indian Seamen in Madras on a site offered by the State Government is also under consideration.

CHAPTER IX

LABOUR WELFARE

1. Welfare

The term labour welfare, as stated by the Royal Commission on Labour in India, bears a somewhat different interpretation in different countries according to the different social customs, the degree of industrialisation and the educational development of the worker.* According to a recent report of the I.L.O., workers' welfare should be understood as meaning such services, facilities and amenities which may be established in, or in the vicinity of, undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale.† A Resolution adopted by the International Labour Conference (30th Session, June, 1947) enumerates some of these services and amenities. These include : adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and the accommodation of workers who are employed at a distance from their homes.

Welfare activities undertaken by the Government of India

It was only during the last war that the Government of India started taking active interest in the promotion of labour welfare schemes. To maintain the morale of the workers engaged on war production as well as to increase their efficiency with a view to increasing output Government launched various schemes of welfare in their ordnance, ammunition and other factories engaged in war production. These activities have not only been continued after the cessation of the war but have been extended to other undertakings of Government and even to some private undertakings. The Coal and Mica Mines Labour Welfare Funds, details regarding which are given in subsequent sections in this chapter, are instances in point.

Labour Welfare Funds.—Particulars regarding the constitution of Labour Welfare Funds in industrial undertakings of Government were given in the Indian Labour Year Book, 1947-48 ‡ There are now about 150 central undertakings which are operating such welfare funds. The outstanding aggregate cash balance of the various Labour Welfare Funds was about Rs. 7 lakhs at the end of 1950. The question of increasing Government's contribution to the Welfare Funds to Rs. 2 per head per annum is under consideration.

Welfare Trust Funds.—Details regarding the proposal for setting up Welfare Trust Funds in private undertakings were given in the 1947-48 issue of the Year Book.‡ In the discussions on the subject at the seventh session of the Labour Ministers' Conference and the eleventh meeting of the Standing Labour

* Report of the *Royal Commission on Labour in India*, p. 261.
† Report II of the I.L.O., *Asian Regional Conference*, p. 3.
‡ Page 189 : See also *Indian Labour Year Book*, 1948-49, pp. 228-29.

Committee (January, 1949) it was generally agreed that, failing persuasion for voluntary action, employers should be compelled by legislation to set up Welfare Trust Funds. The matter was further discussed at the meeting of the Standing Labour Committee held in November, 1950. The consensus of opinion at the meeting was that a Bill providing for (i) the financing of the fund, (ii) the composition of the trust for the management of the fund and (iii) the amenities to be provided by the fund should be drafted and circulated.

Activities of the State Governments

BIHAR

The State Government have set up two labour welfare centres, one at Katihar and another at Jamshedpur. Two Labour Welfare Officers and one Lady Welfare Officer have been appointed and they are in charge of the Government's scheme of labour welfare. The welfare centres at Katihar and Jamshedpur serve as recreational and educational clubs for the workers. The welfare activities conducted in the centres include arts and craft classes, instruction in maternity and child welfare, library and indoor and outdoor games. A radio set has been installed in each centre and occasionally free cinema shows are also given.

Welfare committees have been formed in several colonies of workers to organise, among other things, sanitation work and propaganda against drinking and gambling.

BOMBAY

The office of the Deputy Commissioner of Labour (Welfare) is in charge of labour welfare activities undertaken by the Government. At present the office conducts 50 labour welfare centres in different parts of the State. These centres are of four types and are located as shown below:—

Location	Number of centres				Total
	'A' type	'B' type	'C' type	'D' type	
Bombay	3	..	13	2	18
Ahmedabad	1	..	7	..	8
Sholapur	1	..	8	..	9
Khandesh	..	2	4	..	6
Hubli	..	1	1	..	2
Poona	..	1	..	..	1
Gadag	..	1	..	..	1
Barsi	..	1	..	..	1
Viramgaum	..	1	..	..	1
Broach	..	1	..	..	1
Surat	..	1	..	..	1
Nadiad	..	1	..	..	1
Total ..	5	10	33	2	50

The premises of 'A' type centres include (i) a large hall for indoor games which is also used for dramatic performances, concerts, cinemas, exhibitions, lectures and debates, etc. (ii) a playground for outdoor games, a part of which is fenced and equipped with sea-saw, merry-go-round, swings, etc., for the use of workers' children; (iii) rooms to house reading rooms, libraries, sewing classes, literacy classes, etc.; (iv) a separate block providing gymnasium, wrestling pit, etc.; and (v) shower baths. The 'B' type centres provide all these amenities on a smaller scale. The 'C' type centres do not generally provide facilities for outdoor games while the 'D' type centres provide facilities for outdoor games only and playgrounds for children.

Medical Aid.—At the 'A' type centre at Delisle Road in Bombay an Ayurvedic and Nature Cure dispensary has been established and a Homeopathic and a Biochemic dispensary have been started at the 'A' type centre in Ahmedabad. The 'A' type centre and five of the 'C' type centres in Sholapur have medical-aid posts where part-time physicians dispense allopathic medicines.

Crèches.—The 'A' type centre and one of the 'C' type centres at Sholapur have a crèche each providing accommodation for 15 babies who are fed and looked after by a nurse assisted by a full-time *ayah*.

Nursery School.—A Nursery School is conducted at each 'A' type centre where children between the ages of 3 and 6 are admitted. Instruction in accordance with the Montessori method is given by a full-time trained teacher. On arrival at the school the children are bathed and dressed in clean uniforms provided by the school.

Reading rooms and libraries.—All 'A' and 'C' type centres are provided with well-equipped libraries and reading rooms which are open from 8-30 to 11-30 a.m. and again from 4-30 to 8-30 p.m. Several circulating libraries are also run by the welfare centres.

Radio and Cinema.—Each centre is provided with a radio set for the use of the workers. The office of the Deputy Commissioner of Labour (Welfare) possesses several 16 m.m. and 35 m.m. projectors and a stock of films. Cinema shows are arranged at frequent intervals at the various centres.

Other activities.—Other amenities provided at the welfare centres include indoor and outdoor games, literacy classes, sewing classes for women, training of workers in handicrafts, dramatic performances, concerts, variety entertainments, excursions, etc.

A school to train labour welfare workers was started in Bombay in 1947 and three schools, one each at Bombay, Ahmedabad and Sholapur, were started in 1948 to inculcate the principles of sound trade unionism and good citizenship among industrial workers.

The total expenditure incurred by the Bombay Government on account of labour welfare activities during the year 1949-50 was Rs. 10,98,083.

UTTAR PRADESH

The Labour Department of the Government of U.P. has a separate labour welfare section at Kanpur to organise and co-ordinate labour welfare work in the industrial areas of the State. It has organised 33 labour welfare centres in the important industrial towns in the State and established a Tuberculosis Clinic at Kanpur for the benefit of the workers. The welfare centres are of three types, class 'A', class 'B' and class 'C'. The distribution of these centres is as detailed below:—

Town	Total number of centres	Class 'A' centres	Class 'B' centres	Class 'C' centres
Kanpur	13	4	4	5
Lucknow	3	1	1	1
Bareilly	2	..	1	1
Moradabad	1	1	..	..
Saharanpur	2	1	..	1
Meerut (Being shifted to Ghaziabad)	1	..	1	..
Banaras	1	1	..	..
Mirzapur	1	..	1	..
Agra	1	1	..	..
Firozabad	2	..	1	1
Aligarh	2	..	1	1
Hathras	2	..	1	1
Allahabad	1		1	..
Roorkee	1	..	..	1
Total ..	33	9	12	12

The activities of class 'A' and class 'B' centres are almost similar. Class 'A' centres have allopathic and class 'B' centres homeopathic dispensaries. Both classes of centres provide the following facilities : reading rooms and libraries ; facilities for indoor and outdoor games and other means of entertainment like radio, harmonium, *tabla* and *dholak* ; sewing classes for women ; and arrangements for child and maternity welfare. Some of the class 'A' and class 'B' centres provide gymnasium and wrestling *akharas*. Class 'C' centres generally provide only reading rooms and libraries and facilities for indoor and outdoor games. During the year, however, ayurvedic dispensaries were started in six class 'C' centres. To extend the activities of class 'C' centres Government have decided to convert them into class 'A' or 'B' centres by stages extending over a period of three years.

Two seasonal centres were opened during the year at Khatauli and Padrauna for the benefit of workers employed in the sugar industry. These centres are equipped with a reading room and a radio and provide facilities for indoor and outdoor games.

A brief description of the nature and extent of welfare activities conducted at the labour welfare centres run by Government is given below:—

Medical aid.—The dispensaries at class 'A' and 'B' centres provide free medical treatment to the workers and undertake minor operations. The total attendance in these dispensaries was 11,32,333 in 1949 as compared to 9,31,236 in 1948.

Women's and children's welfare.—In class 'A' and 'B' centres the workers' children are given baths in the mornings by nurses and *dais* attached to the centres. The nurses visit the workers' quarters to attend delivery cases and to advise on prenatal and post-natal care, as also the up-bringing and care of children. Over 63,000 seers of milk was distributed free of cost to 8,333 persons in 1949.

Recreation.—Music programmes are arranged every month at each centre. *Bhajans, Kavi Sammelans* and *Mushairas* are also occasionally arranged. Free cinema shows are arranged once a month at each centre in Kanpur and occasionally at outstation centres. During the year seven dramatic performances were also arranged at various centres in Kanpur. Thirty four radio sets have been installed at different centres. Ten class 'A' and class 'B' centres have separate rooms for children's indoor games and playgrounds for outdoor games.

Physical culture.—At each centre a playground for hockey, volley-ball, *kabaddi* and other games is provided. At 10 centres wrestling *akharas* are also provided. Annual tournaments and sports are held at Kanpur in which teams from all centres participate.

Education facilities.—Reading rooms and libraries are provided at each centre. Newspapers are read out to illiterate workers by organisers. Night schools have been started at 10 centres to educate workers and their children. The number of adult students on the rolls in all schools was 4,523 in 1949 and the average daily attendance 2,803.

Other facilities.—Other facilities provided in some of the centres include sewing and knitting classes, *charkha* spinning and scouting.

The annual budgeted expenditure of Government under the various schemes of labour welfare was Rs. 4.69,860 in 1948-49 and Rs. 5,82,000 in 1949-50.

West Bengal

The Government of West Bengal have established 18 labour welfare centres in the industrial areas of the State. These centres are distributed as follows:—

Howrah District	Howrah Bauria
Hooghly District	Telinipara Rishra

24-Parganas District	Dum Dum Sodepore Kankinaran Budge Budge Naihati Alipore
Burdwan District	Raniganj
Calcutta District	Matiaburz Kidderpore Belliaghata
Jalpaiguri District	Mujnai
Darjeeling District	Sonada Ging Kurseong

The main objects of Government in providing these centres are: (1) the education of the workers in trade unionism and labour problems; (2) providing facilities for elementary education to children and adults; and (3) providing opportunities for recreation. Arrangements have also been made to provide medical facilities for workers.

These centres serve as clubs for the workers in the evenings. Newspapers, radio and various types of indoor and outdoor games are provided. Music parties are sometimes arranged and the workers are encouraged to stage theatrical performances. Some of the centres have wrestling pits.

Itinerant lady welfare workers have been appointed in the Darjeeling tea garden areas to look after the welfare of women workers.

Hyderabad

To provide indoor and outdoor games to the workers and their children the Government of Hyderabad have started two welfare centres at Kothagudium. Government have decided to conduct training classes for trade union workers where batches of 40 trade union workers at a time will be given training in subjects such as economics and civics, co-operation, industrial relations, trade unionism, etc.

Madhya Bharat

Welfare centres for the benefit of the industrial workers have been started in Indore through the agency of the Indore Mill Mazdoor Sangh which is given an annual grant of Rs. 12,000 for this purpose.

Mysore

The Government of Mysore maintain two labour welfare centres in the working class areas of Bangalore City. The amenities provided at these centres include reading rooms, library, indoor games and gymnasium. It is proposed to start similar centres in the working class areas of Mysore and Devangere.

RAJASTHAN

The Government of Rajasthan created a Labour Board in May, 1950 with the object *inter alia* of providing welfare facilities for industrial workers in the State. Government have sanctioned a sum of Rs. 2,00,000 for welfare work and the Board proposes to establish labour welfare centres and labour clubs in 10 important industrial centres. Already separate Committees have been formed for establishing welfare centres at the following places : Jaipur, Kishangarh, Bhilwara, Jodhpur, Pali, Lakheri, Ramganjmandi and Shri Ganganagar.

SAURASHTRA

The Government of Saurashtra propose to open 10 specially equipped 'C' type welfare centres and 10 'D' type centres in the various industrial towns in the State. 'C' type centres are proposed to be started in the following towns : Rajkot, Morvi, Wankaner, Jamnagar, Probunder, Surendarnagar, Dharagadhra, Gondal, Mahuva and Bhavnagar. The location of 'D' type centres has not so far been decided. Medical aid, crèches and nursery schools, adult education classes, sewing classes for women, reading rooms and libraries, indoor and outdoor games and other club activities and radio and musical entertainments are some of the facilities which it is proposed to provide in the 'C' type centres. The 'D' type centres will provide only outdoor games and club activities.

TRAVANCORE-COCHIN

Three labour welfare centres, one each at Quilon and Alwaye which are important industrial centres in the State and the third at Champakulam, a major agricultural centre, have been opened by the State Labour Department. Reading rooms, adult education classes and facilities for games are provided at these centres.

Welfare Work by Employers

A brief account of the welfare activities undertaken by the employers in some of the major industrial undertakings in different centres is given in the following paragraphs :—

(i) FACTORY INDUSTRIES

Cotton Textiles

In Bombay city all cotton mills have provided dispensaries, crèches and grainshops. Canteens have been established in 57 mills. In 48 mills the canteens are run departmentally and in the remaining they are run by contractors. Ten mills conduct literacy classes ; in 8 the classes are for adult workers and in 2 they are for children. Thirteen mills have provided sports clubs or gymnasia for workers' recreation. Co-operative credit societies have been established in 53 mills and the total membership of these societies on 1st September, 1949 was 76,077. Six mills have instituted provident funds for employees and a majority of the mills pay gratuity to the workers on varying scales.

In Ahmedabad 50 out of 52 mills for which information is available have provided dispensaries and crèches. All mills have provided grainshops; and 48 mills run industrial canteens. Educational facilities have been provided only by three mills and recreational facilities only by 12. Co-operative Societies exist in 25 mills. Only two mills have instituted provident funds for the workers.

In Sholapur most of the cotton mills maintain dispensaries for the treatment of the workers. Crèches and canteens are also provided. As a rule no facilities are provided for the education of the workers or their childern. Gymnasia and playgrounds are maintained in several mills and in a few reading rooms and libraries are provided. Co-operative Societies have been established in most of the mills. Provident fund schemes have not been instituted in most of the mills.

Nearly all the cotton mills in Baroda provide medical facilities, canteens, crèches and co-operative societies. Facilities for workers' recreation and the education of their children are provided only in some mills. Some mills also maintain grainshops.

Every cotton mill in Madhya Bharat maintains a fully equipped dispensary under the charge of a qualified doctor. Some of these dispensaries provide also beds for in-patients and one mill maintains in addition to the dispensary a maternity home. Some of the mills maintain crèches. Three mills provide educational facilities for workers and their children. Play grounds for outdoor games and industrial canteens are also regular features of welfare amenities provided. There is a co-operative society in each mill. Particular mention may, however, be made of the welfare facilities provided in the Jiyajee Rao Cotton Mills, Gwalior. They maintain a well-equipped hospital with 24 beds and a dispensary for outdoor patients. The hospital has an operation theatre and separate maternity, isolation and T.B. wards. The equipment of the hospital includes an Iron Lung. The staff consists of 3 doctors, 8 compounders, 3 nurses and 6 ward boys. All medical service is free and in-patients are also supplied free of charge with food and clothing while in hospital. The mills undertake anti-malaria operations. A crèche under the charge of a trained nurse and an *ayah* is maintained and the children attending the crèche are given milk and other nourishments free of cost. The Mills run four Primary Schools and a High School in addition to adult classes for workers and a *Balak Mandir* for children between 2 and 5 years of age. The mill canteen is equipped with electrical machinery for steam cooking. The canteen hall is equipped with ceiling fans and furniture and can seat 500 workers at a time for meals. Facilities provided for workers' entertainment include a club for workers, a ladies' club, a swimming pool, reading room and library and chidren's playgrounds equipped with swings, slides, etc. A cinema house is under construction.

The Delhi Cloth and General Mills, Delhi, have an Employees' Benefit Fund Trust which is administered by a Board of Trustees consisting of 9 members, 5 elected directly by the

workers and 4, including the chairman, nominated by the Management. The Trust receives a fixed percentage of the amount of dividend disbursed to shareholders every year as also the unclaimed wages and fines realised from the workers. The voluntary health insurance scheme of the company, its gratuity and old age pension schemes, the provident fund and its Daughters' Marriage Allowance Schemes are administered by the Trust. Besides, the Trust gives special and emergency aid to the workers in cases of long illness, specialists' treatment, funeral of destitute workers, etc.

The Birla Cotton Mills, Delhi, maintain a dispensary where both *alopathic* and *ayurvedic treatment* is provided by qualified doctors and physicians. A crèche consisting of two rooms, a bath and a courtyard has been provided and children up to the age of 4 years are given free milk. Separate primary schools for boys and girls and a Higher Secondary School are maintained for the free education of the workers' children. A grainshop and two canteens have been provided. Facilities for volley-ball, *kabbadi* and other games are provided and three wrestling arenas are maintained. Other recreation facilities provided include a reading room and library, radio and a weekly news bulletin called the *Birla Mills Patrika*. About 3,350 workers subscribe to the mills' provident fund. Workers are also given gratuity or pension according to the length of service.

The Empress group of mills in Nagpur have been for several years now devoting attention to the welfare of their employees. They maintain four fully equipped dispensaries under the charge of qualified full-time medical officers. Separate dispensaries are provided for men and women employees. Three crèches have been provided for taking care of the babies of women employees. Besides maintaining a primary school conforming to the standards laid down by the State Government, Kindergarten and nursery classes are also run. A scheme of free cinema shows in the mill premises has also been introduced. Besides a contributory provident fund, the mills have also a pension scheme under which their old employees are given pension.

The Bangalore Woollen, Cotton and Silk Mills maintain a fully equipped dispensary and a hospital for the benefit of the workers. A Child Welfare and Maternity Centre having four beds is also provided in the workers' colony. The children of the workers are given free education at the Middle School run in the colony. Books and slates are also provided free of cost to the students. Three free scholarships for higher studies are given every year to the best students. A nursery school for children between the ages of 3 and 6 years is also conducted. The school has separate sections for Tamil and Kannada children and the strength of the school is 30 children in each section. Recreation facilities provided include outdoor and indoor games, literary and debating society, a dramatic society, free cinema shows and a park with radio installed. The Work Peoples Stores financed by the Company and managed jointly by representatives of the management and the workers supplies foodstuffs and other

necessities to the employees on a non-profit basis. A Co-operative Society has also been recently started. The Company's provident fund has nearly 6,000 members. The members as well as the company contribute to the fund at the rate of 7½ per cent. of the monthly earnings of the subscribers.

The Buckingham and Carnatic Mills, Madras, have a mill dispensary, with six doctors, working all the 24 hours. Workers unable to attend the dispensary are visited at their homes by the mill doctors. There is a clinic under a Registered Lady Medical Practitioner in the mill premises which is open from 7-30 a.m. to 11 a.m. Each mill village has, besides, a village clinic. The nurse in charge of each clinic goes round every day visiting the workers' houses. The Lady Doctor also holds a clinic once a week in each mill village principally for ante-natal and post-natal cases. Two Health Visitors employed by the mills also hold clinics twice a week in each village for infants and for ante-natal and post-natal cases. Special classes are run once a week for women attending the maternity clinics. Talks on sanitation, child upbringing, food value, prevention of diseases, etc., are given by the Health Visitors and others. A women's sewing class is also held once a week in the mill villages. Full time girls' classes for the benefit of girls above elementary school age are run in each mill village. Domestic science, hygiene, general knowledge, handicrafts, etc., are some of the subjects taught. Nursery classes are also held in each mill village on all week days. There are two teachers and an *ayah* for each village and all kinds of equipment, toys, etc., are supplied free of charge. The children are given light food and shark liver oil in the morning and evening for which the parents are required to pay 8 annas per month.

There are two canteens run by contractors. Facilities for indoor and outdoor games are provided and the mill teams take part in league matches. The Mill Co-operative Society has a membership of 6,367 with a paid-up share capital of Rs. 2,28,256. All workmen with more than one year's service are eligible to become members of the provident fund scheme to which the workers and employers contribute 7½ per cent. of the workers' earnings excluding dearness allowance.

The Madura Mills Co., Madura, have made excellent arrangements for medical aid for their workers. There is a well-equipped dispensary under a full-time qualified doctor. A separate dispensary is provided in the workers' colony. Arrangements have also been made for hospital treatment of the workers at a local hospital and the mills have equipped the hospital with a modern X-ray plant at their own cost. Besides a crèche with special accommodation for children of different ages maintained at the mill premises which supplies milk, food, fruits, etc., free of cost, a crèche is also attached to the school in the workers' colony. The Madura Mill Workers' Co-operative Stores has a membership of over 11,000 and the Board of Management of the Stores consists of a representative of the Mill, a representative of the Union and three elected representatives of the workers. To promote thrift among the workers a Workers' Savings Fund

has also been introduced. The mills have also a system of granting pensions to those workers who have put in over 30 years' service amounting to half their monthly wages and a flat rate of Rs. 10 by way of dearness allowance. There is also a system of gratuity in force. Another special feature of the welfare work done by the Madura Mills is that it pays a monthly subsidy of Rs. 5,000 to the Madura Labour Union Welfare Association. The Association is running a school for the education of the workers' children and is maintaining two adult centres for promoting literacy among the men and women workers. Besides the school maintained by the Association, the Mills also maintain a school at the workers' colony the strength of which is 879.

The Sree Meenakshi Mills, Madura maintain a fully equipped dispensary under a qualified doctor and a maternity home for the benefit of women workers. A crèche under the charge of a qualified nurse assisted by two *ayahs* is maintained. Milk is supplied free of charge to the children attending the crèche. An elementary school is run for the benefit of the workers' children; it has 353 students on the rolls. The mills maintain two canteens and a co-operative store. A Workers' Savings Fund has been instituted and about 2,400 workers subscribe to the fund at the rate of Re. 1 per month. The Company also contributes an equal amount.

Every cotton textile mill in Coimbatore has provided a dispensary under the charge of a qualified doctor. Some of the mills run hospitals with special maternity and children's wards. All mills have also provided crèches although the standards vary considerably. Only some mills run canteens and provide facilities for recreation.

Jute Mill Industry

The only employers' organisation which has undertaken direct responsibility for organising welfare work for its member units is the Indian Jute Mills Association. It has organised six labour welfare centres situated at Serampore, Bhadreswar, Kankinarah, Hazinagore, Titaghur and Sibpore. These centres provide both indoor and outdoor recreational facilities for workers. Inter-mill volley-ball, badminton and football tournaments are regularly organised. Each centre has a wireless set and in some centres dramatic societies and music classes have been organised. The welfare centres are regularly supplied with newspapers and some centres have organised their own libraries. The Association maintains primary schools attached to each welfare centre where considerable attention is paid to the physical development of the children by encouraging outdoor games. Special sewing and cooking classes are also conducted for the benefit of the girls. A Women's Welfare Society has been started for the Titaghur Group of Mills which organises regularly socials for women workers as also a baby show every year. The Kankinarah and Titaghur Centres have also started *Zenana* Clubs for the benefit of the women workers. The women are taught sewing and cooking.

Besides the activities undertaken by the Indian Jute Mills Association, the individual member mills are also devoting attention to the welfare of the workers. Nearly all the jute mills maintain dispensaries for the benefit of the workers. Four mills in Calcutta maintain hospitals and one mill has recently opened a maternity hospital. Thirteen mills have provided maternity clinics. Crèches and canteens have been provided in some of the mills and the others have drawn up plans for their construction. About a third of the jute mills have provided facilities for workers' recreation and for the education of their children.

Woollen Textile Industry

In the woollen textile industry generally, while some of the larger units have undertaken organised welfare activities, the smaller ones have been content with providing the minimum required under the Factories Act. Medical and other welfare facilities provided by the Bangalore Woollen, Cotton and Silk Mills have already been described briefly. The New Egerton Woollen Mills, Dhariwal maintain a well-equipped dispensary under the charge of a qualified doctor and treatment is free to the workers as well as their families. The Mills also contribute financial aid to the Salvation Army Hospital nearby with a view to availing of its facilities for hospital treatment of their employees. The Raymond Woollen Mills, Bombay, maintain a dispensary under the charge of a full-time qualified doctor and a part-time lady doctor. Only the larger units of the industry maintain crèches. The large units and a few of the small ones maintain canteens supplying tea and light refreshments, and in some cases cooked meals, to their employees.

Facilities for the education of the workers and their children are also provided only by the large mills. The New Egerton Woollen Mills maintain a High School for boys and girls and the Raymond Mills, Bombay, employ a full-time teacher who runs a primary school for the children in the morning and conducts literacy classes for adults in the evening. In the Mac Robertganj settlement of the Kanpur Woollen Mills there are primary schools for boys and girls besides a night school for adults. The strength of the primary schools is 180 boys and 200 girls.

The Bangalore Woollen, Cotton and Silk Mills, the New Egerton Woollen Mills and the Raymond Mills provide facilities for workers' recreation. These consist of reading rooms and libraries, indoor and outdoor games, cinema shows, lectures, etc.

Engineering Industry

Most of the large units in the engineering industry, that is, those employing over 1,000 workers, maintain dispensaries for the treatment of their workers. Similarly only the large units run schools for the education of the workers' children although, in some cases, smaller units contribute financial aid to primary schools in their vicinity. The engineering firms do not generally employ women in large numbers but whenever they are so employed crèches for the children are provided. The maintenance of industrial canteens is, however, more general and even the

smaller units provide canteens for their workers. Facilities for workers' recreation are provided only in some of the large units. One special feature of the engineering industry is that most of the units employing over 100 workers have adopted provident fund schemes and the rest generally pay gratuity on termination of service.

Special mention should, however, be made of the welfare facilities provided by the Tata Iron and Steel Co., Jamshedpur. The Company maintains a well-equipped up-to-date hospital with 400 beds and 8 dispensaries in different parts of the town. The hospital has a separate women's section with maternity and children's wards under the charge of qualified Lady Medical Officers. Employees and their families are given free treatment. A separate Infectious Diseases Hospital is also maintained.

Several rest-houses for women workers and crèches for their babies are provided in various parts of the plant where women are employed. Under-nourished babies are given milk and biscuits free of charge. The babies are provided with garments during the time they remain in the crèche. In the rest-houses for women facilities are provided for bathing and washing clothes and soap is supplied free.

Two large Workers' Hotels are being run by the Company. A Canteen Advisory Committee consisting of representatives of workers and the Management has been set up. The hotels are divided into several sections according to the dishes served and a variety of dishes is available in each section.

The Company devotes special attention to the education of the workers and their children. It maintains 3 High Schools, 10 Middle Schools and 30 Primary Schools besides 9 Night Schools and a Technical Night School. Adult literacy classes are maintained in different parts of the town for the benefit of the workers.

Several play-grounds equipped with children's play equipment such as see-saws, swings, etc., are maintained in different parts of the town. Free cinema shows are held in the open at different parts of the town throughout the year. A Radio Relay Station, with a studio, 4 amplifiers and 9 loudspeakers in various parts of the town, relays programmes of the All-India Radio and broadcasts music and orchestral programmes from the studio. It has been decided to open 12 welfare centres in different parts of the town for the workers' benefit providing such facilities as reading room and library, indoor and outdoor games, lectures and debates, musical and dramatic performances, etc.

Dockyards

All dockyards except one maintain well-equipped dispensaries with qualified doctors to provide free medical aid to the workers. The Indian Naval Dockyard at Bombay maintains also a maternity clinic and a crèche. Facilities for the education of children are provided only in two dockyards, namely, the Indian Naval Dockyard and the Scindia Shipyard at Visakhapatnam. In the former a Kindergarten school and in

the latter a primary school are maintained. Grainshops and canteens are provided by most of the dockyards while co-operative credit societies exist in the Bombay Port Trust, the Mazgaon Dockyard and the Indian Naval Dockyard at Bombay and at the Visakhapatnam port. Facilities for indoor and outdoor games are provided in 8 dockyards. All dockyards have instituted schemes of provident fund, gratuity or pension.

Paper Mills

All the paper mills provide dispensaries for the free medical treatment of their employees although the standards vary. Some of these dispensaries are under the charge of full-time doctors while some have only part-time doctors. Special mention may be made of the hospital maintained by the Brajrajnagar Mill in Orissa which provides for 10 beds. Most of the units maintain primary schools for the education of the workers' children and some maintain Middle Schools and High Schools. Canteens and facilities for recreation are also provided in several mills. The welfare amenities provided by the Titaghur Mills the Bhadravati Mills in Mysore and the Brajrajnagar Mill in Orissa deserve special mention. Provident fund schemes have been instituted in some mills but generally admission is restricted to permanent employees or those in the higher wage groups.

The Chemical Industry

Ten out of 17 concerns in the chemical industry for which information is available have provided dispensaries for the benefit of the workers and their families. The Tata Chemicals, Mithapur, maintain a well-equipped 40-bed hospital in addition to a dispensary.

The Bengal Chemical and Pharmaceutical Works maintain primary schools for the education of the workers' children while the Tata Chemicals run a Primary School, a Middle School and a High School. The Mettur Chemical and Industrial Corporation in Madras State and the Alkali and Chemical Corporation, Calcutta also maintain schools for the education of workers' children. Other concerns give grants-in-aid to local schools.

Ten out of the 17 concerns for which information is available provide facilities for recreation such as reading rooms and libraries, indoor and outdoor games, etc. Nearly all units in the industry provide canteens supplying tea and light refreshments and in some cases even cooked meals. Co-operative Societies exist in eight units.

Tanneries and Leather Goods Industry

Only some of the larger units in this industry provide welfare facilities for the workers. The Bata Shoe Company maintains a well-equipped hospital in Batanagar and the Gordon Woodroffe Company, Madras, maintains a dispensary under the charge of a full-time qualified doctor. The Cooper Allen Company in Kanpur maintains in addition to a dispensary at the factory a well-equipped hospital in their labour colony at Allenganj. All the three factories mentioned above maintain schools

for the education of the workers' children and provide facilities for recreation. The Bata Shoe Company maintains a High School and a Night School for the workers.

Cement Industry

Most of the Cement factories have well-equipped dispensaries or hospitals under the charge of qualified medical men and the workers as well as their families are given free medical treatment. Quite a few have canteens supplying tea and snacks at cheap rates; and nearly all have clubs which provide indoor and outdoor games, reading rooms, etc. Many of the factories run cheap grainshops. Educational facilities exist in all the centres. School buildings, furniture, etc., are supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied free to the workers' children. All the units employing more than 100 women workers have made provision for crèches. A few of these are housed in *pucca* buildings properly equipped with cradles, etc., and are staffed by trained nurses. In the units at Kymore and Madukkarai children attending the crèches are given milk etc., free of charge.

Sugar Industry

All except a few sugar factories maintain dispensaries under the charge of full-time or part-time doctors for the benefit of their workers. A few maintain hospitals. The majority of the factories provide facilities for the education of the workers' children but only a few have made arrangements for the education of adults. Most of the units have opened workers' clubs providing facilities for recreation such as indoor and outdoor games. Canteens Co-operative Societies and grainshops are provided only in a few units.

(ii) MINES

The Coal and Mica Mines Labour Welfare Funds are now responsible for providing welfare facilities for workers in coal and mica mines. The activities of the respective funds are described in subsequent sections in this chapter. Even so, individual employers also provide certain welfare amenities. For instance it has been reported that 28 coal mines have provided recreation grounds and 167 have provided playgrounds for the workers; 279 mines have provided schools for children and 13 run adult education centres. In Madras 6 mica mines maintain playgrounds and 2 run schools for children.

In the Kolar Gold Field, in Mysore, welfare services have been in existence for many years now and the mines have been constantly improving and expanding these services. A comprehensive free health service, free maternity homes, organisation of educational and recreational facilities and distribution and subsidization of foodgrains are some of the main features of the welfare service. The expenditure incurred on these services, including cost of housing and sanitation provided for the workers, amounted to Rs. 24,88,556 during the year 1949. The Kolar Gold Field Hospital provides 250 beds. It has two operation theatres, two X-ray plants, bacteriological and pathological laboratories,

etc. The maternity clinics maintained by the company were enlarged during the year and several additional beds were provided. Bread, milk, coffee, diets and shark liver oil were supplied free of charge to the wives of employees confined in the maternity homes. During the year 1949, 2,228 of a total of 2,806 births in the mining area took place in the Mines Maternity Homes and another 370 births were attended to in the workers' houses by the midwives attached to the maternity homes. In addition to the canteen started in the Mysore Mines in 1947 another canteen was also started during the year in the same mine. The average daily attendance in the canteens was 1,548 workers. The company maintains a dairy at Ooregum which supplies pure pasteurised milk to the hospital and maternity homes. Over 11,000 lbs. of milk was also distributed free during the year to children and infants. There are in the mining area 35 primary schools, 3 middle schools and 2 high schools, where, during 1949, 8,326 children were receiving instruction. Many of the schools are maintained and run by the company and most of the others are given financial grants. Thirteen night classes for adult workers are also run by the company. Ten recreation clubs, each providing radio, reading rooms and facilities for indoor and outdoor games, are maintained for the employees. Music played every evening through loudspeakers in the workers' colony, tournaments in outdoor and indoor games and occasional dramas are some of the other items of entertainment provided for the workers.

(iii) Plantations

All tea gardens in Assam and Bengal maintain dispensaries under the charge of either qualified doctors or compounders for giving medical aid to the workers. Most of the large estates maintain a garden hospital. Certain groups of gardens jointly maintain Medical Associations with a Principal Medical Officer and a staff of qualified doctors. Some of these Associations run group hospitals which are more fully equipped than garden hospitals and to which serious cases are sent by gardens which are members of the Association. Compact groups of estates in South India owned by the same company have established group hospitals with maternity and isolation wards. Several of the large estates have also provided separate hospitals of their own and the rest maintain dispensaries under qualified doctors. The smaller tea estates and most of the coffee and rubber estates generally maintain only dispensaries under the charge of compounders. The Indian Tea Association has started a B.C.G. vaccination campaign among plantation workers in Assam and Bengal and, by the end of the year 1950, 4,86,344 workers were tested and 2,14,819 vaccinated. Although women are employed in large numbers on the plantations adequate arrangements for the care of children while the mothers are at work have not been made. In South India, however, most of the large estates set apart a room for the children or make some alternative arrangements for them to be looked after. Some estates also make arrangements for their feeding. Elementary schools for the

education of workers' children are maintained by most of the large estates. Only rarely are facilities for recreation provided for the workers.

In recent years the Indian Tea Association have been devoting greater attention to the provision of recreational facilities for the workers and in 1947 it recommended to its members that a minimum amount of Re. 1 per acre should be spent on sports equipment, maintenance of social clubs, cinemas, etc. It has been reported that during 1949 member estates in Assam spent, on an average, Rs. 2-8-0 per acre on these facilities.

Sickness benefit for a maximum period of 14 days in a year at the rate of 9½ annas per day, apart from the benefit of the usual food concessions, in North India and at the rate of 12 annas per day in South India is paid to the workers. Only in Assam and Bengal is the payment of maternity benefit on statutory basis. But in South India also maternity benefit is paid to the women workers for a period of 8 weeks at the rate of 12 annas per day.

Mention was made in the previous issue of the Year Book of the Estate Workers' Co-operative Bank opened in the Anamallais in Madras State for encouraging saving and thrift habits among estates workers. The Government of Madras continue to meet the pay and allowances of the Secretary whose services have been loaned to the Bank by the Co-operative Department. The payment of a free grant for its working during the second year is under consideration of the Government of Madras. Meanwhile, the membership and assets of the Bank have increased and in November, 1950 there were 1,641 members. The share capital was Rs. 7,198 and thrift deposits amounted to Rs. 12,281. The Bank is also running two *chit* funds*. one for Rs. 100 and another for Rs. 1,000.

The Central Tea Board has provisionally agreed to the allocation of 4 lakhs of rupees out of their current year's budget for expenditure on welfare measures in the interest of workers employed on tea plantations. The ways of utilising this amount was discussed at the 3rd Session of the Industrial Committee on Plantations held in November, 1950 The Committee recommended that the amount may be spent on the training of women and child workers. It is proposed to train women workers in subjects like sewing, knitting and midwifery. The State Governments have been requested to suggest suitable schemes of these types for the consideration and approval of the Central Government.

(iv) Railways

The Railways maintain hospitals, dispensaries and X-ray, bacteriological and inoculation departments at places where a

*The main feature of a *chit* fund is the pooling together of a fixed amount by a limited number of members at state intervals and the allotment of the 'prize money' to each member by turn.

large number of their staff are employed. Besides, travelling Assistant Surgeons tour the areas allotted to them to meet the requirements of employees scattered over the line. The medical staff on Railways consist of District Medical Officers, Assistant Medical Officers and Assistant Surgeons, X-ray and laboratory specialists, nurses, dispensers, sanitary staff and anti-malaria staff. The functions of the Medical Department include both preventive and prophylactic treatment as well as care of maternity, child welfare and nutrition. On many of the Railways the number of dispensaries and the number of beds in hospitals were increased. According to the latest available information, in eight of the nine Class I Railways (i.e., excluding the Assam Railway) there were in 1949-50, in all 55 hospitals with 2,125 beds and 303 dispensaries. The total expenditure during the year on account of medical and health services in these Railways was Rs. 2,41,64,608.

The Railways assist their employees in the education of their children by giving grants-in-aid to schools undertaking to admit railway employees' children, by running Railway Schools where alternate facilities for education do not exist and by giving assistance to the employees who have to send their children for education to outstations on account of lack of educational facilities locally. On Indian Government Railways there are at present 135 Railway Schools.

To provide cheap and wholesome food to the workers at the site of work the Indian Railways have set up canteens. They meet the initial expenditure on account of accommodation, furniture, electric and sanitary installations, crockery, cutlery and other equipment and in addition bear the charges for electricity and water consumed. Already 69 such canteens are functioning on the Indian Government Railways and on an average 63,000 employees patronise them every day. There are also at present 388 grainshops on Indian Government Railways catering to the needs of 5,31,000 railway employees. Of these, 2, 73,000 employees are supplied with articles at concessional rates. During the year 1949-50 the Railways spent Rs. 10,69,86,000 in affording relief in kind to the staff through railway grainshops. Besides a contributory provident fund to which all employees, permanent as well as temporary, who have put in 12 months' continuous service are eligible for admission, every Indian Government Railway has a Staff Benefit Fund. A contribution at the rate of one rupee per head per annum is made to the fund from the railway revenues. Money from the fund is generally spent for educational purposes, relief of distress amongst the employees or former employees of railways, recreation and schemes of sickness or maternity benefits for the families of railway employees or for child welfare.

(v) Ports

All the major ports maintain dispensaries with qualified medical staff. Employees and their families are given medical treatment free of charge. The Calcutta port also maintains two hospitals with 110 beds in all. In Bombay a clinic for women

and children is maintained where ante-natal and post-natal treatment is given. All ports except the Visakhapatnam port have provided canteens for their workers. A large canteen which caters for the needs of the dockstaff and the public visiting the docks, was opened by the Bombay Port Trust in the Alexandra Dock in September 1950. Co-operative Societies exist in the ports of Madras, Visakhapatnam and Bombay while in Calcutta a Loan Fund for Class IV employees has been provided from which a maximum amount of six times the monthly pay or Rs. 300, whichever is less, can be taken on loan by permanent workers. The Bombay and Calcutta ports have provided primary schools for the education of the workers' children. In Bombay there is a night school for adults besides which the Bombay Social Education Committee held 48 literacy classes for the port workers. A few scholarships are being granted every year by the Bombay, Madras and Cochin ports to the children of the employees.

Facilities for workers' recreation are provided by the Calcutta Port Commission, Visakhapatnam Port and the Bombay Port Trust. The Bombay Port Trust has provided a play centre at Wadala quarters providing indoor and outdoor games for men and children. It also maintains two welfare centres one for men and children and the other for women and children. A 16 m.m. cinema equipment is also maintained by the Port Trust. Other activities of the Bombay Port Trust include maintenance of reading rooms, sewing classes, handicraft and nursery classes. The Visakhapatnam Port has a Gymkhana Club the activities of which include a library, reading room and indoor and outdoor games. Annual sports for the workers and their children are a regular feature. An Amateur Dramatic Association is also functioning at the Port.

(vi) Municipalities

Only some municipalities have taken special measures to provide for the welfare of the workers. Several municipalities maintain Co-operative Credit Societies. The Bombay Municipality has a wide network of welfare activities carried out under the supervision of a special welfare department. There are eleven welfare centres, generally located in the *chawls* occupied by the menial staff, providing for indoor and outdoor games, education facilities, film shows, etc., for the workers. A nursery school and also a maternity centre are maintained. The Madras Corporation runs a number of night schools for adult education in the labour areas. A crèche for workers' children and a canteen in the municipal workshop are also maintained. A qualified nurse and two women attendants are in charge of the crèche. Poor children studying in Corporation Schools are given free midday meals. The Calcutta Corporation also maintains night schools. Facilities for adult education have recently been started at Delhi.

Provident fund schemes exist in nearly all municipalities. In the majority of these only permanent workers are eligible to

contribute to the provident fund and in some an additional condition of a lower income limit, generally of Rs. 20 per month, is also laid down.

(vii) Seamen

The Bombay Port Trust makes an annual grant of Rs. 3,000 towards one prophylactic clinic in Alexandra Dock, which is run by the Bombay Social Hygiene Council. The Government of India are also running a clinic for seamen at Bombay and some beds have been reserved in the local hospitals for seamen. There is a seamen's clinic near the Shipping Office, Calcutta run by the Government of India and arrangements for hospital treatment similar to those in Bombay, also exist. A tea stall and a dry canteen for seamen have been opened in the shipping office in Calcutta. A cooked food canteen has also been started in the Indian Seamen's Hostel at Watgunge, Calcutta, under the control of the Merchant Seamen's Amenities Fund Committee. In Bombay, a canteen for seamen has been opened in the Fort area by this Committee. Adequate medical facilities as well as hostel, club and canteen facilities have also been provided at Madras.

Welfare Work by Workers' Organisations

The Textile Labour Association, Ahmedabad conducts a fully equipped allopathic dispensary and a maternity home having accommodation for 25 beds. During the year 1949-50 over 84,000 patients were treated in the dispensary and 761 women took advantage of the Maternity Home where, in addition, pre-natal and post-natal advice was given to out-patients. The Association also conducts one homeopathic and three ayurvedic dispensaries in different parts of the city. The average number of cases treated at the homeopathic dispensary was 63 per day and at each of the ayurvedic dispensaries about 40 per day.

With the introduction of compulsory primary education in Ahmedabad, the Association has considerably reduced its activities in the field of primary education. Even so, it conducts six schools in areas outside the municipal limits and in localities which are specially backward and the Municipality is not in a position to provide a school. The total number of children attending these schools is 800. During the year the Association gave scholarships amounting to Rs. 6,000 to workers' children studying in secondary schools. Twelve students studying in colleges were also given scholarships from the Labour Welfare Trust. The Association maintains a hostel for girls where 30 girls who study in various educational institutions in the city are accommodated. The girls are admitted to the hostel at the early age of 5 to 6 years and the parents give an undertaking not to remove them till they complete their studies and are of a marriageable age. The Association has also provided two study homes for boys of some of the most backward communities and these study homes accommodate about 80 students.

The Association maintains 25 libraries in different labour localities and runs 50 circulating libraries for which it receives a grant from the Labour Welfare Department of the Bombay

Government. It also conducts 75 reading rooms in the working class residential areas. Arrangements were made during the year to show educational films to workers in about 20 localities.

Eight recreation centres were being conducted during the year to provide facilities to the workers for indoor and outdoor games but these have now been stopped. Workers and youngmen are given training in physical exercises and games in six gymnasia conducted by the Association.

The Workers' Co-operative Bank started by the Association in 1948 had, by March, 1950, enrolled 17,625 individual share holders, 7 unions and 14 co-operative societies and had a share capital of Rs. 2,98,100 and a total working capital of Rs. 10,14,042.

The Association provides the benefit of legal aid to its members whenever they are involved in civil or criminal complaints as a direct result of their being its members. During the year the Association rendered such assistance in ten cases.

2. Education

Details about the educational activities undertaken by industrial employers and employers' and workers' organisations are given in the section dealing with Welfare. Technical and Vocational Training Schemes in the country have been described in the Chapter on Employment, Employment Service and Training. Compulsory primary education has been introduced in certain urban and rural areas of Bihar, Bombay, Madhya Pradesh, Madras, Orissa, Punjab, Uttar Pradesh, West Bengal and Delhi for children of certain age groups, generally for those between 6 and 11 years of age.

SOCIAL EDUCATION

For the first time the problem of adult education was taken up in this country on a national basis after the attainment of Independence in 1947. The need for furthering adult education was felt, firstly, on account of the necessity of having an active and alert electorate and, secondly, because in the concept of a Welfare State, education of the adult was considered a prime requisite. For these reasons adult education sought to provide not only literacy but included instruction in hygiene, home economics, agriculture, cottage industries and the rights and duties of citizenship. To mark this new orientation it was decided to describe the programme as one of 'social' rather than of adult education. To give practical shape to this programme the Central Advisory Board of Education set up a special committee to prepare a programme of social education. The report of this committee was considered and approved by the Central Board of Education in January, 1949 and was further discussed by the State Education Ministers in February, 1949, and the Provincial Social Education Officers in July, 1949.

As a result of the decisions taken in the meeting of July 1949, the various State Governments submitted to the Central Government their schemes of social education for approval.

After examination of these schemes the following grants were allowed to the State Governments :

	Rs.
Assam	4,00,000
Bihar	5,00,000
Bombay	10,36,000
Madhya Pradesh	6,44,000
Madras	8,43,000
Orissa	3,04,534
Punjab	2,00,000
U. P.	11,59,231
West Bengal	8,79,000

The following are the main features of the schemes developed by some of the State Governments. In Bihar, institutions rather than teachers have been entrusted with the responsibility of running social education centres. The Government of Madhya Pradesh have utilised more than any other State, the technique of camps for the purpose of mass education. In Madras, camps have been utilised more for the training of teachers. The U.P. Scheme had a special feature of giving graduates an intensive course of 10 months, of which the first 4 months were spent in social education and the remaining 6 in social work including adult education. A special feature of adult education drive in Delhi is the organisation of educational *melas*, fairs and exhibitions.

Available details regarding the organisation of social education in some of the States are given below.

Madhya Pradesh

Social education work for the labouring classes was undertaken for the first time in April, 1949 in various industrial centres in Jubbulpore, Nagpur, Amraoti and other districts of the State. Nearly 3 lakh adults, including nearly 73,000 women, were made literate by the end of April, 1950. This includes 24,564 adults and 43,757 women taking advantage of the 5-week intensive social education courses conducted in 531 summer camps which started their work on 1st May, 1949.

Madras

In 1949-50 there were nearly 550 Government and voluntary adult education classes in the State. Each adult school is being supported by a local education Committee. Government had 5 mobile units for the spread of social education, each unit being equipped with a 16 mm. sound projector, radio, gramophone, etc.

Orissa

The social education scheme which was started in October, 1949 made 14,893 adults literate through 928 schools up to the end of March, 1950. Equipments for 3 units of audio-visual education were purchased to be put into effect during 1950-51.

UTTAR PRADESH

Government have opened 65 social education camps in Meerut district with a view to utilising the summer vacations for social education work. The duration of the camps vary from 10 to 27 days, during which volunteers teach the villagers and do village uplift work. A camp for women has also been opened in a village called Jhauri. Nearly 56,000 adults were made literate during 1949-50 in nearly 3,800 classes.

BILASPUR

There is at present 1 social education centre in the State but Government propose to start 12 more such centres.

DELHI

As stated before educational *melas* are characteristic of the Social Education work in Delhi. Five such *melas* were held in 1949-50. There were social education centres in 100 villages and 50 village schools were supplied with radios for community listening.

3. Coal Mines Labour Housing and General Welfare Fund

The Coal Mines Labour Housing and General Welfare Fund was constituted under the Coal Mines Labour Welfare Fund Act, 1947*. Under the provisions of the Act, the Fund maintains two separate accounts, namely the Housing Account and the General Welfare Account, and the finances of the Fund are apportioned between the two. The activities of the Fund, so far as housing for coal miners is concerned, have been described in the Chapter on Industrial Housing while those in regard to General Welfare during the year 1949-50 are briefly described below.

Hospital and Medical Facilities.—The in-patient departments of the regional hospitals run by the Fund at Katras and Tisra in the Jharia coalfield and Searsole and Chora in the Raniganj coalfield, were opened in the first week of January, 1950. In each of the hospitals 18 beds have been provided, 12 for general cases and 6 for maternity cases. The total number of cases of out-patients and in-patients treated in these hospitals during the period 1st January, 1950 to 31st March, 1950 was 16,360 and 1,883 respectively as shown below:—

Hospital	Number of cases treated							
	In-patients				Out-patients			
	Men	Women	Children	Total	Men	Women	Children	Total
Katras	208	111	25	344	2,201	3,558	1,570	7,329
Tisra	351	147	24	522	1,848	1,871	855	4,574
Searsole	607	48	6	661	1,459	952	254	2,665
Chora	277	69	10	356	630	735	427	1,792
All Hospitals	1,443	375	65	1,883	6,138	7,116	3,106	16,360

*For provisions of the Act, see Chapter II, pages 88-89.

The number of cases treated during the period 1st April to 31st December, 1949 was 14,655 at the Katras Hospital, 12,280 at Tisra, 9,945 at Searsol and 5,287 at Chora. Of these, 7,019, 1,704, 2,374 and 1,381 respectively were non-colliery cases. During the same period the number of cases attended to at the maternity centres at each of the four centres was as follows:—

Maternity Centre	Number of cases treated			
	Maternity cases	Ante-natal and post-natal cases	Children	Gynaecological cases
Katras	103	103	1,100	4,448
Tisra	256	257	202	3,007
Searsole	320	204	942	1,546
Chora	126	126	282	212

The proposal to build infectious diseases wards in the Regional Hospitals at Katras and Tisra has been dropped as the Jharia Mines Board of Health have agreed to construct their own infectious diseases hospital. The construction of the infectious diseases wards at Searsol and Chora will be taken up shortly.

A sum of Rs. 18,50,000 has already been spent on the construction of the Central Hospital at Dhanbad which will have accommodation for 130 beds. A Surgeon Superintendent has been appointed for the hospital with effect from 4th January, 1950. Plans and estimates for a Central Hospital near Asansol for the Raniganj coalfield are under preparation. It is expected that the construction of the buildings will start soon.

The two ambulances placed at the disposal of the Jharia Mines Board of Health and one of the two ambulances placed at the disposal of the Asansol Mines Board of Health were withdrawn for use in the Regional Hospitals. Three ambulances were maintained for the benefit of coal miners in the Madhya Pradesh coalfield. One X-ray unit each, provided at the cost of the Fund, was being maintained at the State Railway Colliery Hospital at Giridih and the Barkui Hospital of Messrs. Shaw Wallace and Co. in Madhya Pradesh. In the absence of X-ray facilities in its Regional Hospitals, facilities obtaining in the Dhanbad Civil Hospital and the Sanctoria Hospital of Messrs. Andrew Yule and Co. in the Raniganj coalfield were utilised by the Fund on payment.

The Coal Mines Labour Welfare Fund Rules, 1949, have been amended to provide for the payment of a subsidy to those collieries which maintain dispensary services of a prescribed standard for the benefit of labour employed in their collieries.

The amount of subsidy will be at the rate of 8 pies per ton of coal of coke despatched from the colliery minus the proportionate cost of recovery of the welfare cess, or the actual amount spent by the colliery in maintenance of the dispensary service, whichever is less.

Grants and subsidies.—A Grant-in-aid of Rs. 15,000 was paid to the Dhanbad Civil Hospital for improving its efficiency and for reserving 25 beds for the benefit of colliery labour. A sum of Rs. 50,450 was also paid to the Sanctoria Hospital for reserving 25 beds. The Dhanbad District Leprosy Association completed the construction of a leper ward in the Leper Hospital at Tetulmari at a cost of Rs. 20,000 paid by the Fund. The ward which has accommodation for 12 beds started functioning from 1st November, 1949. The Fund is paying a grant of Rs. 2 per bed per day towards the cost of maintenance. A non-recurring grant of Rs. 25,000 has been sanctioned to the Asansol Leprosy Relief Association for the construction of a similar leper ward and when the ward starts functioning a recurring grant for maintenance of beds will also be paid.

Sanitation.—Grants of Rs. 43,176 and Rs. 49,000 were given to the Jharia and Asansol Mines Boards of Health respectively during the year 1949-50 for extending their sanitary services. For the year 1950-51 the amount sanctioned for this purpose is Rs. 52,000 and Rs. 54,000 respectively.

Anti-tuberculosis measures.—In the absence of any T.B. clinic belonging to the Fund, its T.B. Specialist visited different collieries and the Regional Hospitals, examined cases of suspected T.B. and gave advice for treatment to the medical officers concerned. It is proposed to construct two T.B. clinics, one each in the Jharia and the Raniganj coalfield. The necessary plans and estimates have been submitted to Government. Two teams, each consisting of a doctor, a nurse and a clerk, drawn from the existing medical staff of the Fund were trained in B.C.G. Vaccination. More than 6,000 miners and members of their families have been tuberculin tested.

Anti-malaria operations.—The anti-malaria operations in the coalfields continued to be under the control of the Malaria Institute of India which was given a grant of Rs. 13,00,000 during the year. The expenditure incurred on account of anti-malaria work in the various coalfields was as shown below :—

Jharia coalfield—Rs. 3,89,016-7-6.
Hazaribagh coalfield—Rs. 1,36,403-0-4.
Assam coalfield—Rs. 37,745-4-0.
Pench Valley coalfield—Rs. 88,444-14-3.
Raniganj coalfield—Rs. 4,13,475-12-9.

Pithead baths and crèches.—The total number of pithead baths completed in collieries up to 31st March, 1950 was 65 and the number under construction on that date was 91. Similarly 54 crèches were completed up to that date and the number under construction was 121. Even in the crèches constructed so far considerable difficulty is being experienced in finding suitable persons for appointment as crèche attendants. A scheme for the

training of about 600 crèche attendents in batches has been drawn up and the first batch is already under training at the Women's Welfare Centre at Pathardih. The training extends over a period of six months.

Mobile Shop and Mobile Canteen.—The mobile shop visited 314 collieries in Bihar and Bengal during the year and sold consumer goods worth about Rs. 31,000 to the miners. As it was found that consumer goods were now readily available and the sales had considerably declined the scheme was discontinued with effect from 30th April, 1950. The mobile canteen has also been discontinued.

Mobile Cinema.—A separate mobile cinema van has been introduced exclusively for the Raniganj coalfield. A mobile cinema has also been provided for the Madhya Pradesh coalfield from June, 1949. There are thus three mobile cinema units one each for the Jharia, Raniganj, and Madhya Pradesh coalfields.

Adult Education.—Sanction has been accorded for the establishment of 7 adult education centres in the Bihar coalfields and 5 in the Bengal coalfields.

Multi-purpose welfare centres.—With a view to providing educational and recreational facilities for men, women and children in the coalfields it is proposed to open multi-purpose welfare centres at several places. Sanction has already been given for the establishment of four such centres during the year 1950-51

Women's Welfare Scheme.—Twenty women's welfare centres were being maintained by the Women's Welfare Section during 1949-50 at the following centres :—

Jharia coalfield :

- Pathardih
- Digwadih
- Bhowrah (No. 4 pit)
- Bhowrah (No. 12 pit)
- Jeetpur
- Industry
- Bastacola
- Sijua
- Kankanee
- Kustore
- Bansjora
- Bhuli

Bokaro coalfield :

- Kargali
- Bokaro

Raniganj coalfield :

- Jamuria
- Charanpur
- Jambad—Kajora
- Jambad—Selected
- Shankarpur
- Lower Kenda

On 31st March, 1950, there were altogether 423 *kamins* (women) and 1,081 children on the rolls of these welfare centres. The average attendance per centre was 10 *kamins* and 32 children.

The activities at the various welfare centres include games, *bhajans*, Kindergarten schools, handicraft classes, clay modelling work and welfare propaganda. Radio sets have been installed in several of the Centres and it is proposed to provide gramophones and records to those centres where it is difficult to instal radio sets for want of electricity.

Administration of the Fund.—The administration of the Coal Mines Labour Welfare Fund Act in the coalfields of Talcher and Korea was taken over by the Coal Mines Welfare Commissioner in July and December, 1949 respectively and that in Vindhya Pradesh in September, 1950. The extension of the Act to the States of Hyderabad and Rajasthan is under consideration. The Coal Mines Labour Welfare Fund Rules have been amended to provide for the constitution of separate coalfield sub-committees in Orissa and every other major coal producing area. During the year 1949-50 four meetings of the Advisory Committee were held.

Finances of the Fund.—The welfare cess continues to be levied at the rate of 6 annas per ton of coal and coke. The levy of the welfare cess has now been extended to despatches of coal and coke by means of transport other than rail. While up to 31st March, 1949, the cess was being apportioned between the Housing Account and the General Welfare Account in the ratio 2 : 7, during the year 1949-50, the cess was apportioned between the two accounts in the ratio 2 : 1.

The total receipts and expenditure of the Fund are shown in the statements below :—

I.—GENERAL WELFARE ACCOUNT

Year	Receipts	Expenditure
	Rs.	Rs.
1944-45	70,867	2,07,236
1945-46	57,62,570	6,88,680
1946-47	38,75,701	21,11,441
1947-48	53,32,630	31,86,480
1948-49	55,00,453	30,67,566
1949-50	46,17,851	54,77,165
Total ..	2,51,60,072*	1,47,38,568

Balance on 1st April, 1950 : Rs. 1,04,21,504.

II.—HOUSING ACCOUNT

Year	Receipts	Expenditure
	Rs.	Rs.
1947-48	10,54,650	4,84,760
1948-49	13,40,494	20,30,718
1949-50	65,38,816	29,91,338
Total	89,33,960	55,06,816

Balance on 1st April, 1950: Rs. 34,27,144.

4. Mica Mines Labour Welfare Fund

The Mica Mines Labour Welfare Fund was constituted under the Mica Mines Labour Welfare Fund Act, 1946*. The Fund is, at present, administered by the Ministry of Labour in consultation with two Advisory Committees, one for Bihar and one for Madras. The activities of the Fund during the year ending March, 1950 are described below.

BIHAR

Necessary plans and estimates for the construction of a central hospital at Karma for the use of mica miners were prepared. The hospital is to have 30 beds including 4 beds in a separate T.B. Ward. The estimated cost of construction is about Rs. 11,48,195. Pending the setting up of the hospital, the arrangements for the reservation of 10 beds in the Kodarma hospital for the use of mica miners on payment of Rs. 13,000 a year was continued. During the year 182 miners were admitted in the hospital for treatment and the total number of mining cases treated was 2,094. There was considerable increase in the number of patients attending the dispensaries at Dhab and Dhorakola. The number of new and old cases treated in these dispensaries was 6,792 and 3,797 respectively as compared to 1,506 and 625 during the previous year. Another dispensary was started during the year at Ganpatbaghi. Two mobile medical units for giving medical relief to mica miners at their places of work were purchased and the necessary staff for operating these units appointed. Schemes for starting a maternity and child welfare centre in the mica mining areas and the introduction of anti-malaria operations have been sanctioned. The T.B. specialist of the Coal Mines Labour Welfare Fund visited the mica mining areas once every month and examined the T.B. cases among the miners and gave them advice for treatment.

With a view to augmenting the existing water supply, sanction was accorded for the sinking of three wells at Dhorakola, Saphi and Khalaktambi. The well at Khalaktambi has been completed and work in connection with the others is in progress.

* For provisions of the Act please see Chapter II, pp. 89-90.

The mobile shop started with a view to supplying consumer goods at cheap rates to mica miners served 376 mines during the year and sold goods worth over Rs. 12,000. The mobile cinema screened 165 free shows for the entertainment of mica miners.

A scheme for starting four multi-purpose welfare centres in the mica mining areas has been sanctioned. It is proposed to impart elementary education in these centres to children and to conduct literacy classes for adults. Training classes in sewing, weaving, knitting, etc., for women will also be conducted. These centres will provide reading rooms and other welfare facilities as well.

MADRAS

Three dispensaries for mica miners were functioning during the year at Sydapuram, Kalichedu and Talupur, the dispensary started at Gudur having been shifted to Talupur. The average daily attendance at these dispensaries was 80, 60 and 70 respectively. A temporary building was constructed during the year for the dispensary at Kalichedu and schemes for construction of buildings for the other dispensaries are under preparation. Maternity centres were functioning at Sydapuram, Utukur, Kalichedu and Talupur and, on an average, ten maternity cases were conducted in each of these centres every month. The midwives attached to the maternity centres also visit expectant mothers in the neighbourhood. Spraying operations to combat malaria were conducted twice during the year and paludrine tablets were distributed free of cost to the miners.

Sanction for the sinking of three draw wells in the mica mining areas has been accorded and a scheme for starting a provision store to supply foodgrains and other articles of daily use to the miners is under consideration.

So far, five radio sets have been installed for the benefit of mica miners at Talupur, Utukur, Turimerla, Kalichedu and Pallimitta. Sanction for the installation of another set at Jogipalli has been accorded. Sports for school children were conducted on Independence day and prizes distributed. A *Chedugudu* tournament was also conducted at Utukur. Dramatic shows and other entertainments were also put up during the year at some of the mica mines.

Besides the three elementary schools at Kalichedu, Talupur and Tellabodu one more was started at Jogipalli. Adult literacy classes were also started at Talupur, Kalichedu and Tellabodu. Twice during the year clothes were distributed free to children attending the schools.

Finances of the Fund.—The finances of the fund are derived from an *ad valorem* customs duty on all mica exported from the country, the present rate being 2½ per cent. The statement of accounts of the fund for 1949-50 and the estimates for 1950-51 are given below.

TABLE CXXIX

INCOME AND EXPENDITURE OF THE MICA MINES WELFARE FUND

Year	Receipts			Expenditure			
		Rs.	a. p.		Rs.	a. p.
1949-50	Opening balance	28,59,345	1 10	In Bihar In Madras	1,70,296 91,589	1 7 4 5
	Receipts during the year 1949-50	16,09,108	1 0	Closing balance	42,06,567	12 10
	Total	44,68,453	2 10	Total	44,68,453	2 10
1950-51	Estimated Receipts	15,00,000	0 0	Estimated expenditure In Bihar In Madras	13,41,800 2,77,860	0 0 0 0
					16,19,660	0 0

5. The Coal Mines Provident Fund Scheme

The Coal Mines Provident Fund Scheme was framed by the Government of India in December, 1948 under the Coal Mines Provident Fund and Bonus Schemes Act, 1948. Although at first the scheme was applied only to a few selected areas it has now been extended to all coal mining areas in India except those in Hyderabad State. Under the scheme all employees in coal mines whose basic wages do not exceed Rs. 300 per month are required to become members of the Provident Fund. Contributions are payable in respect of every member employed directly or indirectly in a coal mine covered by the scheme. Rates of contributions have been prescribed. These differ from wage group to wage group and vary from 10 annas per month in the case of monthly rated employees receiving a basic wage up to Rs. 10 to Rs. 15 per month in the case of those whose basic wages are over Rs. 200 per month. In regard to employees who are not paid on a monthly basis contributions to the Fund are payable weekly and the rates of contributions vary from 2 annas per week in the case of employees whose basic wages for the week are over Re. 1 and up to Rs. 2 to 12 annas per week in the case of those whose wages are over Rs. 11 per week. In case an employee's wages are Re. 1 or less in any week no contributions are payable in respect of him during that week. The employers are to contribute to the Fund an amount equal to the employees' contribution in respect of each member. The employer is to pay, in the first

instance, both his as well as the workers' contribution but he can recover the latter from the wages of the workers.*

Till 1st May, 1950, the scheme was administered by the Central Government. The Board of Trustees contemplated in para 3 of the scheme has now been constituted and the administration of the scheme vested in the Board. The Board of Trustees consists of a Chairman and six members nominated by the Central Government, and six representatives each of colliery employers and workers. Government have also appointed a Coal Mines Provident Fund Commissioner who is the Chief Executive Officer of the Fund.

Up to the end of September, 1950. the total amount of contributions realised was Rs. 1,60.03.201-7-11 as detailed below :—

	Rs.
Initial contributions for the period prior to 1st October, 1948 ...	53,07,242-14-8
Lump sum contribution	23,47,496-15-7
Sale proceeds of contribution stamps ...	77,30,632- 4 -0
Administrative Charges	6,17,829- 5 -8
Total . .	1,60,03,201-7-11

Members were allowed interest at 1½ per cent. during 1949-50 and are allowed interest at 2 per cent. during the current year (1950-51). Out of the total amount of contributions realised a sum of about Rs. 15.5 millions has been invested. Rs. 12 millions in Government Securities and Rs. 3.5 millions in National Savings Certificates.

As far as information is available. except in the case of some small or poorly managed collieries. the scheme is being properly implemented by the employers. Legal action is being taken against the defaulting coal mines. It has been stated by some employers that the introduction of the scheme has resulted in making at least 20 per cent. of their labour force more stable.

*For further details of the Scheme, please see the *Indian Labour Gazette*, March 1949, pp. 642-43 and the *Indian Labour Year Book*, 1948-49, pp. 254-55.

CHAPTER X

AGRICULTURAL LABOUR

According to the 1931 Census, Agriculture was the main source of livelihood of 67 per cent. of the population of undivided India. The term 'Agricultural worker'* is not easy to define because it refers to all those who are employed in agriculture in return for wages in cash and/or in kind. Such persons may or may not own land. It was estimated during the 1931 Census that the strength of agricultural workers employed in undivided India was about 33 million. According to the Ministry of Agriculture, the total strength of agricultural workers in the Indian Union was 34 million in 1948.

Employment in agriculture is mostly seasonal and intermittent in character. The workers cannot be classified according to the degree of skill and the only basis of classification can be the duration of employment. Agricultural workers may be employed permanently, on a part-time basis, for a season, or casually according to the exigencies of work. The duration of employment varies with the nature of the crop and the system of cultivation. For instance, in the canal irrigated tracts of the North West Region and the wheat tracts of the North West and Central Regions of U.P. the maximum period for which a worker is employed in agriculture comes to roughly nine months in a year while it is only four months in a year in the non-wheat tracts of the Eastern Region.

Hours of Work

Hours of work are not regulated by legislation. The working hours are generally from sunrise to sunset although for certain operations, such as ploughing, irrigating and harvesting, the hours may be different. Ploughmen work either at a stretch with a rest interval or work in two shifts, one in the morning and one in the evening, with a break of four to six hours. Workers employed in lift irrigating work in shifts of one or two hours at a time. It is usual to employ two sets of workers for this work, one for lifting the water and the other for canalising it through the channels to the fields.

Agrarian Legislation

Recently a considerable amount of legislation has been enacted for improving the lot of the peasantry. The important measures in this connection are briefly reviewed below.

The Government of India have passed "The Ajmer Tenancy and Land Records Act, 1950" to amend the law relating to agricultural tenancies and record of rights. According

* The term 'agricultural worker' includes all those who work in the fields for wages.

to section 7, a landlord is prohibited from ejecting a tenant from his holdings and from evicting him from his residential house. He cannot compel the tenant to render services with or without remuneration. The Act also provides special measures to prevent and regulate agrarian disputes and gives relief in respect of rents and impositions. In Madras the *Zamindari* Abolition Act is intended for acquisition by Government of 2,800 *Zamindari* estates and 3,500 *Inamdari* estates comprising about 14 million acres of land in the State. On the 7th September, 1949, the State Government took over one batch of estates and appointed Managers under the control of Collectors and the Board of Revenue for their administration. With a view to giving immediate relief to *ryots* till all estates are taken over by the Government an Act called the Madras Estates Land (Reduction of Rent) Act was passed in 1947, under which the existing rates of rents are being reduced to the level of assessments in the neighbouring *ryotwari* areas. The State Government have also published a Bill to amend the Malabar Tenancy Act, 1929, with a view to affording fixity of tenure and increasing the tenants' share of the produce and thus fixing fair rent for all holdings.

The Bombay Tenancy and Agricultural Lands Act, 1948, is a comprehensive piece of legislation regulating rents and other conditions of tenancy. It provides for the settlement of disputes arising out of the conditions of lease. It prohibits the landlord from recovering or receiving rent in terms of service or labour. The Act also provides that in case there is suspension or remission of the entire land revenue by the Government, the benefit should accrue to the tenants. There are also provisions preventing the landlord from evicting tenants who have built houses on sites belonging to them. The State Government is empowered to extend these provisions to agricultural workers and the dwellings and sites occupied by them in any area.

The Bihar Land Reforms Act, which seeks to consolidate and amend the law relating to the transfer to the State of the interest of the proprietors and tenure-holders and to provide for the constitution of a Land Commission to advise the State Government on its agrarian policy, came into force in September, 1950.

In West Bengal, the *Bargadars'* (crop sharers) Bill seeking to regulate certain rights of *Bargadars* vis-a-vis the owners of land was passed recently. Conciliation Board will be constituted under this measure to settle disputes in respect of the division of produce between the *Bargadars* and the owners, the delivery of the produce, priority of rights to supply plough-cattle, agricultural implements, and the termination and restoration of lands by *Bargadars*.

Similarly, in U.P. the Agricultural Tenants (Acquisition of Privileges) Act, 1949, has provided for voluntary payments of ten times their annual rent by tenants upon which they will be entitled to a reduction in their rents by half and will enjoy complete protection from ejectment on any ground whatsoever. This, in effect gives them immediately the substance of

bhumidari rights as contemplated in the U.P. *Zamindari* Abolition and Land Reforms Act, 1950.

In Orissa, a Bill has been introduced in the State Legislature for abolition of estates on payment of suitable compensation. It is also proposed to entrust the management of the estates and tenures to *gram-panchayats* or co-operative societies.

Another Bill known as the Orissa Tenants Protection (Amendment) Bill, 1950 which provides for the extension of the Orissa Tenants' Protection Act, 1948 in an amended form for a period of two years, is under the consideration of the Government.

An Ordinance has been promulgated by the Government of the Punjab with a view to providing for security of tenure for a minimum period of 3 years and to prohibiting the ejectment of tenants from lands exceeding 200 acres.

Agrarian legislation has received impetus in some of the Part B States also. The Hyderabad Tenancy and Agricultural Lands Act, 1950, for instance, contains provisions to prevent excessive sub-division of holdings. It also empowers the State Government to take over land under certain circumstances. The lease of land for the first three years from its commencement is prohibited except in some cases like those of widows and minors. Rents have also been regulated, the maximum rate of rents being one third of the gross produce for all irrigated land except that which is under well irrigation and one fourth for unirrigated land or land irrigated from wells. There is an important provision prohibiting the receiving of rent in the form of labour and service. In Mysore, an Ordinance has been promulgated protecting the interests of tenants. The Kashmir Government have passed an Act abolishing all estates and prohibiting alienation of agricultural lands.

The above measures are intended generally for improving the land tenure system. A measure which will be for the direct benefit of agricultural workers is the Minimum Wages Act, 1948, which provides for the fixation of minimum wages in employments in agriculture. So far as agriculture is concerned, the Act will come into force with effect from 15th March, 1951.* Part II of the schedule to the Act defines employment in agriculture as follows :—

"Employment in agriculture, that is to say in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live-stock, bees or poultry, and any practice performed by a farmer or on a farm as incidental to or in conjunction with

* The Minimum Wages (Amendment) Act, 1951 (Act XVI of 1951), since enacted by Parliament, extends the time-limit for fixing minimum wages in respect of agricultural labour to 31st December, 1953, and in respect of other scheduled employments to 31st March 1952. It has further been provided that in respect of employment in agriculture, the appropriate Government may fix minimum rates of wages only for a part of the State or for any class or classes of such employment.

farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce)".

Welfare Measures

Details in regard to welfare measures adopted for the improvement of the conditions of agricultural workers are available only in respect of Orissa and Hyderabad.

In Orissa State, a Welfare Department has been set up in pursuance of a recommendation in the Report of the Partially Excluded Area Enquiry Committee (1940). The welfare work takes the form of the grant of lands to aboriginals for colonisation, grant of financial assistance, application of co-operative principles to eliminate exploitation of the backward classes, provision of stores for supply of daily necessities for the tribal people at fair prices, etc.

A scheme of rural reconstruction for the supply of seeds, manures, fertilizers and implements to cultivators, the establishment of multi-purpose societies, provision of educational and health services to agricultural workers has been organised by the Government of Hyderabad through the departments concerned in some villages of the State.

Housing

Some of the Governments have taken steps to provide housing facilities. In Madhya Pradesh, the C.P. & Berar Abolition of Property Rights Act provides for lease of house sites in the village *abadi* to the agricultural labourers. The Government have a plan for making available house sites to 5,000 families free of rent. Some of the sites will be available to agricultural labourers who have to construct houses at their own expense. In Travancore-Cochin, a Housing Board has been set up. It has plans for constructing 1,000 houses in rural areas for agricultural labourers, the cost of construction to be recovered by the Government in easy instalments extending over 25 years. The Madras Government have also taken steps to provide house-sites to agricultural labourers free of cost.

Wages and Earnings

There is little uniformity in regard to agricultural wages and methods of payment and these vary not only from State to State but from district to district and even sub-division to sub-division in the same State. For doing the same work low caste workers, women and children, are often paid less than high caste workers and men. In certain occupations such as cotton picking, rice-pounding, weeding, etc., women workers are employed on a large scale but are paid lower rates of wages than men although they may be more efficient.

In the absence of any serial or systematic data regarding wages and earnings of agricultural workers, the available information is discussed in the following paragraphs according to States.

Bombay

The Bureau of Economics and Statistics, Government of Bombay, recently conducted a pilot survey into rural

employment, income and expenditure in a sample of 28 families in each of the 30 selected villages in each of the districts of Belgaum and Ratnagiri. The data relate to the employment position of a worker for a week. The purpose in collecting these weekly data is to provide regular monthly estimates of the labour force.

Belgaum District.—The employment data collected for male workers has shown that 87 per cent. of the total work-days were utilised in some type of active work during the period from October, 1949 to March 1950. This percentage was highest in the month of December being 89.1 and lowest in October being 84.9. About 46 per cent. of the total work-days were spent in agricultural operations on farms owned by the families. Employment for wages on agricultural work in the village accounted for 8.9 per cent. of the total number of work-days. It was further observed that while employment within the village could hardly be obtained throughout the week, employment outside the village, when once obtained, lasted for a major part of the week.

The gainful employment of women below 55, was only confined to 33 per cent. of the total work-days. Agricultural work is an important occupation for women during the months of November and December. As for children about 33 per cent. of the days were spent in gainful agricultural operations of a seasonal character.

The total strength of the rural labour force was estimated as forming 70 per cent. of the total population of working age.

The average daily wage rates in agricultural operations in Belgaum district varied from Re. 0-12-1 to Re. 0-15-0 for men, Re. 0-7-6 to Re. 0-11-6 for women and Re. 0-5-9 to Re. 0-9-9 for children, during a period of six months from October, 1949 to March, 1950.

Ratnagiri District.—The total strength of the rural labour force may be estimated as forming about 58 per cent. during the period October, 1949 to March, 1950. The proportion of the total work-days of males employed in gainful occupations was about 83 per cent. as against 87 per cent. in Belgaum. Employment on agricultural work in the village accounted only for about 3.9 per cent. as against 8.9 per cent. in Belgaum.

Women had greater opportunities for employment in Ratnagiri as compared to Belgaum, the percentage of gainful employment to total work days being about 46.1.

In the case of children the number of workers gainfully employed was considerably smaller in Ratnagiri than in Belgaum, the percentage being about 22.8.

The average daily wage rates for agricultural workers over a period of six months from October 1949 to March 1950 varied from Rs 1-0-9 to Rs. 1-6-3 for men and from Re. 0-11-0 to Re. 0-14-3 for women. The average wage rate was about Re. 0-8-0 for children.

TABLE CXXX

RURAL WAGES IN BOMBAY STATE

(PER DAY)

	Field Labour			Unskilled Labour			Skilled Labour		
	1938-39	1947-48	1948-49	1938-39	1947-48	1948-49	1938-39	1947-48	1948-49
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bombay State	0 4 6	1 2 11 (320·4)	1 4 10 (362·9)	0 5 0	1 3 5 (288·3)	1 5 11 (338·3)	0 15 1	2 3 6 (135·4)	2 10 9 (183·4)
Political Division—									
Northern Division	0 5 5	1 1 5 (221·5)	1 4 1 (270·8)	0 6 1	1 3 10 (226·0)	1 7 10 (291·8)	1 3 8	2 13 2 (129.7)	3 6 10 (178·8)
Central Division	0 4 4	1 5 1 (386·5)	1 7 2 (434·6)	0 4 6	1 3 2 (325·9)	1 5 3 (372·2)	0 13 10	2 2 0 (145·8)	2 9·9 (206·8)
Southern Division	0 3 11	1 2 0 (359·6)	1 3 0 (385·1)	0 4 11	1 3 6 (296·6)	1 5 5 (335·6)	0 11 9	1 10 11 (129·1)	1 15 1 (164·5)
Economic Circles—									
Gujerat Circle	0 5 3	1 3 0 (261·9)	1 5 0 (300·0)	0 6 1	1 5 0 (245·2)	1 10 2 (330·1)	1 3 6	2 12 11 (130·3)	3 7·5 (184·1)
Deccan Circle	0 3 11	1 2 9 (378·7)	1 4 5 (421.3)	0 4 4	1 2 4 (323·1)	1 4 2 (365·4)	0 12 0	1 13 5 (130·7)	2 3 11 (181·8)
Konkan Circle	0 5 9	1 3 5 (237·7)	1 6 6 (291·3)	0 6 0	1 5 3 (254·2)	1 7 1 (284·7)	1 1 0	3 0 11 (133·8)	3 2 5 (196.6)

NOTE :—Figures within brackets indicate percentage increase over 1938-39.
Source :—Figures have been taken from *Labour Gazette*, Bombay, April, 1950.

The agricultural wage rates in Ratnagiri are on an average higher than the wage rates in Belgaum.

For some years now the Government of Bombay have been collecting and publishing annually statistics of rural and urban wages compiled from monthly returns received from representative *Talukas* in each district of the State. These returns, however, do not undergo much scrutiny but the published figures for rural wages for the years 1938-39, 1947-48 and 1948-49 are given in the above table.

Bihar

In Bihar the payment of wages in kind is still the rule although cash wages are found to prevail in two districts. In North Bihar wages are a little lower than in South Bihar.

The Bihar Government publish a monthly statement showing the current rates of agricultural wages in one selected village in each district. According to data available for September, 1950, the cash equivalent of daily wages paid in kind to adult men employed as field workers ranged from Re. 1 to Rs. 3, for women the wages varied from Re. 0-8-0 to Rs. 2-8-0 whereas for children the wages ranged from Re. 0-8-0 to Rs. 1-14-0. The wages were generally low in the districts of Singhbhum, Manbhum, Ranchi, Hazaribagh and Santal Parganas.

According to preliminary enquiries made in connection with the All-India Agricultural Labour Enquiry of the Government of India in certain selected villages it was found that in one village the 'attached' workers were paid 1½ seers of paddy per day and 6 chattaks of fried rice, the cost of which came to about Re. 0-11-6 per day. There was a flat wage rate for men and women. Daily wages were paid to those engaged in ploughing, preparatory operations, transplanting and weeding, while the wage for harvesting was piece wage at the rate of 2 '*polas*' (equal to 3 seers) for every 29 '*polas*' harvested. It was found that the cash value of the daily wages paid to 'attached' workers was lower than the cash value of the wages paid to casual workers. The casual workers got in all about Rs. 1-12-0 per day.

In another village piece wages were paid for harvesting and threshing at the rate of 2½ seers of paddy for every 1½ maunds of the harvested crop. The cash value of the wage came to about Rs. 1-4-0 per day. Women were employed for transplantation. harvesting and threshing and their daily wage for transplantation was 1 seer 14 chattaks of paddy, the value amounting to Re. 0-7-6 approximately.

In a third village for which data on the size and composition of families, employment, earnings and standard of living are available, it was found that of the 82 agricultural families in the village 19 were of agricultural workers. The average size of the family for the whole village was 5.6 and the average earning strength was 1.5, but in the case of agricultural workers the earning strength was higher being 2.1 per family. Women were paid equal wages as men Agricultural workers (men) were found to be employed for 155 days on an average in the year of which agricultural work alone accounted for 151 days.

The agricultural workers' families earned on an average an annual income of Rs. 444 as against an annual expenditure of Rs. 616. Expenditure on food formed about 84 per cent. of the total expenditure.

The 'attached' worker in this village was allowed a loan amounting to about Rs. 300 by the landlord or cultivator free of interest and in addition, he was also given a *bigha* of land. He was not free to leave his master until he repaid his debt. The 'attached' worker was paid daily wage in kind for the seasonal work done and was also provided with a mid-day meal.

Casual workers were generally paid higher wages than 'attached' workers. The 'attached' workers were allowed 1 seer *Khesari* and 1 seer *Sattu* (in all, a cash value of twelve annas per day), while casual workers engaged in ploughing got a money wage of Re. 1 per day supplemented by a seer of rice and a seer of *Sattu*, the total wage amounting to about Rs. 1-12-0 per day. 'Attached' workers employed in preparatory operations, sowing and irrigating the fields, were allowed three seers *Khesari* and one seer of *Sattu*.

West Bengal

The available information regarding agricultural wages in West Bengal is given in the following tabular statement.

TABLE CXXXI

AGRICULTURAL WAGES IN WEST BENGAL

Serial No.	Districts	Agricultural operations	Average daily wage for the month of May	
			1949	1950
			Rs. a. p.	Rs. a. p.
1	24 Parganas ..	Ploughing	2 0 11	(A)
2	Nadia	Sowing	2 3 6	2 0 5
3	Murshidabad ..	Sowing and ploughing ..	1 9 9	1 11 11
4	Burdwan ..	Sugarcane harvesting and sowing of jute.	1 12 0	(A)
5	Birbhum ..	Ploughing the field and sowing of paddy.	1 10 0	1 12 0
6	Bankura ..	Sowing and preparation of land.	1 8 9	1 11 2
7	Midnapur ..	Preparation of land for next crop sowing of jute and cultivation of *Aman* paddy.	1 10 2	1 9 8
8	Hooghly ..	Sowing of jute and *Aus* and weeding of jute.	1 12 1	2 1 4
9	Howrah ..	Sowing of jute and growing of *rabi* crop.	2 0 2	(A)
10	Jalpaiguri ..	Sowing of Aus	2 8 8	2 10 0
11	Darjeeling ..	Weeding of Aus and jute and maize.	1 12 0	1 13 0
12	Malda	Cultivation of *Aus* and jute ..	1 11 0	1 12 0
13	West Dinajpur ..	Sowing of *Aus* and jute ..	2 0 6	2 2 0

(A) Figures for the same operation in 1950 are not available.

(*Source*.—Agricultural Situation in India—Directorate of Economics and Statistics, Ministry of Food and Agriculture, New Delhi).

For purposes of the All-India Agricultural Labour Enquiry of the Government of India, five villages were selected in West Bengal for the preliminary enquiry and the results are briefly summarised below :—

Village No. 1 (Hooghly District).—Wages are paid only in cash. A wage of Rs. 2 per day was paid for ploughing whereas for other agricultural operations the wage was Rs. 1-8-0 per day.

Village No. 2 (Nadia District).—For the cultivation of betel leaf, the wage rates for different operations like planting, watering and plucking varied from Re 1 to Rs. 2 per day and the cash wage was supplemented by three chattaks of rice. The wage for ploughmen bringing their own bullocks and plough was Rs. 3 per day and they were given in addition three chattaks of fried rice. A ploughman not bringing his bullocks was paid Rs. 1-4-0 per day with the supplementary ration in kind of three chattaks of fried rice.

Village No. 3 (Midnapur District).—The wages were paid in kind for several operations. The daily wage rates for weeding and threshing was 3 seers 12 chattaks of paddy supplemented by 4 chattaks of fried rice, the money value of which worked out to Re. 0-12-6 per day. The daily wage for transplanting and harvesting was higher. Ploughmen bringing their own bullocks and plough were paid a cash wage of Rs. 2-8-0 per day with 4 chattaks of fried rice Those who did not bring their bullocks and plough were given wage in kind of 3 seers 13 chattaks of paddy in addition to 4 chattaks of fried rice.

Village No. 4, (24 *Parganas*).—The wages were paid in cash at the rate of Rs. 1-12-0 for ploughing, sowing, transplanting and harvesting. Those employed in weeding and threshing received a daily wage of Rs. 1-9-0.

Village No. 5 (24 Parganas).—Data in respect of the average size, composition, earning strength and standard of living of the agricultural workers' families have been tabulated There were 149 families residing in the village of which 72 were agricultural families. Of the total number, 52 or 34.9 per cent. were families of agricultural workers. The average size of the agricultural workers' families with and without land was 4.7 and 4.5 respectively, the number of earners being 1.5 for each. Women were not employed as agricultural workers. On an average, an agricultural worker was employed for 220 days in a year. Of these, agricultural operations provided employment for 166 days while non-agricultural work accounted for about 54 days. The average annual income per family in the case of workers without land and with land was found to be about Rs. 641 and Rs. 464

respectively as against an annual expenditure of Rs. 749 and Rs. 566 respectively. Expenditure on food formed about 78 per cent. of the total expenditure. Of the 45 agricultural workers' families which were intensively surveyed, not a single family showed a surplus budget, whereas 33 families were in debt. The average debt per indebted family was Rs. 129 in the case of workers with some land and Rs. 100 in the case of landless workers.

Uttar Pradesh

Detailed information regarding wages and earnings, perquisites allowed to agricultural workers, methods of wage payment, hours of work, etc., are available in the Report of the Seventh Quinquennial Enquiry into Rural Wages which was conducted in 1944. This information is now, however, somewhat out of date and only the data collected in 1949 for four villages, two in the Meerut district and two in the Jhansi district, which were covered in connection with the Government of India's Agricultural Labour Enquiry are discussed below.

Village No. 1 (Meerut District).—It was found that the 'attached' workers were paid one rupee a day for ploughing, harrowing, etc. The cash wage was supplemented by four chattaks of *atta* and two chattaks of *gur*. Ploughmen employed on a casual basis were paid a cash wage of Rs. 2 per day.

Village No. 2 (Meerut District).—Cash wages were in vogue for all agricultural operations except for harvesting and threshing. 'Attached' workers who worked as ploughmen were paid a monthly wage of Rs. 20 and were allowed three chattaks of *atta* every day. Those employed on piece work, such as workers engaged in weeding, harvesting, etc., were given eight annas per *bigha* without any perquisites. The piece wage for harvesting was supplemented by 5 seers of the harvested grain for men and 3 seers for women per day.

Village No. 3 (Jhansi District).—Farm servants were paid a daily wage of eight annas for ploughing, harrowing, etc. The wages for harvesting were paid in kind and were 2 seers 8 chattaks of wheat or grain harvested per day. Casual workers were paid twelve annas per day.

Village No. 4 (Jhansi District).—Permanent farm servants were allowed a monthly wage of Rs. 16 and were supplied with four breads per day. They were also granted two *bighas* of land free of rent. In addition, they were given a daily cash wage of ten annas for weeding and 3 seers of grain for harvesting. Women were employed as casual workers for weeding and harvesting. The rate for weeding was eight annas per day and for harvesting, 2 seers 8 chattaks of the harvested grain. The

ploughmen in this village worked for ten hours a day while the workers engaged in other operations worked only for eight hours.

Ajmer

The tabular statement below summarises information furnished in the fortnightly statements on current wages issued by the Government of Ajmer.

TABLE CXXXII

AVERAGE RATES OF CASH WAGES IN AJMER
(PER DAY)

Type of Labour	January 1949	August 1949	January 1950	August 1950
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
I. *Field Labour*—				
(*a*) Men	1 2 8	1 5 4	1 4 8	1 12 0 to 2 0 0
(*b*) Women	1 0 0	1 2 4	1 1 4	1 4 0 to 1 8 0
(*c*) Children	0 10 8	0 12 4	0 11 8	..
II. *Herdsmen*—				
(*a*) Men	1 3 0	1 4 4	1 3 10	1 12 0 to 2 0 0
(*b*) Women	1 1 0	1 1 4	1 0 6	1 4 0 to 1 8 0
(*c*) Children	0 12 0	0 12 8	0 12 2	1 0 0 to 1 4 0
III. *Other Agricultural Labourers*—				
(*a*) Men	1 2 8	1 5 4	1 4 8	1 4 0 to 1 8 0
(*b*) Women	1 0 0	1 2 4	1 1 4	1 0 0 to 1 4 0
(*c*) Children	0 10 8	0 12 4	0 13 0	0 12 0 to 1 0 0

(Source :—'*Agricultural Situation in India*' published by the Ministry of Food and Agriculture.)

Coorg

A monthly statement of agricultural wages is being issued by the Coorg Government. The following tabular statement contains the latest information :

TABLE CXXXIII

AGRICULTURAL DAILY WAGES (MOST COMMONLY CURRENT) IN COORG DURING THE MONTH OF SEPTEMBER, 1950*

Type of Labour	Cash Wages	Wages in kind as ordinarily given		
		Commodity	Quantity	Cash equivalent
Field Labour—				
(*a*) Men ..	Re. 1-0-0 to Rs. 2-0-0	Paddy	4 to 12 seers	As. 8 to Rs. 1-8-0.
(*b*) Women .	As. 12 to Rs. 1-8-0	Paddy	3 to 9 seers	As. 6 to Rs. 1-2-0.
(*c*) Children ..	As. 10 to Re. 1-0-0	Paddy	3 to 6 seers	As. 6 to As. 12.
Other Agricultural Labour—				
(*a*) Men ..	Re. 1-0-0 to Rs. 1-12-0.	Paddy	5 to 8 seers	As. 10 to Re. 1-0-0
(*b*) Women .	As. 12 to Rs. 1-8-0	Paddy	3 to 4 seers	As. 6 to As. 8.
(*c*) Children .	As. 10 to Re. 1-0-0	Paddy	3 to 4 seers	As. 6 to As. 8.
Herdsmen—				
(*a*) Men ..	As. 8 to Rs. 2-8-0	Paddy	3 to 6 seers	As. 6 to As. 12
(*b*) Women ..	As. 8 to Re. 1-0-0	Paddy	3 to 5 seers	As. 6 to As. 10
(*c*) Children ..	As. 8 to Rs. 1-4-0	Paddy	3 to 5 seers	As. 6 to As. 10

(Source.—*Agricultural Situation in India*, November, 1950).

Hyderabad

Agricultural workers in Hyderabad belong mostly to the Depressed Classes. The tabular statement below furnished by the Hyderabad Government shows the daily rates of wages of different types of agricultural labourers in 12 districts of the State during 1940, 1945 and 1950.

Cochin

The majority of agricultural workers belong to the *Pulaya* community. The wage of men workers attached to *Jenmies* is 2 *edangazhis* (a local measure in Cochin amounting roughly to 1 seer) of paddy worth 4¼ annas and for women 1½ *edangazhis* worth 3¾ annas. In some *Jenmams* the wage rate is three *edangazhis* and two *edangazhis* for men and women respectively The 'attached' workers are able to earn wages all round the year. These workers also receive perquisites in the form of cloth and an extra allowance of paddy on three

* Normal working hours 9 a.m. to 6 p.m.

TABLE CXXXIV

COMPARATIVE DAILY RATES OF WAGES IN THE TWELVE DISTRICTS OF HYDERABAD STATE

Districts		Ploughmen			Sowers			Weeders			Reapers		
		1940	1945	1950	1940	1945	1950	1940	1945	1950	1940	1945	1950
1. Hyderabad	Men	0 8 0	0 11 0	1 4 0	0 5 0	0 7	0 10 0	0 5 0	0 7 0	0 10 0	0 6 0	0 8 0	1 6 0
	Women	..	..	..	0 3 0	0 4 0	0 8 0	0 3 0	0 5 0	0 8 0	0 4 0	0 5 0	0 14 0
2. Adilabad	Men	0 6 0	0 10 0	1 0 0	0 4 0	0 6 0	0 9 0	0 4 0	0 6 0	0 9 0	0 5 0	0 7 6	1 0 0
	Women	..	..	..	0 2 6	0 4 8	0 8 0	0 2 6	0 4 8	0 8 0	0 3 8	0 5 6	0 12 0
3. Nalgonda	Men	0 6 6	0 9 6	1 2 0	0 4 0	0 6 6	0 9 6	0 4 0	0 6 6	0 9 6	0 5 6	0 7 6	1 2 0
	Women	..	..	..	0 2 8	0 4 6	0 8 0	0 4 6	0 5 0	0 8 0	0 4 0	0 6 0	0 14 0
4. Warangal	Men	0 5 6	0 10 6	0 14 0	0 7 0	0 7 0	0 11 0	0 5 0	0 6 0	0 9 6	0 6 0	0 12 6	1 0 0
	Women	..	..	..	0 3 0	0 5 6	0 8 6	0 3 0	0 5 0	0 8 0	0 5 0	0 9 0	0 13 0
5. Nizamabad	Men	0 6 0	0 11 6	1 0 0	0 5 0	0 8 0	0 10 0	0 4 6	0 6 0	0 10 0	0 6 0	0 12 0	1 2 0
	Women	..	..	..	0 3 0	0 6 0	0 8 0	0 3 0	0 5 0	0 8 0	0 5 0	0 10 0	0 14 0
6. Karimnagar	Men	0 6 0	0 11 0	1 0 0	0 5 0	0 7 6	0 10 0	0 4 0	0 6 6	0 9 6	0 5 6	0 11 0	1 0 0
	Women	..	..	..	0 2 6	0 6 0	0 8 0	0 2 6	0 5 0	0 7 0	0 4 6	0 9 6	0 13 0
7. Bidar	Men	0 6 0	0 10 0	1 0 0	0 4 0	0 6 0	0 9 6	0 4 8	0 6 2	0 9 6	0 5 0	0 7 6	1 2 0
	Women	..	..	..	0 2 8	0 4 6	0 7 6	0 2 8	0 4 6	0 8 0	0 4 0	0 5 8	0 12 0
8. Parbhani	Men	0 6 0	0 9 6	0 14 0	0 4 0	0 6 0	0 9 0	0 4 0	0 5 0	0 8 0	0 5 6	0 11 0	0 14 0
	Women	..	..	..	0 2 6	0 5 0	0 7 0	0 2 6	0 4 0	0 6 6	0 4 6	0 8 0	0 12 0
9. Nanded	Men	0 7 0	0 11 0	1 0 0	0 4 6	0 6 6	0 10 6	0 4 7	0 5 6	0 9 0	0 6 0	0 12 0	1 0 0
	Women	..	..	..	0 2 8	0 5 6	0 8 0	0 3 0	0 4 6	0 7 0	0 5 0	0 8 6	0 12 0
10. Bir	Men	0 5 0	0 9 0	0 12 0	0 4 0	0 5 6	0 8 0	0 4 0	0 5 0	0 7 0	0 5 0	0 10 0	0 14 0
	Women	..	..	..	0 2 6	0 4 6	0 6 0	0 2 6	0 4 0	0 6 0	0 4 0	0 7 0	0 12 0
11. Aurangabad	Men	0 6 0	0 11 0	1 0 0	0 5 0	0 7 6	0 10 6	0 5 0	0 6 0	0 10 0	0 6 0	0 12 0	1 0 0
	Women	..	..	..	0 3 0	0 6 0	0 8 6	0 3 0	0 4 6	0 9 0	0 5 0	0 9 6	0 14 0
12. Gulbarga	Men	0 6 0	0 9 0	0 13 0	0 5 6	0 7 0	0 10 0	0 5 0	0 6 6	0 8 0	0 6 0	0 10 6	0 13 0
	Women	..	..	..	0 2 4	0 5 6	0 0 0	0 3 0	0 4 4	0 5 4	0 4 6	0 7 8	0 12 0

NOTE.—To get a comparative idea of the wages prevailing specially in pre-war years, 1945 figures have been taken from the Statistical Report. The Wages that have been paid in kind have been converted into cash according to the prevailing rates. The rates for 1950 are for villages selected for the Agricultural Labour Enquiry.

festival days in the year. The value of these perquisites is about Rs. 10 to Rs. 15 per year. In addition, free house sites and thatching materials are also supplied. During the harvesting season a higher wage which ranges from 4 to 5 *edangazhis* per day is generally paid to the 'attached' workers. They are also supplied with mid-day meals. As compared to farm servants casual workers receive higher wages supplemented with gruel during mid-day. The wages for casual workers vary from Re. 1 to Rs. 2-4-0 per day.

Madras

The Government of Madras conducted in 1946 the quinquennial census of agricultural wage rates in different homogeneous tracts. For purposes of this census, sowers, transplanters, weeders, reapers, harvesters and certain other types of workers were grouped as 'field labourers'. The results of the census show that the wages of field workers both in cash and kind had considerably increased during the quinquennium. For instance the average rate of cash wages for men in the State was Re. 0-15-1 per day in 1946 as compared to Re. 0-4-5 in 1941, while the wages in kind amounted to Re. 0-12-7 per day. in 1946 as compared to Re. 0-3-11 per day during the previous census. Women's cash wages were Re. 0-8-11 per day in 1946 as against Re. 0-3-2 in the previous census. Despite this increase in wage, it would appear from a survey made into rural indebtedness in the Madras State that the condition of agricultural workers had not improved. Thus, the survey showed that while in 1939 there was a surplus of Rs. 8-15-0 in the annual family budget of the agricultural workers there was a deficit of Rs. 10-6-0 in 1945. The average annual family income of the agricultural worker was Rs. 182-4-0 in 1939 and the average expenditure Rs. 173-5-0 the corresponding figures for 1945 being Rs. 359-2-0 and Rs. 369-8-0 respectively.

The tabular statement below contains the latest available information on agricultural wages in Madras State.

The following information is based on enquiries made by the Ministry of Labour recently in two villages in Madras.

Village No. 1 (Chinglepet District).—In addition to prevailing wage rates for different agricultural operations data on size, composition, earning strength, employment, and standard of living of agricultural workers have also been collected for this village. There were 362 families living in the village out of which 114 or 31.5 per cent. were agricultural and 54 were those of agricultural workers The average size of the family of agricultural workers was found to be 4.2 with 2 earners per family. An agricultural worker was employed on an average for 200 days in a year of which agricultural employment accounted for about 134 days. The average income of the agricultural workers' families was about Rs. 323 per annum as against an expenditure of Rs. 332. Of the 54 agricultural workers' families, 18 had surplus budgets, while 36 showed excess of expenditure over income. Only 15 families were reported to be in debt, the average debt per indebted family being Rs. 42.

TABLE CXXXV

AVERAGE RATES OF DAILY WAGES PAID TO DIFFERENT CATEGORIES OF AGRICULTURAL LABOURERS IN MADRAS STATE DURING THE FORTNIGHT ENDING 1ST SEPTEMBER, 1950

Classification of labour	Type of labour	Average rate of daily wages paid during fort-night ending 1st September 1950
		Rs. a. p.
Ploughmen	Men	1 9 6
Sowers and transplanters	Men	1 4 10
	Women	0 14 9
	Children	0 12 2
Weeders	Men	0 15 7
	Women	0 12 9
	Children	0 12 7
Reapers and harvesters	Men	1 4 6
	Women	1 0 6
	Children	0 13 3
Herdsmen	Men	0 14 3
	Women	0 10 4
	Children	0 9 1
Other agricultural labourers ..	Men	1 3 4
	Women	0 13 5
	Children	0 11 11

Source.—Fort St. George Gazette, dated 2nd January, 1951.

'Attached' workers were paid Rs. 8 as monthly wage. They were also allowed gruel (*Kanji*) in the afternoon and were given a pair of *dhoties* during the *Pongal* festival. Ploughmen employed on casual basis were paid Re. 1 per day if they took their own oxen for ploughing. Otherwise, they were paid a daily wage of twelve annas. Other types of men workers were paid twelve annas a day while women received six annas. Casual workers were supplied with mid-day gruel (*Kanji*) in addition to cash wages.

Village No. 2 (Malabar District).—The 'attached' workers were allowed during festival, perquisites in the form of paddy, clothes, etc., worth about Rs. 5 and an umbrella. The wages paid to them were lower than those paid to casual workers. Those employed in ploughing, preparatory operations, sowing, etc., were paid in kind. The allowance being 1½ to 2½ measures per day, the money value of which was about Re. 0-4-8 to Re. 0-7-9 approximately. The wage for harvesting the crop was 1/10th of the produce. The women were paid daily wages of 1½ to 1¾ measures of paddy worth about 4½ to 5½ annas. Casual workers employed in ploughing, preparatory operations, etc., were paid Re. 1 per day. For irrigating the fields the wage rate was Re. 1-4-0 per day. The daily wage of casual women workers varied from Re. 0-8-0 to Re. 0-10-0 for the different operations.

Madhya Pradesh

The Madhya Pradesh Government publishes an annual report on rural and urban wages. According to the Report for the year ending the 30th June, 1947, the wages of almost all kinds of labour showed increase over the previous year in most of the districts. In a few districts only cash wages are paid the usual method of payment being both wages in cash and in kind. If a worker is employed for the whole season he is given a blanket, a jacket and a pair of shoes in addition to his usual wages. At the time of cane crushing he is also given every day a seer of *gur*. The usual cash wages for all kinds of agricultural workers vary from Re. 0-12-0 to Rs. 1-8-0 per day. The wages of herdsmen and women are usually lower by 10 to 20 per cent.

During the preliminary enquiry in 1949 the Ministry of Labour surveyed the conditions of agricultural workers in two villages in the Nagpur District. *The results are stated below* :

The workers employed by big landlords on an annual or half yearly basis were allowed Rs. 70 to Rs. 80 per year. In addition, they were given 3½ to 4 *Khandis* of jowar per year. The total emoluments of farm servants amounted to Rs. 25 per month approximately.

Male casual workers received twelve annas to Rs. 1-4-0 per day while women and children received six to eight annas per day.

Mysore

The preliminary enquiry into conditions of agricultural workers was conducted in village Archikarahali in Mysore State, in 1949. The number of families living in this village was 86 out of which 49 or 57 per cent. were agricultural, and 25 families belonged to agricultural workers with land and 8 to agricultural workers without land. The average size of the agricultural workers' families with land was 5.9 with 2.7 persons as the average number of earners. The rate of daily wages were generally Re. 1 for men, Re. 0-12-0 for women and Re. 0-8-0 for a child below 15 years. Usually wages were paid in cash but in special cases they were paid in *ragi* the price of which was a rupee for 3 seers. The system of piece wage was not prevalent. The number of days for which male agricultural workers with land were employed for wages was 121 days on an

average and of this agricultural work accounted for only 96 days. The average annual income of agricultural workers' families with land was Rs. 427 as against an expenditure of Rs. 488. The agricultural workers without land derived an average annual income of Rs. 422 while their annual expenditure was about 469. Of the 33 agricultural workers' families, 29 had deficit budgets, only one showed a surplus and the other three had balanced budgets. It was found that 19 agricultural workers' families with land were in debt, the average debt per indebted family being Rs. 145. Of the eight agricultural workers' families without land, 6 were in debt, the average debt being Rs. 97.

AGRICULTURAL LABOUR ENQUIRY UNDERTAKEN BY THE GOVERNMENT OF INDIA

According to section 3(i)(a) of the Minimum Wages Act, 1948, minimum wages for agricultural workers have to be fixed by 15th March 1951*. For this purpose and with a view to ascertaining what protective and ameliorative measures could be adopted in regard to agricultural workers the Ministry of Labour have undertaken, in collaboration with the State Governments, an All-India Enquiry into the conditions of agricultural workers. A comprehensive questionnaire for the purpose was drawn up and an exploratory survey in a few selected villages was conducted for the purpose of testing the questionnaires and for the successful conduct of the enquiry generally. The preliminary enquiry was carried out in 27 villages selected in the States of West Bengal, Assam, Bihar, Orissa, Uttar Pradesh, Madhya Pradesh, Madras and Mysore.

The data collected during the main enquiry in three stages relate to the current agricultural year. The questionnaire framed for the purpose consists of three parts, (i) General Village Questionnaire; (ii) General Family Questionnaire; and (iii) Intensive Family Questionnaire. The General Village Questionnaire is intended to supply the general economic background in the villages selected for the enquiry. In the General Family Questionnaire data regarding the size and earning strength, main and subsidiary occupations of the earners of all the families in the village, and size of the holdings are collected. The Intensive Family Questionnaire provides for collecting data on employment, earnings of each earner of the agricultural workers' family, wages earned from agricultural operations and from non-agricultural occupations, earnings from forced labour if any, income, details of expenditure on important items of consumption and indebtedness. For purposes of the enquiry the country has been grouped into 23 units and demarcated into homogeneous economic zones. The enquiry is in progress in all the 813 villages selected on the basis of stratified random sampling.

The first stage of the enquiry, namely, the collection of data as in the General Village Questionnaire has been completed.

*The time limit has been extended to the 31st December, 1953 under the Minimum Wages (Amendment) Act, 1951 (Act XVI of 1951). See footnote on page 345.

The collection of data as in the General Family Questionnaire, which is the second stage, has been completed for about sixty thousand families. The Intensive Family Survey, which is the third and the final stage, is now in progress in about 300 villages.

Meanwhile the Ministry of Labour in view of the statutory obligation to fix minimum wages for agricultural workers by 15th March 1951*, issued a circular letter to all State Governments drawing their attention to the Act and inviting their comments on the proposal to fix minimum wages, as well as on other points like the method of wage fixation, hours of work, holidays with pay, etc. They were also requested to consider publishing their proposals in this regard in the local Gazettes on 1st January, 1951.

The question was also placed before the Central Advisory Board, a statutory body representative of State Governments, employers and workers, appointed under the Minimum Wages Act, 1948, at its meeting held on 20th and 21st July, 1950, in New Delhi. The Board came to the conclusion that interim rates of minimum wages should be fixed for agricultural workers by the aforementioned date.

In pursuance of this decision the Ministry of Labour undertook to furnish to all State Governments certain data available in the General Village Questionnaire which would provide information on some essential aspects of village economy for purposes of interim fixation of minimum wages by 15th March, 1951*.

Accordingly, certain immediate tabulations of the data collected during the first stage of the enquiry, namely, the General Village Schedules, have been made. These show the distribution of villages according to land tenure, area and population, occupational distribution of families, extent of land utilisation, area under the principal crops, methods of wage payment, wages rates for different agricultural operations for men, women and children for 1938-39 and 1949-50, and wholesale and retail prices for 1938-39 and 1949-50. The results are being furnished to the State Governments, along with explanatory notes.

On the results of the general village survey of the enquiry, Government laid before Parliament a statement of comparative levels of wages in agriculture in different States in the country. This statement is given in Table CXXXVI. Where wages were paid in kind these were evaluated in cash at prevalent prices. Perquisites allowed, if any, were also evaluated and included.

The I.L.O. and Agricultural Labour

The I.L.O. has been taking increasing interest in agricultural labour for sometime now. As early as 1923 the first session of

*The time limit has been extended to the 31st December, 1953 under the Minimum Wages (Amendment) Act, 1951 (Act XVI of 1951). See footnote on page 345.

TABLE CXXXVI

AGRICULTURAL DAILY WAGES FOR MEN, WOMEN AND CHILDREN DURING 1949-50†

Serial No.	Name of State	Men			Women		Children		
		Ploughing	Sowing	Weeding	Sowing	Weeding	Ploughing	Sowing	Weeding
1	2	3	4	5	6	7	8	9	10
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	Assam	2 0 1	2 0 2	2 1 2	1 12 7	1 11 10	..	1 4 0	1 4 0
2	Bihar	1 0 6	1 0 11	1 0 4	1 3 6	0 14 9	0 12 6	0 14 7	0 15 1
3	Bombay	1 2 5	1 1 5	0 14 3	0 10 8	0 10 2	..	0 10 8	0 7 9
4	Madhya Pradesh*	0 12 0	0 12 0	0 9 1	0 9 5	0 7 6	0 9 9	0 9 1	0 7 1
5	Madras*	0 14 5	0 14 8	0 13 8	0 8 0	0 9 1	0 13 7	0 7 11	0 9 7
6	Orissa	0 11 3	0 11 4	0 12 0	0 9 6	0 9 3	0 8 0	0 7 0	0 9 6
7	Punjab	1 10 7	1 10 3	1 9 7	..	1 1 7	..	..	..
8	U. P.	1 3 4	1 3 4	1 2 1	0 13 1	0 11 11	0 11 0	0 10 9	0 10 3
9	West Bengal	1 12 8	1 10 2	1 9 4	1 10 0	1 5 8	..	1 0 4	1 3 1
10	Hyderabad	0 15 9	1 0 5	0 11 6	0 8 0	0 7 2	0 6 10	0 7 6	0 7 2

11	Jammu & Kashmir	1 12 8	1 11 4	1 11 4	..	..	1 7 0	1 7 0	1 7 0
12	Madhya Bharat	0 13 8	0 13 11	0 10 3	0 11 1	0 9 3	..	0 8 5	0 8 5
13	Mysore	1 1 8	0 15 2	0 14 0	0 8 7	0 8 6	0 7 4	0 8 7	0 8 1
14	PEPSU*	2 5 5	2 2 9	2 4 5	..	..	1 12 0	1 12 0	1 12 9
15	Saurashtra	1 9 1	2 9 7	1 1 5	..	1 1 6	..	..	0 10 8
16	Travancore-Cochin	1 13 11	1 8 4	..	0 15 9	0 14 6	0 13 4	0 9 4	0 9 3
17	Ajmer	1 0 5	1 0 0	0 11 0	..	0 11 0	..	..	0 11 0
18	Bhopal	0 15 0	1 1 3	0 8 4	0 13 11	0 7 10	..	0 10 8	0 6 5
19	Coorg	1 6 9	..	1 6 9	..	1 3 9	..	..	..
20	Delhi	2 2 0	1 14 8	1 14 0	..	1 11 4	..	..	..
21	Himachal Pradesh	1 14 2	1 13 8	1 13 4	1 8 11	1 11 6	..	1 7 3	1 7 3
22	Kutch	1 10 0	2 8 0	1 13 0	..	1 4 0	0 10 8	..	0 12 0
23	Manipur	0 8 0	..	0 10 0	..	0 10 0	..	..	..
24	Tripura	2 1 7	2 7 2	2 2 5	..	1 12 0	1 12 0	..	1 12 0
25	Vindhya Pradesh	0 9 11	0 9 7	0 8 4	0 8 3	0 7 8	0 6 1	0 6 4	0 5 8

Agricultural wage data in these States relate to the year 1948-49.

The rates do not include wages paid to those who also provide their own bullocks.

the Mixed Advisory Agricultural Committee was held, and thereafter, eight regular sessions were held before the outbreak of the war. A Permanent Agricultural Committee was also constituted. It held its first session in 1938. The Committee was reconstituted after the War. India has taken an active part in the deliberations of this Committee.

The second session of the Committee was held in 1947. Shri V. Narayanan, the then Deputy Secretary in the Ministry of Labour, attended this session as a representative of India. Shri Sadashiva Prasad, Deputy Secretary, Ministry of Labour, Government of India, attended the third session of this Committee which was held in September, 1949, as an Expert Member.

The preparatory session of the Assam Regional Conference of the I.L.O. was held in New Delhi in October-November, 1947. One of the resolutions passed at this session concerned wage policy. In pursuance of the decision of the Governing body of the I.L.O. taken at its 105th session (June, 1948), an outline report on wage regulation in agriculture and introduction of measures to enhance the earnings of primary producers was prepared by the I.L.O. and sent to the Government of India, Ministry of Labour. This was followed up by a Consultative Tripartite Meeting held in New Delhi on 28th December, 1948, under the auspices of the Ministry of Labour, Government of India, with the I.L.O. representative, with a view to placing a comprehensive report on the subject before the first session of the Asian Regional Conference held in Ceylon in January, 1950. At the Asian Regional Conference held in Ceylon in January, 1950, the subject "Agricultural Wages and Income of Primary Producers" was discussed and a resolution embodying certain guiding principles was passed. The important recommendations related to the establishment of minimum wage-fixing machinery with equal representation for employers and workers for fixation of wages including perquisites, adequate to satisfy the minimum needs of an agricultural worker and his family, differential rates of wages according to skill involved and the regulation of payments in kind.

At the 33rd session of the International Labour Conference held at Geneva in June-July 1950 a Convention and a Recommendation were agreed upon on item number seven of the Agenda which related to "Minimum Wage Fixing Machinery in Agriculture". The proposed text of the Convention and the Recommendation has been put on the agenda to be discussed at the 34th session of the above Conference scheduled to be held in June-July, 1951. The discussion of item number eight of the agenda which related to 'Holidays with Pay in Agriculture' has been postponed. The subject has now been put on the agenda of the 34th session of the International Labour Conference.

Forced Labour

In the previous issue of the Year Book the available information on forced labour contained in the Report of the Officer on Special Duty appointed by the Central Government to study

the various enactments, etc., on forced labour was briefly summarised. In the course of his report, the Officer pointed out that certain enactments allowed the exaction of forced labour. The proposal for amending these Acts has already been taken up with the State Governments concerned.

2. *Model Provisions.*—The Officer further found that even in respect of cases which fell within the exceptions to the definition of 'forced labour' in the I.L.O. Convention on Forced or Compulsory Labour (No. 29), 1930, there was no provision regarding age-limits, hours of work, weekly day of rest, compensation for accidents or sickness arising out of the employment, subsistence allowance, etc., as required by Articles 11 to 15 of the Convention. It was considered necessary that these provisions should be made either in the original enactments or the rules thereunder.

In order to secure a certain measure of uniformity in all the State enactments, a draft model set of provisions has been drawn up and circulated to all State Governments for comments. The provisions will be finalised in the light of these comments, after which these provisions, with such changes as may be necessary in the light of local conditions, will be communicated to State Governments for incorporation in the enactments concerned.

2. *Collection of data on Forced Labour in the course of the Agricultural Labour Enquiry.*—Certain data relating to the existence and nature of forced labour are being collected durring the course of the agricultural labour enquiry now in progress.

CHAPTER XI

INDIAN LABOUR OVERSEAS

Indian workers first migrated to various countries overseas about the middle of the 19th century, under indentured labour schemes, mainly for the development of sugar plantations. Although these workers had the right of repatriation after a specified period of contract many of them did not avail of this right but chose to settle down in the countries to which they had migrated. Thus, by the beginning of this century when the indentured labour schemes were abandoned a considerable number of Indians had settled down in various countries overseas. A global figure of Indian workers overseas is not available but the latest available information on the subject supplied to the Labour Bureau by the Ministry of External Affairs relating to the conditions of work and wages of Indian labour overseas is summarised in the following paragraphs.

Ceylon

In Ceylon, Indian labour is mainly employed on tea and rubber estates. At the end of 1949 there were approximately 1,462 estates on which 7,64,183 Indian labourers were employed. The number of men, women and children was 2,20,476, 2,17,736 and 3,25,971 respectively.

Wages.—Minimum wages for workers employed on tea and rubber estates are fixed by the Wages Board constituted under the Minimum Wages Ordinance. These wages consist of a basic minimum wage and dearness allowance based on the cost of living index. The rates of wages payable to the workers on tea estates have been fixed at Rs. 1-10-0 for men, 90 cents for women and 65 cents for children from 1st December, 1950. On rubber estates the wages have been fixed at Rs. 1-10-0, Re. 1 and 75 cents for men, women and children respectively with effect from 1st November, 1950.

Medical Relief.—During 1949, 66 hospitals and 116 dispensaries under the charge of qualified medical officers were maintained by Government. In addition to these there were 99 estate hospitals and 682 dispensaries run by the estates.

Immigration.—Indian estate labourers in Ceylon have been for the time being exempted from the provisions of the Immigrants and Emigrants Act and they can travel between India and Ceylon as before with identification certificates issued by their employers. Emigration to Ceylon is, however, governed by the Indian Emigration Act, 1922, and the rules made thereunder. There is a ban imposed by the Government of India on the emigration of unskilled workers to Ceylon.

Remittances from Ceylon.—Indian labourers can remit up to Rs. 60 per quarter per household to their dependants in India through their Estate Superintendents. During 1949 a sum of over Rs. 25 lakhs was remitted to India by these employees. It is reported that due to the Ceylonisation policy being pursued

by the Government of Ceylon since the middle of 1950, Indian labourers have little prospect of remunerative employment in Ceylon.

Trade Unions.—At the end of 1949 there were 7 registered trade unions among the estate labourers in Ceylon.

Fiji Islands

The most important industry in the Islands is agriculture and to a smaller extent gold mining. The principal agricultural products are sugar, copra and bananas. The sugar cane growing is mostly in the hands of Indians. A considerable number of Indians are engaged in the production of copra. Of 16,761 wage earners in the Islands, 8,274 were Indians.

Wages and Cost of Living.—The basic wage structure has not been altered since 1939. However, the workers are paid a dearness allowance based on cost of living index number with a pre-war base. The cost of living index remained almost steady during the year. The cost of living index number for Suva on 1st January, 1949 was 210 and on 1st January, 1950, it was 212.

Trade Unions.—There were 25 trade unions during the year.

Labour Disputes.—There was only one small strike during the year, involving 55 Government road employees for two days. This was settled by direct negotiation between the workers and the employing officer. The Labour Department has steadily pursued the policy of inducing employers and workers, whenever necessary, to compose their differences by negotiation and discussion.

Labour Legislation.—The Labour (Annual Holidays) Regulations, 1948, were amended during the year by increasing the maximum period of absence from 20 to 36 days.

Mauritius

The sugar industry employs the bulk of the Indian labour population in Mauritius. There are, on an average, 23,588 men, 16,151 women and 4,736 children employed daily on the sugar estates. The majority of these workers are engaged by the management direct while some are recruited through contractors.

Wages.—A fitter, who is a skilled worker, receives in the sugar industry, on an average, from Rs. 1.94 to Rs. 3.02; a turner from Rs. 1.31 to Rs. 2.51; a blacksmith from Rs. 1.95 to Rs. 2.58 and a welder from Rs. 2.10 to Rs. 3.0 per day.

Those employed on a monthly basis earn from Rs. 45.2 to Rs. 60 per month including the cost of living allowance of about 75 per cent. of their basic wages, the 'Regularity Bonus' of 10 per cent. of their basic wage and the 'End of the Year Bonus' of 15 per cent. Women and juvenile workers earn about Rs. 13.85 to Rs. 19.90 per month. Monthly paid workers are entitled to a house allowance, free medical treatment and annual leave.

Trade Unions.—By the end of the year 1948, there were 30 registered unions in the colony with a total membership of 13,918. About half of this membership related to the industrial and labouring classes.

Jamaica

In Jamaica* the sugar industry provides employment to a vast majority of Indian workers.

Hours of Work and Wages.—During 1948, the hours of work for farm labourers were from 8 to 9 per day and the men were paid at the rate of 5*sh.* 3*d.* to 6*sh.* per week while the women received a wage of 3*sh.* 9*d.* to 4*sh.* 6*d.* per week. The hours of work in the manufacturing industries varied from 43 to 52 per week.

Trade Unions.—By the end of 1948, there were about 23 registered workers' organisations with a membership of about 67,000.

Poor Relief.—Under the Poor Relief Law of Jamaica payments by way of assistance are made to aged, sick or destitute persons. On 31st March, 1948, there were 16,591 registered paupers of whom 12,649 were receiving weekly allowances, 2,645 were inmates of Alms Houses, 1,297 were children in Charitable Homes and Industrial Schools and 81 were boarded with foster parents. The total expenditure on poor relief during the year ended 31st March, 1948 was £2,26,961.

Burma

Owing to the disturbed conditions in Burma during the post-war period there has been a steady out-flow of Indian labour from Burma to India. For instance, during the first seven months of the year 1949 about 35,000 Indian labourers left Burma. However, during 1949, about 12,000 Indian labourers returned to Burma as they could not find employment in India.

Hand pulling of rickshaws will be abolished by the Government of Burma by the end of 1950 and this may result in many Indian rickshaw pullers being thrown out of employment.

The employment opportunities for Indians in Burma are diminishing and it is understood that about 3,000 Indians engaged in night conservancy work by the Municipal Corporation in Rangoon have been served with notices.

Malaya

The working class population of the Federation of Malaya is heterogeneous in character and consists mainly of Malays, Indians and Chinese. When the Government of India put a ban on the emigration of unskilled workers to Malaya in 1938 the number of Indian workers employed was 2,57,735 while the number had decreased to 2,01,706 in 1948. This decline has been attributed principally to the high mortality rate among Indians during the Japanese occupation and the return of many Indians to India.

*For information regarding the Immigration Law in Jamaica please refer to pp. 275-76 of the *Indian Labour Year Book*, 1948-49.

Wages.—Labour employed in Government institutions in Malaya is paid a minimum wage of $1.65 per day. Workers in Singapore receive, in addition, an allowance of 20 cents a day These rates of wages were fixed by the respective Governments on the basis of the recommendations of a Committee on wages and cost of living.

In the plantation industry workers are paid at the rate of 90 cents for a working day of 8 hours with a temporary allowance ranging from 30 to 55 cents for men and 25 to 45 cents for women and youths of 14 to 16 years of age. In addition, all men and women 'non-contract tappers' may be paid a bonus up to a maximum of 70 cents a day for rubber 'produced by good tapping in excess of the assessed yield of normal task.' The plantation labourers got a 12½ per cent. increase in wages with effect from 1st April, 1950. As there was an unprecedented boom in the rubber market since the devaluation of the sterling, the labourers agitated for a minimum daily wage of $3, but the employers only agreed to give a further 12 per cent. increase as from 1st October, 1950. This offer, which has not yet been accepted by the workers, would make the wages $3.10 and $1.80 a day for tappers and weeders respectively.

Labour Legislation.—During 1948 'The Industrial Courts Ordinance, 1948' was passed. This Ordinance makes provision throughout the Federation for the establishment of Industrial Courts and Courts of Enquiry in connection with industrial disputes.

Trade Unions.—During the years 1946-48 the laws relating to trade unions were codified and made applicable to the entire territory of the Federation of Malaya. In 1948, there were in Malaya 451 registered trade unions and 318 in Singapore. The membership of these unions was slightly over 75,000.

British Guiana

The largest single industry of British Guiana is sugar which supplied the means of sustenance to about 75,000 persons in 1948. The average number of workers engaged in the industry is about 28,000.

Wages and Hours of Work.—Certain wage increases were granted during 1948. The daily average wage of non-resident piece workers on sugar estates was 8 sh. 10½d. and 4 sh. 4½ d. for men and women respectively and for time workers 3 sh. 11½d. and 2sh. 4d. for men and women respectively. In the rice industry for a 9-hour day ordinary labourers are paid at the rate of 8½d. per hour while skilled workers are paid 7sh. 5d. to 9sh. 1d. per day. In the bauxite industry unskilled labourers are paid at the rate of 1sh. ½d. per hour while skilled and semi-skilled workers are paid at the rate of 1sh. 1d. to 1sh. 10d. per hour.

Trade Unions.—There were 42 unions during the year 1948.

Poor relief.—The colony has a system of pensions for aged and infirm persons. By December, 1948 there were about 9,000 pensioners. There were also 600 persons in public alms houses.

CHAPTER XII

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

The International Labour Organisation was established in the year 1919. The aims and objectives of the Organisation were redefined by the 26th session of the International Labour Conference in the Declaration of Philadelphia adopted in May, 1944. This Declaration reaffirms the fundamental principles upon which the Organisation is based and, in particular, that : "(a) labour is not a commodity ; (b) freedom of expression and of association are essential to sustained progress ; (c) poverty anywhere constitutes a danger to prosperity everywhere ; and (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of Governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare." It asserts the primacy of the social objective in international policy and defines the objective as being the attainment of conditions in which all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity, etc. The Declaration recognizes for this purpose the solemn obligation of the Organisation to promote programmes to achieve full employment and the raising of standards of living, recognition of the right of collective bargaining, extension of social security, etc.

The International Labour Organisation consists of Member States, whose number on 15th September, 1950 was 62, Viet Nam and Indonesia being the latest additions. India has been an active member of this Organisation from its very inception. She has been recognized to be one of the eight leading industrially important countries in the world. Her contribution to the total finances of the Organisation has also been considerable. The total budget of the I.L.O. for 1950 was U.S. $59,83,526, out of which India's contribution came to U.S. $2,72,250, *i.e.*, 4.55 per cent. of the total.

The functions of the I.L.O. are carried on through its three principal organs, namely, (a) the International Labour Office, which is its permanent secretariat ; (b) the Governing Body, which is its executive, and (c) the International Labour Conference.

(a) *International Labour Office.*—The total number of posts in the International Labour Office, provided for in the 1950 budget, is 613. Of these, 238 are Members of Sections or officers of the rank of Members of Sections and above. The total number of Indians employed in Geneva on the staff of the Office is eight, seven of whom hold posts of the rank of Members of Sections and above. Another Indian recently appointed is to take over

by the end of this year. An Indian Officer now holds the post of an Assistant Director-General. The Indian Branch of the I.L.O., New Delhi, has four officers and nine members of staff.

(b) *The Governing Body.*—The Governing Body of the International Labour Office consists of 32 members, 16 representing Governments, 8 representing employers and 8 representing workers. Eight out of the sixteen Government seats are held by eight countries, of which India is one, of chief industrial importance. In addition to this, India has at present one more member on the Governing Body, representing the Indian employers. The 110th session of the Governing Body was held in Mysore in January, 1950, this being the first time during its thirty years' existence when the Governing Body met in Asia.

(c) *International Labour Conference.*—The General Conference, which is usually convened once a year is composed of four representatives of each of the members, of whom two shall be Government delegates and the two others shall be delegates representing respectively the employers and workpeople of each of the members. Each delegate may be accompanied by advisors not exceeding two in number for each item on the agenda of the Conference. The Conference, in the course of its 33 sessions held so far, has adopted 98 Conventions and 88 Recommendations, a complete list of which is given in Appendix III. Of these, India has so far ratified the 19 Conventions mentioned in the statement attached to this section.* During the year 1950, India ratified two Conventions—No. 89 : The Night Work (Women) Convention (Revised), 1948 and No. 90 : The Night Work of Young Persons (Industry) Convention (Revised), 1948. In addition to the Conventions which she has ratified India has incorporated into her national legislation the essential features of some of the other Conventions.

Industrial Committees

With a view to studying in detail the special problems of important industries, the I.L.O. set up during 1945-47 Industrial Committees for the following eight industries : coal mining ; inland transport ; iron and steel ; metal trades ; textiles ; building, civil engineering and public works ; petroleum production and refining and chemicals. During 1945-49, these committees held 19 meetings. India is a member of all the Industrial Committees, except the one relating to petroleum production and refining and has taken an active part in their proceedings.

Other Committees and Conferences

The I.L.O. has also set up Committees of Experts and Correspondence Committees for dealing with problems relating to agriculture, accident prevention, industrial hygiene, recreation, indigenous labour, juvenile employment, women's work, social security, statistics, migration, co-operation, etc. It has also set up a tripartite committee on work on plantations, a Joint Maritime Commission and a Fact-Finding and Conciliation Commission on Freedom of Association.

* Convention No. 2 (Unemployment Convention, 1919) was ratified by India. It was, however, denounced in 1938.

During the period October, 1949 to November, 1950, India actively participated in the following meetings convened by the I.L.O.: (i) First Session of the Advisory Committee on Salaried Employees and Professional Workers (Geneva, October, 1949); (ii) Third Session of the Metal Trades Industrial Committee (Geneva, November, 1949); (iii) Third Session of the Industrial Committee on Iron and Steel (Geneva, November-December, 1949); (iv) 110th Session of the Governing Body of the I.L.O. (Mysore, January, 1950); (v) First Asian, Regional Labour Conference (Nuwara Eliya, Ceylon, January, 1950); (vi) Preparatory Technical Conference on Vocational Training of Adults (Geneva, January, 1950); (vii) 111th Session of the Governing Body of the I.L.O. (Geneva, February-March, 1950); (viii) Second Session of Industrial Committee on Chemical Industries (Geneva, April, 1950); (ix) 112th Session of the Governing Body of the I.L.O. (Geneva, June, 1950); (x) 33rd Session of the International Labour Conference (Geneva, June-July, 1950); and (xi) 113th Session of the Governing Body of the I.L.O. (Brussels, November, 1950). India is also expected to take an active part in the following meetings shortly to be convened by the I.L.O.; (i) Third Session of the Industrial Committee on Textiles (Lyons, France, November-December, 1950); (ii) First Session of the Committee on Plantations to be presided over by Shri V. K. R. Menon, Secretary to the Government of India, Ministry of Labour (Bandeong, December, 1950); and (iii) Asian Technical Conference of Experts in Co-operation (Karachi, December, 1950)*.

India was represented at the 33rd Session of the International Labour Conference (Geneva, June-July, 1950) by a tripartite delegation consisting of the Hon'ble Shri Jagjivan Ram, Minister for Labour, Government of India and the Hon'ble Dr. Anugrah Narayan Sinha, Labour Minister, Bihar, as Government Delegates, Shri V. K. R. Menon, Secretary, Ministry of Labour, Government of India, as Government Alternate Delegate and Adviser, Shri Shri Ram as Employers' Delegate, Shri K. K. Desai as Workers' Delegate and a number of Advisers. Shri Sadashiva Prasad, Deputy Secretary in the Ministry of Labour, was one of the advisers and also acted as the Secretary to the delegation The Leader of the Indian Delegation, the Hon'ble Shri Jagjivan Ram, was unanimously elected President of the Session. The following were some of the subjects discussed by the Conference : (i) Industrial relations (collective agreements and conciliation and arbitration); (ii) Equal remuneration for men and women workers for work of equal value; (iii) Action against unemployment; (iv) Agricultural labour; (v) Minimum wage regulation in agriculture; and (vi) Vocational training of adults, including disabled persons. The Conference adopted a Recommendation on the last subject.

Asian Activities of the I.L.O.

During recent years, the I.L.O. has been taking keen interest in Asian affairs. The 111th Session of the Governing Body decided to establish an Asian Advisory Committee, on a tripartite basis, to advise the Governing Body on Asian problems and on

*These three sessions were held in December, 1950.

Asian aspects of general problems. The first meeting of this Committee was held in Geneva on 24th June, 1950 and the second meeting was held in Indonesia in December, 1950. Another important event relating to Asian labour was the First Asian Regional Conference of the I.L.O., held at Nuwara Eliya in Ceylon in January, 1950. India sent a tripartite delegation to this Conference. The Conference adopted 16 resolutions relating to the intensification of Asian work of the I.L.O., Asian representation on the Governing Body, Asian seafarers, technical assistance, labour inspection, co-operative movement, agricultural workers, manpower organisation, etc.

Among the recent missions sent out by the I.L.O. were a mission to Ceylon, India, Pakistan and Iran to study the development of the co-operative movement, a mission to India to advise on her social security plan and a mission to Thailand, Singapore, Malaya, Ceylon, India and Pakistan to examine the needs of these countries for technical assistance in the field of manpower.

The I.L.O. has also started vocational training courses for Asian workers. Reference has already been made in the previous issue of this Year Book to the establishment in 1949 of the Manpower Field Office at Bangalore. The I.L.O. programme, designed to assist in the development of vocational training in Asia, comprises four institutes, each dealing with one aspect of training under the direction of an I.L.O. expert. Three of these institutes, which will be at Bangalore, will deal with (a) the organisation and administration of national vocational training programmes, (b) the organisation and administration of apprenticeship, and (c) the organisation and administration of vocational instructor training. The fourth institute will deal with the technique necessary for introducing and spreading the 'Training within Industry' system of job instruction.

LIST OF INTERNATIONAL LABOUR CONVENTIONS RATIFIED BY INDIA

Convention	Date of registration of ratification
No. 1.—Hours of Work (Industry) Convention, 1919—limiting the hours of work in industrial undertakings to eight in the day and forty-eight in the week	14-7-21
No. 4.—Night Work (Women) Convention, 1919—concerning employment of women during the night	14-7-21
No. 6.—Night Work of Young Persons (Industry) Convention, 1919—concerning the night work of young persons employed in Industry ..	14-7-21
No. 11.—Right of Association (Agriculture) Convention, 1921—concerning the rights of association and combination of agricultural workers	11-5-23
No. 14.—Weekly Rest (Industry) Convention, 1921—concerning the application of the weekly rest in industrial undertakings	11-5-23
No. 15.—Minimum Age (Trimmers and Stokers) Convention, 1921—fixing the minimum age for the admission of young persons to employment as trimmers or stokers	20-11-22

1	2
No. 16.—Medical Examination of Young Persons (Sea) Convention. 1921—concerning the compulsory medical examination of children and young persons employed at sea	20-11-22
No. 18.—Workmen's Compensation (Occupational Diseases) Convention, 1925—concerning workmen's compensation for occupational diseases	30-9-27
No. 19.—Equality of Treatment (Accident Compensation) Convention, 1925—concerning equality of treatment for national and foreign workers as regards workmen's compensation for accidents	30-9-27
No. 21.—Inspection of Emigrants Convention, 1926—concerning the simplification of the inspection of emigrants on board ship	14-1-28
No. 22.—Seamen's Articles of Agreement Convention, 1926	31-10-32
No. 27.—Marking of Weight (Packages Transported by Vessels) Convention, 1929—concerning the marking of the weight on heavy packages transported by vessels	7-9-31
No. 32.—Protection against Accidents (Dockers) Convention (Revised), 1932—concerning the protection against accidents of workers employed in loading or unloading ships	19-2-47
No. 41.—Night Work (Women) Convention (Revised), 1934—concerning the employment of women during the night	22-11-35
No. 45.—Underground Work (Women) Convention, 1935—concerning the employment of women on underground work in mines of all kinds ..	25-3-38
No. 80.—Final Articles Revision Convention. 1946	17-11-47
No. 81.—Labour Inspection Convention, 1947—concerning labour inspection in industry and commerce	7-4-49
No. 89.—Night Work (Women) Convention (Revised), 1948—concerning night work of women employed in industry	2-3-50
No. 90.—Night Work of Young Persons (Industry) Convention (Revised), 1948—concerning the night work of young persons employed in industry	27-2-50

CHAPTER XIII

SUMMARY OF IMPORTANT EVENTS

It is difficult to attempt a summary of important events in the field of Indian labour during the period under review without making a reference, howsoever brief, to the national and international background in which they occurred. In doing so, prominent mention must be made of the outbreak of the Korean War in June, 1950 and the consequent scramble for stockpiling on the part of many countries leading to an inflationary tendency in many parts of the world. The currency and trade deadlock between India and Pakistan continued throughout the period although the Indo-Pakistan Trade Agreement of April, 1950 made the flow of goods between the two countries possible to some extent. At home, the most outstanding event was the inauguration of the Indian Republic on 26th January, 1950 and the coming into force of the new Constitution of India. In March, 1950 the Planning Commission was set up by the Central Government among whose terms of reference are several matters of vital importance to labour such as industrial housing, wage policy, social services, etc. The period under review was, however, one of great anxiety due to the occurrence of several natural calamities such as floods in Bihar, land-slides in Bengal and the devastating earthquake in Assam leading to considerable economic loss and hardship. The communal disturbances during February-March, 1950 in the eastern region of the country resulted in the dislocation in its normal economic life but the gloom created by these disturbances was greatly relieved by the political agreement, known as the Nehru-Liaquat Ali Pact.

It was stated in last year's Year Book that the period under review was one of anxiety for the working classes because of falling employment. During the period covered by this Year Book, the employment situation improved to some extent as some of the cotton mills which had closed down were re-opened and there was also more work available in jute mills owing to the availability of a larger supply of raw material. The various steps announced by Government for increasing employment created an atmosphere of greater confidence and thus by mid-1950 the problem of un-employment looked less menacing than before. Nonetheless, its magnitude was a matter of considerable concern. Retrenchment in Government departments and a fresh influx of displaced persons from Eastern Pakistan following the communal disturbances in February/March, 1950 helped swell the ranks of the unemployed and the number of applicants on the registers of the Employment Exchanges was continually on the increase.

A new Training Scheme was initiated by the Ministry of Labour for training 10,000 adult civilians annually in the Government training centres and it is reported that the scheme was making good progress. The Central Training Institute for Instructors at Koni (Madhya Pradesh) which was originally

intended for the nominees of the Central and State Governments was thrown open to the nominees of private institutions and industrial establishments as also to direct applicants.

There were no major changes in the wage structure of important industries in the country. Workers employed in individual units, especially in certain minor industries, were, however, granted increases in wages and/or allowances by Adjudicators, Industrial Tribunals, etc. An important development during the period was the fixation of minimum wages under the Minimum Wages Act by a number of State Governments. Mention may also be made of the passing of the Minimum Wages (Amendment) Act, 1950, extending the time-limit for the fixation of minimum wages up to 15th March, 1951 or three years from the date of the commencement of the Act in a particular State. During the period, the Fair Wages Bill was also introduced in Parliament. Brief mention may be made of the award of the Industrial Tribunal appointed to enquire into bank disputes. As a result, there has been material improvement in the conditions of work and wages of bank employees.

At the end of September, 1950 the index number of wholesale prices as well as cost of living index numbers for most centres stood at a level higher than the one registered at the beginning of October, 1949. Owing to natural calamities and other factors referred to already, after the first three or four months of the period under review, prices began to show an upward trend and at the close of the period the wholesale price index number recorded a new all-time peak of 413. In 12 out of the 15 centres for which the Labour Bureau publishes cost of living index numbers, the index stood in September, 1950 at a level higher than the one recorded in October, 1949. In Jharia and Monghyr the index was over 200 as compared to 1944. Hectic advances in the indices were noticeable in some centres in Bihar and in Silchar towards the last quarter of the period under review due presumably to the floods, earthquake, etc. In Bombay, Ahmedabad and Madras, the indices attained new levels of 308, 371 and 335 respectively at the end of the year. In Calcutta, the peak figure of 368 was reached in August, 1950.

A reference was made in last year's Year Book to the devaluation of the Indian rupee in terms of the American dollar in September, 1949. According to an analysis made by an officer of the Reserve Bank of India in an article in the *Reserve Bank of India Bulletin*, during the first post-devaluation year the position regarding India's balance of payments has improved considerably and export trade has been stimulated. According to this analysis although devaluation has only an indirect effect on production it is to be noted that production during the first devaluation year improved as compared to the corresponding period of the last year in the case of some of the important industries, such as, coal, steel, cement, sugar, etc. In the opinion of the author, the rise in the cost of living recorded during the year had little to do with devaluation because devaluation is not likely to have any significant and direct effect on

the cost of living of the working classes since imported articles especially from the dollar areas do not constitute an appreciable part of the consumption pattern of the working classes in India.*

The housing problem continues to be acute in most industrial areas in the country. The Central Government have, however, taken steps to solve the problem and have formulated a scheme according to which it was intended to construct a township at Bhuli and some other places in the coal mines area. Apart from that scheme, in order to speed up the construction of suitable houses for the miners, a new scheme was drawn up, according to which a subsidy will be paid up to 20 per cent. of the cost of construction of houses built by colliery owners in conformity with the plans and specifications prescribed by the Coal Mines Welfare Fund. During the year under review a sum of Rs. 1 crore was advanced as loan to the States of Bombay, Bihar, Orissa and Madhya Pradesh for construction of houses for industrial workers under the Industrial Housing Scheme of the Government of India. Government railways made good progress during 1948-49 in building quarters and as many as 9,000 new quarters were constructed. The plantation industry has agreed to build new houses for their employees according to approved standards at the rate of about 8 per cent. of their requirements every year. The latest available information shows that the plantation industry in Assam had constructed 8,900 new houses up to October, 1950.

In 1948-49, the number of registered trade unions was 3,150, as against 2,766 in the previous year. The number of unions submitting returns increased from 1,628 in 1947-48 to 1,848 in 1948-49 and their membership from 16,62,929 to 19,66,107. The increase in the total number of unions and in the membership of unions submitting returns was thus 14 per cent. and 18 per cent. respectively. An outstanding event in the field of international trade unionism was the establishment of the International Confederation of Free Trade Unions which was held in London from November 28 to December 9, 1949.

This was the third year of the Industrial Truce Resolution. Till mid-1950 there was a gradual fall in the number of strikes and lockouts and the resultant time-loss. The third quarter of 1950, however, witnessed the occurrence of a general strike in the Bombay cotton textile industry. The strike which started on 14th August, 1950 affected almost all the cotton mills in the city, involved over two lakhs of workers, lasted for about two months and resulted in a time loss of about 94 lakhs of man-days to the industry and a wage loss of approximately Rs. 3.6 crores to the workers. The strike was unsuccessful and the Labour Appellate Tribunal to which the dispute was referred upheld the main provisions of the Industrial Court's award over which the dispute arose. The number of man-days lost on account of strikes and lockouts was 64,19,232 during the period October, 1948 to September, 1949 and 1,15,29,343 during October, 1949 to September, 1950.

* *Reserve Bank of India Bulletin*, November, 1950, pp. 773-91.

The Central Government was much more active in the field of labour legislation than the State Governments which confined their attention mostly to the passing of certain amending Acts. The outstanding piece of labour legislation enacted during the period was the Industrial Disputes (Appellate Tribunal) Act, 1950. The object of the Act was to constitute an Appellate Tribunal to review the awards of Industrial Tribunals, etc., and to co-ordinate their activities. In August, 1950, the Tribunal was constituted at Bombay and in October of the same year a Bench of it was constituted at Calcutta. A Bill* was introduced in Parliament amending the Employers' Liability Act, 1938 with a view to removing the ambiguity in the language of section 3(d), so as to debar employers from pleading the doctrine of 'common employment' in suits for compensation for injuries sustained by workmen. Another legislative measure which needs prominent mention is the Labour Relations Bill which was introduced in Parliament in February, 1950 to prescribe a uniform basic law to govern labour-management relations throughout the country. The Bill seeks to replace all the Central and State laws relating to the prevention and settlement of industrial disputes. The Central Government have also introduced a Bill, called the Trade Unions Bill to revise and consolidate the existing law relating to the registration and recognition of trade unions. Both these Bills have been the subject matter of much public controversy especially on the side of labour.

To improve the working conditions of persons employed in mines the Central Government introduced in Parliament on 8th December, 1949 a Bill called the Mines Bill, 1949. The object of the Bill is to revise the existing Act so as to bring its provisions on a par with those of the Factories Act, 1948.

Arising out of the new political set up of the country, measures are being taken to make applicable to the former Princely States the existing labour legislation in India. By an Order known as the Adaptation of Laws Order, 1950, issued on 26th January, 1950, the Government applied almost all Central labour Acts to Part C States. They have also introduced a Bill in Parliament, known as the Part B States (Laws) Bill† to extend certain Central Acts to Part B States. When the Bill becomes an Act almost all the Central Labour Acts will (from an 'appointed day' to be notified by the Government of India‡) apply to Part B States, except Jammu and Kashmir.

During its 107th session held at Geneva in December, 1948, Shri S. Lall, the then Secretary to the Ministry of Labour, was elected Chairman for the next 12 months and the Hon'ble Shri Jagjivan Ram, India's Labour Minister, was elected President of the International Labour Conference held at Geneva in June, 1950. The first Asian Conference of the I.L.O. was held at Nuwara Eliya in Ceylon in January, 1950.

*The Bill was passed into an Act on 28th February 1951.
† The Bill was passed into an Act in February 1951.
‡ 1st April 1951 has been notified as the 'appointed day' for the purposes of the Act.

APPENDIX I

SUMMARY OF IMPORTANT AWARDS, DECISIONS AND RECOMMENDATIONS IN REGARD TO INDUSTRIAL DISPUTES

EXPLANATORY NOTE

Summaries of only the main findings contained in important awards are given in this Appendix. The awards have been classified according to industries and States. Whenever there are two or more awards in an industry in a particular State the chronological order of the date of publication has been followed. The awards have been arranged in the following order according to industries :—

TEXTILES :

- Cotton.
- Jute.
- Silk.

ENGINEERING :

- Dockyards.
- Electrical Engineering.
- General Engineering.
- Motor Repairing.

OTHER FACTORY INDUSTRIES :

- Cement.
- Chemicals.
- Glass.
- Match.
- Oil Mills.
- Sugar.
- Tobacco.

MINES :

- Coal Mining.

MUNICIPALITIES.

TRANSPORT.

BANKING COMPANIES.

MISCELLANEOUS.

I. Textiles

COTTON

Bombay State

1. *Award of the Industrial Court, Bombay, in the dispute between the Ahmedabad Millowners' Association, Ahmedabad and the Textile Labour Association, Ahmedabad.**

Dearness Allowance.—In its award, dated 27th April, 1948, the Industrial Court, Bombay, had directed the textile millowners of Ahmedabad to pay to all their employees earning up to Rs. 150 per month, a dearness allowance at a flat rate of 2.84 pies per day per point of rise in the cost of living index number over 73†. The millowners continued to pay dearness allowance at this rate till the end of October, 1949. In that month the Central Government, acting on the report of the Tariff Board, directed a 4 per cent. cut in ex-mill cloth prices. As a result the Millowners' Association, Ahmedabad served a notice on the Textile Labour Association terminating the award with effect from 1st January, 1950. The main reasons given by the Millowners' Association for terminating the award were :— (i) that the industry in Ahmedabad was passing through a crisis, (ii) that there was disparity in the rates of dearness allowance paid by textile mills of different centres, (iii) that even within Bombay State the Ahmedabad mills were paying Rs. 15-4-0 per month per worker more than Bombay mills as a result of which the Ahmedabad mills had to bear an additional burden of Rs. 238 lakhs which was impossible for the industry to meet out of the profit margin of Rs. 302 lakhs left with the industry on the basis of the formula adopted by the Tariff Board, and (iv) that the industry could not pay dearness allowance at a higher rate than in Bombay as the cost of living in Ahmedabad was lower than in Bombay.

Before the award could terminate, the Textile Labour Association served a counter notice on the Millowners' Association demanding that the mills should continue to pay dearness allowance at the same rate. Since the conciliation proceedings failed, the dispute was referred to the Industrial Court.

The Textile Labour Association contended that the condition of the industry was excellent and that this was borne out from the balance sheets of several mills and from the fact that the Industrial Court had awarded bonus equal to 3/8th of the basic earnings in 1948. It urged that if the employers in other centres could ungrudgingly accept the cut in prices, the industry in Ahmedabad, which was on a sounder footing and which had reaped the benefit of increasing profits in the past years, should have no particular grievance. It also challenged that the cost of living in Ahmedabad was lower than in Bombay. The change in the rate of dearness allowance was also resisted on the ground that the cost of living had increased.

After examining the available data regarding the financial condition of the industry, the Court came to the conclusion that there was no substance in the main contention of the Millowners' Association that the condition of the industry had deteriorated so much that a cut in the rate of dearness allowance was necessary to maintain production on the normal level. The Court also examined the contention

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*Reference (IC) No. 189 of 1949. Published in the *Bombay Government Gazette*, dated March 16, 1950.

†For details see 1947-48 issue of the *Indian Labour Year Book*, p. 220.

of the Millowners' Association that the cost of living index figures of Ahmedabad were wrong and that the cost of living in Ahmedabad was cheaper than in Bombay and found that the contention was incorrect.

In the course of the proceedings it was urged by the Millowners Association that the employees were holding a larger surplus now than they held in 1926. The Millowners' Association pointed out that whereas in 1926-27 the surplus used to be Rs. 3-1-1 (Rs. 5-1-6 for a family of 3.86 members of whom 1.66 were earners), in 1949 the surplus was Rs. 30-2-0. It was argued that this was entirely due to dearness allowance and that this indicated that the worker was being compensated for the rise in the cost of living to the extent of Rs. 27-0-11 more than was actually necessary to put his wages on the 1926 level. It was also pointed out that in Bombay the surplus would be found to be Rs. 11-3-0 only compared with the surplus of Rs. 3-6-10 in 1932-33. The Court did not agree with this stand of the employers and observed that their contention was open to two objections, *viz.*, (i) that the calculation was made on the average basic wages, whereas the dearness allowance under the award was linked to the minimum wage, and (ii) that the composition of the family and the average number of wage earners in the family had not been constant in the years 1926, 1932 and 1949. Basing its calculations on the findings of the family budget enquiry conducted by Shri S. R. Deshpande in 1944, the Court found that in fact there was a deficit of Rs. 6-6-0 per month in the family budget of the workers.

The Court did not accept the suggestion made by the Millowners' Association that instead of paying the present dearness allowance the employers may be allowed to supply to their workers major items of consumption at the prices prevailing in 1926 and to grant cash allowance for the articles which they could not supply. The Court held that the suggestion was not feasible since there was no agreement between the parties on the point and since the previous attempt to run cost price grain shop failed due to lack of co-operation between the parties. It, therefore, directed that "there should be no change in the scale of dearness allowance. The textile mills in Ahmedabad are directed to continue paying dearness allowance on the same scale as in the previous award of 27th April, 1948 in Revision Petition No. Misc. 1 of 1947 from 1st January, 1950 onwards. The amount of dearness allowance for January, 1950 should be paid on or before 12th March, 1950 and that for February, 1950 on or before 20th March, 1950."

2. *Award of the Industrial Court, Bombay, in a dispute between the employers and employees of twenty-two cotton mills and factories in Bombay City.**

Bonus.—In May 1949, the Industrial Court, Bombay, had given its award in a bonus dispute between the employers of the member mills of the Millowners' Association, Bombay, and their employees. A summary of this award was published in the 1948-49 issue of the *Indian Labour Year Book*.† The Court has now given its award regarding bonus dispute between the employers and employees of 22 cotton mills and factories in Bombay which are not members of the Millowners' Association. In view of the fact that the 22 concerns involved in this dispute were heterogeneous in character varying in

* Award published in the *Bombay Government Gazette*, Part I-L, dated 21st July, 1949.

† Pp. 292-293.

size and also in the nature of their produce, and also due to the fact that while some had made profit during the year 1949 and others suffered loss, the Court could not apply the same considerations which it had applied in determining the dispute between employers and employees of the member mills of the Millowners' Association. The Court did not think it proper to award a uniform scale of bonus for all the concerns but grouped them in the following six groups and gave separate award for each group.

1. Venus Silk Mills.
2. Acme Thread Co., Ltd.
3. National Cotton Products Ltd., and Bombay Cotton Waste Mill.
4. New India Textiles.
5. Calcuttawala Tape Works, Eastern Tape Manufacturing Co. Ltd., and B. K. Dalal Knitting Factory.
6. Others.

(1) Since the workers of the Venus Silk Mills informed the Court that they had received bonus for the year 1948 and that they had no complaint against the management, no award was given regarding this mill.

(2) The representatives of the Acme Thread Co., Ltd., and its employees agreed that the workers should be paid bonus at the rate of 1/6th of the consolidated earnings. The Court gave its award in the same terms.

(3) No bonus was awarded to employees of the National Cotton Products Ltd., and the Bombay Cotton Waste Mills since the profit made by the first concern was very meagre while the second concern had suffered a loss during the year.

(4) As regards employees of the New India Textiles, the Court directed that they should be paid bonus equivalent to ⅛th of the total earnings.

(5) and (6) For workers of the remaining concerns, the Court recommended payment of 1/12th of the total earnings as bonus for the year 1948.

The Court recommended that the conditions which were attached to the payment of bonus to the employees of the member mills of the Millowners' Association should be attached to the payment of bonus to the employees of these mills also.* But in view of the involuntary unemployment of workers during the year due to shortage of yarn, the Court substituted the following for condition No. 1 :—

" 1. Employees who have worked for less than 48 days and more than 15 days in the year shall be granted bonus to the extent of 50 per cent., and employees who have worked for 15 days or less shall not be paid any bonus."

3. *Award of the Industrial Court, Bombay, in the dispute between employers and employees of thirteen cotton textile mills situated at Baroda, Petlad, Kalol, Billimora, Navsari and Sidhpur.*†

The dispute related to bonus for the year 1948. In the course of the adjudication proceedings an agreement was reached between the parties to the dispute. The Court accepted the agreement and gave its award in the same terms. The agreement provided that employees

* See 1948-49 issue of the *Indian Labour Year Book*, pp. 292-293.

† Published in the *Bombay Government Gazette*, dated March 30, 1950.

of all the mills except Sidhpur Mills Ltd., Sidhpur, should be paid bonus equivalent to ¾th of their basic earnings during 1948. For employees of the Sidhpur Mills Ltd., it provided that they shall be paid bonus equivalent to ¼th of their basic earnings during 1948. The agreement further provided that the conditions of payment would be as follows :—

"(a) Employees who have worked for less than 75 days and more than 32 days shall be granted a bonus to the extent of 50 per cent. and employees who have worked for 32 days or less shall not be paid any bonus.

(b) Any employee who has been dismissed for misconduct or theft in 1948, shall not be entitled to any bonus even if he has worked for more than 32 days.

(c) Bonus shall be calculated on earnings (exclusive of dearness allowance and the bonus paid during the period) from 1st January to 31st December, 1948.

(d) In the case of women, who have been on maternity leave, during the period referred to the actual maternity allowance drawn by them shall be included in their earnings for the purpose of calculating the bonus payable.

(e) Bonus as above shall be paid to the employees in two instalments on or before 31st March, 1950 and 30th April, 1950. The first instalment will be ¼th and the second ¾th of basic earnings in the case of mills in schedule I* ; the mill mentioned in Schedule II (i.e.. the Sidhpur Mills Ltd.,) will pay the first instalment at 1/6th and the second at 1/12th of the basic earnings.

(f) Persons who are eligible for bonus but who are not in the service of the Mill on the date of payment shall be paid in one lump sum on or before 30th June, 1950. In such cases, claims in writing should be submitted to the Manager of the Mill concerned. No claims shall be entertained thereafter."

4. *Awards of the Industrial Court and the Labour Appellate Tribunal in the dispute between the employers and employees of the cotton textile mills in Bombay City.*†

These awards relate to a demand made by the Rashtriya Mill Mazdoor Sangh and the Kurla Girni Kamgar Sangh (the Representative Unions of cotton textile workers in the areas of Bombay City and Kurla Borough Municipality) in regard to the bonus to be paid for the year 1949. The Unions contended that although the cotton textile industry in the two areas had made good profits during the year 1949, the individual units of the industry did not respond to the demand of the employees for an adequate and unconditional bonus for that year. The unions contended that their demand was intended to make up the deficit in the living wage as also to obtain an adequate share in the profits of the industry. The Millowners' Association, Bombay, on the other hand, denied liability for the payment of any bonus and stated that the profit making capacity of the industry had

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* *i.e.*, all mills except the Sidhpur Mills Ltd.

† The Award of the Industrial Court has been published on pp. 2934-47 of the *Bombay Government Gazette* (Part I-L), dated 13th July, 1950. The Award of the Labour Appellate Tribunal has been published in the *Bombay Government Gazette*, dated 10th October, 1950. pp. 4549e-49u.

considerably deteriorated during the year in question. It was contended on their behalf that the Industrial Court while standardising wages in 1947, had fully examined the financial position of the cotton textile industry and had fixed wages which it considered fair, upon finding that the industry was not in the position to pay a living wage. The industry could, therefore, go only up to the fair wage as determined by the scheme of standardised wages and pay dearness allowance as awarded by the Court for compensating to a limited extent, the rise in prices. It was further argued that since the resultant profits of the year 1949-50 did not leave any surplus after making appropriations on the lines indicated in the Award of the Industrial Court regarding bonus for the year 1948-49 the demand for 1949-50 should be rejected.

Four of the member mills of the Bombay Millowners' Association which appeared individually stated that in the result of the year's working they sustained loss and hence requested that no demand for bonus should be entertained. One of these mills stated that in August, 1948, the entire concern was destroyed by fire and hence there was no production during the year 1949-50.

The Industrial Court drew attention to certain principles which it had enunciated in some of its earlier awards. Among these were :—

(a) A demand for bonus can be entertained as an industrial claim when either the wages paid fall short of the living wage standard or the industry or the concern involved makes considerable profits, part of which can fairly be said to have been due to the contribution which the workers might have made to the production effort; and the demand becomes justifiable especially when both these conditions are satisfied.

(b) Although bonus need not have any definite relation to the profits made the quantum of such bonus does depend roughly on the profits made by the concern.

(c) Where in the result of the year's working, no surplus is left as profits, a demand for bonus can properly be rejected if there is neither fraud nor mismanagement on the part of the management

When wages were standardised, the Industrial Court had fixed the minimum wage for the least skilled worker with a family of 2.4 consumption units at Rs. 30 at the bare subsistence level; and on that basis it proceeded to adjust suitably the differentials for the other categories of employees, semi-skilled and skilled. The wages so standardised were not up to the living wage standard. That being so, the Court observed that in the present case both the elements justifying the grant of bonus subsisted, namely, wages falling short of the living wage standard and profits resulting in part from the contribution of labour to the production effort. In view of these facts, the Court found the demand for bonus to be irresistable.

According to the Court the provision for (a) depreciation on the fixed block consisting of lands and buildings and plant and machinery, (b) reserves for rehabilitation and modernisation of that block worn out during the years past, (c) taxation, and (d) a reasonable dividend to the shareholders must take precedence over bonus. Accordingly they had allowed in the preceding year's calculation 1.30 crores on account of depreciation and 2.95 crores on account of reserves for rehabilitation and modernisation, and 2.25 crores as dividend.

The Court's calculations showed that there was a gross profit of 9.96 crores for the year 1949 which would admit of a reasonable provision for bonus equal to 2 months' basic earnings of the employees, including the clerical and other staff, after making the necessary provision for depreciation, taxation and reserves, as also a provision for dividend at 6 per cent. on the paid up capital. The Tribunal arrived at the quantum of bonus on the following basis :—

Gross profits	9.96 crores.
Less depreciation	1.88 crores.
Balance .:.	8.08 crores.
Less bonus to workmen equal to 1/6th of the basic earnings during the year	1.86 crores.
Balance ...	6.22 crores.
Less bonus to clerks and other staff as above ...	0.30 crores.
Balance ...	5.92 crores.
Less taxes at 6½ annas in the rupee	2.40 crores.
Balance ...	3.52 crores.
Less reserves (4.15 minus 1.88)	2.27 crores.
Balance ...	1.25 crores.

In the opinion of the Court, this balance of 1.25 crores was sufficient to provide for dividend at 6 per cent. on the paid up capital of 20.9 crores.

Regarding the 4 mills which though members of the Association have claimed exemption from the payment of bonus due to loss or destruction by fire, the Court directed that they should not be made liable for the payment of bonus for the year 1949 to their employees. The Court did not agree with the contention of the Sangh that bonus when payable should be unconditional and directed that subject to the following conditions, all employees whether permanent or temporary, who had worked in the mills concerned should be given bonus equal to 1/6th of their basic earnings in the year 1949 :—

1. Employees who have worked for less than 75 working days and more than 32 working days shall be granted bonus to the extent of 50 per cent. and employees who have worked for 32 days or less shall not be paid any bonus.
2. Any employee who has been dismissed for misconduct shall not be entitled to any bonus even if he has worked for more than 32 days.
3. Bonus shall be calculated on earnings (exclusive of dearness allowance and bonuses paid during the period) between the 1st January and the 31st December, 1949.
4. In the case of women who have been on maternity leave during the period referred to, the actual maternity allowance drawn by them shall be included in their earnings for the purpose of calculating the bonus payable.
5. Bonus as above stated shall be paid to the employees in two instalments, by 14th August, 1950 and 14th September, 1950.
6. Persons who are eligible for bonus but who are not in the service of the mill on the date of the payment shall be paid in one lump sum by 31st December, 1950. In such cases, claims in writing should be submitted to the Manager of the Mill concerned.

Appellate Tribunal's Award

The Bombay Millowners' Association as also the Rashtriya Mill Mazdoor Sangh preferred an appeal against this decision of the Industrial Court to the Labour Appellate Tribunal.

The Association contended that no bonus ought to have been awarded as there would be no surplus left after setting apart from the gross profit for the year 1949 sums of money necessary to meet prior charges. The contentions of one of the representative labour unions on the other hand, were :—(a) that except the Moon Mills, which had suffered destruction through fire, the other three mills which had been exempted by the award ought to be directed to pay bonus to their employees ; (b) that bonus amounting to ¼th of the annual basic earnings should be awarded, as the available funds were adequate ; and (c) that two of the conditions, namely, the last part of the first and the whole of the second, imposed by the Industrial Court ought to be deleted.

On the first point, the Tribunal could not accede to the view that in the matter of payment of bonus a unit of an industry in a particular region should be ordered to pay on the ground that some amongst them were able to pay by reason of having surplus, particularly when that unit of the industry has been permitted to appear separately and raise a special defence.

Both parties suggested that definite principles should be formulated for the purpose of determining the questions relating to bonus. The Millowners' Association, however, contended that the principles formulated by the Full Bench of the Bombay Industrial Court in 1948 were binding and at any rate should not be departed from for a period of 10 years ; if this plea could not be accepted, then they contended that when the wage structure had been settled by standardisation, bonus was to be regarded as *ex-gratia*, and that if the standardised wages were not sufficient to meet the legitimate needs of the employees, the remedy lay in having the wage structure revised. They further contended that the grant of bonus could not be made for the purposes of making up the deficiency between the actual and living wage.

The Tribunal held that the decision of the Full Bench of the Industrial Court, Bombay while it may be binding on other Benches of the Bombay Industrial Court was not binding on it, but that due weight would be given to the principles laid down by it. They observed that bonus was cash payment made to employees in addition to wages. It could not any longer be regarded as an *ex-gratia* payment, for it had been recognised that a claim for bonus, if resisted, gave rise to an industrial dispute, which has to be settled by a duly constituted Industrial Court or Tribunal. The Tribunal declined to accept the contention that a claim for bonus was not admissible when wages had been standardised at a figure lower than what was said to be the living wage and observed that where the industry had not that capacity or that its capacity varied or was expected to vary from year to year, so that the industry could not afford to pay a living wage, bonus must be looked upon as a temporary satisfaction. wholly or in part, of the needs of the employees.

In regard to the general principles governing bonus the Tribunal stated that as both Capital and Labour, contribute to the earnings of an industrial concern, it is fair that Labour should derive some benefit if there was a surplus after meeting 'prior or necessary charges'. According to the Tribunal, the first charge on gross profits should be the amount of money that would be necessary for rehabilitation, replacement and modernisation of the machinery. As

depreciation allowed by the income-tax authorities was only a percentage of the written down value, an extra amount would have to be set apart annually under the heading of 'reserves' to make up that deficit. There was no dispute about the right of the paid-up capital to have a return of 6 per cent. The employees, however, resisted the millowners' claim to have a fair return on the reserves employed as working capital. The Tribunal conceded the mill-owners' claim on the ground that reserves carried over from year to year belong in law to the company and as such the company would be entitled to some return on the money employed as working capital; it was not a return to which either the shareholders or the employees can have any direct claim, and, therefore, such return had to be credited to the Company.

The Tribunal proceeded to state that the claim of the employees for bonus could only arise if there was a residue after making provision (a) for prior charges, and (b) for a fair return on paid-up capital and on reserves employed as working capital. The paid-up capital in 1949 was estimated by the Tribunal to be 21.58 crores and if a return of 6 per cent. were to be given the amount payable would be about Rs. 1.30 crores. As regards rehabilitation, replacement and modernisation of machinery, a sum of Rs. 30.46 crores was available at the end of the year 1947 in the shape of liquid assets and which included 11 and odd crores representing the refundable Excess Profits Tax. Both the parties accepted Rs. 9.98 crores to be the gross profits and Rs. 1.88 as proper depreciation.

The Tribunal held that the period of rehabilitation, etc., of the machinery should be 15 years commencing from 1947 instead of 12 years as estimated by the Industrial Court and thought that the amount to be set aside annually for rehabilitation would be approximately Rs. 3.19 crores. The Tribunal also allowed Rs. 0.46 crores as a fair return on 23 crores of reserves that had been employed as working capital.

On the basis of the above calculations the Tribunal came to the conclusion that there were no grounds for disturbing the decision of the Industrial Court in regard to the quantum of bonus. The details of the Tribunal's calculations are given below :—

	(in crores)
Gross profit	9.96
Depreciation	1.88
	8.08
Taxes	2.40
	5.68
Reserves for rehabilitation, etc.	1.31
	4.37
Return of 6 per cent. on paid up capital	1.30
	3.07
Return on reserves employed as working capital ...	0.46
	2.61
Bonus to clerks and other staff	0.30
	2.31
Bonus to employees	1.86
Balance ...	0.45

The Tribunal accepted the contention of the Union that the last part of the condition No. 1 laid down by the Industrial Court, namely, that no bonus was to be paid to employees who worked less than 32 days, and the whole of the condition No. 2, namely, that no bonus would be payable to employees who had been dismissed for misconduct, should be deleted.

MADHYA PRADESH

5. *Award of the Industrial Tribunal in the dispute between the employers and employees of the textile mills in Madhya Pradesh.**

The dispute related to bonus for the year 1948-49. The Tribunal declared that "the accepted principle on which adjudication of a claim for bonus is made now in every case in which it is treated as an industrial claim is that it is substantial when wages paid to the workers fall short of the living wage standard or the industry makes huge profits, part of which would surely be attributed to the contribution which the workers make in increasing production. As pointed out by the Full Bench of the Bombay Industrial Court in the award published in *Bombay Government Gazette. Extraordinary*, dated 2nd June, 1947, the demand for a bonus is an industrial claim when either or both these conditions are satisfied." Proceeding on this basis the Tribunal examined the wages and bonus paid to the employees during the past few years. From the year 1941-42, the mills in the state were paying every year one-fourth of the year's basic earnings as bonus. For 1946-47 they paid three months' wages as Independence Bonus in accordance with the terms of Shri K. T. Mangalmurti's award. The Tribunal held that although Shri Mangalmurti termed the bonus as Independence Bonus, the basis for the grant was not the joyous occasion of the attainment of independence but the profits made by the industry during the year concerned and to which he might have added the other consideration of low wages paid to the workers till that time. By another award Sri Mangalmurti revised the scales of wages of the workers, first for an interim period by granting a percentage rise on the wages and then by fixing the standardised wages on a consideration of the proper living wage standard. For the year 1947-48 the mills paid three months' wages as bonus according to the Hon'ble the Premier's award. In that year, for part of the period, the workers received wages according to Shri Mangalmurti's interim award which were lower than the standardised wages adopted during the latter part of that year. The Hon'ble the Premier's award was based on the fact that the industry made average profits during the year and that workers' wages, at least during part of the year, were lower.

During the year 1948-49 the workers received wages according to the final award of Shri Mangalmurti. The Tribunal, therefore, held that "The claims for bonus will not therefore be sustainable on the ground of payment of wages below the living wage standard. It can be sustainable only on the other alternative basis of the industry having made good profits in that year. It is thus upon an examination of the profit position of the year 1948-49 that I have to determine whether award of bonus for this year would be justifiable and whether it could be awarded to the same extent as in previous years or should be more or less". The Tribunal found that compared to

* Award enforced under Madhya Pradesh Government Order No. 206-306-XXVI, dated 27th January, 1950.

the previous years the profit position of the industry in the year 1948-49 was rather unsatisfactory. The figure collected from the profit and loss accounts of eleven mills showed that whereas in 1947-48 the gross profit was Rs. 132.50 lakhs it was only Rs. 60.90 lakhs in 1948-49. On behalf of the employees it was urged that the industry was in a sound financial position and that on the basis of the profits of the industry in 1947-48 they should have been paid four and a half months' wages as bonus for 1947-48 whereas they got only three months' wages as bonus. They held that the award of four and a half months' wages to textile workers in Bombay as bonus by the Tribunal disclosed what the industry was capable of paying and how much was withheld from the workers during the previous years. The Tribunal did not agree with the employees and observed "the sound financial position of the industry or the fact that in previous years the workers were not paid as much bonus as the profits of those years could bear are not really considerations germane in the determination of the quantum of bonus for 1948-49. The bonus for each year should ordinarily come out of the profits of that year and it cannot be gainsaid that the overall picture of the profit position of the industry in the Province has been quite unsatisfactory in 1948-49. Out of the gross profits of 60.90 lakhs after allowing for managing agents' commission and depreciation on income-tax basis, the sum available for payment of reasonable dividends and income-tax and bonus is only Rs. 31 lakhs while the three months' bonus awarded in 1947-48 resulted in payment of Rs. 32.60 lakhs. It will require an even larger amount than 32.60 lakhs for payment of bonus for 1948-49, if it is awarded at the same rates as for the previous years because of the increase in the wage bill." The examination of the balance sheets of the mills revealed that out of the eleven mills the profit position of four mills has not deteriorated much in 1948-49 as compared to the previous year. Out of the remaining mills, two mills earned much less profit in 1948-49 and five mills incurred losses. The Tribunal, therefore, came to the conclusion that it was not possible to award bonus at the rates at which it was awarded in the previous years.

It was urged on behalf of the employees that the Tribunal should consider the industry of the State as a whole and should prescribe uniform rates for all the mills. The Tribunal observed that it was no doubt the method followed in the previous years but it was inequitable and hence could not be accepted. It remarked "In this year when some mills are in more favourable position as regards profits than others while some have definitely run into loss, it would be inequitable to award bonus at one rate for all mills. The workers in the centres where there have been profits must have their award of adequate bonus for having helped the employers in earning such profits. At the same time the mills which have made losses should not be further penalised by being required to find money either out of their reserves or out of the current year's revenue for paying up large sums by way of bonus which their workers have not deserved to the same extent. For obvious reasons, the workers in different units in one centre like Nagpur, Akola or Hinganghat may reasonably claim that they should all be awarded bonus at one rate but a claim on behalf of workers in one centre that they should have bonus at the rate of the prosperous mill in another centre even though their own mill has made small or no profit would seem to be preposterous. The award at uniform rates would in such a case be against all equities. Upon a consideration on the whole matter it, therefore, seems to me that in awarding bonus for 1948-49 having regard to the capacity of the mills to pay, there should be different rates for groups

based upon the profit position of the units and the centres where they exist. I therefore award bonus for 1948-49 as follows :—

In the Empress Mills, Nagpur, and Model Mills, Nagpur—At the rate of 2 annas and 8 pies for each rupee. In the remaining mills of the Province—At the rate of 2 annas for each rupee, of the total earnings in the period of twelve months immediately following the period for which bonus for the year 1947-48 has been paid according to the Honourable the Premier's award. This bonus shall be payable to all the workers, men and women, permanent or temporary including *Badlis* as well as to the clerical staff—office and departmental—and watch and ward employees in both day and night shifts. It shall also be payable to the workers who may have left during the year or since. The total earnings for this purpose shall include overtime earnings, basic wages paid for holidays with pay enjoyed during the period of twelve months above referred to and the actual maternity allowance drawn by the women workers on maternity leave during the same period but shall not include the dearness allowance, regularity bonus or any sum paid during the period on account of bonus according to previous awards. The amount payable for bonus shall be calculated to the nearest anna and shall be paid within one month of the declaration of this award by the Provincial Government."

MADRAS STATE

6. *Award of the Industrial Tribunal in the dispute between the management and employees of Shree Meenakshi Mills Company Ltd., Madhurai.**

Bonus.—The employees demanded that in addition to 3 months' wages paid to them as bonus for the year 1948-49 they should be paid an additional bonus at the rate of ¾th of a month's wages. The claim was resisted by the management. They argued that judged from the principle enunciated by Shri M. Venkataramayya (*viz.*, that the bonus should be linked to the dividends declared), the employees were paid more than what they were entitled to and as such their demand for an additional bonus was unsustainable. This stand was challenged by the employees who pointed out that the profits of the Company in 1948-49 were nearly double the profits earned in 1947-48. They also pointed out that although the rate of dividend declared was not high the shareholders got nearly 200 per cent. as dividend in addition to the dividend declared as a result of the appropriation of the part of the reserve fund and its distribution among the shareholders as additional shares. After examining the financial affairs of the Company, the Tribunal came to the conclusion that the contention of the employees was almost correct. It was argued on behalf of the management that the workers were not concerned with the amount of profits and that they had no right to share the reserves. This argument was rejected by the Tribunal. It remarked : "it may be that the present workers cannot legitimately claim a share in the reserves which were built on account of the labours of the workers in previous years but all the same, there is no reason why they should not be given at least a small share in the large amount of reserve that is being built up out of the profits of the current year 1948-49 .. .. It is too late in the day to contend that bonus should not depend upon the amount of profits made. The dividends given during the last two years are only

* Award enforced under Madras Government Order Ms. No. 1591 Development, dated 14th April, 1950.

artificial, the managements having been compelled to keep down the rate of dividends in view of the Dividend Limitation Act. Taking into consideration the amount of profits made in 1948-49 as compared with the profits made in 1947-48, I do not think that bonus to be given in the present case should be governed solely by the principle of linking it with the dividend. In my opinion the claim for additional bonus of ¾ month's basic wages cannot be said to be extravagant. I, therefore, find that the workers are entitled to an additional bonus of ¾ month's basic wages in addition to the bonus already paid for the year 1948-49."

7. *Award of the Industrial Tribunal in the dispute between the management and employees of the Madura Mills Company, Limited, Tuticorin**.

The workers claimed wages and dearness allowance for the period from 4th to 22nd August, 1949 during which the mills remained closed. The circumstances which led up to the closure of the mills were as follows :

The trouble arose in connection with the manner in which the bonus for the year 1948 had to be paid. Ever since 1946 the bonus was being paid in two instalments, though the union of the workers was protesting and asking that bonus should be paid in one instalment. When the same system was proposed to be adopted in regard to the payment of bonus for 1948, the union once again raised a protest and insisted that the bonus should be paid in one lump sum. The Labour Commissioner, who was approached, also asked the management to pay 3 months' bonus in one lump sum. The management, however, did not agree and proposed to disburse the amount of bonus in two instalments. The union thereupon filed a petition before the Labour Commissioner under the Payment of Wages Act and the latter passed an order on 14th July, 1949 holding that bonus having been declared in February, 1949 formed part of the wages for that month and should have been paid on or by 10th March, 1949. The management was directed to pay the entire bonus without further delay. Against this order of the Labour Commissioner, an appeal was filed before the Chief Judge of the Court of the Small Causes, Madras. The appeal was decided in favour of the management on the 26th August, 1949 and the directions of the Labour Commissioner were set aside. In allowing the appeal, the learned Chief Judge accepted the contention of the management that the annual bonus which was payable in respect of a whole year, which in the nature of things could not be a wage period, did not come under section 5 of the Payment of Wages Act. When the management began to disburse the first instalment of bonus, the workers engaged in the mills stopped work. Later it was alleged by the workers' representatives that the night shift workers had come to the mills and waited for more than an hour and finding that the mills had been locked out they went and joined a meeting of all workers held in the evening. At the meeting it was resolved that the workers would not go to work unless the bonus of three months' wages was agreed to be paid in one lump sum. As a result of the agreement between the management and the union, it was decided that the whole of the bonus was to be paid during the month of August, 1949, and that the other points would be settled amicably after the mills would begin to work. Thereupon the workers agreed to join the mills and work.

* Enforced under Madras Government Order No. 2100, Development, dated 25th May, 1950.

The mills which had been closed on 4th August, re-opened on 27th August. The bonus of 3 months' wages was paid before the end of August, 1949.

The questions before the Tribunal were : Whether there was a strike by the workers or there was only a lockout which was illegal and whether in the circumstances the workers would be entitled to wages and dearness allowance during the period of closure of the mills. According to the Tribunal since there was a stay order, the management was justified in proceeding to disburse the bonus in instalments. As soon as, however, some trouble was apprehended the management stopped the disbursement of the bonus. As regards the night shift workers, the Tribunal could not believe the witnesses when they stated that the night shift workers went with the idea of working whether the bonus was paid in one lump sum or not. As could be seen from what happened at the meeting, none of the workers was in any mood to work unless the three months' bonus was agreed to be paid at once. The Tribunal, therefore, concluded that there was a strike from and after 12 noon of 4th August, 1949 and that as the strike was illegal, the lockout in the evening and the closure of the mills could not be said to be illegal. It was directed that the workers were not entitled to wages and dearness allowance during the period of closure of the mills.

6. *Award of the Industrial Tribunal in the dispute between the management and employees of the Madura Mills Company, Ltd., Madhurai, Tuticorin and Ambasamudram.**

The dispute arose over the question of payment of bonus for the year 1949 to the workers in the three mills which were under the same management. The National Textile Workers' Union, Madhurai, claimed four months' wages as bonus, if necessary by drawing on the reserves as the reserves represented at least in part an accumulation of unpaid wages and as the management had paid an unreasonably high dividend of 17½ per cent. by drawing from the reserves themselves. The management opposed the demand.

The Tribunal after examining the balance sheets and profit and loss accounts of the Company for the year ending 31st December, 1947, found that the share capital amounted to Rs. 1,75,02,480. The Tribunal observed that in 1947 even though a 20 per cent. dividend was declared, it really amounted to 40 per cent. Similarly, the dividends declared in 1948 and 1949 would really be 35 per cent., even though the declaration was nominally at 17½ per cent.

The management had come forward with a proposal to grant only 2 months' wages as bonus, as one month's wages would amount to about Rs. 8½ lakhs. The Tribunal observed that if the management were to be asked to pay bonus of more than 2 months' wages, they would have to draw upon the reserves. The management contended that reserves were obviously necessary in any sound concern especially when replacement costs were roughly 4 times the pre-war level and that according to the post-war reconstruction report, which they had drawn up, the mills would require in the way of new replacements, plant and machinery of the value of Rs. 126 lakhs and that, therefore, the reserves were in the interest of workers, shareholders and management. Following the principle of linking bonus with dividend, the Tribunal came to the conclusion that the workers would be entitled to the same amount of bonus which they were

* Award enforced by Order—Ms. No. 2275,-Development, dated 6th June, 1950, of the Development Department, Madras Government.

paid in the previous year. By doubling the share-capital amount, the share-holders' interests had been sufficiently safeguarded and in spite of the fact that profits in 1949 had been less than 50 per cent. of the profits in the previous year, the same dividend of 17½ per cent. was declared. The Tribunal did not see any reason why the workers alone should be denied a fair share in the profits and directed the payment of a bonus of 3 months' wages for the year 1949.

9. *Award of the Industrial Tribunal in the dispute between the employers and employees of thirty-two textile mills in Coimbatore**

The award is an interim one and relates to the right to and quantum of bonus for 1948 claimed by all ranks and sections of labour, skilled, unskilled, clerical and mechanical or physical in the thirty-two mills of Coimbatore District.

The representatives of labour put forward the following points in support of their claim : The demand is for 4 months' wages which are to include dearness allowance ; the claim is for 1948 when on account of de-control the management, despite their professed apprehensions of loss, scored peak profits ; the crude system adumbrated in Shri Venkataramayya's Award of 1947 of linking bonus to dividend, besides being irrational and unacceptable, has been circumvented by the managements ; bonus is either deferred wages or profit-sharing ; labour still gets far below living wages ; and elsewhere, as in Madhurai, Bombay and Ahmedabad, 4 or 4½ months' wages as bonus are being paid. The management in reply stated that they had paid bonus for 1948 linking the same to dividend according to the principles carefully enunciated in Venkataramayya's Award ; that the distribution for 1948 had been already accepted by labour without protest ; and that comprehensive legislation by the Centre on this point may be awaited. The Tribunal observed that the claim for bonus should generally rest on two main factors ; namely, that labour is yet to be paid in this and similar industries a living wage ; and that managements have reaped huge profits by the sweat of labour. "The former indicates the necessity, the latter justifies the demand for bonus." Examining the net profits of the various mills and the dividends and bonus paid both for the years 1947 and 1948, the Tribunal came to the following conclusions :

(a) No principle apparent or otherwise has operated with the managements in deciding rates of dividends or bonus and in any event bonus has seldom except accidentally been the same as dividends.

(b) What is claimed to have been done is that shareholders after being paid out of profits dividends in the shape of shares carried over to 'paid up capital' have also been paid a small rate of dividend on the original paid up capital, while labour has been paid its dividend on the newly capitalised 'paid up shares.' The claim of the mills cannot, therefore, be sustained that bonus to labour has been the same as, or linked to dividends paid to shareholders.

(c) A distinction for which there is no warrant in principle has been often made by the mills between bonus for staff and bonus for workers, to the latter's detriment. This policy of attempting to divide and rule has only enabled the staff to claim now that the distinction should be perpetuated by this Tribunal also.

* Published by Order No. 3600, Development, dated 11th September, 1950, of the Development Department, Madras Government.

(d) A scrutiny of the figures relating to figures of the managing agents' remuneration revealed that the Managing Agents had drawn in 1948 very much more than in 1947, even five or six times as much, the maximum being in the neighbourhood of Rs. 7 lakhs, with never a minimum below Rs. 45 thousands. The mills which paid its Managing Agents nearly Rs. 7 lakhs or about 2½ times over 1947 amounts, paid a dividend of 12 per cent. in 1947, a dividend of 8 per cent. in 1948 and the same bonus of 25 per cent, alike in 1947 and 1948 notwithstanding huge profits turned towards capitalisation, etc. Even a rough calculation showed that while the bonus already distributed in 1948 amounted to Rs. 10 lakhs for about 30,000 workers and Rs. 2.15 lakhs for about 1,000 members of the staff, corresponding total of the 29 Managing Agents' remuneration exceeded Rs. 46 lakhs.

On a consideration of all the various factors—the enormous profits of 1948 earned by all the mills, wholesale capitalisation and the huge dividends paid to shareholders in the shape of bonus shares, vast amounts set apart for reserves, the very substantial remunerations paid to Managing Agents and the bonus of past years—the Tribunal awarded 33⅓ per cent. of the basic earnings of 1948 as bonus to workers, inclusive of the staff.

10. *Award of the Industrial Tribunal in the dispute between the management and employees of Messrs Buckingham and Carnatic Mills Co. Ltd., Madras City**.

Revision of Basic Wage Rates.—The argument before the Tribunal was by consent confined at the hearing to the basic minimum wage for unskilled workers in the B. & C. Mills on the understanding that the subject of differentials for various trades, occupations and categories should be kept open for subsequent determination by negotiation if possible and otherwise if necessary. No grades and scales were, therefore, fixed. After a review of all the materials placed including the nutritional and physiological standards in terms of calorie requirement, and of the fact that in various industries in the Madras City such as leather, engineering and printing a minimum wage of Rs. 26 per month had been adopted and taking into consideration the fact that no grades had been established to justify the departure from the fairly recent finding of the General Textile Award, the Tribunal came to the conclusion that the lowest category of unskilled worker in the B. & C. Mills should get a minimum wage of Rs. 26 per month.

Dearness Allowance.—The Tribunal held that neither the principle of *resjudicata* nor any analogous doctrine prevents the Tribunal from granting dearness allowance at a different rate or even on a different basis from the prevailing one if it is otherwise just and proper. The Tribunal agreed to the principle that the increased cost of living should be fully neutralized but thought it impracticable at present. Bearing in mind the fact that no textile mill in South India was paying dearness allowance at a rate higher than three annas a point, that the neutralization of increased cost of living obtaining in the B. & C. Mills did not compare unfavourably with the

*Published by Order Ms. No. 3789, Development,, dated 22nd September, 1950 of the Development Department, Madras Government.

Bombay Textile percentage and that the total emoluments of the B. & C. worker were relatively speaking by no means small or inadequate, the Tribunal found it unable to recommend an increase in the rate of dearness allowance from 3 to 8 annas a point.

Bonus for the year 1948-49.—The Tribunal recommended that the principle of linking bonus to the dividend declared for ordinary shareholders for the relevant years should in spite of the limitations be normally followed in the B. & C. Mills. The possibility of a departure from the doctrine of linking when circumstances dictated such a course should also be recognised. Taking into consideration the relatively large profits realised in 1948, and the rather liberal additional provision for depreciation based on replacement costs from the profits of 1948, the Tribunal thought that the workers could be reasonably granted over and above the 15 per cent. already sanctioned an additional bonus of 5 per cent. of the basic wage. For the calculation of bonus the dearness allowance was not to be added to the basic wage.

Gratuity.—The Tribunal recommended that a gratuity scheme for clerks who were regular employees should be prepared by the managements. The scheme should contain *inter alia* the following terms :—

(1) On the death of a clerk while in service in the mills—half a month's salary for each year of service subject to a maximum of 15 months' salary to be paid to his heirs, executors or nominees.

(2) On voluntary retirement or resignation of the clerk after 15 years of continuous service in the mills—7½ months' salary.

(3) On termination of service by the mills—(a) after ten years' service but less than 15 years' service—half a month's salary for each year of service; (b) after 15 years of service—7½ months' salary.

Compensation and facilities for employees contracting tuberculosis.—Compensation for tuberculosis was rejected as it was not considered an occupational disease in the textile industry. Though Byssinosis is treated as a compensable occupational disease of the textile industry in various countries and was so mentioned in the Textile Committee Report of the Second Session of the International Labour Organisation, it had not been recognised as a compensable industrial disease by the legislatures in India and so the claim for compensation was rejected.

Reinstatement of Workers.—On this point, the Tribunal observed : "It has not been established that there is any convention universally recognised by highly industrialised countries that Industrial Tribunals and Arbitrators should not direct reinstatement of discharged or dismissed workers except upon proof of victimization or unfair labour practices. Even in the U. S. A. where the employer's 'Right to Hire and Fire' is controlled by the National Labour Relations Act and the Taft-Hartley Act, impartial Arbitrators appointed under the terms of negotiated collective agreements are often entrusted with the widest authority and discretion for determining the propriety and legality of an operative's termination of service. No such generally accepted convention has been proved to have grown in India; on the other hand considerable conflict of opinion exists on the matter. Further if the conventions were adopted in India in its present stage of industrial evolution, large bodies of unorganised industrial

workers would be deprived of the extremely valuable relief of reinstatement which no Civil Court can grant under the present law. The convention cannot in any event be adopted in India as it conflicts with the statutory provisions of the Industrial Disputes Act conferring a comprehensive and unrestricted jurisdiction upon Industrial Tribunals in relation to the relief of reinstatement. The acceptance of the convention would imply a violation of the policy and language of the Indian Act and cannot, therefore, be done."

JUTE

MADRAS STATE

11. *Award of the Industrial Tribunal in the dispute between the managements and employees of the Nellimarla Jute Mills Co., Ltd., Nellimarla, and Chittivalasa Jute Mills Co. Ltd., Chittivalasa.**

Minimum Basic Wage.—The workers' demand was for a basic minimum wage of Re. 1 per day as against Re. 0-8-0 being paid by the companies. It was argued on behalf of the workers, that these two mills were on the same footing as the 89 mills in West Bengal in which Rs. 26 per month was fixed as the basic minimum wage and that the cost of living in the Visakhapatnam district was very high. The Tribunal, "with particular reference to the cost of living in and around the vicinity of the two mills, and as a step forward", fixed the basic minimum wage for the least skilled worker at Re. 0-12-0 per day or Rs. 19-8-0 for a month of 26 working days, with effect from 1st January, 1950.

Dearness Allowance.—The workers demanded an increase in the dearness allowance from Rs. 27-3-0 per month (Rs. 22-12-0 as dearness allowance plus Rs. 4-7-0, money value of food concessions) to Rs. 32-8-0 per month as was awarded in the Bengal jute award. The management contended that the Tribunal had no jurisdiction to go into the question of dearness allowance as it was not referred to in the annexure setting forth the workers' demands. The Tribunal referred to a decision which held that dearness allowance was not 'wage' as per Section 2 (VI) of the Payment of Wages Act and concluded: "apart from the question of jurisdiction, I have no material before me to hold that the dearness allowance in vogue in the mills is in any manner low. I therefore, do not propose to alter it." The Tribunal also rejected the workers' demand for the substitution of the food concession by a cash allowance.

Bonus.—The workers demanded 3 months' wages as bonus for the year 1947, but the managements argued that no such bonus can be paid as the trade conditions in 1948 and 1949 were difficult and as there were closures and strikes in the mills during these years. The Tribunal, after an examination of the balance sheets of the companies, held that the general financial position, the profits made during the years 1947-49, and the prospects of the industry did not warrant the plea of inability to pay, advanced by the managements and awarded that the workers of both the mills should be paid bonus for the year 1947 at the rate of 1½ months' basic wages.

Leave.—The Tribunal recommended that workers should be given sick leave on half pay for a period not exceeding ten days in a year and left the question of casual leave to the discretion of the managements.

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*Award enforced under Madras Government Order No. 1325, Development, dated 31st March, 1950

Provident Fund and Gratuity.—The workers demanded that the existing pension scheme should be replaced by a Compulsory Scheme of Provident Fund on a contributory basis. The Tribunal after weighing the respective merits of a pension scheme and a provident fund scheme ordered the introduction of a scheme of provident fund to which every permanent worker who has rendered 12 months' continuous service shall subscribe. The rate of contribution, both of the worker and the employer, was fixed at 1 anna in the rupee of the minimum wages the worker receives.

The Tribunal also recommended the institution of a system of gratuity according to which a worker retiring after 15 years' continuous service would get a gratuity at the rate of half month's wages for each completed year of service subject to a maximum of 15 months' basic wages.

SILK

Bombay State

12. *Award of the Wage Board in the dispute between the management and employees of the silk textile industry in the State of Bombay.**

The Wage Board for the Silk Textile Industry in the State of Bombay has recently given its decision on the question of dearness allowance to be paid to employees in this industry. In an earlier reference (No. 3 of 1948), the Board had fixed the quantum of dearness allowance at 67.5 per cent. of the increased cost of living above the August, 1939 cost of living index number of 105. On an appeal from the employees the Industrial Court raised this quantum to 75 per cent. The representatives of the Silk and Art Silk Mills' Association informed the Board that after the issue of the Board's order in respect of dearness allowance, the Association recommended to its member mills not covered by that reference, to pay their employees the same quantum of dearness allowance as was ordered by the Board, *viz.*, 67.5 per cent., that a fair number of such mills had accepted the recommendation and that having regard to the financial position of the mills under this reference, the Association pleaded its inability to recommend to the mills concerned that they should increase the quantum to 75 per cent.

As 'the capacity of the industry to pay' had been held to be the major consideration in fixing the quantum of dearness allowance, the Board examined the financial position of 29 silk mills, for which the required information was available.

The decision of the Board was as follows :—

"(a) The rise in the cost of living over the August, 1939 level of 105 in the case of an employee in the 39 silk and art silk mills under this reference, earning Rs. 30 for a calendar month of 26 working days, shall be neutralised to the extent of 67.5 per cent. and all the employees shall be paid at that flat rate as dearness allowance;

(b) the dearness allowance as fixed in (a) above shall be paid retrospectively from March 1, 1950;

(c) the employers shall make fresh calculations on the new basis of the dearness allowance prescribed in (a) above

* Published in the *Bombay Government Gazette*, 12th October, 1950, Part I-L, pp. 5035-49.

for the months beginning with March, 1950, and, after deducting the actual amount of dearness allowance already paid to the employees, shall make payment of the arrears, if any, of the dearness allowance thus due within three months from the date of the issue of the Order;

(d) the payment of dearness allowance, due to be paid in October, 1950, for the month of September, 1950, shall be made in accordance with this Order; and

(e) the calculations shall be made to the nearest anna, pies six and more to be reckoned as one anna and pies less than six to be omitted."

II. Engineering

DOCKYARDS

BOMBAY STATE

13. *Award of the Industrial Tribunal in the dispute between the management and employees of the Alcock, Ashdown and Company Ltd., Bombay City.**

Bonus.—The Company paid bonus equivalent to two months' basic wages out of its profits for the year ending 31st December, 1948. The Engineering Mazdoor Sabha, on behalf of the Company's workers, however, demanded a bonus equal to four months' basic wages plus dearness allowance. Under orders of the Industrial Tribunal, the company had paid two months' basic wages as bonus in 1946 and 2½ months' basic wages as bonus for the year 1947. The Company in opposing the demand relating to the bonus for the year 1948 argued that while in 1947 it paid by way of dividends to its shareholders Rs. 5,84,885 out of its net profits of Rs. 9,26,203-8-0, in 1948 the net profits amounted to Rs. 2,40,502-13-6 and the Company had paid only Rs. 2,29,776-4-0 as dividends to its shareholders and Rs. 2,55,867-10-0 by way of bonus to its workmen and the staff. Its contention was that the quantum of bonus to be paid for any particular year should have a relationship to the profits available for distribution for that year. The Tribunal, however, observed that if to the figure of net profit of Rs. 2,40,502-13-6 for the year 1948, the figure of Rs. 3,55,108-12-0, transferred to the equalisation of dividend fund were added, the total net profit would come to Rs. 5,95,611-9-6. This profit figure, the Tribunal observed, justified the payment of the same bonus as was paid for the year 1947.

Looking to the general soundness of the finances of the Company during the year 1948 and taking into account the fact that the amount of the dividends paid and the amount carried forward to the equalisation of dividend fund gave almost the same figure which enabled the Company in the previous year to give its shareholders the dividend of 17½ per cent. free of income-tax, the Tribunal considered it fair that the Company should grant the same bonus which it granted for 1947, *i.e.*, bonus equivalent to 2½ months' basic wages to its workmen.

* Award enforced under Bombay Government Order No. 77/48, dated 2nd June, 1950.

ELECTRICAL ENGINEERING

BOMBAY STATE

14. *Award of the Industrial Tribunal in the dispute between the management and employees of the Ahmednagar Electric Supply Co. Ltd., Ahmednagar.*

Basic Pay.—The Power House Kamgar Union, Ahmednagar demanded that basic pay should be fixed for the various categories of workmen on the same basis as wages paid to the employees of the Government Power House at Ahmednagar who are paid on the scale fixed for Government employees which is Rs. 30—$\frac{1}{2}$—35. The Company argued that it had not the resources of a department of Government and it, therefore, opposed the demand of the union. The Tribunal thought that the proper minimum basic wage to be fixed for an unskilled employee of the Company should be Rs. 26 per month and, therefore, awarded for an unskilled workman the wage scale of Rs. 26—2—36 as against Rs. 20—2—36 being paid by the Company. After a careful enquiry, the Tribunal awarded the following wage scales to the categories of employees mentioned below :—

Designation 1	Wage scale demanded by the Union 2	Wage scale at present in force in the Company 3	Wage scale prescribed 4
	Rs.	Rs.	Rs.
1. Supervisor or Head Mechanic ..	90—5—120—7/2—140	70—4—115	80—5—100—7½—130
2. Assistant Mechanic ..	Do.	60—3—75	70—5—100
3. Head Wireman ..	60—5—90—2—120	30—3—51	60—5—100
4. Head Lineman ..	90—5—120—7/2—140	51—3—71	70—5—125
5. Lineman ..	40—2—60—3—75	25—2—40	35—3—50—5—70
6. Wireman ..	40—2—60—3—75	25—3—40	35—3—50—5—70
7. Oilman ..	35—1—50	20—2—35	26—2—40
8. Meter Reader ..	40—2—60—3—75	30—3—51	35—3—50—5—70
9. Turner ..	90—5—120—5—140	51—4—75	60—5—75
10. Fitter ..	60—5—90—3—120	25—3—51	40—3—65—5—75
11. Blacksmith .	60—3—90—5—120	25—3—40	35—3—50—5—70
12. Carpenter ..	Do.	25—3—51	35—3—50—5—70
13. Clerks ..	55—1—65	30—3—51	55—1—65

The date from which these wage scales were to take effect was recommended to be 1st January, 1950.

Dearness Allowance.—The union demanded that dearness allowance should be paid at the rate recommended by the Central Pay Commission with retrospective effect from 1st January, 1949. The Tribunal observed that the Company's minimum rate of dearness allowance, *viz.*, Rs. 20 per month, was inadequate even for a place like Ahmednagar, and it awarded the following rate for the purpose of dearness allowance :—

For basic wages up to Rs. 50 ... ... Rs. 30 p.m.
For basic wages from Rs. 51 to Rs. 100 ... Rs. 35 p.m.
For basic wages from Rs. 101 and over .. Rs. 40 p.m.

These revised rates were to take effect from 1st January, 1950.

*Published in the Bombay Government Gazette. Part I-L. dated 20th July, 1950, pp. 2954-71.

Bonus.—The union demanded that the Company should be made to pay 2 months' basic wages as bonus for the year 1947-48, i.e., for the Company's financial year ending 31st March, 1948. The Company opposed this demand and pointed out in its written statement that it had declared the bonus at the following rates for each of the years from 1943-44 to 1947-48 :

Year	Net profit	Dividend paid	Amount of bonus paid
	Rs.		
1943-44	65,000	5 per cent.	1 month's basic salary.
1944-45	63,000	5½ per cent.	1 month's basic salary.
1945-46	36,800	5 per cent.	1½ months' basic salary.
1946-47	68,000	5½ per cent.	2 months' basic salary.
1947-48	39,385	5 per cent.	1 month's basic salary.

The Tribunal, however, examined the remunerations paid to the Managing Agents and found out that the Company paid to its managing agents in the year 1947-48 by way of their remuneration, commission, car allowance and agents' fees, Rs. 24,943-10-9 as against the total figure of net profit of Rs. 39,385. It observed that one month's basic wages as bonus paid to its employees during 1947-48 amounted only to Rs. 2,305 and remarked : "If a Company can be so generous in its payment to its managing agents, it can certainly be asked to pay a little more by way of bonus to its workmen". It also mentioned that when the net profit of the Company for the year 1946-47 was Rs. 36,844 and a dividend of 5 per cent. was declared, the Company paid bonus at the rate of 1½ months' basic wages. During the year 1947-48, while the net profit had amounted to Rs. 39,385 and a dividend of 5 per cent. had been declared, the Company had paid only one month's basic wages as bonus to its employees. In view of these facts the Tribunal awarded bonus of 1½ months' basic wages for the year 1947-48.

Provident Fund and Gratuity.—The employees also demanded that a provident fund scheme should be introduced and for workmen who had put in considerable service a scheme of gratuity should be formulated. No scheme of gratuity was recommended by the Tribunal, who said that this demand might be considered later after the financial position of the Company had improved. The Tribunal, however, directed that the Company should form a provident fund scheme on the lines of the Model Provident Fund Rules for industrial employees framed by the Government of India, except that the rate of contribution by the employees should be at 16 pies in the rupee or 8⅓ per cent. of their wages and the Company should contribute an equal amount.

GENERAL ENGINEERING

DELHI STATE

16. *Award of the Industrial Tribunal in the dispute between the Indian Hume Pipe Co. Ltd., Delhi and its employees.**

The Company is engaged in the manufacture of reinforced concrete pipes and it has over 40 factories all over the country and a capital of about Rs. 80 lakhs. In view of this fact the Industrial

* Award enforced under Order No. F.9(92)/49(ii)-Dev., dated 5th July, 1950 of the Chief Commissioner, Delhi.

Tribunal thought it unfortunate that the case of the Delhi factory had to be considered in isolation because although the financial position of the Company appeared to be perfectly sound, there was not sufficient information available to indicate what the contribution of the Delhi factory had been to the prosperity of the Company.

In February, 1949, there was an award by the Industrial Tribunal in Bombay concerning a dispute between the Company and their clerical employees in the Bombay head office, and many of the demands of the workers in this case were based on the Bombay award. The Tribunal, however, observed that speaking generally, the considerations which validly applied to the case of the clerical staff, employed on a more or less permanent basis in the head office could not apply to the employees in the Delhi factory, who were mostly manual workers employed on daily wages, and felt that in the circumstances it was not possible to act on the basis of the Bombay award. The dispute concerning the Delhi factory arose in September, 1948, when the workers put forward a number of demands.

Basic wages and dearness allowance.—On the intervention of the Conciliation Officer, however, a settlement regarding basic wages and bonus was made in December, 1948. According to this agreement, the basic minimum wage was to be Re. 1 per day. The Company was also paying dearness allowance at the rate of Rs. 1-4-0 per day. The representatives of workers argued that according to the prices prevailing before 1939, the minimum expenses of an average family would work out at a little over Rs. 45 per month, and the demand for a minimum basic wage of Rs. 40 per month was reasonable. The Tribunal, however, thought that since the basic wage has been doubled over the 1939 wage as recently as December, 1948 and the workers had accepted the basis of one rupee per day as satisfactory, there was no justification for raising the minimum basic wage. Regarding dearness allowance, however, it felt that the workers were entitled to some increase because of the rise of the price index from 100 in 1939 to 359 in October, 1949. It accordingly directed that the workers in the Delhi factory should be paid dearness allowance at the rate of Rs. 1-6-0 per day.

The Company allows an increment of Rs. 5 every other year, apart from special increment in special cases, to its monthly rated staff. The Tribunal found this rate of increment as sufficient and rejected the demand of the workers for a higher rate of increment.

Bonus.—For the year 1947-48, the Company paid two months' basic wages as bonus. It was contended on its behalf that the profits for the year 1948-49 had been considerably less and it was, therefore, proposed not to pay any dividend to the shareholders and any bonus to the workers. The balance sheets, however, showed that there was a profit of Rs. 2,83,463, during the year ending 30th June, 1947, while for the year ending 30th June, 1948, the profit was Rs. 96,139 plus a little over Rs. 12,000 brought forward from the last year's account, *i.e.*, a total of Rs. 1,08,165. In view of this, the Tribunal awarded a bonus of two months' basic wages to the workers for the year 1948-49.

Provident Fund.—As regards the workers' demand for a provident fund, the Tribunal thought that the scheme was not practicable for the time being as it had serious financial implications and that there had been no clear evidence that the Company would be in a position to finance such a scheme. It, therefore, rejected the demand for the provident fund scheme, but suggested that a gratuity

scheme on the basis of one month's pay for every year of approved service might be introduced.

Two other suggestions made by the Tribunal were (i) Every worker who had put in 6 months' continuous service and was in employment should be considered to be a permanent employee; and (ii) Apart from the leave permissible under the Factories Act, a worker should be entitled to 5 days' sick leave during the year, provided he was actually ill; during this period he should receive one-half of his ordinary wages. This provision is to remain in force till such time as the Employees' State Insurance Act, 1948 comes into force in Delhi.

MADRAS STATE

16. *Award of the Industrial Tribunal in the dispute between the employers and employees of five Engineering firms in Madhurai City.**

The Madura Engineering Workers' Union, Madhurai, made direct reference to the Tribunal by its communication, dated 8th December, 1949, making a number of demands against five engineering firms in Madhurai City. Notices were in the usual course issued to the employer firms and they filed their statement in writing. Their main contention was that the reference was incompetent under section 3 of the Madras Act XII of 1949 amending the Industrial Disputes Act of 1947. Regarding the objection of the employers, the Tribunal observed that the provision for direct reference by a majority of the workmen concerned was made under the State's amending Act and did not form part of the original Industrial Disputes Act passed by the Central Legislature. This amendment came into force on 10th June, 1949. Before that date, however, the Madras Government had framed rules in exercise of the powers conferred by section 38 of the Industrial Disputes Act. Rule 16 of the Madras Rules specified the contents of an application for reference of a dispute to a Tribunal and the form that should be adopted. The Tribunal observed that Rule 16 could possibly have no application to a direct reference made to a Tribunal under the Amending Act that came into force long after the Madras Rules had been framed. Under the Amending Act, however, a majority of the workers or employers can refer a dispute to a Tribunal directly and, therefore, there would obviously be no need or purpose served by conforming to the provisions contained in rule 16 of the Madras Rules. The Tribunal, therefore, came to the conclusion that the management could not attack the validity of the reference merely on the ground that it did not conform to rule 16 of the Madras Rules.

Another contention of the management was that the Tribunal had no jurisdiction since there was no proof that a majority of the workers concerned made the reference. On examination of the facts, the Tribunal found that the union had not satisfied it that a majority of the workers in each of the firms referred the disputes to the Tribunal. In view of this fact, the Tribunal could not entertain the reference and remarked that it had no jurisdiction to go into the question raised. The reference was, therefore, rejected as incompetent.

* Published in the *Fort St. George Gazette*, dated 11th July, 1950, pp. 2380-81.

MOTOR REPAIRING

BOMBAY STATE

17. *Award of the Industrial Tribunal in the dispute between the management and employees of the General Motors India Ltd., Bombay City.**

Bonus.—The demand of the staff employees was that they should be paid four months' basic wages plus dearness allowance as bonus for the year 1948 and that no condition should be attached to its payment. In support of their demand the employees contended that the Company had earned huge profits during the war and was still earning considerable profits but its employees had hardly gained anything in proposition. Their wages had not increased commensurately with the prosperity of the Company. The dearness allowance paid to them was inadequate to meet the rise in the cost of living. They urged that the real value of the wages they were receiving was much below even the living wage standard based on prices prevailing in 1938. They, therefore, claimed that they had a right to claim bonus equal to 4½ months' basic wages and dearness allowance in partial satisfaction of the deficit.

The Company denied that it had made enormous profits during the war years or that it had maintained that level of profit during the years subsequent to the war. It contended that its average profit during the years 1940 to 1945 was substantially less than the profits earned in 1939. It pointed out that the salaries and wages paid by it were the highest in the automobile industry and that with the increase in its business it had increased the total emoluments of its employees, including the value of the benefits available under its scheme, to 250 per cent. of what they used to be in 1938. The Company denied that its employees had materially contributed to the earnings of its profits and, therefore, repudiated the claim that the remuneration payable to the employees should be in proportion to the profits earned. It maintained that the volume of its business and the profits earned were due to excellent quality of its products which in turn were largely due to the scientific research and engineering developments at its factories in the U.S.A. and Great Britain. It contended that the only gain which the employees were entitled to expect commensurate with the increase in the volume of the Company's business was increased employment and a reasonable increase in their emoluments. This gain, the Company argued, the employees had already obtained. The Company also denied that the employees had any right to demand bonus. It was argued on behalf of the Company that in the past it paid bonus as an *ex-gratia* payment and never as a term of employment and as such demand for bonus could not amount to an industrial dispute as defined in the Industrial Disputes Act and the Tribunal could not have any jurisdiction to adjudicate on it.

The Tribunal did not agree with the Company and remarked: "It is enough to give jurisdiction to the Tribunal that the employees assert a right to such additional payment as either remuneration or reward for work already done under the contract of employment, and on the refusal of the employer to concede such a right a dispute arises connected with a term of employment." The Tribunal pointed

* Award enforced under Bombay Government Order No. 2279/46-III, dated 3rd January, 1950.

out that there was no evidence to show that in the past bonus was paid *ex-gratia* by the Company. It also referred to the declaration of the Company regarding bonus for the year 1948 and said that there was no mention in it that bonus declared by the Company was *ex-gratia* payment. After studying the terms of the declaration and the letter sent by the Staff Union to the Company requesting it to grant bonus for 1948, the Tribunal came to the conclusion that bonus was claimed and was to be granted not as something *ex-gratia* but as additional remuneration for work done during the course of the year. The Tribunal quoted judgments of various Indian and British Courts and held that it was within its competence to make an award as to bonus of the nature demanded in the dispute before it.

It was contended by the employees that in the case of the clerical staff there was an average monthly deficit of Rs. 89 in the living wage during the year 1948. The living wage of the clerical staff for purposes of this calculation was taken to be the living wage of the middle class which was 80 per cent. higher than that recommended by Justice Rajadhyaksha for the working class in his award in the dispute relating to postal employees. On behalf of the Company, however, it was argued that since the living wage standard was nowhere defined or authoritatively settled in precise terms, the most appropriate method of settling the dispute was to take into account only a fair wage and see whether what the Company had been paying as salary or wages to its employees fell short of that fair wage or not. In this connection the Tribunal remarked : "It is true that according to the statement prepared by Mr. Seervai (Company's representative) the Company has been paying to its staff employees salaries or wages somewhat higher than what the Central Pay Commission had adopted as 'reasonable living wage' or 'fair minimum wage.' But as that wage represents what is just necessary for the bare sustenance of a family of three units and affords no scope for the additional elements of even the minimum wage as conceived by the Fair Wages Committee, it is evident that Mr. Seervai's contention that the quantum of bonus should be determined by reference to the deficit between the fair wage and the actual wage paid by the Company cannot be accepted."

Since the Company had made during the year 1948, 150 per cent. more profit than in 1947, the Tribunal held that it was fair that employees should be paid bonus equal to ¼th of their basic earnings during the year 1948. It rejected the demand of the employees that payment should be unconditional but modified the conditions prescribed by the Company. As the Company had already paid two months' basic earnings as bonus, the Tribunal directed that the Company should pay to the employees the difference between the amount awarded and the amount already paid.

III. Other Factory Industries

CEMENT

BIHAR

18. *Award of the Industrial Tribunal in the dispute between the management and the employees of the Rohtas Industries Ltd., Dalmianagar.**

Wages.—On behalf of the clerical staff and staff employed in the school and hospital it was demanded that the existing pay scales

* Award enforced under Bihar Government Order No. D.1005-L359, dated 16th January, 1950.

should be revised. The Tribunal did not deem it proper to make any substantial change in the pay scales of the staff in view of the bad financial condition of the Company. It, however, recommended that the minimum of grades I and II should be raised by Rs. 12, of grade III by Rs. 10, of grade IV by Rs. 14, of grade V by Rs. 20 and of grade VI by Rs. 30.

The Tribunal also fixed the grades of persons employed in hospital. In the case of the school staff, the Tribunal directed that they should get the same scale of pay as were prescribed by the Bihar Government for similar educational institutions.

Leave.—At the time of the dispute the employees were allowed casual leave only after the completion of one year's service. The employees demanded that they should be allowed casual leave at any time after the appointment. In the course of the proceedings the management agreed to calculate casual leave from the date of permanent appointment of an employee. Under the rules of the undertaking employees were made permanent after 3 months' service. The Tribunal accepted the suggestion of the management. It held that it was not fair to extend the benefit of causal leave to persons employed casually or for less than three months.

Maternity Benefits.—It was demanded by the Staff Union that the benefit of the Maternity Benefit Act should be extended to those women employees also who were at present not covered by it. This demand was accepted by the Tribunal and it gave its award accordingly.

Provident Fund.—The employees demanded that the Company's annual contribution to the Provident Fund should be raised from 1/16th of the employees' basic salary to one month's basic salary per year. This demand was accepted by the Tribunal. It directed the Company to increase its rate of contribution from 1/16th to 1/12th.

Under the Provident Fund Rules of the Company, as they existed at the time of the dispute, an employee who retired from service before completing 10 years of service was not entitled to get the full benefit of the Company's contribution to the Provident Fund. The rules provided for the payment of Company's contribution to the Provident Fund at a graduated scale to those employees who retired after 3 years' service and before 12 years' service. The employees were not satisfied with these rules and demanded that they should be paid Company's contribution in full from the very start. The Tribunal did not agree with the employees and held that one of the objects of introducing a Provident Fund Scheme is to offer an inducement to the employees to remain permanently in the service of the employer and that existing laws were in accordance with the general practice in industries in Bihar and as such they needed no change. It, however, directed that the Company's contribution should be paid in full from the very start if it was shown that the employee was compelled to leave the service of his employer as a result of ill-treatment or persecution.

19. *Agreement between the Khelari Cement Works, Limited, Khelari and the workers employed by them.**

In the course of the conciliation proceedings, an agreement was reached between the management and workers of the Khelari Cement

* Agreement published in the *Bihar Gazette Extraordinary*, dated September 5, 1950.

Works (Associated Cement Co., Ltd.), Khelari on various issues under dispute. A brief summary of the agreement reached between the parties to the dispute on some of the important points is given below :—

Wages.—The parties to the dispute agreed that workers employed on the work of breaking lime stone or rejected stone will be paid at the rate of Re. 0-3-3 per ton. It was further agreed that piece-rates of other workers will be so fixed that they will get a minimum basic wage of Re. 1 per day for a full day's work of 8 working hours.

The agreement provided that a tripartite committee will investigate and determine the amount of work which adult piece-rated workers in different categories can normally do in a working day and that on the basis of the recommendations of the committee piece rates of workers will be further revised, if found necessary.

Dearness Allowance.—It was agreed that quarry workers will be paid dearness allowance at the rate of Re. 0-12-0 per day of 8 working hours irrespective of what they earned as basic wages on the piece-rate basis. It was also agreed that they will be paid full allowance on those days on which they present themselves for work but on which they are unable to work full time due to causes beyond their control.

In order to safeguard against laziness which may result from a guaranteed sum of dearness allowance and in order to provide sufficient incentive for work, the agreement provided that the management will be free to discharge a worker, if his average daily gross earnings in two consecutive months fall below Rs. 1-12-0. It was, however, agreed that no action will be taken in this matter till the recommendations of the tripartite committee were available.

Work on Festival Holidays.—The parties agreed that whenever workers are called for work on any festival holiday (*i.e.*, festival holiday approved by the Company) they will be paid one day's extra wages for that day's work. It was further agreed that those workers who decide to avail of the holiday on some other day will have the choice to do so, but they will not be given extra wages for work done on the festival holiday.

CHEMICALS

Bombay State

20. *Award of the Industrial Tribunal in the dispute between the management and employees of the Imperial Chemical Industries (India) Ltd., Bombay City.**

Night Shift Allowance.—Some of the Departments of the factory were working night shifts and it was urged on behalf of the workers that night shift work was, by its very nature, unnatural, and injurious to the nervous system and health of the workmen, and that in this particular case it was much more so having regard to the obnoxious nature of the work. It was contended that attending to work at odd hours of the night was very inconvenient and expensive and that having regard to the strain and expense to which the workmen had to submit themselves, they should be granted a night shift allowance at the rate of 50 per cent. of the basic wages or salary for 15 days' night shift work in a month. The Tribunal agreed that

*Published in the *Bombay Government Gazette*, Part I-L, dated 20th July, 1950, pp. 2972-85.

continuous night shift work would have an injurious effect on the workers' health but at the same time it pointed out that the workmen in this particular factory were not continuous night shift workers, inasmuch as they change over every fortnight and receive the benefit of day shift working. The Tribunal, therefore, rejected the demand for night shift allowance.

Factory Allowance.—The demand was that the clerical and the technical workers as also the supervisory and all the trade and transport staff should be paid a factory allowance at the rate of 30 per cent. of their total emoluments. This allowance was claimed mainly on the ground that the employees were putting in hours of work according to the Factories Act, like the factory workers; these hours were longer than those put in by the clerical staff at the head office. An earlier award given by Shri Harsidhbhai Divatia had duly taken into account these circumstances of longer working hours for factory clerks as also the fact that the factory staff were getting less holidays than the head office staff and had come to the conclusion that unless a change in circumstances was proved ordinarily there should not be an alteration in the remuneration previously awarded. The present Tribunal, however, noted another important factor in this case, namely, the conditions including the atmosphere and the surroundings in which the factory staff was required to work. It was observed that in some of the departments the workers were exposed to the danger of working under unhealthy conditions of work and the Tribunal awarded to such factory staff a factory allowance equivalent to 10 per cent. of their basic salary.

Bonus.—The workers demanded bonus equivalent to 4 months' wages plus dearness allowance for each of the years 1947-48 and 1948-49. The Company had already paid bonus equivalent to 10 per cent. of the full year's basic salary of the employees for each of these two years. The Dyes Department of the Imperial Chemical Industries (India) Ltd., was acting as consignment agents for sale on behalf of its principals, *i.e.*, the parent company, namely, Imperial Chemical Industries, Limited, London. On the turnover of such sales, it received a commission which was at the rate of 11 per cent. when the reference was made. The rates of commission which the Company had been receiving on the sales varied from year to year. The Company had been paying hitherto a bonus on a method of its own and this payment did not depend on the profits made by the Company in India. The quantum of bonus to be paid by the subsidiary companies to their respective employees was fixed by the parent company at a percentage which was sanctioned by the Board of Directors and it was generally at the same rate as the dividend declared by the Imperial Chemical Industries, Limited, London, on the ordinary stock. This bonus was paid irrespective of whether the Company had made profits or losses in India in a particular year. Whereas formerly bonus was paid at the rate of 8 per cent. of the total salary earned during the year previous to the payment of bonus, for the years 1947-48 and 1948-49, it had been paid at the rate of 10 per cent., which was the rate at which the dividend was paid to the shareholders. The Tribunal observed that uniformity of payment could be secured by paying bonus on the basis of the profits made by the Company in India. Judging from the net profit made by the Company in the year 1947-48, the Tribunal remarked that the bonus at the rate of 10 per cent. which was equivalent to basic earnings for 1-1/5 months, already paid to the employees by the Company was inadequate and that the profits justified the payment of bonus equivalent to 2 months' (equivalent to 16-2/3 per cent. of the salary

for the year) basic wages to the employees. Accordingly, it awarded bonus equivalent to 16-2/3 per cent. of their basic wages in the year 1947-48, the same being inclusive of the bonus already paid to them.

The Company in 1948-49 had incurred considerable loss and no dividend had been paid to the share-holders : even then the Company had paid bonus equivalent to 10 per cent. of the basic wages of the employees for that year. The Tribunal, therefore, could not entertain the employees' claim for additional bonus for the year 1948-49, in which the Company had sustained a loss.

GLASS

BOMBAY STATE

21. *Award of the Industrial Tribunal in the dispute between the management and employees of the Ogale Glass Works, Ltd., Ogalewadi.**

Minimum Basic Wage.—The workers' representatives demanded a basic minimum wage of Rs. 30 per month (later scaled down to Rs. 26 per month) for unskilled workers and Rs. 35 per month for semi-skilled workers. They based their demand on the fact that concerns situated nearby (such as the Kirloskar Bros. Ltd., Cooper Engineering Works, Satara Road, Cotton Mills at Sholapur, etc.) were paying a minimum wage of Rs. 26, as against Rs. 20 per month paid in the Ogale Glass Works. The employers objected to any increase in minimum wages mainly on the ground that the concern would not be able to bear the financial burden involved. The Tribunal after taking into consideration the relevant facts, namely, the financial conditions of the concern and its prospects the wage rates prevailing in similar concerns in the neighbourhood etc., fixed the basic minimum wage of unskilled workers at Rs. 26 per month and of the semi-skilled workers at Rs. 28 per month.

Dearness Allowance.—The workers' demand was for a dearness allowance on a scale linked with the Sholapur cost of living index number and neutralisation of rice in the index to the extent of 90 per cent. The rate of dearness allowance paid by the company was (a) Rs. 20 per month for employees drawing a basic wage up to Rs. 40 per month and (b) Rs. 25 per month for employees drawing a basic wage of between Rs. 45 and Rs. 80 per month. The Tribunal awarded an increase of Rs. 2 per month for those getting a basic wage up to Rs. 40 per month, while no increase was granted to the others. In this connection the Tribunal observed : "I am quite aware that even Rs. 48 per month does not approximate to anywhere near a fair wage at Ogalewadi, but I have taken the present depressed position of the company into account in fixing this low figure."

As regards the contention of the employers that they have provided a number of welfare amenities which should be taken into consideration while fixing the wage rates, the Tribunal observed : " ..... but such activities are provided only to a small section of the employees and not to the generality of them. It is, therefore, difficult if not impossible, to work out what is the benefit in terms of money derived by the average workman in the company."

Bonus.—The workers' union demanded that bonus equivalent to 3 months' wages should be paid for the year 1948, as against the bonus

*Enforced under Bombay Government Order No. 803/48 dated 18th May, 1950.

of 1½ months' basic wages declared by the company. The company contended that the profits for the year amounted to only Rs. 1,64,000 and hence it would not be able to pay 3 months' wages as bonus as this would take away Rs. 1,55,000 out of the profits. The Tribunal observed "taking into account the quantum of profits made by this company in 1948, I am not satisfied that there is any justification in increasing the bonus from 1½ months' wages as bonus which has already been paid."

The Tribunal directed that the minimum wages and dearness allowance fixed by it should come into operation from 1st January, 1950.

MATCH

BOMBAY STATE

22. *Award of the Industrial Tribunal in the dispute between the management and employees of the Thana Match Works, Thana.**

Wages.—The Workers' Union demanded that the time and piece rates of wages be so fixed that every worker gets a minimum of Rs. 2 per day as against the existing average wage (inclusive of dearness allowance) of Re. 0-13-0 per day for women and Rs. 1-4-0 per day for men. The Tribunal considered the wage rates and allowances paid to unskilled workers in the same and similar centres and concluded that "the present wage of Re. 0-13-0 per day for female workers and Rs. 1-4-0 per day for male workers.....is inadequate and needs to be raised." It awarded that the time rates and piece rates of wages shall be so fixed that every female worker shall get a minimum wage of Rs. 1-6-0 per day and the male worker Rs. 1-8-0 per day. The Tribunal also directed that any workmen who would get an increase of less than four annas under the wages thus fixed, "should get such increment as would result in his getting a total increase of four annas in his present wages." These new wage rates were given retrospective effect from 1st August, 1949.

Leave and Holidays.—The Tribunal awarded that the company should grant casual leave for seven days in the year, as also 7 holidays with pay.

Compensation for Involuntary Unemployment.—The workers' claim for the payment of compensation for involuntary unemployment was rejected by the Tribunal as, in its opinion, "the company closed down its factory mainly because it had no materials and because its financial position was dissatisfactory."

OIL MILLS

BOMBAY STATE

23. *Award of the Industrial Tribunal in the dispute between the management and employees of the Tata Oil Mills, Ltd., Bombay City.*†

The dispute related to a demand for bonus for the year 1948-49. The demand was as follows :—

"Bonus for the year 1948-49 should be paid on the following basis :—

First Rs. 50 of the basic salary at 6 times that portion of the salary.

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* Award enforced under Bombay Government Order No. 182/48, dated 11th May, 1950.

† Published in the *Bombay Government Gazette* Part I-L, dated 25th May, 1950, pp. 2187-94.

Next Rs. 50 of the basic salary at 5 times that portion of the salary.

Next Rs. 50 of the basic salary at 4 times that portion of the salary.

Next Rs. 50 of the basic salary at 3 times that portion of the salary.

Next Rs. 50 of the basic salary at 1½ times that portion of the salary.

Balance of the basic salary at ½ time that portion of the salary.

Subject to an overall maximum of Rs. 1,000.

Bonus for the year 1948-49 should be paid on *pro-rata* basis to all employees who were on the Roll during the year for which demand is made.

The rate of salary for the purposes of calculation of Bonus will be salary as on 31st March, 1949 or in case where an employee has left service prior to 31st March, 1949, the last salary drawn."

It was stated by the workers' union that although the net profits of the concerns available for appropriation had risen to Rs. 7.68 lakhs in 1948-49 from 6.75 lakhs of the previous year 1947-48 and 6.12 lakhs of 1946-47, the Company had not made any increase in the bonus for the year. The company had paid bonus equal to basic wages for 2½ months only as in the previous two years. It was urged that a living wage should be the first charge upon the profits of the Company. The union alleged that there had been a deficit in the living wage of the manual worker in the employ of this Company to the extent of Rs. 1,106-2-0 per year, and of the clerical staff to the extent of Rs. 2,039-1-0 per year. Reliance was placed in this behalf on the living wage fixed for the manual workers by the Bombay Textile Labour Inquiry Committee and for the middle class by Justice Shri Rajadhyaksha in his report in the dispute between the Central Government and the Postal employees.

The Company opposed the demands both in respect of the slab system and the quantum of bonus. It opposed the slab system, on the principle that there could be no reason why a person who had put in his personal or technical skill or did a job which was continuous or intensive and was paid on that account a higher basic wage should not get a proportionate compensation in the form of bonus with an unskilled employee or an employee doing more manual work; and if bonus was to partake of the character of profit-sharing, there could be no justification for denying to the higher paid employee, such as the supervisory or the technically skilled staff, a proportionately larger share in the profits of the Company. As to the quantum of bonus, the Company pointed out that although it appeared superficially that it did not grant an increase in bonus corresponding to the increase in profits over the preceding two years, it had actually to pay Rs. 61,000 more by way of bonus in the year 1948-49 owing to the increase in basic wages and salaries under the revised scale, from 1st October, 1946. The Tribunal did not approve the demand of bonus on the sliding scale or the slab system and observed: "If bonus is considered as in partial satisfaction of the deficiency in the living wage, the deficiency in the case of the higher paid employee belonging to the middle class is proportionately larger, and there should be no reason why the deficiency should not be compensated for in an even proportion." For this reason the Tribunal did not think the slab system to be more equitable in its operation than the system adopted by the Company.

As regards the quantum of bonus, the Tribunal first examined the following figures given by the Company :

	1946-47	1947-48	1948-49
	Rs.	Rs.	Rs.
Net profits	10·60 lacs	12·33 lacs	14·18 lacs
Provision for depreciation	4·50 ,,	5·25 ,,	6·50 ,,
Managing Agents' commission	1·54 ,,	1·53 ,,	1·83 ,,
Provision for taxation	7·04 ,,	4·30 ,,	6·60 ,,
Dividends paid out	6·11 ,,	6·53 ,,	6·53 ,,
Bonus paid out	5·12 ,,	5·08 ,,	5·70 ,,

This table showed that although there had been an increase in the net profits in 1948-49 by Rs. 3.58 lacs over the profits of the year 1946-47, the Company had to provide Rs. 2 lacs more for depreciation and Rs. 0.29 lacs more for Managing Agents' commission. Owing to a chain of losses in nine successive years and to meagre profits in ten further years, the Company could not make any provision for depreciation reserves ; and in latter years it could build up a reserve of just Rs. 47½ lacs as against Rs. 1.22 crores permitted under the Income Tax Regulations.

From the perusal of the balance-sheet for the year 1948-49, the Tribunal observed that the Company had not carried forward any amount to the general reserves and had not increased the rate of dividends over what it had sanctioned for the year 1947-48. Its debt position, on the other hand, had increased over the preceding year, as appeared from the item of security deposits from agents and others in the balance sheets. The Tribunal, therefore, felt that it was unreasonable on the part of the employees to demand any bonus in addition to what had already been granted.

SUGAR

BIHAR

24. *Award of the Industrial Tribunal in the dispute between the employers and employees of sugar factories in Bihar.**

Wages and Bonus.—The issues in the dispute were whether the existing rates of wages and salaries in sugar factories were reasonable and if not how should they be revised and whether the factories should pay bonus for the years 1946-47 and 1947-48. In December, 1948, the Tribunal had given two interim awards† in which it had adopted the scales of wages and bonus prescribed by the U.P. Government‡ for the sugar industry in U.P. The Tribunal pointed out that the sugar industry was a protected industry and that there was a

* Award enforced under Bihar Government Order No. 9244-ID-22/49, dated 29th November, 1949.

† See 1948-49 issue of the *Indian Labour Year Book*, p. 324.

‡ See December, 1948 issue of the *Indian Labour Gazette*, p. 383 and January, 1949 issue of the *Indian Labour Gazette*, pp. 484-85.

Joint Sugar Control Board for Bihar and U.P. At all stages the sugar industry in these two States was controlled by the Government. The same price was fixed for sugar in both the States at a conference to which representatives of the two State Governments, the industry, the cane growers and labour were invited. Cost of production, return on capital and all other relevant factors were taken into consideration by the conference while fixing the price of sugar. For both the States there was a Joint Sugar Syndicate which was the selling organisation and which released quotas from sugar factories in the two States for sale. Thus the factors which affected sugar factories in U. P. and Bihar were the same. The Tribunal, therefore, held that under the circumstances if the rates of wages and bonus paid by sugar factories in Bihar were substantially altered that will have a serious repercussion in U.P. and will also affect the fortunes of the sugar industry in this State. It, therefore, directed that there was no necessity of introducing any change in the rates of wages and bonus fixed in the interim award.

In addition to regular annual bonus the workers also demanded that they should be given a share in the extra profit which accrued to the factories as a result of increase in the price of the previous season's stock consequent upon the decontrol of sugar price in 1947. This issue was covered by the Lucknow settlement, dated 29th January, 1948. Under this settlement it was agreed that out of every Rs. 5 per maund profits which accrued to the factories on the previous season's stock which was left over at the time of decontrol, about Rs. 2-8-0 shall be set apart for income tax and out of the balance the industry shall pay to the workers an extra bonus of rupee one per maund. The Socialist Party demanded that the workers should be paid Rupees 2-8-0 and that the capitalist should not be paid anything. They justified their demand on the ground that the capitalist had made enormous profits during the war. They further held that out of the profit of Rupees 5 per maund, factories paid income tax on rupees four per maund only, that is to say, the factories had to pay only rupees two per maund as income-tax. Out of the balance of rupees three the workers get rupee one and the sugar factories retained rupees two per maund and not rupees 1-8-0 per maund as was calculated by the authors of the Lucknow settlement. The Tribunal did not agree with the views expressed by the Socialist Party and held that the orders passed by the U. P. Government were fair and reasonable and that labour was not entitled to get more than what they received on the basis of the Lucknow Settlement.

Retaining Allowance.—The issue was : "should factories pay retaining allowance to seasonal workers during the off season ? If so, at what rate and to what categories of workers ? Should such payments be made monthly during the off season, or at the end of the off season when the seasonal workers return to work ? Would it be desirable to require those factories which paid such off season allowance till recently, to restore the past practice even if other factories are not required to pay off season allowance ? If so, from what date ? On this issue also the Tribunal had given an interim award. In the interim award the Tribunal had directed that the retaining allowance should be paid only to certain categories of workers. The Labour Unions pleaded that the retaining allowance should be paid to all categories of seasonal employees. Recommendation to that effect was made by the Bhatia Committee but was rejected by the U. P. Government. The Tribunal in its interim award had extended the benefit of retaining allowance to all categories of workers who were receiving such allowance in U. P. It felt that if the contention

of the Labour Unions was accepted, a very heavy burden would be placed on the sugar industry in Bihar. It, therefore, rejected the demand of the workers. It also rejected the demand of the workers that those factories which used to pay off season allowance till recently should be asked to restore the practice. The Tribunal observed that when the same minimum wages have been introduced in all the factories those which were paying retaining allowance to their unskilled workers or semi-skilled workers could not be forced to restore the practice."

Provident Fund.—The issue in the dispute was whether the factories should be required to introduce provident fund schemes for their employees and if so, for what class of employees and on what terms and conditions? Some of the factories had introduced provident fund schemes while others had no schemes. The Tribunal felt that no compulsion could be used to force those factories which had no provident fund scheme to start such a scheme till Government had framed rules for compulsory introduction of provident fund schemes in industrial undertakings. It observed that "At any rate the sugar factories in Bihar should not be compelled to introduce provident fund schemes till provision of such schemes has been made compulsory in U.P. as a result of adjudication or as a result of agreements between the industry and labour. If provident fund schemes are introduced by all the sugar factories in U.P. under the orders of Government or otherwise, the Bihar factories must follow suit."

25. *Award of the Industrial Tribunal in the dispute between the employers and employees of the sugar factories in Bihar.**

Bonus.—The following issues were framed by the Tribunal in connection with the demand of the workers for bonus :

"(a) Are the workmen entitled to bonus?
(b) If so, on what basis?
(c) What should be the rate of bonus, if any, for the year 1948-49?
(d) And by whom payable?
(e) Is this Tribunal competent to revise the decision previously arrived at on the question of bonus for the year 1947-48?
(f) If not, has the previous award been given effect to in full?
(g) What categories of wokers, if any, are entitled to bonus?
(h) And what should be the basis of distribution?
(i) Are any of the Sugar Mills entitled to be exempted from the liability, if any, of payment of bonus?
(j) Is the sugar industry as a whole, in the present state of affairs, liable to pay any bonus?
(k) If not, is any particular Sugar Mill, by its contract with the workmen, liable to pay any bonus?"

The competence of the Tribunal to decide dispute relating to bonus was challenged by the employers on the grounds (1) that a dispute relating to bonus could not be deemed to be an 'industrial dispute' within the meaning of the Industrial Disputes Act, and (2) that bonus was an *ex-gratia* payment and as such its payment could not be enforced by any Court or Tribunal. These arguments were

*Award enforced by Order No. D1-8084/50L-6311, dated 5th October, 1950.

not accepted by the Tribunal. It declared that from the definition of the term 'industrial dispute' given in the Act it was clear that a dispute relating to bonus could be decided by Industrial Tribunals. Dealing with the second argument the Tribunal remarked that it was true that no law court would entertain a claim for bonus unless it was a term of contract but the Tribunal's function was not to decide the question whether payment of bonus was one of the terms of contract of employment. What it was required to determine was whether in all circumstances of the case it was just and equitable that the employees should get an additional payment in the shape of bonus.

Bonus for 1947-48.—The dispute regarding bonus for the year 1947-48 was decided by an earlier Tribunal consisting of Shri Shivapujan Rai. In his award Shri Rai recommended that the Bihar Sugar workers should be paid bonus at the same rate as was fixed by the U.P. Government for sugar factories in U.P. At first the U.P. Government had ordered payment of bonus at the following rate :

Amount of cane crushed during 1947-48	Rate of bonus per maund of sugar produced during 1947-48
	Annas
Under 10 lakh maunds	4
Over 10 and up to 18 lakh Mds.	6
Over 18 and up to 20 lakh Mds.	8
Over 20 and up to 35 lakh Mds.	10
Over 35 lakh maunds	11

By a subsequent order, however, the U.P. Government reduced the rate of bonus by one anna per maund of sugar produced. This revised scale was recommended by Shri Rai in his interim as well as final awards.

The award of Shri Rai did not satisfy the workers who demanded a readjustment of the rate. They contended that not only the cut of one anna should be restored but, in the light of the Report of the Tariff Board and of the U.P. Court of Enquiry presided over by Justice Bind Basni Prasad, the rate of bonus should be enhanced. The employers on the other hand opposed the demand. They argued that the award of Shri Rai had determined the question once for all and that neither the Government was entitled to make any reference relating to it to this Tribunal nor this Tribunal was competent to examine it. The employers held that the Act did not empower Government to refer the same issue to another Tribunal when it had been decided by an earlier one. The Tribunal overruled this objection and remarked : "As the reference has been made by the State Government, I must come to a decision, and give my award on that reference. Hence, I over-rule this preliminary objection raised by Dr. Sharma (employers' representative).

If I am wrong in my decision on this point, I suppose the Appellate Court created by the Industrial Disputes (Appellate Tribunal) Act, XLVIII of 1950, which came into effect on the 20th of May 1950, can go into this question on appeal under section 7(1) (a) of that Act."

The Tribunal referred to the findings of the Court of Enquiry appointed by the U.P. Government in connection with the question of readjustment of the rate of bonus payable to workers employed in sugar factories in U.P. for the year 1947-48. The Court had recommended that the cut of one anna imposed by the U.P. Government should be restored. The Tribunal found itself in agreement with this recommendation of the Court and directed that workers in Bihar factories also should be paid bonus at the full scale as was originally fixed. The Tribunal remarked : "If I were free to go into the whole question of bonus for the crushing season 1947-48, I would not have hesitated to declare a higher rate of bonus to workers, in the light of the findings of the Tariff Board; but, as already indicated, I am not free to do so. Hence, the least that I could do in this matter is to restore the original rate as declared by the Tribunal previously".

In his award Shri Shivapujan Rai had adopted the definition of 'workman' contained in the U.P. Factories Control Rules in order to define workers who would be entitled to bonus awarded by him. This definition was accepted by this Tribunal also. The Tribunal left the interpretation of the definition to officers of the State Government. As regards the actual basis of distributing bonus, the Tribunal declared that, as recommended by Shri Rai, it should be distributed on the basis of seasonal wages received by workmen. The Tribunal did not exempt any factory from paying bonus.

Bonus for 1948-49.—The Tribunal next examined the demand of the workers for bonus for the year 1948-49. This demand was resisted by the employers on the ground that the industry had suffered an overall loss of about 10 annas per maund of sugar produced during the season due to various factors. On behalf of the employers it was argued that wages of workers had been increased considerably since 1945 and, therefore, workers were not justified in demanding bonus by way of additional wages. It was also pointed out by the representative of the employers that 11 of the factories had suffered loss during the season 1948-49 and, therefore, they were not in a position to pay any bonus at all.

The representatives of the workers denied that the Industry had suffered any loss during the season. They contended that ever since the payment of bonus was linked with profits, the employers were trying to show loss or to show as little profit as they could by manipulating their accounts. They also drew attention of the Tribunal to the fact that large amounts of money were being shown by the factories every year as commissions to selling agents or managing agents in order to minimise the profits.

The Tribunal after a study of such data as were available regarding the profits of the industry came to the conclusion that the position of the industry in 1948-49 was more or less the same as it was in 1947-48. As regards individual factories, however, the Tribunal felt that those factories which did not have a crushing season of even 80 days or a recovery of even 10 per cent. and which did not crush a total of 11 lakh maunds of cane must have suffered a loss, because they worked much below the assumed figures in respect of the crushing season and normal recovery. After examining

the position of individual factories in the light of above considerations, the Tribunal came to the conclusion that all the four factories in South Bihar and two factories in North Bihar must have suffered a loss and were thus not in a position to bear the burden of paying bonus. Accordingly it declared that they must be exempted from paying bonus. As regards the other 23 factories which worked during the season, the Tribunal held that they were in a position to bear the burden but not the same burden. It took the view that the capacity of an individual unit to bear the burden of paying bonus depended upon the amount of sugar produced and, therefore, recommended that bonus for the year 1948-49 should be paid at the following scale :—

Amount of cane crushed during the season 1948-49	Rate of bonus per maund of sugar produced
	As.
Over 11 lakh up to 18 lakh maunds	6
Over 18 lakh up to 20 lakh maunds	8
Over 20 lakh up to 35 lakh maunds	10

The Tribunal exempted those factories which crushed less than 11 lakh maunds of sugar cane during the season from paying bonus. It did not fix any rate for factories which crushed more than 35 lakh maunds of sugar cane as there was no factory which had crushed so much sugar cane during that season. The Tribunal directed that bonus should be paid within 6 weeks from the date of publication of the award.

Holidays and Leave.—The Tribunal took the view that since the sugar industry was a seasonal industry it was necessary that during the season there should be as few holidays and as few workers on leave as could be helped. It felt that interruption of work during the season involved considerable loss not only of working hours but of sugar juice and the quality of sugar produced. It, therefore, recommended that during the season there should be only one general holiday for Holi festival. It fixed the total number of festival holidays at 14 in a year. The Tribunal held that the other festival holidays should be given to the communities concerned, i.e., they should be treated as sectional holidays. For purposes of leave and holidays it classified workers into two categories—permanent and seasonal.

For permanent workers it recommended that they should get 110 days off in a year as follows : 14 festival holidays, 52 weekly holidays, 18 days as earned leave, 14 days as sick leave, and 12 days as casual leave in a year.

For seasonal workers it recommended the following leave privileges :—

(a) Weekly holidays as provided by section 52 of the Factories Act.

(b) Seven days' sick leave during the season on full pay on production of medical certificate.

(c) Such festival holidays as may fall during the crushing season.

The Tribunal took the view that seasonal workers were not entitled to any other kind of leave, such as privilege leave, or casual leave, unless the length of the crushing season qualified them to claim earned leave as provided under section 79 of the Factories Act.

The Tribunal opposed the system of giving compulsory leave to workers and recommended its abolition.

Retaining allowance.—The Tribunal did not favour the payment of retaining allowance to unskilled workers, as it felt that such workers were free to choose their occupation and were not bound to report for duty to the factory in which they were last employed. It also felt that since labour was not scarce now it was not necessary to provide any such incentive to unskilled workers. For skilled and semi-skilled workers, however, the Tribunal felt that a retaining allowance should be paid. It adopted the classification of skilled and semi-skilled workers made by the U.P. Labour Enquiry Committee (1946) and recommended that skilled workers and clerks should be paid 50 per cent. and semi-skilled workers 25 per cent. of their wages as retaining allowance. This allowance, the Tribunal recommended, should be paid at the beginning of the next crushing season after the persons concerned had joined the factory.

HYDERABAD STATE

26. *Award of the Industrial Tribunal in the dispute between the management and the employees of the Nizam Sugar Factory, Shakarnagar, Bodhan, Hyderabad.**

Minimum Wages.—The workers in the factory put in a claim for Rs. 40 as the minimum basic wage for unskilled and Rs. 50 and 70 for semi-skilled and some of the skilled workers respectively. The management opposed the claim on the ground that the present scales of wages of Rs. 25—1—35 for unskilled, Rs. 35—2—65 for semi-skilled and Rs. 45—2½—80, Rs. 80—4—120 and Rs. 124—6—160, etc., for skilled workers were adequate and reasonable. The Tribunal observed that in fixing the minimum basic wage, the cost of living prevalent in 1939 and in the present day should be taken into consideration. It estimated that the cost of living in 1943-44 was twice what it was in 1939 and that the average monthly expenditure of a working class family at Nizamabad (a place near the factory) came to Rs. 18 or Rs. 19 for 3.75 consumption units with one earning member. The Tribunal also considered the views of a number of other Tribunals, and awarded a basic minimum wage of Rs. 26 a month.

Dearness Allowance.—The workers demanded Rs. 55 as dearness allowance for the lowest paid unskilled worker and proportionately higher rates for the higher categories of workers. The Labour (Factory) Investigation Committee, appointed in 1949 for the Hyderabad State, had observed that the Hyderabad Index figure should be taken as the norm for working out the dearness allowance throughout the State and any variation from it in other centres should be compensated at the rate of 1.7 pies per point per day as in Hyderabad. On this basis the Tribunal concluded that a worker in Nizamabad, where the cost of living index number was 169 as

* Award enforced by Order No. 68, dated 10th June, 1950, of the Labour Department, Hyderabad.

compared to 153 in Hyderabad, should get a dearness allowance of Rs. 29-10-6. Having regard to its capacity to pay and the fact that the factory provided housing and free electricity and cheap grain facilities, it considered that Rs. 28 per month was the just and equitable figure of minimum dearness allowance. It recommended a graduative scale of dearness allowance, with Rs. 28 as the minimum.

Bonus.—The workers argued that in spite of the fact that profits in the year 1947-48 were Rs. 47 lakhs the Company was reluctant to pay a bonus of more than 3 months' pay. In 1946-47 when the profits amounted to Rs. 17 lakhs the Company had paid bonus equal to 2 months' wages. The Tribunal observed that bonus by its very nature was an *ex-gratia* payment and must to a very large extent depend upon the profits earned by the Company in a particular year. It was also of the opinion that bonus must bear some equitable proportion to the Managing Agents' Commission. According to the balance sheet for 1947-48, the amount of bonus paid to the employees was Rs. 1,50,000 while the Managing Agents' Commission was Rs. 5,27,137-1-10. Taking all facts into consideration, the Tribunal directed that the Company should pay to the permanent and temporary workers, 3/8th of their total earnings (excluding dearness allowance) and to the seasonal workers 3/16th of their total earnings as bonus for the year ending June, 1948.

Security of Service.—The workers claimed that all employees who had put in 3 months' service should be entitled to the benefits of permanent service, be they seasonal or nonseasonal, and that no employee should be treated as discharged at close of the season. The Tribunal found that prior to 1941 all the workers were regarded as temporary and that the formation of a permanent cadre started only after 1941; even then the grade rather than the length of service was the main consideration for permanency. Those who were in the grade of Rs. 17—1—25 and above were made permanent and the workers below that grade notwithstanding the length of their service, were temporary. The strength of the employees increased subsequently without regard to the requirements of the Company and under these circumstances the problem of permanency assumed a very different position. The Tribunal recommended that the permanent establishment should be increased almost up to the capacity of labourers required in off season, subject to the service conditions of a minimum of 3 years. It also observed that present basis for classification was unnatural and seniority and record of service should be the criteria for permanency. The Company was directed to determine the strength of the permanent staff within six months from the date of the publication of the award.

MADRAS STATE

27. *Award of the Industrial Tribunal in a dispute between the management and employees of the East India Distilleries and Sugar Factories, Ltd., Ranipet, Madras*.*

Minimum Wage.—The lowest wage of an unskilled permanent worker in the Ranipet factory had been 9 annas per day and the Ranipet Labour Union claimed that it should be raised to Rs. 1-2-0 per day. Messrs. Parry and Company are the Managing Agents of

* Award published by Order No. Ms.—2468, Development, dated 21st June, 1950, of the Development Department, Madras Government.

four factories, namely the Ranipet Factory, the Nellikuppam Factory, the Pugalur Factory and the Samalkot Factory. In all these factories, the minimum wage of the lowest paid worker was 9 annas per day till the beginning of 1948. It had since been increased by Industrial Tribunals in the factories at Nellikuppam, Pugalur and Samalkot. The Industrial Tribunal, therefore, awarded an increase in the basic minimum wage from 9 to 12 annas per day on the basis of the Nellikuppam award with annual increments of half anna per day up to a maximum of 14 annas.

Dearness Allowance.—Dearness allowance in the Ranipet factory was paid at the rate of 2 annas per point on the cost of living index over 100 points on what was called the Nellikuppam cost of living index. The workers in the Ranipet Factory, however, claimed that the dearness allowance should be paid at the rate of 4 annas per point instead of 2 annas per point and they also contended that the system of adopting the Nellikuppam cost of living index as the basis for payment of dearness allowance in Ranipet was unscientific and objectionable and that the Madras Government's figures applicable to North Arcot District should be adopted as the basis. The Tribunal agreed with the latter demand and directed that from 1st June, 1950 onwards dearness allowance should be paid in the Ranipet factory on the basis of the cost of living index, applicable to North Arcot district, as prepared and published by the Madras Government. It, however, thought that the present would not be an opportune time for increasing the rate of dearness allowance and decided not to interfere with the existing rate of 2 annas per point.

Holidays.—The workers in the factory had been having for a long time 8 festival holidays and 7 days' sick leave with full pay or 14 days' sick leave with half pay in addition to compulsory leave under the Factories Act. The Tribunal did not think it desirable to increase the number of festival holidays but directed that sick leave due to the workers should be increased to 10 days in a year on full pay or 20 days on half pay. Regarding contract labour its decision was that contract labour should be abolished as far as possible.

Provident Fund.—The management of the factory have introduced a Provident Fund Scheme for the benefit of the workers with effect from the beginning of 1948 according to which a permanent worker has to contribute 1/10th of his basic wage per month towards the provident fund and the Company has to contribute an equal amount. The Tribunal observed that the Provident Fund Rules in the Ranipet factory appeared to be very strict, for, according to these rules unless a worker had put in at least 20 years' service, he was not entitled to the full benefit of the Company's contributions at the time of his retirement. If the worker happened to retire voluntarily without the consent of the management, he would not be entitled to any benefit of the Company's contributions, unless he had put in more than 10 years' service. Even then he would be entitled only to 1/20th of the Company's contributions for each year of service. After careful consideration, the Tribunal came to the conclusion that a worker in the Ranipet factory should be entitled to the full benefit of the Company's Provident Fund contribution after completing 7 years of service, provided his retirement was not due to dismissal or misconduct.

UTTAR PRADESH

28. *Report of the Court of Enquiry in the dispute between the employers and employees of Sugar Factories in U.P.**

The Government of U.P. appointed a Court of Enquiry (the Hon'ble Shri Justice Bind Basni Prasad) in January, 1950, to enquire into the following matters : "(a) the bonus payable by the sugar factories in the Uttar Pradesh to their workmen for the crushing season 1948-49, and readjustments necessary, if any, in the amount of bonus paid in respect of 1947-48, if any ; (b) sick leave, casual leave, and other leave, if any, to be given to workmen of the sugar factories during a calendar year ; and (c) retaining allowances for the off-season to be paid, if any". The following is a brief summary of the Court's Report.

Bonus.—The Court was asked to enquire into (a) "the readjustment necessary, if any, in the amount of bonus" already paid to the workers in respect of the year 1947-48, and (b) to propose to the Government the rate at which the bonus may be paid to the workmen for the year 1948-49. By a notification in December, 1948, the U.P. Government directed that the bonus for the year 1947-48 should be paid by the sugar factories according to the following rates :—

Amount of cane crushed during 1947-48	Rate of bonus per maund of the production of sugar during 1947-48
	As.
Under 10 lakh maunds	4
Over 10 and up to 18 lakh maunds	6
Over 18 and up to 20 lakh maunds	8
Over 20 and up to 35 lakh maunds	10
Over 35 lakh maunds	11

Later by another notification dated 9th February, 1949, the Government directed reduction of one anna in the above mentioned rates of bonus for vacuum-pan sugar factories, which have not converted *Khandsari* sugar into crystal sugar during 1947-48 season.

In regard to (a) above, the contention of the workers was that the bonus for the year 1947-48 needed revision and the reduction of one anna per maund in the rate of bonus as announced by the Government in their notification of the 9th February, 1949 was not justified. On the other hand the employers were of the opinion that the reduction mentioned above should be allowed to all the factories. In regard to (b) above, the case of the Indian Sugar Syndicate Ltd., was that the condition of the industry in 1948-49 was not better than in the year 1946-47. In fact, it alleged that it was far worse. "In

* U.P. Government notification 253(ST)/XVIII-13(ST)50, dated 8th May, 1950. Published in the U.P. Gazette, dated 13th May, 1950.

the year 1946-47 the profit margin in the sugar price was Rs. 1-2-3 per maund and the anticipated recovery was also realised although the season was short by 4 days but in the year 1948-49 both the recovery and the duration of the season fell short of that assumed at the time of fixation of the price and the profit margin was reduced. These three adverse factors reduced the capacity of the industry to pay bonus. It may be mentioned that most of the factories in 1948-49 suffered a loss or made no profit". The Syndicate, therefore, submitted, that there was no case for the payment of bonus for the year 1948-49.

The representatives of labour, on the other hand, while agreeing that bonus should be paid out of profits only, submitted to the court that the balance sheets of the sugar factories showing loss were not reliable; that many factories were spending disproportionately on certain items, such as Managing Agents' Commission and travelling allowances and that there was no uniformity among the sugar factories in the preparation of balance sheets; therefore, unless some suitable forms for balance sheets for the Sugar Factories are prescribed, they should be given bonus on the production basis, *i.e.*, their demand for the bonus for the year 1948-49 was Re. 1 to Rs. 3-5-0 per maund, of sugar produced.

The Court after taking into account various considerations came to the following conclusions :—

(1) Bonus should be paid only from the profits and that a form of balance sheet may be prescribed for sugar factories.

(2) In the present circumstances it would not be proper at least in the case of factories showing loss to base bonus on the balance sheets.

(3) For the payment of bonus the following factors should be taken into consideration :—

(i) quantity of cane crushed;

(ii) quantity of sugar produced;

(iii) percentage of recovery of sugar;

(iv) the actual crushing period; and

(v) the crushing capacity.

(4) The distribution of bonus should be unit-wise and not region-wise or industry-wise.

(5) The profits of the subsidiary industries owned by the proprietors of sugar factories should not be considered for bonus.

(6) Generally speaking, the profits on the year's working should be the basis for the determination of bonus but if a factory, which has suffered loss in the year's working decides to distribute dividend by drawing upon funds like the Dividend Equalization Fund or by adding profits on transactions unconnected with the production of sugar, then bonus should be paid by drawing upon such sources; but if the factory pays no dividend, bonus should not be paid.

Having regard to the above conclusions the Court's recommendations to the Government in so far as this issue is concerned were as follows :

(1) *Bonus for* 1947-48.—Of the 19 sugar factories in the State which converted *Khandsari* into crystal sugar, five which had suffered loss during 1947-48, should be given the benefit of reduction of

one anna per maund of sugar allowed by the Government notification of 9th February, 1949. The remaining fourteen factories should not be allowed that benefit.

Of the factories which did not convert *Khandsari* sugar into crystal sugar in 1947-48 the Court recommended the following principles :—

(1) Factories, whose profits in 1947-48 have been three times or more of the extra bonus which would be payable by them if the reduction in rates allowed by the notification, dated February 9, 1949, is withdrawn, should not be allowed to get the benefit of reduction announced in the notification dated 9th February, 1949.

(2) The reduction in rates allowed by the notification, dated 9th February, 1949 should continue in the case of the factories which have suffered loss on the year's working in 1947-48 as per their balance sheets or whose profit is less than three times the bonus payable by them if the reduction in rates is withdrawn.

(3) Factories which have suffered loss on the year's working for 1947-48, but show profit in their balance sheets by drawing upon past reserves like the Dividend Equalization Fund or by adding profits from transactions unconnected with the production of sugar and have distributed, or decided to distribute, dividend should not get the benefit of the reduced rate.

Accordingly the Court recommended to the Government that the notification of 9th February, 1949 should be amended so as to embody the above findings in regard to the bonus for 1947-48 and adjustments should be directed accordingly.

Bonus for 1948-49.—For the payment of the bonus for 1948-49 the Court came to the following conclusions :

I. (a) Every factory which has shown net profits in its balance sheet on the year's working should pay bonus at the rate of 20 per cent. of such profits.

Provided that in the two factories at Rampur the rate of bonus should be 25 per cent.

Provided further that where there is any difference between the net profits on the year's working and the profits as appearing in the balance sheet after consolidation with past year's profit or loss, then the lesser of the two figures should be the criterion for the distribution of bonus.

Provided also that where profits on the year's working have been wiped out entirely on account of past year's loss, no bonus should be payable by such factory.

(b) If a factory has suffered loss on the year's working, but by drawing upon funds like the Dividend Equalization Fund or by adding profits from transactions unconnected with the production of sugar it shows profit in the balance sheet and distributes dividends, it shall pay bonus to the workmen at the rate of two days' basic wages for every one per cent. dividend declared on ordinary share capital paid up. In case of private concerns where dividend method is not adopted the bonus will be paid at the rate of 20 per cent. of the net profits on the year's working.

(c) Factories crushing over 13 lakh maunds of cane shall pay bonus at the rate contained in the offer made by the Syndicate.

(d) Factories crushing cane up to 13 lakh maunds of cane shall, subject to the provisions of paragraphs (a) and (b) above, pay bonus only if they show any profits on the year's working in their balance sheet at the rate of 20 per cent. of such profits.

II—Bonus shall be paid in proportion to each workman's earnings, *viz.*, basic wages plus dearness allowance, if any, during the year 1948-49. Government should prescribe a date by which the bonus may be paid and every factory should pay bonus by such date.

Leave.—The Indian Sugar Syndicate, while emphasising the need for the uniformity of leave rules in all the sugar factories, contended that leave and holidays in sugar factories should be in accordance with the provisions of the Factories Act, 1948. The representatives of labour were not unanimous in their demands regarding the extent of privilege leave, casual leave and sick leave. After taking into consideration all the factors advanced by the parties the Court came to the following conclusions :—

(1) Uniformity in leave rules though desirable was not possible unless the present law is changed. Those factory workers who were governed by the provisions of the U.P. Shops and Commercial Establishments Act, 1947 in matter of leave and holidays, prior to the commencement of the Factories Act, 1948, will continue to be governed under the provisions of the former Act. The remaining workers would be governed in this respect by the provisions of the Factories Act, 1948.

(2) There is no legal bar in prescribing leave for seasonal employees working for less than 4 months in sugar factories. Such seasonal employees may be allowed leave at the rate prescribed by section 79 of the Factories Act, 1948, irrespective of the period of continuous service and they should be paid wages according to section 80 of that Act.

(3) Leave may be prefixed or suffixed with holidays, weekly or festival.

(4) Leave may accumulate according to section 79 of the Factories Act, 1948, in the case of those to whom that Section is or has been made applicable. Those employees who elect the rules, custom or usage of the factory, the provisions regarding accumulation contained therein will apply.

(5) Every workman should elect between the system of leave permissible under the custom, rules or usage of the factory and that admissible under Chapter VIII of the Factories Act, 1948. It is not permissible to elect one condition of leave from one system and another from the other. Such an election may be made at any time before a workman proceeds on leave for the first time after the enforcement of these recommendations.

Retainer.—The question of retaining allowance arises only in case of seasonal employees. Certain categories of the skilled seasonal employees were being paid retaining allowance to the extent of 50 per cent. of their wages under a Government notification dated 29th January, 1948. It was stressed by the workers that the list of skilled workers who would be entitled to the retaining allowance under the notification should be enlarged by including in it more categories of employment.

The Court while examining this question came to the conclusion that unskilled seasonal workers in a sugar factory were mostly from the agricultural class and as such they were occupied with some work or the other during the off season. Accordingly, the demand

for retaining allowance to this category of workers was rejected. The Court, however, agreed that skilled seasonal employees and the clerical staff should be allowed retaining allowance at the rate of 50 per cent. of their consolidated wages. The Court added a few more categories to the list of skilled workmen mentioned in the Government notification of 29th January, 1949.

TOBACCO

Bombay State

29. *Award of the Industrial Tribunal in the dispute between the employers and the employees of* Bidi *Factories in Nasik**.

The dispute related to rates of wages for *bidi* making, bonus, system of reducing wages in the rainy season, provident fund, medical aid, etc. As a result of negotiations, an agreement was reached between the employers and the workmen under them. The employers agreed to raise the rate for making 1,000 *bidis* from Rs. 2 to Rs. 2-2-0. The employers also agreed to continue to pay the rates agreed upon for a period of 18 months from the date of agreement (i.e., 5th November, 1949). The demand of the employees that the rates should not be reduced during the rainy season was also conceded by the employers. In view of the fact that the employers agreed to pay higher rates for making *bidis*, the employees did not press the other demands. The Tribunal accepted this agreement. It, however, pointed out to the parties that under the Industrial Disputes Act it was not within the power of the Government to enforce any decision for more than one year. The parties, therefore, agreed that the terms of agreement will be binding on them for the period of the award by virtue of the award and for the remaining period by virtue of the agreement.

32. *Award of the Industrial Tribunal in the dispute between the employers and employees of Bidi Factories in Sinnar.*†

The dispute related to rates of wages for *bidi* making, bonus, system of reducing wages in the rainy seasons, recognition of union, etc. In the course of the adjudication proceedings an agreement was reached between the parties on most of the important issues.

The employers agreed to pay Rs. 2-2-0 for 1,000 *bidis* instead of Rs. 2 for a period of one year commencing from 5th November, 1949. The demand of the employees for non-reduction of the rates during the rainy season and at the sweet will of the employers was also accepted by the employers. As the employers agreed to pay the higher rate for a period of one year, the Union of the employees did not press the other demands. The Tribunal accepted the agreement and gave its award in the same terms.

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* Award enforced under Bombay Government Order No. 2451/46-I, dated 16th December, 1949.

† Award enforced under Bombay Government Order No. 2451/46-II, dated 16th December, 1949.

MADRAS STATE

31. *Award of the Industrial Tribunal in the dispute between the employers and the employees of* bidi *and cigars factories in Chirakkal Taluk, Malabar District.**

Wages.—At the time of the dispute the workers were being paid wages at the rate fixed by Shri K. Srinivasan who was appointed Adjudicator in a dispute between the employers and employees of *bidi* and cigar factories in the district of Malabar and South Kanara in 1946. Shortly after the award the report† of the Court of Enquiry appointed by the Madras Government to enquire into the conditions of labour in *bidi*, cigar and certain other industries was published. In the report the Court gave certain facts regarding the profits of *bidi* and cigar manufacturers and recommended that the workers in these industries should be given a 25 per cent. increase over the 1946 wages. As the award was in force at that time the employees could not agitate for an increase but after the expiry of the award they agitated for an increase which led to this dispute. The employees based their claim on the ground that (i) the cost of living had increased since 1946 when the rates were fixed by Shri K. Srinivasan, (ii) the industry was earning more profits, and (iii) whatever the profits of the industry may be, they were entitled to a decent subsistence allowance. The Tribunal did not agree with the employees and observed "I must take Shri Srinivasan's finding as a decision on the basic salary payable to the workers in the *bidi* and cigar industries. This question cannot be raised year after year. If profits have increased, as the workers contend, then there may be a claim for an increase in the share of the profit in the shape of bonus. If on the other hand the cost of living has gone up that would again be a case for a claim for dearness allowance. But the basic wage. I think, in the one case or in the other should remain as it is and it should not become as matter for agitation every year. Some of the *bidi* workers admittedly earned as much as Rs. 80 or Rs. 90 per mensem and a part of it, *i.e.*, about Rs. 16 or 18 may have to be paid to an assistant who helps the worker in rolling the *bidis*. But even so it cannot be said that an income of Rs. 60 or 65 is not a proper subsistence allowance." However, in view of the substantial increase in the cost of living the Tribunal felt that the workers were entitled to some kind of allowance. It held that payment of one anna in the rupee of earnings would be a suitable compensation for the increase in the case of employees of *bidi* factories and half an anna in the case of employees of cigar factories. A lower rate was recommended in the case of employees of cigar factories as the financial condition of cigar factories was not so good. Accordingly, it directed that with effect from 1st July, 1949 the employers should pay to their employees a food allowance at the above rate.

Bonus.—In the absence of proper account books, the Tribunal felt that it was not in a position to estimate the exact amount of profits earned by the *bidi* and cigar manufacturers. However, after examining such information as was available, the Tribunal came to the conclusion that employers could afford to pay one month's earnings as bonus. Accordingly it directed that "in all the factories .... the workers will be paid for the year 1947-48 one month's earnings as bonus. The earnings should be calculated on the average for the three months—October to December, 1947."

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* Award enforced under Madras Government Order Ms. No. 1061, Development, dated 16th March, 1950.

† *Report of the Court of Enquiry into the Conditions of Labour in India. Cigar, Snuff, Tobacco-Curing and Tanning Industries* (By Dr. B. V. Narainswami Naidu).

IV. Mines

COAL MINING

Madhya Pradesh

32. *Award of the Industrial Tribunal in the dispute between the management and employees of the Balarpur Colliery Company*.*

The dispute related to wages of coal cutters. The case of the employees was that the Fact Finding Committee which was appointed by the Government of India in 1947 to report on the grant of monetary benefits and concessions to colliery workers in the C.P. and Berar had recommended that coal cutters should be granted an increase of 33⅓ per cent. over the 1939 basic wages which was taken to be Re. 0-12-0 for 33⅓ c. ft. of solid coal. The workers contended that on the basis of this recommendation they should be paid Rs. 4-8-0 per 150 c. ft. whereas they were getting only Rs. 4 for 150 c. ft. of coal. In support of their contention they pointed out that it was evident from Resolution No. LR2(111), dated 10th October, 1947 of the Government of India, Ministry of Labour that the recommendation of the Committee had the approval of the employers and employees. They also drew attention of the Tribunal to an agreement reached in October, 1948 between the Superintending Engineer, Balarpur Colliery and the President of the Colliery, Majdur Sewa Mandal, Chanda, in which it was agreed that in accordance with the recommendations of the Fact Finding Committee and the decision of the Government of India as contained in para 2(1) of the Ministry of Labour Resolution No. LR 2(111), dated 10th October, 1947, the coal cutters would be paid at the rate of Rs. 3 (exclusive of dearness allowance) per 100 c ft. or Rs. 4-8-0 per 150 c. ft. as against Rs. 4 (exclusive of dearness allowance) being paid at present.

The claim was resisted by the employers who argued that the rate of Re. 0-12-0 per 33⅓ c. ft. of solid coal as mentioned in the Fact Finding Committee's Report and upon which the case of the union was based was an assumed rate. They contended that the rate quoted by the workers was not fixed for all types of coal cutting done in different parts of Madhya Pradesh under different conditions. They also denied that any agreement was signed between the parties in 1948. They referred to various amenities which they had provided for the workers and stated that if they were to pay an increased rate, they might not be able to continue the amenities.

The Tribunal after hearing both the parties held that the objection of the employers to any enhancement of the basic wages would have been of great weight if the Committee's Report in which their representative was present were not unanimous. It rejected the argument of the employers that there should be a difference between the rates of payment for workers who cut coal by hand and for workers who use machines on the ground that this fact was considered by the Committee while making their recommendation. The Tribunal also referred to the fact that although the Management were charging enhanced rates for coal from 10th October, 1947 they were not making any difference in the prices of coal cut by hand and coal cut by machines. Referring to the agreement signed in October, 1948, the Tribunal remarked that although there might be

* Award enforced under Government of India, Ministry of Labour Order No. LR-2(240)/II, dated April 20, 1950.

a dispute regarding the nature of the agreement, it could not be disputed that the representative of the Company who signed the agreement knew fully well the conditions prevailing in the colliery and that he was not coerced to sign the agreement. This fact at least indicated that he had no objection to the increase in the basic wages. The Tribunal, therefore, concluded that the demand of the coal cutters was genuine and that they were entitled to get Rs. 4-8-0 per 150 c. ft. of coal besides the dearness allowance.

The employees had demanded that they should be paid basic wages at the rate of Rs. 4-8-0 per 150 c. ft. of coal with retrospective effect from 10th October, 1947. Examining this demand, the Tribunal remarked that when the Company was charging enhanced rates for the coal it sold, there was no reason why the workers should not get the enhanced rate with retrospective effect. After examining the conditions and the time when the enhanced wages were demanded the Tribunal came to the conclusion that employees were entitled to wages at the enhanced rate with effect from 26th October, 1948. It directed, therefore, that "the wages should be paid from 26th October, 1948 in a lump sum to those workmen who are in the employ of the Balarpur Colliery at the time of the publication of this award and those who joined the firm after 26th October, 1948 will get from the date of joining the work."

V. Municipalities

West Bengal

33. *Award of the Industrial Tribunal in the dispute between the Calcutta Corporation and its employees*.*

The Tribunal, before taking up the demands put forward by the employees, considered in detail certain aspects relating to its jurisdiction, the financial condition of the Corporation, etc. It referred to a previous award† relating to a dispute between the parties and considered the contention of the Corporation that, "in so far as the employees have not proved any change of circumstances since the previous decision on many of the demands which are being re-agitated now the present Tribunal cannot proceed to consider such demands." On this question of law the Tribunal observed : "In our opinion, it is the duty of the present Tribunal to rectify the errors, omissions, anomalies or elements of hardships in the last award, irrespective of any question of *resjudicata* or of the employees' failure to establish a change of circumstances and we have decided to do so as far as we can. This by no means involves any disrespect to the last Tribunal".

Minimum Basic Wages.—The employees demanded a minimum basic wage of Rs. 45 per month for the lowest paid unskilled worker, as against existing wage of Rs. 25 per month awarded by the previous

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* Enforced under West Bengal Government Order No. 2783-Lab., dated 29th May 1950.

† Enforced under West Bengal Government Order No. 2459-Lab., dated 21st July 1948.

Tribunal. The Tribunal felt that the minimum basic wage need not be revised as it corresponds to the wage recommended by the Central Pay Commission, when the money value of food concessions (=Rs. 3-8-0) and the house rent allowance (=Rs. 1-8-0) paid to the unskilled employees of the Corporation are also taken into account. However, the Tribunal increased the maximum of the standard grade (Rs. 25—1—30) by Rs. 4; and the upper grade (for unskilled labour) from Rs. 27—1—32 to Rs. 30—1—36. With regard to skilled labour the lowest grade was fixed at Rs. 40—1—45 as against the previous scale of Rs. 35—1—40. The Tribunal also revised the grades and scales of pay for the different categories of employees.

Dearness Allowance.—The employees' demand was for a dearness allowance at the rate of 95 per cent. of the first Rs. 100 of the basic pay, 45 per cent. of the next Rs. 100, and 22½ per cent. of the next Rs. 100, subject to a minimum of Rs. 50 per month. They also contended that dearness allowance should be linked to the cost of living index figures. The Corporation contended that they would have to adopt the same scale of dearness allowance as that of the Government of West Bengal since they are in receipt of a subsidy from the Government to meet the cost thereof. The Tribunal decided that the dearness allowance need not be linked with the cost of living index number and that the Corporation should continue to pay dearness allowance at the Government scale which is as follows:—

Pay range	Dearness allowance
	Rs.
Upto Rs. 50	25
From Rs. 51—100	35
,, Rs. 101—150	40
,, Rs. 151—200	45
,, Rs. 201—250	50
,, Rs. 251—300	60
,, Rs. 301—400	70
,, Rs. 401 and upwards	17½ of the basic pay.

Supply of Cheap Ration.—The Corporation supplies rations at concession rates to unskilled labour drawing pay not exceeding Rs. 35 p.m. the money value of this concession amounting to Rs. 3-8-0 p.m. For unskilled labour whose pay would exceed Rs. 35 p.m. as a result of the revision of the pay scale, the Tribunal recommended the payment of a cash compensation on the following scale: Rs. 2-8-0 for those getting Rs. 36 p.m.; Rs. 1-8-0 for those getting Rs. 37 p.m.; and Re. 0-8-0 for those getting Rs. 38 p.m.

Other Allowances.—The Tribunal considered the demands of the employees for various other allowances such as compensatory allowance, house rent allowance, night work allowance, etc., but rejected most of these demands as untenable. The Tribunal directed the

Corporation to pay duty allowance to any workers asked to do work of a kind different from what he normally does and also to the workers of the pumping or generating stations at rates varying from Rs. 2 to Rs. 5 p.m.

The award is enforced with effect from 31st May, 1950 and would remain in force for a period of one year from that date.

VI. Transport

ASSAM

34. *Award of the Industrial Tribunal in the dispute between the management and employees of the Tezpur Balipara Railway*.*

Pay and Dearness Allowance.—At the time the dispute was referred to the Tribunal, the lowest paid employees of the railway were getting Rs. 26 as basic pay and Rs. 25 as dearness allowance. In addition nearly 30 per cent. of the employees were provided with free housing accommodation. The employees claimed that their basic pay and dearness allowance should be increased to conform with the standard laid down by the Central Pay Commission. The Tribunal, however, did not agree with the employees and remarked that the basic pay and dearness allowance must be related to actualities. It pointed out that the railway was running at a loss and as such it was not proper to disturb the present wage structure which was built on the basis of an agreement reached between the parties in 1948.

Retrenchment Relief.—The issue was whether six persons who had been retrenched and had been subsequently taken back by the company are entitled to be paid their salary for the period during which they remained out of work. In this connection the Tribunal observed : "I feel that whenever workmen are retrenched, they are entitled to retrenchment relief whether they are subsequently absorbed in the firm or not". The Tribunal, therefore, directed that retrenchment relief should be paid to such persons on the following basis :

"They shall receive (in addition to usual notice or pay in lieu of notice) 15 days' consolidated wages (basic pay plus dearness allowance plus any other monetary benefits) for every year of continuous service, subject to a maximum of six months' consolidated wages."

Education of Workers' Children.—One of the demands of the workers was that the company should give financial help for education of their children. The demand was opened by the Company on the ground that education was the responsibility of the State. The Tribunal, however, took the view that education is a social necessity and that the grant of relief was necessary as the lower paid staff *could not afford to pay the tuition fee. It, therefore, directed that* "the children of all workmen whose total monthly earnings are less than Rs. 100 per month shall receive from the Company by way of educational help one-third of the schools' fees for their children up to middle schools standard and free rail travel for school purposes by this Railway"

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* Award published in the *Gazette of India Extraordinary*, dated July 25, 1949. Enforced under Ministry of Labour Order No. LR-3 (75), dated August 31, 1949.

BOMBAY STATE

35. *Award of the Industrial Tribunal in the dispute between the management and employees of the Bombay Steam Navigation Co., Ltd., Bombay City*.*

Bonus.—From the year 1941-42 to the year 1947-48, the Company had been paying every year bonus to its workers. During the year ending 30th June, 1949, the Company incurred a loss of Rs. 11,63,202 and it was submitted on its behalf that in view of the loss the Company was not in a position to pay any bonus to its workers. The Bombay Steam Navigation Workers' Union, on the other hand, contended that payment of bonus by the Company had been an annual feature and as such whoever joined the Company always had a reasonable expectation that in spite of a lower wage-level, at least a part of the gap between the minimum wage and the living wage would be neutralised by deferred payment in the form of bonus at the end of the year. It was stated that the wages paid by the Company to its workers were below the living wage standard. The Tribunal did not accept the proposition that bonus was a deferred wage but agreed with the view that "a fair dividend is as much a charge upon the gross profits as fair or adequate wages and dearness allowance before bonus can be declared, the reason obviously being that capital and labour alike contribute to the production of surplus profits." The Tribunal had not come across any case in which an Industrial Tribunal had directed payment of bonus to the employees even when the Company had suffered a loss. The case for bonus was, therefore, rejected by the Tribunal.

36. *Award of the Industrial Tribunal in the dispute between the management and employees of the Scindia Steam Navigation Company Ltd., Bombay City, and five other Navigation Companies of Bombay, and the Air Services of India, Ltd., Bombay City.†*

Bonus.—The representatives of the employees demanded that all employees of the companies concerned who were drawing Rs. 300 or less per month should be paid two months' wages as bonus for the year 1947-48. They demanded payment on a uniform scale for employees of all the companies on the ground that all the companies belonged to the same organisation, the Scindia Company being the parent company and others being its associated companies. This position was denied by the representative of the companies. He urged that each company was a separate entity having its own capital structure, its own accounts, its own staff, etc. He pointed out that the only sense in which the Scindia Company was connected with other companies was that it guided to some extent the management of other companies. He, therefore, urged that questions regarding profits, salaries, bonus, etc., should be considered separately for each company having regard to its own financial position, resources and profits.

The representatives of the employees on the other hand contended that the Scindia Company was the parent body and that for all practical purposes, except the accounts, each constituent of the

* Published in the *Bombay Government Gazette*, Part 1-L, dated 13th July, 1950, pp. 2826-31.

† Award enforced under Bombay Government Order No. 704/48, dated 5th January, 1950.

Scindia group has been working as a department of a big organisation and maintained uniform service conditions. The Tribunal, however, held that it was not necessary for it to give finding on the question whether the Associated Companies should be treated on the same footing as the Scindia Company or whether each Company should be considered separately for the limited purpose of bonus. It held that for the purpose of the present proceedings it would prefer to go by the practice adopted by the Scindia and other companies, in the matter of payment of bonus in the past and more particularly their own offer of paying half a month's wages as bonus to the employees of all the companies irrespective of the profits made by any particular company. The Tribunal found that six out of the seven companies involved in the dispute had made provision for the payment of half a month's wages as bonus in their respective balance sheets for the year 1947-48 and this they had done without strict adherence to the net profits earned by them. The Tribunal also found that most of the companies paid bonus at a uniform rate since 1944-45 and this they did irrespective of the quantum of profits made by them.

The Tribunal examined the balance sheets of the companies and came to the conclusion that with the exception of one company all other companies had made profits during the year concerned. It next proceeded to determine the quantum of bonus which could be awarded under the circumstances. At this stage it was urged by the representatives of the employees that bonus was a deferred wage and that so long as the living wage standard was not reached and so long as the company made profits the employees were entitled to a bonus which would reduce, as far as practicable, the lag between the living wage and the actual wage. In this connection the Tribunal referred to the views expressed by it in its award relating to bonus dispute between the employers and employees of the Bombay Textile Mills (1948) and held that claim for bonus was admissible when the company had made profits. The Tribunal held that there was no doubt that the salaries and wages which the companies were paying to their employees were higher than those paid by similar companies in the same industry or even by the companies in other industries and as such could be held as reasonable. It, however, remarked that "taking into account the wages only, as comprised of the basic salary and dearness allowance, which the company is paying, the fact remains that they do not come up to the living wage standard, having regard to the abnormal increase in the cost of living and it cannot be disputed that there is a gap between the living wage and the employees' earnings and that so long as that gap remains they should be entitled to bonus from the profits of the company". The Tribunal held that in the light of the profits made by the companies in the year concerned the demand of the employees for two months' wages as bonus was unreasonable. After considering all the material facts and circumstances the Tribunal came to the conclusion that it would be reasonable and appropriate to award to the employees a bonus equivalent to $\frac{5}{8}$ths of a month's basic earnings. It accordingly directed that "the said employees shall be given a bonus equivalent to 1/16th of their basic earnings in the year 1947-48. The payment shall be made on the same terms and conditions on which bonus was paid in the previous year, namely 1946-47."

In the course of the proceedings, the representative of the employers pointed out that during the year in question the employees had received a bonus equivalent to half a month's salary as Independence Day Bonus from employers and he urged that this factor should be taken into account by the Tribunal while awarding bonus.

The Tribunal did not accept the suggestion of the employers and remarked that "it is true that the employees did receive that amount by way of bonus but it is equally necessary to remember that that was an exceptional circumstance, *viz.*, the Independence of India, which was an occasion for jubilation and celebrations all over the country and in my opinion that payment ought not to weigh in the matter of awarding the annual bonus to the employees commensurate with the profits of the company during the year."

VII. Banking Companies

37. *Award of the All-India Industrial Tribunal (Bank Disputes) dispute between the managements and employees of certain Banking Companies.**

In exercise of the powers conferred by Section 7 of the Industrial Disputes Act, 1947, the Government of India constituted an Industrial Tribunal on 13th June, 1949 for adjudication of industrial disputes in banking companies. By three Orders dated 13th June, 1949, 28th September, 1949 and 5th January, 1950, industrial disputes between 88 scheduled and 122 non-scheduled banking companies and their employees were referred to this Tribunal. The issues involved in the disputes related to pay-scales, dearness and other allowances, bonus, provident fund, gratuity, pension, leave rules, hours of work, overtime, medical aid, terms and conditions of employment, etc. The award of the Industrial Tribunal which was published in the *Gazette of India Extraordinary*, dated 12th August, 1950† is summarised below :

For the purposes of the award, the banks have been classified into three groups : (i) Class 'A'—banks having average working funds of Rs. 25 crores and above ; (ii) Class 'B'—banks having average working funds below Rs. 25 crores but not below Rs. 7½ crores ; and (iii) Class 'C'—banks having average working funds of less than Rs. 7½ crores. The award also classifies different areas or localities according to the cost of living. The cities of Bombay, Calcutta, Delhi and Ahmedabad have been placed in Class I areas. Other towns having a population of 1,00,000 or more (50,000 or more in the Punjab) have been included in Class II areas ; while all places not included in areas of Classes I and II have been treated as Class III areas.

The Tribunal has prescribed separate time scales of pay applicable to clerks for each class of bank in each area as follows :—

Class 'A' banks—

(i) Class I areas : Rs. 96—6—132—7—174—8—190—205—9—250—10—290.

(ii) Class II areas : Rs. 82—5—112—6—148—7—162—172—8—212—9—248.

(iii) Class III areas : Rs. 70—4—94—5—124—6—136—145—7—180—8—212.

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*Award published in the *Gazette of India, Extraordinary*, (Part II—Section 2), dated August 12, 1950.

†Ministry of Labour Notification No. S.R.O. 386, dated 12th August, 1950.

Class 'B' banks—

(i) Class I areas : Rs. 92—6—128—7—170—8—186—200—9—245—10—285.
(ii) Class II areas : Rs. 78—5—108—6—144—7—158—167—8—207—9—243.
(iii) Class III areas : Rs. 66—4—90—5—120—6—132—140—7—175—8—207.

Class 'C' banks—

(i) Class I areas : Rs. 86—5—116—6—152—7—166—180—9—225—10—265.
(ii) Class II areas : Rs. 73—5—103—6—139—6½—152—160—7—195—7½—225.
(iii) Class III areas : Rs. 62—4—86—5—116—5½—127—135—6—165—6½—191.

The basic scales of pay for the subordinate (non-clerical) staff have been fixed as follows :—

Class 'A' banks—

(i) Class I areas : Rs. 60—1—74—1½—69 ,
(ii) Class II areas : Rs. 49—1—63—1½—78 ; and
(iii) Class III areas : Rs. 40—1—54—1½—69.

Class 'B' banks—

(i) Class I areas : Rs. 56—1—70—1½—85 ,
(ii) Class II areas : Rs. 46—1—60—1½—75 ; and
(iii) Class III areas : Rs. 38—1—52—1½—67.

Class 'C' banks—

(i) Class I areas : Rs. 52—½—59—1—69 ;
(ii) Class II areas : Rs. 43—½—50—1—60 ; and
(iii) Class III areas : Rs. 35—½—42—1—52.

In fixing the scales of pay the Tribunal has chosen 1944 as the base year. In this connection, the Tribunal has stated as follows :—

"The great merit in adopting that year as the base would be that the Central Government are now publishing cost of living index series for 15 towns in different parts of India treating 1944 as the base year. For the seven towns of Bombay, Ahmedabad, Sholapur, Jalgaon, Kanpur, Nagpur and Madras they have been publishing index series with August, 1939 as the base, but it would not be difficult to convert those series to the base of 1944."

The Tribunal has, therefore, awarded that dearness allowance of Bank employees should be linked to Labour Bureau series of working class cost of living index numbers on base, 1944 = 100 for 15 centres in India (Delhi, Ajmer, Jamshedpur, Jharia, Dehri-on-Sone, Monghyr and Jamalpur, Cuttack, Berhampur, Gauhati, Silchar, Tinsukia, Ludhiana, Akola, Jubbulpore and Kharagpur) and to the existing series of cost of living index numbers for Bombay City, Ahmedabad, Sholapur, Jalgaon, Kanpur, Nagpur, Madras and Calcutta reduced to base 1944=100. The Tribunal has also suggested that it would be best to relate the dearness allowance of any place to the cost of living index figures of such place or the place nearest to it with the proviso that in the unlikely contingency of any place happening to be equidistant from more than one place for which such figures are published, its index figures should be taken as the average of the index figures for the latter places.

After considering the question of a fair neutralisation of the increase in the cost of living since 1944, the Tribunal has recommended the following scale of dearness allowance :—

	Amount of monthly pay. On every rise of 10 points in the cost of living index figure above the level of 1944 (calculated to the nearest 8 as. and the indices being converted to the base 1944=100).
Up to Rs. 50	9⅜ per cent.
Thereafter up to Rs. 100 ...	8½ per cent.
Thereafter up to Rs. 150 ...	7½ per cent.
Thereafter up to Rs. 200 ...	6¼ per cent.
Thereafter	5 per cent.

For certain categories of employees the Tribunal has recommended special allowances per month to be added to the pay to which an ordinary clerk is entitled :—

Categories of employees	Special allowances granted to employees in			
	Class A Banks in Class I areas	Class A banks in Class II areas and Class B banks in Class I areas	Class A banks in Class III areas and Class B Banks in Class II areas	Class B banks
	Rs.	Rs.	Rs.	Rs.
Graduates	10	10	9	8
Banking Diploma holders (if non-graduates)	10	10	9	8
Banking Diploma holders (if graduates)	15	14	13	12
Head Clerks	10	9	8	7
Comptists	10	9	8	7
Stenographers	20	18	16	14
Cashiers-in-charge of cash and pay offices	15	14	13	12
Cashiers-in-charge of cash in Treasury Pay Offices employees in charge of pay offices or sub-offices	25	24	22	20
Supervisors, sub-accountants, departmental-in-charges, employees in charge of Treasury Pay Offices	50	48	44	40

No allowances are recommended for Class 'C' banks.

The Tribunal has further recommended certain miscellaneous allowances, such as conveyance allowance, halting allowance, hill allowance, fuel allowance, grain allowance, etc., subject to certain conditions.

The Tribunal has recommended that bonus should be linked to dividend payable to shareholders on the following scale :—

Up to 4 per cent. dividend	Nil.
For every increase of ¼ per cent. in the dividend over 4 per cent. ...	1/16 month's pay.

Regarding provident fund, the Tribunal has recommended that banks in which no provident fund system exists, should adopt, within six months of the publication of this award, the Model Provident Fund Rules for industrial employees, prepared by the Government of India and submitted for discussion at the Fifth Labour Conference held in 1943. In case the Model Rules are more liberal than the corresponding existing provisions, the latter should be amended to bring them in conformity with the former. The Tribunal directed that except where there was a scheme regarding pension towards which the bank made contributions, a gratuity should be paid at the rate of one month's pay for each year of service (subject to a maximum of 15 months' in class 'A' banks, 12 months' in class 'B' banks and 6 months' in class 'C' banks) in the following contingencies : on the death of an employee while in service of the bank ; on an employee becoming physically or mentally disabled to continue further in service, or on termination of service by the bank after 10 years' continuous service ; and on voluntary retirement, or resignation of an employee after 15 years' continuous service.

The Tribunal has formulated a set of leave rules for bank employees ; these have been based mainly on the new leave rules published by the Government of India in February, 1949 for their employees and on the leave rules in the Model Standing Orders for the Banking Industry published by the Government of Bombay in October, 1948.

Some other important recommendations of the Tribunal are :—

(i) Excluding the luncheon recess which should not be less than half an hour on week days, (there being no recess on Saturdays), every employee not belonging to the subordinate staff should attend to his work for 6½ hours a day on week days (3½ hours on Saturdays) ; the corresponding period in case of members of the subordinate staff should be 7½ hours (4 hours on Saturdays).

(ii) No employee should be required to do more than 90 hours' overtime work, or with his consent more than 120 hours' work, in any calendar year. Where an employee is required to work in excess of the hours (fixed by the Tribunal) he shall be entitled, in respect of overtime work, to pay at the rate of twice his ordinary rate of pay.

(iii) The bank managements are responsible for providing medical aid to and for meeting certain medical expenses of their employees.

(iv) In the case of all permanent vacancies, appointment should be made only after the candidate has produced a satisfactory medical certificate. Such appointment should be on probation for a period of six months, at the end of which, if the employee's work is approved, he should be confirmed. Employees should be classified as permanent, probationers, temporary and part-time.

BIHAR

38. *Award of the Industrial Tribunal in the dispute between the managements and employees of Banking Companies having their Offices, Branches, etc., in Bihar**.

Interim Relief.—In the course of hearing of the dispute, the All-India Industrial Tribunal (Bank Disputes) was requested by the employees to grant an interim relief. Although the dispute was referred to the Tribunal in June 1949, the demand for interim relief was made by the employees only in September, 1949. The Tribunal held that the delay in making the demand *prima facie* suggested that there was no great urgency in the demand. The employees, however, pointed out that though the workmen in Bihar were docile by nature nevertheless their need and suffering due to the effect of the country-wide rise in the cost of living was not less than that of their fellow workers in other States. They also drew attention of the Tribunal to the wide diversity in the rates of pay and dearness allowance paid by different Banks. In view of the abnormally low scales of pay and dearness allowance paid by some of the Banks, the Tribunal felt it necessary to give some interim relief. Accordingly, it fixed the following minimum scales :—

	Pay		Dearness allowance	
	Clerks	Subordinate staff	Clerks	Subordinate staff
	Rs.	Rs.	Rs.	Rs.
'A' Class Banks	60	25	25	20
'B' Class Banks	57	23	25	18
'C' Class Banks	55	20	20	15

The Tribunal gave the same directions regarding the classification of Banks, date of application of the new scales and conditions for applying the new scales as it gave in its award relating to Banking Companies in Delhi and Punjab. It also excluded those Banks from the scope of this award which were excluded from the scope of the award relating to Banking Companies in Delhi and Punjab.

BOMBAY STATE

39. *Award of the Industrial Tribunal in the dispute between the managements and employees of the Banking Companies having their Head Offices, Branches, etc., in Bombay State**.

Interim Relief.—An award was given by Justice Divatia on 9th April, 1947 in a dispute between a large number of Banks situated in Bombay city and the workmen employed by them. A similar

* Award published in the *Gazette of India Extraordinary*, dated November, 17, 1949.

award was given by him in March, 1948 in respect of Banks situated in Ahmedabad. After the awards the employees of a number of Banks terminated the Bombay award by giving notices under the Bombay Industrial Relations Act, while employees of other Banks filed applications in the Industrial Court, Bombay for the review of the said award. The question for consideration before this Tribunal was whether in view of the increased cost of living since the dates of the above mentioned awards the scales of pay and dearness allowance awarded have become so inadequate that it has become an immediate necessity to grant an interim relief to the employees of the Banks in the State.

The Tribunal held that the case for interim relief can be held to have been made out if it can be proved that since the date of the award the cost of living has risen so much that it has imposed an intolerable burden on the employees. The Tribunal took the view that such case could not be supposed to have been established unless the rise was at least 20 per cent. over the highest index figure to which the award was, or could be presumed to have been, intended to apply. As regards Banks which were not covered by the two above mentioned awards the Tribunal declared that it would follow the procedure adopted by it in dealing with the Banks in the Uttar Pradesh.*

On behalf of some of the employees it was contended that Justice Divatia's award provided for very inadequate scales of pay and dearness allowance even in the light of the circumstances existing at the date of the award and hence this fact should be taken into consideration by the Tribunal in fixing the amount of interim relief. The Tribunal, however, held that it could not judge the correctness or adequacy of Justice Divatia's award in this award as it must be assumed that Justice Divatia had taken into consideration all the relevant circumstances and that the award made by him was proper.

After examining the cost of living indices for Bombay and Ahmedabad the Tribunal observed that "we thus find that in both these cases the increase since the date of the Awards over the highest figures to which the Awards respectively may be deemed to have been intended to apply, has not come up to 20 per cent. In Sholapur and Jalgaon the percentages of increase in the cost of living are probably higher; but Bombay and Ahmedabad contain the principal Banks and their branches and the majority of the workmen with whom we are concerned live in those cities. Even if, therefore, at some centres the increase has been more than 20 per cent. above the highest figure to which the existing Award could be deemed (if they had been applicable) to apply (*i.e.*, applying the Bombay Awards notionally for the purposes of this inquiry), it seems to us undesirable that any interim relief in excess of the Bombay standard should be given to such centres. In our opinion, the situation at Bombay and Ahmedabad is not such as to call for any interim relief being awarded pending our final decision and we are unable to give any such relief to the workmen of the Banks governed by Davatia J's Awards."

Examining the case of those Banks which were not covered by the awards mentioned above, the Tribunal observed that "it seems to us that it would be legitimate, so far as the present inquiry is concerned, to suppose that if an Award regarding them had to be

* See page 410.

made in 1947 their workmen would not have been given relief to the full extent of the said Awards but to a somewhat lesser extent; and following the method adopted in Part II of our Award relating to interim relief in the case of the Banks in the United Provinces, we direct that out of the total of the pay and allowances now being paid, three-fourths of the pay awarded by Divatia J. should first be deducted as his legitimate pay, the balance, if any, being treated as the true dearness allowance now being paid; and that where such dearness allowance is less than what we may call his legitimate dearness allowance, *i.e.*, what a workman would get as dearness allowance on the basis of his legitimate pay if Justice Divatia's Awards for the Bombay Banks were applied, the differences between the true dearness allowance and the legitimate dearness allowance shall be paid as interim relief. Where the total of the pay and allowances now being paid is less than three-fourths of the pay awarded by Divatia J. the dearness allowance to which the workman in question would be entitled under the said Award on the basis of his legitimate pay should be paid as interim relief. The calculation of the three-fourths shall be made to the nearest half-rupee. Such Banks shall be classified on the principles enunciated in Divatia J's award for Bombay Banks; and the payment of the difference mentioned above shall be made with effect from the 1st June 1949. We further direct that the arrears, if any, due under this Award up to the date on which it comes into operation shall be paid within two months from such date. Our directions will not affect cases in which greater amounts of dearness allowance than what is directed above are being paid, and such amounts shall continue to be paid as heretofore."

The Tribunal felt that it would be proper to exclude from the scope of the award the non-scheduled Banks mentioned in Schedule I to the Notification issued by the Government of India on 13th June, 1949. It, therefore, directed accordingly.

Delhi and Punjab

40. *Award of the Industrial Tribunal in the dispute between the managements and employees of the Banking Cos. having their Head Offices or Branches, etc., in Delhi and Punjab* (I)*

Interim Relief.—In the course of hearing before the All-India Industrial Tribunal (Bank Disputes) the employees of the Banking Companies which had their head offices or branches in Delhi and Punjab urged that in view of the increase in the cost of living they should be paid some interim relief. The Tribunal examined the existing scales of pay and dearness allowance in different Banks and found that there was no uniformity in the scales in force in different Banks. It, therefore, held that it was difficult to lay down any scales of interim relief applicable to all Banks. It also felt that it would be improper to deal with individual cases.

The Tribunal observed that "the question of interim relief in such cases depends mainly upon two considerations: (1) whether the workmen have been living under any intolerable strain owing to there having been an appreciable increase in their cost of living during say, the last two years, without a corresponding rise in pay or allowances, and (2) what should be done in the case of the Banks whose scales of pay and dearness allowance have always been, and are still, abnormally low." Except for Delhi, cost of living indices

* Published in the *Gazette of India Extraordinary*, dated November 17, 1949.

for no other city in the area concerned were available. Under the circumstances, the Tribunal held that "it would not be unreasonable or improper to adopt the indices for Delhi as fairly representing the other places in the said area, with reference, particularly, to the question to what extent the cost of living, had gone up during the last two years". The index for Delhi showed that while the average 'general' cost was 122 in 1947 it was 131 in June 1949. The Tribunal held that even if 131 was taken to represent the average for 1949, the increase was only of 9 points during the last two years. The Tribunal observed that "the fact that neither the local Government nor the Central Government has so far felt the necessity of referring the question of pay and dearness allowances of Bank workmen for adjudication in the area under consideration, as well as the fact that applications in writing have been received by the Tribunal for interim relief as late as August, 1949 (the Tribunal having been appointed on the 13th June, 1949), suggest that the need for interim relief in the said area cannot have been felt as acute or urgent". In view, however, of the fact that some of the Banks were paying exceptionally low scales of wages and dearness allowance, the Tribunal felt that at least some minimum scales of pay and dearness allowance should be fixed pending final award. Accordingly, it fixed the following scales :—

	Pay		Dearness allowance	
	Clerks	Subordinate staff	Clerks	Subordinate staff
	Rs.	Rs.	Rs.	Rs.
'A' Class Banks	60	25	30	25
'B' Class Banks	60	25	25	20
'C' Class Banks	55	22	25	18

Regarding the classification of Banks, the Tribunal declared that the classification done by it, in its award relating to U.P. Banks or classification done by Mr. B. B. Singh in his award shall stand and that all other Banks which were not covered by the two awards shall be deemed to fall in class 'C'.

The Tribunal directed that the scales of pay and dearness allowance fixed by it should have retrospective effect from 1st June, 1949. It also directed that those persons whose scales of pay and dearness allowance were more than those now fixed in the award or those whose total of pay and allowances was equal to or higher than the total of pay and dearness allowance fixed under the award will not be affected by the award.

The Tribunal excluded those Banks from the scope of the award whose employees had not made demand for interim relief. It also excluded from the scope of the award the branches of the Imperial Bank of India (Bengal Circle) situated in the area under consideration and the Bank of Rajasthan, Ltd.

UTTAR PRADESH

41. *Award of the Industrial Tribunal in the dispute between the managements and employees of the twenty-four Banking Companies in U.P.**

Interim Relief.—Originally 40 Banks were involved in the dispute but since 16 out of these did not have their branches or other establishments outside U.P., the Tribunal declared them to be outside its jurisdiction.

The employees demanded that they should be given an interim relief at a flat rate of Rs. 50 with retrospective effect from August, 1948. The main argument which was advanced by the employees in support of their demand was that their present rates of wages and dearness allowance were fixed by an award in 1947 when the cost of living index figures in the province was about 330 whereas now it was about 550. The employees contended that this excessive increase in the cost of living had caused great hardship and as such they should be granted immediate relief.

On behalf of the Banks, however, it was contended that since the Tribunal was going to enquire exhaustively into a number of questions relating to the dispute between the Banks and their employees, including the question of dearness allowance, there was no special urgency in the issue now raised. It was argued that if the demand was conceded it might lead to similar demands in other states and hence it was not advisable to give awards in a piecemeal manner. The spokesmen for the Banks also stressed the fact that scales of pay and dearness allowance of Bank employees were higher than those of the employees of the State Government, and that employees of the Bank were getting some other benefits, *e.g.*, overtime allowance, bonus, etc.

The Tribunal held that the employees could succeed in their demand for interim relief only if they could show that the cost of living had gone up so greatly since the date of the last award that it was imperative for the Tribunal to give them immediate relief without waiting for the final adjudication. Since the cost of living index figure for the whole state was not available, the Tribunal felt that the Kanpur cost of living index figures could safely be taken to represent the cost of living in certain big towns of the state, namely, Lucknow, Agra, Meerut, Bareilly, Kanpur, Banaras and Gorakhpur. For other towns the Tribunal expressed the view that the cost of living should be taken to be somewhat lower. In March, 1947, when the last award was given, the cost of living index figure for Kanpur was 347 and the average for the year was 378. In September, 1948 the index figure rose up to 558 and thereafter it fell to 468 in April, 1949 and was 487 in June, 1949. Assuming 475 as the average cost of living index during the year 1949, the Tribunal found that cost of living had increased by about 33⅓ per cent. since the last award was given. In view of this substantial increase the Tribunal felt that it was necessary that some immediate relief should be awarded to employees. It, therefore, recommended that employees of those Banks which were situated in Lucknow, Agra, Meerut, Bareilly, Kanpur, Banaras and Gorakhpur should be given an increase of 33⅓ per cent.

* Published in the *Gazette of India Extraordinary*, dated August 31, 1949. Enforced under Ministry of Labour, Order No. LR-2(212)/II, dated August 30, 1949.

over the dearness allowance fixed by the award given in 1947. Non-Scheduled Banks and Banks whose balance sheets showed a loss during the last two years were exempted from this rule. For employees of such Banks as well as of those Banks which were situated outside the cities mentioned above the Tribunal recommended an increase of 25 per cent. over the dearness allowance awarded in 1947. The Tribunal, however, observed that from this increase certain deductions will have to be made, *viz.*, any increase over the basic pay or dearness allowance fixed by the 1947 award which has been paid by any bank, and where a Bank has not paid any dividend to its share holders in 1949, any bonus which has been paid to the employees in respect of the period concerned by the present award or any part thereof.

The Tribunal directed that the above recommendation should be given effect to from 1st January, 1949.

VIII. Miscellaneous

West Bengal

42. *Award of the Industrial Tribunal in a dispute between the management and employees of the Calcutta Pinjrapole Society, Calcutta* *

The dispute arose between the Society and its workers on a number of issues including better prospects and improvements in the wage structure, leave and holidays and other amenities. The Society submitted that it was established primarily for the purpose of the maintenance and protection of cattle, and that the income and the property of the Society was solely applied towards the promotion of humanitarian objects. The Society's principal source of income was donations from members and from the public. It was submitted that the normal income of the Society was insufficient to meet the present expenditure and that it had been running at a loss. The Society, therefore, contended that further financial burden by improving the pay structure and meeting the demands of the employees would be harmful to the financial position of the Society.

Before dealing with the specific issues, the Tribunal observed that the Society was not a profit making concern but was started purely with a laudable object of improving the conditions of cattle. As the Society was running at a loss, the Tribunal found the question of revising wages and granting privileges somewhat difficult. If the wages were to be raised suddenly, this might result in the closing down of a humanitarian institution.

It was found that a small section of the workers was in receipt of wages (including dearness allowance) below Rs. 40. The management was, however, supplying 25 seers of rice or atta to all the workers in a month and the charge is only 2 annas per seer for workers earning pay up to Rs. 50 p.m. and 4 annas per seer for those earning above Rs. 50. The Tribunal directed that the minimum basic wages (including dearness allowance) should be Rs. 42 p.m. No change was recommended in the pay scales of those earning above Rs. 42 p.m. The supply of ration at concession rates was to continue as before.

The Society was directed to arrange for free medical service and medicines for the workers, and to engage a whole-time or a part-time medical officer.

* Award enforced by Order No. 3427-Lab., dated 23rd June, 1950 of the Government of the West Bengal.

APPENDIX II

LIST OF LABOUR ACTS

CENTRAL

Factories :

(i) The Indian Boilers Act. 1923. Amended in 1929. 1942, 1943. 1947 and 1950.

(ii) The Cotton Ginning and Pressing Factories Act, 1925. Amended in 1939, 1942 and 1950.

(iii) The Factories Act, 1948. Amended in 1949 and 1950.

Mines :

The Indian Mines Act, 1923. Amended in 1928. 1931. 1935, 1936 1937. 1940, 1946 and 1950.

Plantations :

The Tea Districts Emigrant Labour Act, 1932. Amended in 1937. 1938, 1948 and 1950.

Transport :

(i) The Indian Railways Act, 1890 as amended in 1930. Amended in 1950.

(ii) The Indian Merchant Shipping Act, 1923. Amended in 1949 and 1950.

(iii) The Motor Vehicles Act, 1939. Amended in 1943 and 1950.

(iv) The Dock Workers (Regulation of Employment) Act, 1948.

Wages :

(i) The Payment of Wages Act, 1936. Amended in 1937. 1940 and 1950.

(ii) The Minimum Wages Act, 1948. Amended in 1950.

Safety and Welfare :

(i) The Indian Dock Labourers Act, 1934. Amended in 1950.

(ii) The Coal Mines Safety (Stowing) Act, 1939. Amended in 1940, 1944 and 1950.

(iii) The Mica Mines Labour Welfare Fund Act, 1946. Amended in 1950.

(iv) The Coal Mines Labour Welfare Fund Act, 1947. Amended in 1950.

Social Security :

(i) The Workmen's Compensation Act, 1923. Amended in 1924, 1925, 1929, 1933, 1937 (twice), 1938, 1939, 1942, 1946, 1948 and 1950.

(ii) The Employers' Liability Act, 1938. Amended in 1950.

(iii) The Mines Maternity Benefit Act, 1941. Amended in 1943, 1945 and 1948.

(iv) The War Injuries Ordinance. 1941. Amended in 1950.

(v) The War Injuries (Compensation Insurance) Act, 1943. Amended in 1950.

(vi) The Employees' State Insurance Act, 1948. Amended in 1950.

(vii) The Coal Mines Provident Fund and Bonus Schemes Act, 1948. Amended in 1949 and 1950.

Miscellaneous :

(i) The Indian Trade Unions Act, 1926, Amended in 1928, 1947 and 1950.

CENTRAL—*contd.*

Miscellaneous—contd.

(ii) The Cotton Industry (Statistics) Act, 1926. Amended in 1950.

(iii) The Children (Pledging of Labour) Act, 1933. Amended in 1950.

(iv) The Employment of Children Act, 1938. Amended in 1939, 1948, 1949 and 1950.

(v) The Essential Services (Maintenance) Ordinance, 1941.

(vi) The Industrial Statistics Act, 1942.

(vii) The Weekly Holidays Act, 1942.

(viii) The Industrial Employment (Standing Orders) Act, 1946. Amended in 1950.

(ix) The Industrial Disputes Act, 1947. Amended in 1950.

(x) The Industrial Tribunals Payment of Bonus (National Savings Certificate) Ordinance, 1949. Amended in 1949.

(xi) The Industrial Disputes (Banking and Insurance Companies) Act, 1950.

(xii) The Industrial Disputes (Appellate Tribunal) Act, 1950.

PART A STATES

ASSAM

(i) The Assam Maternity Benefit Act, 1944.

(ii) The Assam Shops and Establishments Act, 1948.

BIHAR

(i) The Bihar Maternity Benefit Act, 1947.

(ii) The Bihar Essential Services (Maintenance) Act, 1947.

(iii) The Bihar Workmen's Protection Act, 1948.

(iv) The Bihar Money-lenders Act.

BOMBAY

(i) The Bombay Smoke Nuisance Act, 1912.

(ii) The Cotton Ginning and Pressing Factories Act, 1925. (Amended by the Bombay Act of 1936).

(iii) The Bombay Maternity Benefit Act, 1929.

(iv) The Bombay Non-Urban Labour Housing, Sanitation Provisions Shops Act, 1944.

(v) The Bombay Industrial Relations Act, 1946. Amended in 1948 (twice) and 1949.

(vi) The Bombay Adjudication Proceedings (Transfer and Continuance) Act, 1947.

(vii) The Bombay Shops and Establishments Act, 1948.

(viii) The Bombay Tenancy and Agricultural Lands Act, 1948.

(ix) The Bombay Housing Board Act, 1948.

MADHYA PRADESH

(i) The Cotton Ginning and Pressing Factories Act, 1925. (Amended by the C P Act of 1936).

(ii) The C.P. Maternity Benefit Act, 1930.

(iii) The C.P. Adjustment and Liquidation of Industrial Workers' Debt Act, 1936.

(iv) The C.P. Protection of Debtors Act, 1937.

MADHYA PRADESH—*contd.*

(v) The C.P. Unregulated Factories Act, 1937.

(vi) The C.P. and Berar Industrial Disputes Settlement Act, 1947. Amended in 1947.

(vii) The C.P. and Berar Shops and Establishments Act, 1947. Amended in 1949.

(viii) The C.P. and Berar Cotton Ginning and Pressing Factories (Amendment) Act, 1947.

(ix) The C.P. and Berar Cotton Ginning and Pressing Factories (Second Amendment) Act, 1947.

(x) The C.P. and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Act, 1947.

(xi) The C.P. and Berar Regulation of Manufacture of Bidis (Agricultural Purposes) Act, 1948.

(xii) The Madhya Pradesh Housing Board Act, 1950.

MADRAS

(i) The Madras Compulsory Labour Act, 1858.

(ii) The Madras Maternity Benefit Act, 1934. Amended in 1939.

(iii) The Madras Workmen's Protection Act, 1941.

(iv) The Madras Non-Power Factories Act, 1947.

(v) The Madras Shops and Establishments Act, 1947.

(vi) The Industrial Disputes (Madras Amendment) Act, 1949.

ORISSA

(i) The Orissa Compulsory Labour Act, 1948.

(ii) The Orissa Debt and Bondage Abolition Regulation, 1948.

PUNJAB

(i) The Regulation of the Accounts Act, 1930.

(ii) The Punjab Relief of Indebtedness Act, 1934.

(iii) The Debtors Protection Act, 1936.

(iv) The Punjab Trade Employees Act, 1940.

(v) The Punjab Maternity Benefit Act, 1943.

UTTAR PRADESH

(i) The U.P. Maternity Benefit Act, 1938.

(ii) The U.P. Shops and Commercial Establishments Act, 1947. Amended in 1948.

(iii) The U.P. Industrial Disputes Act, 1947. Amended in 1950.

WEST BENGAL

(i) The Bengal Mining Settlement Act, 1912.

(ii) The Jalpaiguri Labour Act, 1912.

(iii) The Bengal Workmen's Protection Act, 1934. Amended in 1940.

(iv) The Bengal Maternity Benefit Act, 1939.

(v) The Bengal Rural Poor and Unemployed Relief Act, 1939. Amended in 1941.

WEST BENGAL—*contd.*

(vi) The Bengal Shops and Establishments Act, 1940.

(vii) The West Bengal Maternity Benefit (Tea Estates) Act, 1948.

PART B STATES

HYDERABAD

(i) The Hyderabad Boiler and Machinery Act, 1932.

(ii) The Hyderabad Maternity Benefit Act, 1940. Amended in 1950.

(iii) The Hyderabad Workmen's Compensation Act, 1940. Amended twice in 1947.

(iv) The Hyderabad National Service (Technical Personnel) Regulation, 1941.

(v) The Hyderabad Essential Services Maintenance Regulation, 1942.

(vi) The Hyderabad Payment of Wages Regulation, 1942. Amended in 1945 and 1947.

(vii) The Coal Mines Labour Welfare Fund Regulation, 1944.

(viii) The Hyderabad Factories Regulation, 1944. Amended in 1946 and 1947.

(ix) The Hyderabad Mines Maternity Benefit Regulation, 1944.

(x) The Hyderabad Trade Unions Act, 1945. Amended in 1948.

(xi) The Standing Orders (Conditions of Employment) Regulation Order, 1945.

(xii) The Hyderabad Employment of Children Act, 1948.

(xiii) The Hyderabad Provident Fund Act, 1948.

(xiv) The Hyderabad Children (Pledging of Labour) Act, 1950.

(xv) The Hyderabad Mines Regulation, 1950.

(xvi) The Coal Mines (Stowing) Regulation.

(xvii) Veti and Begar (Prohibition) Regulation, 1358F.

JAMMU AND KASHMIR

(i) The Jammu and Kashmir Industrial Disputes Act, 1950.

(ii) The Jammu and Kashmir Trade Unions Act, 1950.

MADHYA BHARAT

(i) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Cotton Ginning and Pressing Factories (Adaptation) Act, Samvat 2006 (1950).

(ii) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Industrial Relations (Adaptation) Act, Samvat 2006 (1950).

(iii) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Industrial Employment (Standing Orders) (Adaptation) Act, Samvat 2006 (1950).

(iv) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Industrial Statistics (Adaptation) Act, Samvat 2006 (1950).

(v) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Maternity Benefit (Adaptation) Act, Samvat 2006 (1950).

MADHYA BHARAT—*contd.*

(vi) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Payment of Wages (Adaptation) Act, Samvat 2006 (1950).

(vii) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Trade Unions (Adaptation) Act, Samvat 2006 (1950).

(viii) The United State of Gwalior, Indore and Malwa (Madhya Bharat) Workmen's Compensation (Adaptation) Act, Samvat 2006 (1950).

(ix) The Factories Act, 1948 *as applied to the State.*

MYSORE

(i) The Mysore Mines Act, 1906.

(ii) The Mysore Workmen's Compensation Act, 1928. Amended in 1942.

(iii) The Mysore Factories Act, 1936. Amended in 1942 and 1948.

(iv) The Mysore Maternity Benefit Act, 1937.

(v) The Mysore Labour Act, 1942.

(vi) The Mysore Industrial Statistics Act, 1943.

(vii) The Mysore Essential Services (Maintenance) Act, 1943.

(viii) The Mysore Payment of Wages Act, 1948.

(ix) The Mysore Shops and Establishments Act, 1948.

(x) The Mysore Minimum Wages Act, 1949.

(xi) The Mysore Employees' State Insurance Act, 1949.

(xii) The Mysore Labour Housing Act, 1949.

(xiii) The Mysore Employment of Children Act, 1949.

PATIALA AND EAST PUNJAB STATES UNION (PEPSU)

(i) The Patiala Boilers Act, 1940.

(ii) The Patiala Mines Act, 1941.

(iii) The Patiala Workmen's Compensation Act, 1941.

(iv) The Patiala Trade Employees Act, 1947.

(v) The Factories Act, 1948 as applied to PEPSU.

RAJASTHAN

The following Central Acts have been adopted by the State

(i) The Workmen's Compensation Act, 1923.

(ii) The Indian Trade Unions Act, 1926.

(iii) The Children (Pledging of Labour) Act, 1933.

(iv) The Payment of Wages Act, 1936.

(v) The Employers' Liability Act, 1938.

(vi) The Employment of Children Act, 1938.

(vii) The Industrial Statistics Act, 1942.

(viii) The Weekly Holidays Act, 1942.

(ix) The Industrial Employment (Standing Orders) Act, 1946.

RAJASTHAN—*cont*

(x) The Factories Act, 1948.
(xi) The Minimum Wages Act, 1948.

SAURASHTRA

(i) The Indian Boilers Act, 1923 as applied to Saurashtra (1948).
(ii) The Bombay Maternity Benefit Act, 1929 as applied to Saurashtra (1948).
(iii) The Bombay Shops and Establishments Act, 1939 as applied to Saurashtra (1948).
(iv) The Saurashtra Industrial Employment (Standing Orders) Ordinance, 1948.
(v) The Saurashtra Payment of Wages (Ordinance), 1948.
(vi) The Saurashtra Trade Unions Ordinance, 1948.
(vii) The Saurashtra Workmen's Compensation Ordinance, 1948.
(viii) The Children (Pledging of Labour) Act, 1933 as applied to Saurashtra (1949).
(ix) The Employers' Liability Act, 1938 as applied to Saurashtra (1949).
(x) The Industrial Statistics Act, 1942 as applied to Saurashtra (1949).
(xi) The Factories Act, 1948 as applied to Saurashtra (1949).
(xii) The Saurashtra Factories (Amendment) Ordinance, 1949.
(xiii) The Saurashtra Industrial Disputes (Banking and Insurance Companies) Ordinance, 1949
(xiv) The Saurashtra Industrial Employment (Standing Orders) (Amendment) Ordinance, 1949.
(xv) The Saurashtra Payment of Wages (Amendment) Ordinance, 1949.
(xvi) The Saurashtra Trade Unions (Amendment) Ordinance, 1949.
(xvii) The Saurashtra Workmen's Compensation (Amendment) Ordinance, 1949.

TRAVANCORE-COCHIN

(i) The United State of Travancore and Cochin Shops and Establishments Act, 1949.
(ii) The Travancore-Cochin Industrial Disputes Act, 1950.

Travancore

(i) The Travancore Steam Boilers and Prime Movers Act, 1907.
(ii) The Travancore Mines and Minerals Act, 1928.
(iii) The Travancore Trade Unions Act, 1937. Amended in 1948.
(iv) The Travancore Workmen's Compensation Act, 1939.
(v) The Travancore Payment of Wages Act, 1941.
(vi) The Travancore Maternity Benefit Act, 1943.
(vii) The Travancore Industrial Statistics Act. 1945.
(viii) The Travancore Minimum Wages Act, 1948.
(ix) The Travancore Industrial Employment (Standing Orders) Act, 1948.
(x) The Travancore Factories Act, 1949.

Cochin

(i) The Cochin Trade Unions Act, 1936.
(ii) The Cochin Dock Labourers' Act, 1936.
(iii) The Cochin Payment of Wages Act, 1937.
(iv) The Cochin Factories Act, 1937. Amended in 1948.
(v) The Cochin Maternity Benefit Act, 1938.
(vi) The Cochin Boilers Act, 1943.
(vii) The Cochin Workmen's Compensation Act, 1945.
(viii) The Cochin Employment of Children Act, 1945.
(ix) The Cochin Employers' Liability Act, 1945.
(x) The Cochin Industrial Statistics Act, 1946.
(xi) The Cochin Industrial Employment (Standing Orders) A 1947.
(xii) The Cochin Minimum Wages Act, 1948.

PART C STATES

Coorg

(i) The Agriculturists' Loans (Coorg Amendment) Act, 1936.
(ii) The Coorg Money-lenders' Act, 1939. Amended in 1946.
(iii) The Coorg Debt Conciliation Act, 1940.

APPENDIX III

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE, 1919-1950†.

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919.*
2. Unemployment Convention, 1919.
3. Maternity Protection Convention, 1919.
4. Night Work (Women) Convention, 1919.*
5. Minimum Age (Industry) Convention, 1919.
6. Night Work of Young Persons (Industry) Convention, 1919.*
7. Minimum Age (Sea) Convention, 1920.
8. Unemployment Indemnity (Shipwreck) Convention, 1920.
9. Placing of Seamen Convention, 1920.
10. Minimum Age (Agriculture) Convention, 1921.
11. Right of Association (Agriculture) Convention, 1921.*
12. Workmen's Compensation (Agriculture) Convention, 1921.
13. White Lead (Painting) Convention, 1921.
14. Weekly Rest (Industry) Convention, 1921.*
15. Minimum Age (Trimmers and Stokers) Convention, 1921.*
16. Medical Examination of Young Persons (Sea) Convention, 1921.*
17. Workmen's Compensation (Accidents) Convention, 1925.
18. Workmen's Compensation (Occupational Diseases) Convention, 1925.*
19. Equality of Treatment (Accident Compensation) Convention, 1925.*
20. Night Work (Bakeries) Convention, 1925.
21. Inspection of Emigrants Convention, 1926.*
22. Seamen's Articles of Agreement Convention, 1926.*
23. Repatriation of Seamen Convention, 1926.
24. Sickness Insurance (Industry) Convention, 1927.
25. Sickness Insurance (Agriculture) Convention, 1927.
26. Minimum Wage-Fixing Machinery Convention, 1928.
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929.*
28. Protection against Accidents (Dockers) Convention, 1929.
29. Forced Labour Convention, 1930.
30. Hours of Work (Commerce and Offices) Convention, 1930.
31. Hours of Work (Coal Mines) Convention, 1931.

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†For a systematic arrangement of the Conventions and Recommendations adopted by the International Labour Conference during 1919 to 1939, *see* I.L.O—*International Labour Code*, 1939 (Montreal, 1941).

*The 19 Conventions marked with asterisk have been ratified by India.

32. Protection against Accidents (Dockers) Convention (Revised), 1932.*
33. Minimum Age (Non-Industrial Employment) Convention, 1932.
34. Fee-Charging Employment Agencies Convention, 1933.
35. Old-age Insurance (Industry, etc.) Convention, 1933.
36. Old-age Insurance (Agriculture) Convention, 1933.
37. Invalidity Insurance (Industry, etc.) Convention, 1933.
38. Invalidity Insurance (Agriculture) Convention, 1933.
39. Survivors' Insurance (Industry, etc.) Convention, 1933.
40. Survivors' Insurance (Agriculture) Convention, 1933.
41. Night Work (Women) Convention (Revised), 1934.*
42. Workmen's Compensation (Occupational Diseases) convention (Revised), 1934.
43. Sheet-Glass Works Convention, 1934.
44. Unemployment Provision Convention, 1934.
45. Underground Work (Women) Convention, 1935.*
46. Hours of Work (Coal Mines) Convention (Revised), 1935.
47. Forty-Hour Week Convention, 1935.
48. Maintenance of Migrants' Pension Rights Convention, 1935.
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935.
50. Recruiting of Indigenous Workers Convention, 1936.
51. Reduction of Hours of Work (Public Works) Convention, 1936.
52. Holidays with Pay Convention, 1936.
53. Officers' Competency Certificates Convention, 1936.
54. Holidays with Pay (Seal) Convention, 1936.
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936.
56. Sickness Insurance (Sea) Convention, 1936.
57. Hours of Work and Manning (Sea) Convention, 1936.
58. Minimum Age (Sea) Convention (Revised), 1936.
59. Minimum Age (Industry) Convention (Revised), 1937.
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937.
61. Reduction of Hours of Work (Textiles) Convention, 1937.
62. Safety Provisions (Building) Convention, 1937.
63. Convention concerning Statistics of Wages and Hours of Work, 1938.
64. Contracts of Employment (Indigenous Workers (Convention, 1939.
65. Penal Sanctions (Indigenous Workers) Convention, 1939.
66. Migration for Employment Convention, 1939.
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939.
68 Food and Catering (Ships' Crews) Convention, 1946.
69. Certification of Ships' Cooks Convention, 1946.

*The 19 Conventions marked with asterisk have been ratified India.

70. Social Security (Seafarers) Convention, 1946.
71. Seafarers' Pensions Convention, 1946.
72. Paid Vacations (Seafarers) Convention, 1946.
73. Medical Examination (Seafarers) Convention, 1946.
74. Certification of Able Seamen Convention, 1946.
75. Accommodation of Crews Convention, 1946.
76. Wages, Hours of Work and Manning (Sea) Convention, 1946.
77. Medical Examination of Young Persons (Industry) Convention, 1946.
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946.
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946.
80. Final Articles Revision Convention, 1946.*
81. Labour Inspection Convention, 1947.*
82. Social Policy (Non-Metropolitan Territories) Convention. 1947.
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947.
84. Right of Association (Non-Metropolitan Territories) Convention, 1947.
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947.
86. Contracts of Employment (Indigenous Workers) Convention, 1947.
87. Freedom of Association and Protection of the Right to Organise Convention, 1948.
88. Employment Service Convention, 1948.
89. Night Work (Women) Convention (Revised), 1948.*
90. Night Work of Young Persons (Industry) Convention (Revised), 1948.*
91. Paid Vacations (Seafarers) Convention (Revised), 1949.
92. Accommodation of Crews Convention (Revised), 1949.
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949.
94. Labour Clauses (Public Contracts) Convention, 1949.
95. Protection of Wages Convention, 1949.
96. Fee-Charging Employment Agencies Convention (Revised), 1949.
97. Migration for Employment Convention (Revised), 1949.
98. Right to Organise and Collective Bargaining Convention, 1949.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919.
2. Reciprocity of Treatment Recommendation, 1919.
3. Anthrax Prevention Recommendation, 1919.
4. Lead Poisoning (Women and Children) Recommendation 1919.

*The 19 Conventions marked with asterisk have been ratified by India.

5. Labour Inspection (Health Services) Recommendation, 1919.
6. White Phosphorous Recommendation, 1919.
7. Hours of Work (Fishing) Recommendation, 1920.
8. Hours of Work (Inland Navigation) Recommendation, 1920.
9. National Seamen's Code Recommendation, 1920.
10. Unemployment Insurance (Seamen) Recommendation, 1920.
11. Unemployment (Agriculture) Recommendation, 1921.
12. Maternity Protection (Agriculture) Recommendation. 1921.
13. Night Work of Women (Agriculture) Recommendation, 1921.
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921.
15. Vocational Education (Agriculture) Recommendation, 1921.
16. Living-in Conditions (Agriculture) Recommendation, 1921.
17. Social Insurance (Agriculture) Recommendation, 1921.
18. Weekly Rest (Commerce) Recommendation, 1921.
19. Migration Statistics Recommendation, 1922.
20. Labour Inspection Recommendation, 1923.
21. Utilisation of Spare Time Recommendation, 1924.
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925.
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925.
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925.
25. Equality of Treatment (Accident Compensation) Recommendation, 1925.
26. Migration (Protection of Females at Sea) Recommendation, 1926.
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926.
28. Labour Inspection (Seamen) Recommendation, 1926.
29. Sickness Insurance Recommendation, 1927.
30. Minimum Wage-Fixing Machinery Recommendation, 1928.
31. Prevention of Industrial Accidents Recommendation, 1929.
32. Power-Driven Machinery Recommendation, 1929.
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929.
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929.
35. Forced Labour (Indirect Compulsion) Recommendation, 1930.
36. Forced Labour (Regulation) Recommendation, 1930.
37. Hours of Work (Hotels, etc.) Recommendation, 1930.
38. Hours of Work (Theatres, etc.) Recommendation, 1930.
39. Hours of Work (Hospitals, etc.) Recommendation, 1930.
40. Protection against Accidents (Dockers) Reciprocity Recommendation, 1932.
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932.
42. Employment Agencies Recommendation, 1933.

43. Invalidity, Old-age and Survivors' Insurance Recommendation, 1933.
44. Unemployment Provision Recommendation, 1934.
45. Unemployment (Young Persons) Recommendation, 1935.
46. Elimination of Recruiting Recommendation, 1936.
47. Holidays with Pay Recommendation, 1936.
48. Seamen's Welfare in Ports Recommendation, 1936.
49. Hours of Work and Manning (Sea) Recommendation, 1936.
50. Public Works (International Co-operation) Recommendation, 1937.
51. Public Works (National Planning) Recommendation, 1937.
52. Minimum Age (Family Undertakings) Recommendation, 1937.
53. Safety Provisions (Building) Recommendation, 1937.
54. Inspection (Building) Recommendation, 1937.
55. Co-operation in Accident Prevention (Building) Recommendation, 1937.
56. Vocational Education (Building) Recommendation, 1937.
57. Vocational Training Recommendation, 1939.
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939.
59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939.
60. Apprenticeship Recommendation, 1939.
61. Migration for Employment Recommendation, 1939.
62. Migration for Employment (Co-operation between States) Recommendation, 1939.
63. Control Books (Road Transport) Recommendation, 1939.
64. Night Work (Road Transport) Recommendation, 1939.
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939.
66. Rest Periods (Private Chauffeurs) Recommendation, 1939.
67. Income Security Recommendation, 1944.
68. Social Security (Armed Forces) Recommendation, 1944.
69. Medical Care Recommendation, 1944.
70. Social Policy in Dependent Territories Recommendation, 1944.
71. Employment (Transition from War to Peace) Recommendation, 1944.
72. Employment Service Recommendation, 1944.
73. Public Works (National Planning) Recommendation, 1944.
74. Social Policy in Dependent Territories (Supplementary Provision) Recommendation, 1945.
75. Seafarers' Social Security (Agreements) Recommendation, 1946.

76. Seafarers' (Medical Care for Dependents) Recommendation, 1946.
77. Vocational Training (Seafarers) Recommendation, 1946.
78. Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946.
79. Medical Examination of Young Persons Recommendation, 1946.
80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946.
81. Labour Inspection Recommendation, 1947.
82. Labour Inspection (Mining and Transport) Recommendation, 1947.
83. Employment Service Organisation Recommendation, 1948.
84. Labour Clauses (Public Contracts) Recommendation, 1949.
85. Protection of Wages Recommendation, 1949.
86. Migration for Employment Recommendation (Revised), 1949.
87. Vocational Guidance Recommendation, 1949.
88. Vocational Training of Adults (Including Disabled Persons) Recommendation, 1950.

APPENDIX IV

DESIGNATIONS AND NAMES OF PRINCIPAL OFFICERS CONNECTED WITH LABOUR LAWS AND LABOUR ADMINISTRATION AT THE CENTRE AND IN THE STATES.

Designation	Name
MINISTRY OF LABOUR	
GOVERNMENT OF INDIA	
Labour Minister	The Hon'ble Shri Jagjivan Ram.
Secretary to the Government of India, Ministry of Labour, New Delhi	Shri V. K. R. Menon, I.C.S.
Joint Secretary to the Government of India, Ministry of Labour, New Delhi	Shri K. N. Subramanian, I.C.S.
Director-General of Resettlement and Employment, New Delhi	Dr. N. Das, Ph.D., I.C.S.
Chief Labour Commissioner (Central,) New Delhi	Shri Jaleshwar Prasad, M.A., LL.B.
Chief Adviser, Factories, New Delhi ..	Shri N. S. Mankiker, B.Sc., B.E., A.M.I.E (India).
Director, Labour Bureau, Simla ..	Shri S. R. Deshpande.
Chief Inspector of Mines in India, Dhanbad	Shri N. Barraclough, C.B.E., B.Sc. (Hons.)
Coal Mines Welfare Commissioner and Mica Mines Labour Welfare Commissioner, Dhanbad	Shri R. S. Misra, I. A. S.
Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore ..	Shri B. Joogappa.
Controller of Emigrant Labour, Shillong	Shri K. C. Subarno.
Chairman, Labour Appellate Tribunal, Calcutta	Shri J. N. Mazumdar.
Member, Labour Appellate Tribunal, Calcutta	Shri R. C. Mitter.
Member, Labour Appellate Tribunal, Bombay	Shri K. P. Lakshmana Rao.
Member, Labour Appellate Tribunal, Bombay	Shri G. P. Mathur.
Member, Labour Appellate Tribunal, Bombay	Shri F. Jeejeebhoy.
Chairman, Industrial Tribunal, Dhanbad	Shri S. P. Varma, Bar-at-Law.
Chairman, Industrial Tribunal, Calcutta ..	Shri Kartar Singh Campbellpuri.
Director-General, Employees' State Insurance Corporation, New Delhi ..	Dr. C. L. Katial, M.B., B.S., D.T.M. (Liverpool), L.M. (Dublin).
PART A STATES	
ASSAM	
Labour Commissioner	Shri H. P. Duara, B. Com. (Leeds).
Director of Statistics	Shri S. C. Sharma, M.Sc. (Cal.), M.A. (Columbia).
Chief Inspector of Factories	Shri G. C. Goswami, B. Eng. (Sheff.), A.M.I. Mech. E.

*Since Resigned.

Bihar

Commissioner of Labour, Statistical Authority and Registrar of Trade Unions	Shri R. S. Pande, I.A.S.
Deputy Commissioner of Labour	Shri B. P. Singh.
4 Assistant Commissioners of Labour.	
Chief Inspector of Factories .. .	Shri A. Samad.
Chief Inspector of Boilers; Chairman, Industrial Tribunal, Bihar	Shri Shiv Pujan Rai.

Bombay

Commissioner of Labour	Shri P. N. Damry, I.A.S.
Deputy Commissioner of Labour (Administration)	Shri A. S. Iyengar, B.A., LL.B.
Deputy Commissioner of Labour (Welfare)	Shri C. V. Bhatt, M.A. (Lond.)
Deputy Commissioner of Labour (Information)	Shri C. Thomas, M.A., LL. B.
16 Assistant Commissioners of Labour	
Chief Inspector of Factories .. .	Shri N. G. Kewalramani, B.Sc. (Eng.), G.I.C.S., C.P.E. (Civil), M. R. San. I.
Chief Inspector of Steam Boilers and Smoke Nuisances	Shri C. W. Everett, J. P.
President, Industrial Court	Shri D. G. Kamerkar, B.A., LL. B.
Member, Industrial Court	Shri P. S. Bakhle, B.A., LL. B.
Member, Industrial Court	Shri M. C. Shah, B.A., LL. B.
Adjudicator	Shri S. M. Merchant, B.A., LL.B.
Adjudicator	Shri I. G. Thakore, B.A., LL.B.
Registrar, Industrial Court	Shri K. R. Wazkar, M.A., LL.B.
Deputy Registrar, Industrial Court .	Shri S. R. Advalpalkar, M.A., LL.B.
Judge, Labour Court, Bombay . ..	Shri N. N. Majumdar, B.A., LL.B.
Judge, Labour Court, Ahmedabad (1) .	Shri P. D. Vyas, B.A., LL.B.
Judge, Labour Court, Ahmedabad (2) ..	Shri D. M. Vin, B.A., LL.B.
Judge, Labour Court, Sholapur	Shri M. K. Trilokekar, M.A., LL.B.
Judge, Labour Court, Jalgaon	Shri B. S. Dingare, M.A., LL. B.
Commissioner for Workmen's Compensation	Shri V. R. Mangalvedhekar, B.A., LL.B.

Madhya Pradesh

Labour Commissioner, Chief Conciliator and Registrar of Trade Unions	Shri P. K. Sen, B.Sc. (Edin.)
Assistant Labour Commissioner .. .	Shri R. P. Mishra, M.A.
Chief Inspector of Factories and Statistics Authority	Shri R. G. Oak, L.M.E., L.S.E., M.R.S.L., A. M.I.S.E.
State Industrial Court and Industrial Tribunal (Textile)	Shri B. K. Choudhri, B.A., LL.B.

Madras

Commissioner of Labour, Commissioner for Workmen's Compensation, Registrar of Trade Unions and Chief Inspector of Factories	Shri C. G. Reddi, B.Sc., Techn. (Manchester), M.I.E. (India).
Deputy Commissioner of Labour and Additional Commissioner for Workmen's Compensation	Shri Henry Peter, B.A.
Assistant Commissioner of Labour ..	Shri K. Srinivasan, B.A.
Special Officer for Minimum Wages .	Shri C. P. Fernandez.
Deputy Chief Inspector of Factories, Madras	Shri C. R. Reddi, B.A., B.Sc. (Lond.), A.C.G.I.

MADRAS—*concld.*

Industrial Tribunals, Madras	(1) Shri T. D. Ramayya Pantulu, M.A., B.L.
	(2) Shri A.M.R. Davidar, M.A., B.L.
Vijayawada	Shri Abdus Sattar, B.A., B.L.
Coimbatore	Shri P. V. Krishnaswamy Ayyar, B.A., B. L.
Madhurai	Shri C. Bhaktavatsalu Naidu, B.A., B.L.

ORISSA

Director of Industries, Labour Commissioner, Chief Inspector of Factories, Chief Inspector of Boilers, Registrar of Trade Unions and Statistics Authority	Shri M. L. Narasimiengar, B.A., B.E., M.I.E. (India).
Assistant Labour Commissioner	Shri S. Misra, B.A., LL.B., D.L.W., (Bombay).

PUNJAB

Labour Commissioner	Shri G. W. Balchandani, M.A., LL.B., D.S.W., F.R.E.S.
Chief Inspector of Factories and Boilers ..	Shri Sant Ram Kalia.
Chief Inspector of Shops and Commercial Establishments	Sardar Kanwar Jit Singh.
Industrial Tribunal	Shri Avtar Narain Gujral, B.A., LL.B.

UTTAR PRADESH

Labour Commissioner and Certifying Officer for Standing Orders	Shri Kuldip Narayan Singh, I.A.S.
Deputy Labour Commissioner and Registrar of Trade Unions	Shri Mahesh Chandra Pant.
Assistant Registrar of Trade Unions ..	Shri Pawan Behari Lall.
Chief Inspector of Factories and Shops ..	Shri K. K. Batliwala.
Deputy Chief Inspector of Shops	Shri P. N. Sabharwal.
Chief Inspector of Boilers	Shri R. P. Singh.
President, Industrial Court (Textile), Kanpur	Shri T. Ram Bhadran.
President, Industrial Court (Leather & Glass), Agra	Shri Jagat Narain.
President, Industrial Court (Sugar), Lucknow	Shri L. N. Misra.
President, Industrial Court (Electricity and Engineering), Allahabad	Shri W. Broome.

WEST BENGAL

Labour Commissioner. Registrar of Trade Unions, Statistics Authority, Conciliation Officer, Certifying Officer for Standing Orders and Chief Inspector of Shops and Establishments, etc.	Shri S. K. Haldar, I.C.S.
Deputy Labour Commissioner	Shri D. Chatterjee, B.A.
Deputy Labour Commissoner	Shri K. K. Mitra.
Commissioner for Workmen's Compensation *	Shri A.S. Roy, I.C.S.
Authority under the Payment of Wages Act†	Shri A. R. Ghose, B.J.C.S.
Chief Inspector of Factories	Shri K. K. Das Gupta, B.A., A.M.A.F., A.M.I.E.S. (Scot.)
Judges of the Industrial Tribunals ..	(1) Shri S. N. Modak, I.C.S. (Retd.)
	(2) Shri A. Das Gupta.
	(3) Shri P. R. Mukerjee.
	(4) Shri M. C. Banerjee.
	(5) Shri G. Palit.

*Also Authority under the Payment of Wages Act, 1936 for coal mines and Appellate Authority under the Industrial Employment (S.O.) Act, 1946.

†Authority under the Minimum Wages Act, 1948 for Calcutta and Registrar, Workmen's Compensation Court.

PART B STATES

HYDERABAD

Labour Commissioner	Shri Syed Abdul Lateef Razvi.
Deputy Labour Commissioner	Shri B. N. Waghrey.
3 Assistant Labour Commissioners.	
Chief Inspector of Factories	Shri M. A. Mirza.
Industrial Tribunal and Judge, Industrial Court	Shri H. Hanumanth Rao, H.C.S.

JAMMU AND KASHMIR

Chief Inspector of Factories	Shri T. C. Wazir.

MADHYA BHARAT

Commissioner of Labour and Chief Conciliator	Shri A. S. Banavalikar, B.A. (Hons.), A.T.A. (India).
Deputy Commissioner of Labour*	Shri N. D. Gupta, M.A., LL.B., F.R.E.S.
Assistant Commissioner of Labour and Registrar of Trade Unions	Shri N. R. Jatar, B.Sc.
Chief Inspector of Factories	Shri V. N. Sherlekar, L.M.E., A.M. Tech. I.
President, Industrial Court	Shri G. R. Garde, B.A., LL.B.
Member Judge, Industrial Court	Shri R.S. Date, B.A., LL.B.
Judge, Labour Court, Indore	Shri L. P. Hirve, M.A., LL.B.
Registrar, Industrial Court	Shri S. S. Gadre, B.A., LL.B.
Judge, Labour Court, Ujjain	Shri J. P. Saxena, B.Sc., LL.B.
Judge, Part-time Labour Court, Gwalior	Shri Syed Manzarali Rizvi, B.A., LL.B.

MYSORE

Labour Commissioner and *ex-officio* Director of Resettlement and Employment	Shri Md. Ismail Sheriff, B.A.
Assistant Labour Commissioner, Bangalore Division	Shri Z. M. Bokhari, B.A.
Assistant Labour Commissioner, Kolar Division	Shri T. Sadasiviah, B.A.
Assistant Labour Commissioner, Mysore Division	Shri H. G. Gopalaraj Urs, B.A.
Assistant Labour Commissioner, Shimoga Division	Shri C. R. Keshavamurthi, B.A., LL.B.
Assistant Labour Commissioner, Plantation Division	Shri B. M. Sivappa, B.Sc.

P.E.P.S. UNION

Labour Commissioner and Chief Inspector of Factories	Sardar Amrit Lal, B.A.

RAJASTHAN

Labour Commissioner	Shri S. N. Shukla, M.A., LL.B.
Special Labour Officer	Shri N. B. Sadasukhi, M.A., LL.B.

SAURASHTRA

Under Secretary to Department of Labour and *ex-officio* Commissioner of Labour and *ex-officio* Chief Inspector of Factories and Boilers	Shri D. K. Badheka.
Assistant Commissioner of Labour and Registrar of Trade Unions	Shri A. V. Vyas.
Assistant Commissioner of Labour	Shri M. B. Dave.

*Also Commissioner under Workmen's Compensation Act and Authority under Payment of Wages Act for railway lands and Conciliator for the local areas of Gwalior and Ujjain.

TRAVANCORE-COCHIN

Labour Commissioner, Commissioner for Workmen's Compensation, Certifying Officer and Registrar of Trade Unions ..	Shri P. N. Krishna Pillai.
3 Assistant Labour Commissioners.	
Chief Inspector of Factories and Chief Boiler Inspector	Shri P. S. Kukillaya.

PART C STATES

AJMER

Labour Officer, Statistics Authority, Conciliation Officer, Registrar of Trade Unions, Certifying Officer under the Industrial Employment (Standing Orders) Act, and Director of Industries	Shri Omkar Nath Sharma.
Chief Inspector of Factories and Electrical and Boiler Inspector, Ajmer	Shri N. R. Mohindra.
Inspector of Factories and Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946	Shri Durga Prasad.
Commissioner under the Workmen's Compensation Act	Shri Raizada Gurcharan Das.

BHOPAL

Commissioner of Labour, Conciliation Officer and Certifying Officer	Shri Mamnoon Hasan Khan.
Labour Officer and Registrar of Trade Unions	Shri Devi Dayal Verma.
Inspector of Factories and Boilers ..	Shri Khawaja Md. Asghar Khan.

COORG

Chief Inspector of Factories, Statistics Authority, Certifying Officer and Conciliation Officer	Shri N. C. Subaya, B.A.
Commissioner under Workmen's Compensation Act	Shri N. Muddappa, B.A., B.L.
Registrar of Trade Unions	Shri P. M. Chengappa, C.H.D., F.R. Econ. S. (London).

DELHI

Director of Industries and Labour, Conciliation Officer, Registrar of Trade Unions, and Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946	Dr. B. R. Seth, M.A., Ph.D.
Chief Inspector of Factories and Boilers ..	Shri N. R. Mohindra (Offg.)

HIMACHAL PRADESH

Director of Industries and Inspector of Factories (dealing also with matters concerning labour)	Shri Ram Lal.

VINDHYA PRADESH

Labour Commissioner	Shri P. R. Khandekar, B.A., LL.B., Dip. S.S.A.

APPENDIX V

LIST OF OFFICERS APPOINTED AS COMMISSIONERS FOR WORKMEN'S COMPENSATION IN DIFFERENT STATES

State	Officer appointed as Commissioner for Workmen's Compensation	Jurisdiction
1. *Assam* ..	(*i*) Deputy Commissioners : Lakhimpur, Sibsagar, Kamrup, Nowgong, Darrang, Goalpara, Garo Hills, Cachar, Khasi and Jaintia Hills and Naga Hills.	Within their respective Districts.
	(*ii*) Political Officers :	
	(*a*) Lokra, Balipara Frontier Tract.	Balipara Frontier Tract.
	(*b*) Margheritta, Tirap Frontier Tract.	Tirap Frontier Tract.
	(*iii*) Superintendent, Aijal, Distt. Lushai Hills.	Lushai Hills.
	(*iv*) Controller of Emigrant Labour.	Labourers employed in tea plantations and in Government projects in field.
2. *Bihar* ..	(*i*) Commissioner of Labour	Whole State. To deal with contested cases.
	(*ii*) District Magistrates : Patna, Gaya, Shahbad, Champaran, Darbhanga, Purnea, Saran, Monghyr, Muzaffarpur and Bhagalpur.	Within their respective Districts. To deal with uncontested cases. The jurisdiction of the District Magistrate of Bhagalpur, however, does not extend to Saharsa sub-district.
	(*iii*) Additional District Magistrate, Saharsa.	Sub-district of Saharsa. To deal with uncontested cases.
	(*iv*) Deputy Commissioners : Palamau, Ranchi, Hazaribagh, Manbhum and Singhbhum.	Within their respective Districts. To deal with uncontested cases. The jurisdiction of Deputy Commissioners of Hazaribagh, Manbhum and Singhbhum, however, does not extend to the following Sub-Divisions in their respective Districts : Giridih, Dhanbad and Dhalbhum.
	(*v*) Additional Deputy Commissioner, Dhanbad.	Dhanbad Sub-Division. To deal with uncontested cases.
	(*vi*) Sub-Divisional Officers : Giridih and Dhalbhum.	Within their respective Sub-Divisions. To deal with uncontested cases.
3. *Bombay* ..	(*i*) Commissioner for Workmen's Compensation.	Bombay, Bombay Suburban District, Ahmedabad District. All cases connected with the B. B. & C. I. and G. I. P. Railways and Hydro-Electric Companies under the management of Messrs. Tata Hydro-Electric Agencies Ltd. arising in the State. General jurisdiction over the whole State.

1	2	3
3. *Bombay*—contd.	(*ii*) Civil Judges (Senior Division) ; Kaira, Panch-Mahals, Broach, Surat Thana, Ahmednagar, West Khandesh, Nasik, Satara North, Satara South, Belgaum, Bijapur, Dharwar, Hubli (Taluka), Kanara, Ratnagiri, Banas Kantha, Sabar Kantha. Kolhapur, Baroda, Mehsana and Ameroli Districts.	Within their respective Districts. The jurisdiction of Civil Judge, Dharwar does not extend to Hubli and Gadag Talukas. The jurisdiction of Civil Judge, Ameroli does not extend to Okhamandal Taluka.
	(*iii*) Judge, Labour Courts :	
	(*a*) Jalgaon ..	East Khandesh District.
	(*b*) Sholapur ..	Sholapur District.
	(*iv*) Judge, Court of Small Causes, Poona.	Poona District.
	(*v*) Civil Judge (Junior Division) :	
	(*a*) Alibag ..	Kolaba District.
	(*b*) Gadag ..	Gadag Taluka.
	(*c*) Ahva ..	Dangs District.
	(*d*) Okhamandal ..	Okhamandal Taluka.
4. *Madhya Pradesh* ..	(*i*) District and Sessions Judges : Nagpur, Wardha, Jubbalpore, Hoshangabad, Chhindwara, Khandwa (Nimar), Raipura, Amraoti, Akola, Drug at Rajnandgaon and Raigarh.	Within the Districts under their jurisdiction.*
	(*ii*) Civil Judges (Class I) Chanda. Betul, Balaghat, Yeotmal. Buldana, Khamgaon, Jagadalpur and Ambikapur.	Within their respective Districts. The jurisdiction of Civil Judge, Buldana does not extend to Khamgaon, Jalgaon and Malkhapur Taluka. Those Taluka are under the jurisdiction of Civil Judge, Khamgaon
	(*iii*) Sub-Divisional Officer :	
	(*a*) Korea, Bhikunthpur.	Korea Sub-Division.
	(*b*) Sarangarh. Raigarh District.	Sarangarh Sub-Division.
	(*c*) Jashpur, Raigarh District.	Jashpur Sub-Division.
5. *Madras* ..	1. Commissioner of Labour	Whole State.
	2. Deputy Commissioner of Labour.	Whole State. As additional Commissioners for Workmen's Compensation.
	3. Assistant Commissioner of Labour.	
6. *Orissa* ..	1. District Magistrate, Kalahandi.	Kalahandi District.

*The District and Sessions Judge, Nagpur is the Commissioner for Workmen's Compensation for Nagpur and Bhandara Districts.

The District and Sessions Judge, Jubbalpore, is the Commissioner for Workmen's Compensation for Jubbalpore, Mandla and Sangor Districts.

The District and Sessions Judge, Raipur, is the Commissioner for Workmen's Compensation for Raipur and Bilaspur Districts.

The District Sessions Judge, Amraoti, is the Commissioner for Workmen's Compensation for Amraoti and Yeotmal Districts.

1	2	3
6. *Orissa*—contd.		
	2. All Additional District Magistrates.	Within their respective jurisdiction. The areas of the ex-Talchar State does not fall within the jurisdiction of the Additional District Magistrate Dhankanal for purposes of the Workmen's Compensation Act.
	3. Sub-Divisional Magistrate, Talchar.	Talchar Sub-Division of the Dhankanal District.
7. *Punjab* ..	1. Senior Sub-Judges ..	Within their respective District. The jurisdiction of the Senior Sub-Judge Kangra does not extend to the Kulu Sub-Division.
	2. Sub-Divisional Officer Kulu, Kangra.	Kulu Sub-Division.
8. *Uttar Pradesh* ..	District Officers ..	Within their respective Districts. Some of the District Officers also function as Commissioners in respect of certain protions of the Indian Railways.*
9. *West Bengal* ..	1. Commissioner, Workmen's Compensation.	Whole State.
	2. Second Commissioner Workmen's Compensation.	Whole State (to deal with cases under section 10 of the Act).
	3. Deputy Commissioner, Darjeeling and Jalpaiguri.	To deal with distribution cases transferred to them for payment of compensation money to persons living within their respective jurisdictions.
10. *Ajmer* ..	Judge Small Causes Court, Ajmer.	Whole State.
11. *Bhopal* ..	1 District Magistrates :	
	(*a*) Sehore ..	Sehore District.
	(*b*) Raisen ..	Raisen District.
	(*c*) Additional District Magistrate, Sehore.	City of Bhopal.
12. *Bilaspur* (Simla Hills).	Additional District Magistrate, Bilaspur.	Whole State.

*District Muttra : (*a*) G. I. P. Railway—Agra-Delhi Chord, Agra-Muttra ; (*b*). B. B. & C. I. Railway—Kanpur-Achnera Section, Muttra-Achnera. Moradabad District : (a) E. I. Railway—Main Line, Bareily-Moradabad : (*b*) R. & K. Railway—Lalkua, Kashipur extension. Banaras District : (*a*) E. I. Railway—Main Line, Banaras Janghai from Sayed Raja to Sarai Kansarai Railway station, from Banaras to Khalispur Railway station ; (*b*) B. & N. W. Railway—Banaras-Allahabad ; (*c*) O. T. Railway—from Rajwari to Raja Talab Railway station, from Katka to Jangiganj Railway station.

1	2	3
13. *Coorg* ..	District Judge, Coorg ..	Whole State.
14. *Delhi* ..	Judge Small Causes Court	Whole State.
15. *Himachal Pradesh*	Deputy Commissioners ..	Within their respective Districts.
16. *Kutch* ..	District Judge, Kutch ..	Whole State.
17. *Vindhya Pradesh*	Deputy Commissioners	Within their respective Districts.
18. *Andaman and Nicobar Islands.*	Deputy Commissioner, Andaman and Nicobar Islands.	Whole of Andaman and Nicobar Islands.

APPENDIX VI

LIST OF WORKERS' ORGANISATIONS

REGISTERED TRADE UNIONS HAVING MEMBERSHIP OF 1,000 OR MORE

The list of workers' organisations, given below, has been arranged according to Part A, Part B and Part C States. The lists for Part A and Part C States are based on the annual returns under the Indian Trade Unions Act, 1926. It was not found possible to obtain up-to-date trade union returns under the Act from all these States. In the case of Assam, Bihar, Bombay, Madhya Pradesh, Madras, Punjab, Ajmer and Delhi, the 1949-50 returns have been utilised and the list has been corrected up to 31st March, 1950. For Orissa, Uttar Pradesh and West Bengal, the 1948-49 returns had to be utilised and the list has been corrected up to 31st March, 1949. It may be mentioned that for the 1949-50 returns a revised industrial classification has been used for grouping the workers' organisations. The lists relating to Part B States are based on the data supplied by the Governments of these States, either in the annual returns under their Trade Union Acts or in reply to questionnaires issued by the Labour Bureau.

Figures of membership are given in brackets. In case of federations, these figures relate to the affiliated member-unions.

PART A STATES

ASSAM

Mining and Quarrying :

A.O.C. Labour Union, Digboi. (4,979)

A.O.C. Contractors' Labour Union, Digboi. (1,117)

Plantations :

Cachar Cha-Sramik Union, Silchar, Cachar. (42,027)

Surma Upatyaka Cha-Sramik Union, Karimganj. (17,900)

Jorhat Jilla Chah Mazdoor Sangha, I.N.T.U.C. Office, Jorhat, Sibsagar. (10,145)

Assam Cha Karamchari Sangha, Cinnamara. (7,000)

Tezpur Jeela Chah Mazdoor Sangha, Tezpur. (5,024)

Indian Tea Employees' Union, Silchar. (1,421)

Transport, Storage and Communication :

Assam Railway Labour Association, Pandu. (16,529)

Labour Union, Assam Railway, Pandu. (8,195)

BIHAR

Manufacturing :

The Tata Workers' Union, Jamshedpur. (20,659)

Mica Labour Union, Hazaribagh. (7,607)

Noamundi Mazdoor Union, Noamundi. (4,421)

Monghyr Tobacco Manufacturing Workers' Union, Monghyr. (3,515)

Dalmianagar Mazdoor Sewa Sangh, Dalmianagar. (2,382)

Tata Locomotive and Engineering Workers' Union, Golmuri. (2,237)

BIHAR—*contd.*

Manufacturing—contd.

Reliance Pottery Workers' Union, Manbhum. (1,701)
The Indian Iron and Steel Co. Miners' and Workers' Union, Manbhum. (1,431)
Japla Labour Union, Japla. (1,404)
Chapra Mazdoor Sabha, Balrampur. (1,167)
Khelari Cement Mazdoor Union, Ranchi. (1,128)
Indian Leaf Tobacco Development Labour Union, Darbhanga. (1,123)
Bihar Fire Bricks and Potteries Workers' Union, Manbhum. (1,050)

Mining and Quarrying :

Koyala Mazdoor Panchayat, Manbhum. (21,288)
Chotanagpur Coalfield Workers' Union, Hazaribagh. (10,489)
The Coal Workers' Union, Giridih. (7,090)
The Tatas' Collieries Labour Association, Jamdoba Colliery, Jealgora. (5,612)
State Railway Colliery Mazdoor Union, Hazaribagh. (5,345)
Kumardhubi Workers' Union, Kumardhubi. (4,975)
Mosabani Mines Labour Union, Singhbhum. (4,018)
Bokaro Coalfield Workers' Union, Hazaribagh. (4,014)
South Karangpura Coal Mines Union, Hazaribagh. (3,210)
Hazaribagh District Coal Mazdoor Union, Hazaribagh. (2,348)
Macneil Collieries Workers' Union, Manbhum. (2,107)
Chanch Chirkunda Coal Workers' Union, Manbhum. (1,777)
Baulia Quarries Mazdoor Sangh, Shahbad. (1,636)
Rohtas Industries Mazdoor Sangh, Dalmianagar. (1,530)
Indian Mining and Construction Co.'s Employees Union, Hazaribagh. (1,466)

Services :

Darbhanga Distt. Board Employees' Association, Laheriasarai. (1,014)

Transport, Storage and Communication :

Motor Workers' Union, Ranchi. (3,097)
East Indian Railway Ministerial Staff Association, Monghyr. (1,019)

Miscellaneous :

Golmuri Tinplate Workers' Union, Singhbhum. (3,073)
Lohat Sugar Factory Labour Union, Darbhanga. (1,464)
Motihari Sugar Mill Labour Union, Motihari. (1,124)
Champaran Sugar Factory Mazdoor Union, Champaran. (1,032)

BOMBAY

Agriculture and Allied Activities :

Tilaknagar Kamgar Union, Belapur. (1,725)
Belapur Kamgar Union, Belapur. (1,611)
Sakharwadi Kamgar Union, Bombay. (1,400)

BOMBAY—*contd.*

Commerce :

The Bombay Automobile Employees' Union, Bombay. (2,910)
The Ahmedabad Gumasta Mahamandal, Ahmedabad. (1,814)

Electricity, Gas, Water and Sanitary Services :

Ahmedabad Electricity Employees' Union, Ahmedabad. (1,316)

Manufacturing :

The Rashtriya Mill Mazdoor Sangh, Bombay. (48,887)
The Weaving Workers' Union, Ahmedabad. (26,450)
The Mill Mazdoor Sabha, Bombay. (23,819)
The Throstle Workers' Union, Ahmedabad. (20,940)
The Bombay Girni Kamgar Union, Bombay. (15,662)
The Card, Blow and Frame Workers' Union, Ahmedabad. (10,280)
The Winders' Union, Ahmedabad. (4,662)
The Mill Majoor Sabha, Ahmedabad. (4,200)
Majoor Mahajan Mandal, Baroda. (4,188)
The National Engineering Workers' Union, Bombay. (4,003)
Majoor Mahajan Sangh, Kalol. (3,947)
The Kurla Girni Kamgar Sangh, Kurla. (3,913)
The Engine Mechanic and Power Plant Workers' Union, Ahmedabad. (3,745)
The Rashtriya Mill Mazdoor Sangh, Amalner. (3,605)
Ammunition Factory Workers' Union, Kirkee. (3,444)
The Bombay Textile Clerks' Union, Bombay. (3,439)
The Rashtriya Girni Kamgar Sangh, Sholapur. (3,341)
The Gokak Girni Rashtriya Mazdoor Sangh, Bombay. (3,156)
The Lal Bawta Girni Kamgar Union, Sholapur. (2,446)
The Chemical Mazdoor Sabha. (2,400)
Bombay General Employees' Association, Bombay. (2,192)
Majoor Mahajan Sangh, Patlad. (2,105)
The Textile Labour Union, Nadiad. (2,023)
The Bombay Press Employees' Union, Poona. (2,006)
The Rashtriya Girni Mazdoor Sangh, Hubli. (2,003)
Bidi Kamgar Sangh, Sinnar. (1,939)
Majoor Mahajan Mandal, Navsari. (1,832)
The Tata Chemicals Kamgar Sangh, Mithapur. (1,805)
The Bidi Kamgar Sabha, Poona. (1,700)
The Times of India Indian Employees' Union, Bombay. (1,611)
The Mumbai Woollen Mill Kamgar Union, Bombay. (1,561)
Ahmedabad Factory Kamdar Sangh, Ahmedabad. (1,550)
The Textile Labour Union, Broach. (1,548)
The Uran Peta Mithagar Kamkari Sangh. (1,527)
The Surat Silk Mill Workers' Union, Bombay. (1,491)
The Gujarat Sarni Kamdar Association, Ahmedabad, (1,429)
Rashtriya Wimco Kamgar Sangh, Ambarnath. (1,326)
Association of the Civilian Employees of the 512 Command I.E.M.E. Workshop, Kirkee. (1,300)
The Godrej and Boyce Workers' Union, Bombay. (1,243)

BOMBAY—*concld.*

Manufacturing—contd.

The Rashtriya Mill Mazdoor Sangh, Dhulia. (1,191)
The Textile Labour Union, Cambay. (1,171)
The Chalisgaon Girni Kamgar Union, Chalisgaon. (1,145)
The Metal Mazdoor Sabha, Bombay. (1,113)
The Rashtriya Girni Kamgar Sangh, Poona. (1,100)

Services :

Bombay Municipal Kamgar Sangh, Bombay. (6,853)
Central Excise Employees' Union, Bombay. (2,557)
Ahmedabad Municipal Servants' Association, Ahmedabad. (1,974)
Ahmedabad Municipal Shikshak Mandal, Ahmedabad. (1,210)
The Municipal Workers' Union, Bombay. (1,006)

Transport, Storage and Communication :

The National Seamen's Union of India, Bombay. (37,786)
The G.I.P. Railway National Railway Workers' Union, Bombay. (32,033)
The G.I.P. Railway Mazdoor Panchayat, Bombay. (27,886)
The G.I.P. Railwaymen's Union, Bombay. (10,426)
The B.B. & C.I. Railway Employees' Union, Bombay. (14,037)
The B.B. & C.I. Railway Employees' Association, Bombay. (9,211)
Bombay Dock Workers' Union, Bombay. (7,805)
The Seamen's Union, Bombay. (7,038)
The Petroleum Workers' Union. (4,320)
The B.E.S.T. Workers' Union, Bombay. (4,149)
The Bombay Port Trust Employees' Union, Bombay. (3,050)
The Barsi Light Railwaymen's Union, Bombay. (1,652)
The Bombay Taxi Association, Bombay. (1,647)
Air India Employees' Union, Bombay. (1,401)
The Victoria Drivers' Sangh, Bombay. (1,285)
The Bombay Stevedores and Dock Labourers' Union, Bombay. (1,272).
Union of the Staff of the Scindia and Associated Companies, Bombay. (1,174)
The Motor Drivers' and Motor Workers' Association, Ahmedabad. (1,157)
The Belgaum District Motor Drivers', Conductors' and Cleaners' Union. (1,033)
The Bombay Port Trust General Workers' Union, Bombay. (1,009)

Miscellaneous :

The Bombay Hotel Kamgar Union, Bombay. (3,313)
The Ordnance Depot Workers' Union, Talegaon. (2,713)
The Central Ordnance Depot Workers' Union, Dehu. (2,166)
The Indian Motion Pictures Employees' Union, Bombay. (1,749)
The Treatre Employees' Union, Bombay. (1,280)·

MADHYA PRADESH

Mining and Quarrying :

1. Madhya Pradesh Rashtriya Coal Mines Workers' Union, Chindwara (6,475).
2. C. P. Mine Workers' Union, Chindwara. (1,543)

Manufacturing :

1. Independent Labour Party's C.P. & Berar *Bidi* Workers' Union, Nagpur. (4,891).
2. Independent Labour Party's Cotton Mill Workers' Union, Nagpur. (3,864)
3. Rashtriya Mill Majoor Sangh, Nagpur. (3,000)
4. Nagpur Textile Union, Nagpur. (2,253)
5. Burhanpur National Textile Workers' Union, Burhanpur. (2,063)
6. Hinganghat Girni Majoor Sangh, Hinganghat. (1,964)
7. Depot Kamgar Union, Jabalpur. (1,938)
8. Tapti Mill Majoor Sangh, Burhanpur. (1,778)
9. Gun Carriage Factory Labour Union, Jabalpur. (1,454)
10. Rashtriya Mill Majoor Sangh, Achalpur. (1,160)
11. Labour Union Ordnance Factory, Katni. (1,071)

Transport, Storage and Communication :

1. All India Railwaymen's Union, Nagpur. (10,309).

MADRAS

Docks and Ports :

The Madras Port Trust Employees' Union, Madras. (2,047)

Madras Harbour Dock Workers' Union, Madras. (1,941)

Vizagapatam Harbour and Port Trust Workers' Union, Visakhapatnam. (1,257)

Plantations :

The Nilgiri District Estate Workers' Union, Coonoor. (21,505)

The Coimbatore District Estate Workers' Union, Valparai. (11,911)

The Estates Staff Union of South India, Coonoor. (2,132)

Printing Presses :

Madras Government Press Workers' Union, Madras. (1,012)

Railways including Railway Workshops and Transport other than Tramways :

South Indian Railway Workers' Union, Golden Rock, Madras. (12,176)

South Indian Railway Employees' Association, Thambaram. (3,500)

South Indian Railway Loco Transportation Association, Erode. (1,440)

The S.I. Railway Ex-Servicemen Employees' Association, Golden Rock, Madras. (1,281)

Simpsons' Group Company Workers' Union, Madras. (1,124)

Textiles :

The Madras Labour Union (For Textile Workers), Madras. (9,716)

The Madura Labour Union (For Textile Workers), Madhurai. (4,628)

MADRAS—*contd.*

Textiles—contd.

Papanasam Labour Union, Papanasam. (4,319)
Coimbatore District Textile Workers' Union, Coimbatore. (3,775)
Nellimarla Jute Mill Workers' Union, Nellimarla. (1,732)
Mahalakshmi Textile Mill Labour Welfare Union, Pasumalai, Madhurai. (1,535)
Tuticorin Mill Labourers' Union, Tuticorin. (1,307)

Miscellaneous :

The Madura Hotel Thozhilalar Sangam, Madhurai. (2,176)
The Anaparti I.L.T.D. National Workers' Union, Anaparti, E. Godavari. (1,856)
The I.L.T.D. Company Staff Association, Chirala. (1,685)
The Western India Match Factory Workers' Union, Thiruvothiyur. (1,569)
The Imperial Bank of India, Indian Staff Union, Madras. (1,165)

ORISSA

Miscellaneous :

Cuttack District Primary Teachers' Union, Cuttack. (5,096)
Dera Colliery Labour Union, Dera. (1,556)
Balasore District Primary Teachers' Union, Balasore. (1,301)

PUNJAB

Textiles :

The New Egerton Woollen Mills Workers' Union, Dhariwal. (1,481)

Miscellaneous :

Amritsar Labour Federation, Amritsar. (1,072)

UTTAR PRADESH

Engineering :

Kanpur Electric Supply Workers' Union, Kanpur. (1,487)
Hydro Electric Employees' Union, Moradabad. (1,054)

Railways (including Railway Workshops and Transport other than Tramways):

O.T. Railwaymen's Union, Golghar. (50,010)
The E.I. Railwaymen's Union, Lucknow. (34,229)
O.T. Railway Staff Welfare Union, Gorakhpur. (6,326)
The Rashtriya Ekka Tonga Driver Union, Agra. (1,500)

Sugar :

L.H. Sugar Factories Mazdoor Union, Pilibhit. (2,725)
Shanker Mazdoor Sangh, Gorakhpur. (1,431)
Mazdoor Sangh Maholi Talaya-ke-Tir, Sitapur. (1,300)
Upper India Chini Mill Mazdoor Union, Muzaffarnagar. (1,256)
Shakkar Mill Mazdoor Union, Hardoi. (1,244)
Diamond Sugar Mill Mazdoor Union, Gorakhpur. (1,223)
Carew & Co. Ltd. Mazdoor Union, Shahjahanpur. (1,219).

UTTAR PRADESH—*contd.*

Sugar—contd.

Sugar Mill Mazdoor Union, Barabanki. (1,122)
Lord Krishna Sugar Mill Workers Union, Saharanpur. (1,122)
Ram Laxaman Sugar Mill Mazdoor Union, Meerut. (1,120)
Mazdoor Sangh, Hargaon, Sitapur. (1,116)
Chini Mill Mazdoor Union, Meerut. (1,058)
The Chini Mill Mazdoor Union, Muzaffarnagar. (1,045)
Laksar Sugar Factory Labour Union, Laksar, Distt. Saharanpur. (1,013)
S.S. Mill Labour Union, Simbhaoli. (1,007)
Chini Mill Mazdoor Sangh, Gorakhpur. (1,002)

Textiles :

Sooti Mill Mazdoor Union, Kanpur. (16,804)
Suti Mill Mazdoor Union, Agra. (3,500)
Kanpur Mazdoor Congress, Kanpur. (3,215)
Congress Mazdoor Sangh, Aligarh. (1,957)
Jai Hind Mazdoor Sangh, Banaras. (1,482)
Jute Mill Mazdoor Sabha, Gorakhpur. (1,457)
Agra Zila Bunkar Sangh, Agra. (1,350)

Miscellaneous :

Cigarette Workers Union, Saharanpur. (2,277)
Harness & Saddlery Factory Employees Union, Kanpur. (2,365)
Kapra Karamchari Mandal, Kanpur. (1,096)

WEST BENGAL

Agriculture :

Sarva Dharma Samanya Krisak Samity. (3,000)

Dock and Port Trust :

Calcutta Dockers' Union. (13,102)
Dock Mazdur Union, Calcutta. (9,427)
National Union of Port Trust Employees, Calcutta. (3,000)
Calcutta Porters' Union. (1,500)

Engineering :

Bird & Co. Workers' Union. (8,888)
Iron Factory Workers' Union. (3,843)
Garden Reach Workshop Employees' Union, Calcutta. (3,100)
Burns' Labour Union. (2,922)
Bharatia Electric Steel Co. Employees' Union. (1,619)
India Electric Works Majdur Union. (1,255)
Allen Berry (Hazrah Road) Mazdur Congress. (1,048)
Central P.W.D. Workers' Union. (1,017)
Britannia Engineering Works Mazdur Union. (1,000)

Municipalities :

Calcutta Corporation Workers' Union. (8,434)
Calcutta Corporation Workers' Federation. (8,000)
Howrah Municipal Employees' Association. (3,000)
Calcutta Corporation Employees' Association. (1,919)

WEST BENGAL—contd.

Printing Press :

Press Employees' Association, Calcutta. (8,458)

Railways (including Railway Workshops and Transport other than Tramways):

E.I. Railway Employees' Association. (50,155)
E.I. Rail Road Workers' Union. (45,408)
E.I. Railwaymen's Congress. (32,024)
All Bengal Rickshaw Union. (28,055)
Bengal Nagpur Railway Indian Labour Union. (22,993)
B.N.R. Employees' Union. (9,933)
I.G.N.R. Employees' Union. (3,036)
Calcutta Bus Mazdoor Union, Calcutta. (3,000)
Indian Steam Navigation Workers' Union, Calcutta. (2,079)
East Bengal Railwaymen's Union. (1,500)
Martin's Light Railway Workers' Union. (1,383)
B.N. Railwaymen's Congress. (1,300)
Railway Press Workers' Union. (1,110)
All India Train Examiners' Welfare Committee. (1,089)
Advisory Committee of Carters, Calcutta. (1,028)
Bengal Motor Industries & Transport Workers' Union, Calcutta. (1,003)

Seamen :

Indian Seamen's Union, Calcutta. (6,044)
Indian National Maritime Union, Calcutta. (3,963)

Textiles :

Bengal Chatkal Mazdoor Union, Calcutta. (23,102)
Budge-Budge Jute Mill Workers' Union, Budge-Budge. (12,041)
Bengal Provincial Chatkal Mazdoor Union. (10,460)
Birla Jute Mill Workers' Union. (6,031)
Howrah (Jute) Mills Karmachari Sangha. (4,648)
Hukumchand Chatkal Sramik Sangha. (4,209)
Bansberia Jute Mills Labour Union. (4,183)
Cossipore Jute Press Workers' Union, Calcutta. (4,000)
Sri Hanuman Chatkal Mazdur Union, Calcutta. (3,638)
Bengal Jute Mills Co. Mazdur Union. (3,605)
Kankinarah Reliance Chatkal Mazdur Union. (3,500)
Cossipore Chitpore Jute Press Workers' Union. (3,465)
Bangalaxmi Sutakal Mazdur Congress. (3,000)
Standard Jute Mill Workers' Union. (2,587)
Kamarhati Jute Mills Employees' Union. (2,207)
Titagarh No. 1 & 2 Chatkal Mazdur Union. (2,126)
Bansberia Mill Employees' Union. (2,039)
Dakhindari Chatkal Mazdoor Union, Calcutta. (1,957)
Auckland Chatkal Mazdur Union. (1,897)
Baranagar Jute Mills Employees' Union. (1,846)

WEST BENGAL—*contd.*

Textiles—contd.

Anglo India Jute Mills Employees' Union. (1,739)
Rampooria Cotton Mills Workers' Union. (1,703)
Matiaburz Jute Workers' Union. (1,530)
Bengal Cotton Mills Workers' Union. (1,507)
Basanti Cotton Mills Sramik Union. (1,213)
Beliaghata Jute Mills Workers' Union. (1,200)
Champdany Jute Mill Employees' Union. (1,199)
Gouripur Co. Employees' Union. (1,155)
Bangasri Cotton Mills Workers' Union. (1,059)

Tramways :

Calcutta Tramways Workers' Union, Calcutta. (7,581)
Calcutta Tramways Employees' Union, Calcutta. (2,675)
Calcutta Tram Mazdoor Panchayet, Calcutta. (1,449)

Miscellaneous :

Asansol Colliery Mazdur Congress. (12,000)
Dooars Chabagan Mazdoor Sangha. (10,000)
Ishapore Ordnance Factory Mazdoor Union. (8,000)
Posts and Telegraphs Industrial Workers' Union. (4,414)
Dunlop Rubber Factory Labour Union. (4,125)
Imperial Bank of India Indian Staff Association. (3,538)
Bata Mazdur Union. (3,311)
Street Hawkers' and Vendors' Union. (2,869)
Paper Mills Employees' Union. (2,538)
Shop Assistants' Association of Bengal. (2,485)
Bengal Kagazkal Mazdur Union. (2,433)
Refractory and Ceramic Workers' Union. (2,245)
All Bengal Tannery Mazdoor Union. (2,233)
Darjeeling Cha Kaman Mazdoor Sangha. (2,000)
Oriental Gas Karmachari Sangha. (1,820)
Naskarpara Telkal Mazdur Union. (1,784)
Howrah District Paint Workers' Union. (1,733)
All Bengal Hospital Workers' Union. (1,618)
All Bengal Charmaker Mazdoor Union. (1,602)
Calcutta Sramik Mondal. (1,600)
Calcutta Mint Workers' Union. (1,546)
Wimco Majdur Union. (1,515)
Bengal Oil & Petrol Workers' Union. (1,400)
Dooars Tea Garden Indian Employees' Association. (1,397)
Mazer Dabri Demanpore Cha Mazdoor Union. (1,368)
Gramophone Workers' Welfare Union. (1,350)
Bengal Motion Pictures Employees' Union. (1,338)
M/s. Balmer Lawrie & Co. Ltd. Employees' Union. (1,306)
Mackinon's Employees' Association. (1,285)
Bengal Paper Mill Mazdoor Union. (1,279)
India Paper Pulp Workers' Union. (1,240)
All Bengal Rationing Employees' Association. (1,135).
Bhaladia Sand Line Mazdoor Congress. (1,100)

WEST BENGAL—*contd.*

Miscellaneous—contd.

Ramnagar Cane & Sugar Co. Ltd., Employees' Union. (1,028)
Burmah Shell Employees' Association. (1,011)
Brooke Bond Employees' Union. (1,002)
Bengal Chemical Mazdoor Union. (1,001)
West Bengal Flour Mills Mazdoor Congress. (1,000)
Esavi India Match Manufacturing Co. Mazdoor Union. (1,000)

PART B STATES

HYDERABAD

Collieries :

The Tandur Collieries Workers' Union, Bellampally. (2,861)

Miscellaneous :

The All Hyderabad Ayurvedic Union, Hyderabad. (1,500)

MADHYA BHARAT

Textiles :

Indore Mill Mazdoor Sangh, Indore. (15,648)
Mazdoor Congress, Gwalior. (2,245)
Ujjain Mill Mazdoor Sangh, Ujjain. (1,730)

MYSORE

Engineering :

The Hindustan Aircraft Labour Association, Bangalore. (6,000)
The Mysore Iron & Steel Works Labour Association, Bhadravathi. (4,467)

Railways (including Railway Workshops and Transport other than Tramways):

Mysore State Railway Employees' Association, Mysore. (3,927)

Textiles :

Binny Mills Labour Association, Bangalore. (5,509)
Mysore Mills Labour Association, Bangalore. (2,068)
Sri Krishnarajendra Mills Labour Association, Mysore. (2,029)
Mysore Spun Silk Mills Labour Association, Channapatna. (1,026)

Miscellaneous :

Nandydroog Mines Labour Association, Robertsonpet. (5,000)
The Oorgaum Mines Labour Association, Robertsonpet. (2,565)
Minerva Mills Ltd. Labour Association, Bangalore. (2,486)
Mysore Sugar Co. Employees' Association, Mandya. (2,439)
The Champion Reef Mines Labour Association, Andersonpet. (1,468)
Government Electric Factory Labour Association, Bangalore. (1,121)
Vehicle Depot Labour Association, Shoolay, Bangalore. (1,075)
Mysore Mines Labour Association, Robertsonpet. (1,070)
Tobacco Manufacturers' Ltd. Association, Bangalore. (1,000)

RAJASTHAN

Railways (including Railway Workshops and Transport other than Tramways):

The Jodhpur Railwaymen's Union, Jodhpur. (3,541)
The Jodhpur Railway Labour Union, Jodhpur. (3,300)
Sanyukta Rajasthan Railway Karamchari Sangh, Udaipur. (1,270)

Textiles :

Shri Umed Mill Mazdoor Sangh, Pali. (1,880)
Mill Mazdoor Sangh, Bhilwara. (1,572)
Kishangarh Mill Rashtriya Mazdoor Congress, Kishangarh. (1,000)

SAURASHTRA

Railways (including Railway Workshops and Transport other than Tramways):

Saurashtra Railway Naukariyat and Kamdár Mandal, Bhavnagar. (1,955)

Textiles :

The Textile Labour Union, Bhavnagar. (3,764)
The Maharana Mills Majoor Mahajan Sangh, Porbunder. (2,200)

TRAVANCORE-COCHIN

Docks and Ports :

Cochin Thuramukha Thozhilali Sangham, Cochin. (2,255)

Plantations :

High Range Workers' Union, Munnar. (3,688)
Estate Staff's Union of South India, Thiruvalla. (1,299)

Railways (including Railway Workshops and Transport other than Tramways):

All Travancore Navika Thozhilali Sangham, Alleppey. (4,040)
Travancore State Transport Non-Pensionable Employees' Union, Nagercoil. (2,600)
Akhila Kerala Navika Thozhilali Sangham, Cochin. (1,228)

Textiles :

Sitaram Textile Labour Congress, Trichur. (1,780)
Alagappa Textile Workers' Congress, Alagappanagar. (1,219)
Quilon Textile Workers' Union, Quilon. (1,118)

Miscellaneous :

Ambalappuzha Shertallai Malsya Vyavasaya Thozhilali Congress, Alleppey. (4,715)
Ambalappuzha Shertallai Coir Vyavasaya Thozhilali Union, Alleppey. (4,572)
The Travancore Mineral Workers' Union, Chavara. (3,000)
F.A.C.T. Employees' Association, Alwaye. (1,544)
Quilon Saw Mill Workers' Union, Quilon. (1,450).
The Travancore Tile Workers' Union, Quilon. (1,437)
Kundara Cashewnut Workers' Union, Kundara, (1,400)
Nagercoil Varthaka Thozhilallar Sangham, Nagercoil. (1,100)
Ambalappuzha Taluk Head Load Conveyance Workers' Union, Alleppey. (1,051)

PART C STATES

AJMER

Textiles :

Rashtriya Mill Mazdoor Sangh, Beawar. (2,300)
Textile Labour Union, Beawar. (1,291)

DELHI

Engineering :

C.P.W.D. Workers' Union, Delhi. (3,076)

Railways (including Railway Workshops and Transport other than Tramways) :

East Punjab Railwaymen's Union, Delhi. (7,630)
East Punjab Railway Union, Delhi. (5,062)
E.P. Railway Staff Union, Delhi. (5,059)
Staff Association Railway Clearing Accounts Office, Delhi (1,135)

Textiles :

Birla Mills Labour Union, Delhi. (2,796)
Textile Mazdoor Sangh, Delhi. (2,496)
Textile Labour Union, Delhi. (2,423)

REGISTERED FEDERATIONS OF TRADE UNIONS

BIHAR

1. Bihar Provincial Central Bank of India Employees' Association, Patna. (19)
2. Bihar Local Bodies Employees' Federation, Bihar.

BOMBAY

1. Federation of Bank Employees, Bombay. (19)
2. The Textile Labour Association, Ahmedabad. (6)
3. The Bombay Provincial Primary Teachers' Association, Bombay.

MADHYA PRADESH

1. C.P. and Berar Provincial Primary Teachers' Federation, Nagpur. (94)
2. The Provincial Federation of Secondary School Teachers' Association Nagpur. (18).
3. C.P. and Berar Local Bodies Employees' Federation, Nagpur.
4. Chhattisgarh Colliery Workers' Federation, Manendragarh. (8).

MADRAS

1. The Madras Provincial Motor Transport and General Workers' Federation, Madras. (33)
2. The South India Sugar Mills Association, Madras. (12)
3. All India Railwaymen's Federation, Madras.

UTTAR PRADESH

1. Tila Chini Mills Mazdoor Federation, Deoria. (18)

WEST BENGAL

1. Bengal National Chamber of Labour. (162)
2. Federation of Mercantile Employees' Union. (96).
3. Jute Workers' Federation. (40)
4. Overseas Insurance Employees' Association. (17)

APPENDIX VII

INDUSTRIAL LABOUR IN CHANDERNAGORE

The Government of India took over the administration of the City of Chandernagore, a former French possession, on 2nd May, 1950 on *de facto* transfer. The area comprised in the settlement is purely urban and has a total population of 38,284. A brief account of the extent of industrial employment in the area and the conditions of work and living of industrial workers is given below.

Employment.—The only large industrial concern in Chandernagore is the Gondolpara Jute Mill employing on the average about 2,600 workers daily of whom about 20 per cent. are women. There are a few other small industrial concerns and one municipality. The following table shows the industry-wise distribution of labour in the settlement. There is only one unit in each of the industries shown in the table.

INDUSTRIAL EMPLOYMENT IN CHANDERNAGORE

Establishment	Average number of workers daily employed		
	Men	Women	Total
Public Works Department	28	..	28
Municipality	189	60	249
Jute Mill	2,080	520	2,600
Oil Mill	..	..	50
Fire Works Factory (Seasonal from March to November).	..	..	50
Chemical and Pharmaceutical	..	..	100
Total ..	..	..	3,077

In the jute mill, recruitment is made through the Labour Bureau maintained by the mill while in all other concerns recruitment is made directly by the employers. The workers are mostly unskilled.

Labour Legislation.—The French law "Code du Travail" is in force in Chandernagore. Under this law no child under 14 years of age can be admitted as a worker. Night work between 9 p.m. and 5 a.m. is prohibited unless special permission of Government is obtained. Men under 18 and women cannot be employed between the hours of 6 p.m. and 6 a.m. Industrial workers as well as those employed in shops, hotels and restaurants, are to be given a weekly day of rest for a continuous period of 24 hours on Sunday. Factories employing more than 50 workers have to provide certain facilities in regard to health and hygiene.

The Gondolpara Jute Mill, however, does not follow the French law. It follows the Indian Factories Act, 1948 and the Workmen's Compensation Act, 1923 and the rules framed thereunder by the Government of West Bengal and the Bengal Maternity Benefit Act, 1939.

One Councillor of the administrative council has been appointed as labour Inspector but there has not been any systematic inspection of factories so far.

Wages, Housing and Welfare.—The following are the monthly rates of wages and dearness allowance paid to employees of the Public Works Department, the municipality and the Gondolpara Jute Mill :

	Basic Wages	Dearness allowance
	Rs.	Rs a. p.
Public Works Department	35 to 55	30 0 0
Municipality	35 to 55	30 0 0
Jute Mill	30 to 44	32 8 0

Casual workers are paid at the rate of Rs. 1-12-0 per day.

The settlement is a rationed area, the supplies being made available by the Government of India.

Many of the industrial workers in Chandernagore have their own homes. The Gondolpara Jute Mill has provided 500 rooms for their workers. Some of the jute mill workers also live in private houses paying rent at the rate of Rs. 5 to Rs. 10 per month.

The Gondolpara Jute Mill has provided a day school for the education of the workers' children and a night school for adults. They also run two dispensaries for the free treatment of their workers, a canteen, a crèche and a playground for the workers' recreation.

APPENDIX VIII

SELECT BIBLIOGRAPHY

EXPLANATORY NOTE

It is difficult to include in a publication like a Year Book an exhaustive bibliography of all books and reports dealing with Indian Labour. At the same time it is felt that a useful purpose would be served if a small list of official publications and of newspapers, journals, etc., relating to labour, were included in the Year Book. With this end in view, a circular letter was issued to various States and on the basis of the information received, supplemented by information available in the Bureau, a Select Bibliography was prepared and published in the 1948-49 issue of the Year Book. This bibliography has been brought up-to-date as far as possible. It is divided into two sections : (1) dealing with reports, etc., and (2) dealing with journals, official and non-official. In regard to (1), Reports of Courts of Enquiry, Adjudicators, etc., when published in a separate book form, have been included in the list.

1. GOVERNMENT PUBLICATIONS ON LABOUR MATTERS
Government of India Publications

A. ANNUAL REPORTS.

*1. *Statistics of Factories* subject to the Factories Act, 1934.

*2. Note on the working of the Indian Trade Unions Act, 1926.

*3. *Workmen's Compensation Statistics*, together with a Note on the working of the Workmen's Compensation Act, 1923.

*4. Annual Report on the working of the Payment of Wages Act, 1936, on Railways.

*5. Annual Report on the working of the Hours of Employment Regulations on Indian Railways.

6. Annual Report of the Chief Inspector of Mines in India on the working of the Indian Mines Act, 1923.

7. Annual Report on the working of the Tea Districts Emigrant Labour Act, 1932.

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*The publication of these annual reports was suspended during the war. Summaries are, however, being published in the *Indian Labour Gazette*. Recently, the following reports have been published separately in booklets :

(i) *Working of the Indian Trade Unions Act*, 1926, during 1946-47 (Publication No. 5 of the Labour Bureau), 1949.

(ii) *Working of the Workmen's Compensation Act*, 1923, during 1947 (Publication No. 6 of the Labour Bureau), 1949.

(iii) *Working of the Indian Trade Unions Act*, 1926, during 1947-48 (Publication No. 7 of the Labour Bureau), 1950.

(iv) *Working of the Workmen's Compensation Act*, 1923, during 1948 (Publication No. 8 of the Labour Bureau), 1951.

8. Report by the Railway Board on Indian Railways (2 vols.).

9. Census of Manufactures—India, published by the Directorate of Industrial Statistics, Ministry of Industry and Supply. (The first Annual Census for the year 1946 was published in two volumes in 1949).

10. Annual Report of the Agent of the Government of India in Ceylon.

11. Large Industrial Establishments in India (Biennial).

B. REPORTS OF COMMITTEES AND COMMISSIONS*.

1. Report of the Royal Commission on Labour in India, 1929-31; Evidence Volumes I to XI; Annual Reports on action taken on the Recommendations of the Royal Commission.

2. Reports of the Labour Investigation Committee (1944-46).
Main Report, 1946.
Report on an enquiry into Conditions of Labour in—
Bidi, Cigar and Cigarette Industries in India by D. V. Rege.
Cement Industry by S. R. Deshpande.
Cotton Mill Industry in India by S. R. Deshpande.
Dockyards in India by D. V. Rege.
Engineering and Minerals and Metal Industries in India by B. P. Adarkar.
Gold Mining Industry in India by S. R. Deshpande.
Jute Mills Industry in India by S. R. Deshpande.
Manganese Mining Industry in India by D. V. Rege.
Match Industry in India by S. R. Deshpande.
Mineral Oil Industry in India by D. V. Rege.
Non-Gazetted Railway Services by A. Mukhtar.
Paper Mill Industry in India by S. R. Deshpande.
Plantations in India by D. V. Rege.
Ports by S. R. Deshpande.
Principal Municipalities in India by S. R. Deshpande.
Silk Industry in India by S. R. Deshpande.
Woollen Textile Industry in India by S. R. Deshpande.
Report on Labour Conditions in—
Carpet Weaving by A. Mukhtar.
Central Public Works Department by B. P. Adarkar.
Chemical Industry by B. P. Adarkar.
Coir Mats and Matting Industry by A. Mukhtar.
Cotton Ginning and Baling Industry by B. P. Adarkar.
Glass Industry by B. P. Adarkar.
Iron Ore Industry by B. P. Adarkar.
Mica Mining and Mica Manufacturing Industry by B. P. Adarkar.
Potteries by A. Mukhtar.
Printing Presses by A. Mukhtar.
Rice Mills by B. P. Adarkar.

*The Ministry of Labour, Government of India, have published a number of reports relating to: (a) proceedings of the sessions of Indian Labour Conference and Standing Labour Committee; and (b) work of the Indian delegation in the various sessions of the International Labour Conference or in the various I.L.O. meetings. These reports are not mentioned here.

Report on Labour Conditions in—*contd.*

Rickshaw Pullers by A. Mukhtar.
Shellac Industry by B. P. Adarkar.
Sugar Factories by A. Mukhtar.
Tanneries and Leather Goods Factories by A. Mukhtar.
Tram and Bus Services by A. Mukhtar.

3. Report on an Enquiry into Conditions of Labour in the Coal Mining Industry in India by S. R. Deshpande, 1946.

4. Report of the Mica Enquiry Committee, 1944-45.

5. Report of the Indian Coal Fields Committee, 1946.

6. Report of the Health Survey and Development Committee (Vol. I—Survey; Vol. II—Recommendations; Vol. III—Appendices; and Vol. IV—Summary), 1946.

7. Report of the Central Pay Commission, 1947.

8. Report of the Fact-Finding Committee (Handloom and Mills), 1947.

9. Summary of the Proceedings of the Tea Plantation Labour Conference held at New Delhi on 8th and 9th January, 1947.

10. Report of the Committee on Profit Sharing, 1948.

11. Report of the Committee on Fair Wages, 1949.

12. Summary of Proceedings of the Industrial Committee on Coal Mining (Second Session, Dhanbad, 13th and 14th September, 1948), 1949.

13. Summary of Proceedings of the First Meeting of the Central Advisory Council of Labour (Lucknow, 19th to 21st November, 1948), 1949.

14. Summary of Proceedings of the Industrial Committee on Tanneries and Leather Goods Manufactories (Lucknow, 10th and 11th December, 1948), 1949.

15. Report of the Railway Grainshop Enquiry Committee, 1948.

16. Report of the Posts and Telegraphs Expert Committee, 1948.

17. Summary of Proceedings of the Second Meeting of the Central Advisory Council of Labour at New Delhi on the 25th July, 1949 (1950).

18. Report of the Fiscal Commission, 1949-50, Vol. I (1950).

C. Reports by Special Officers. Adjudicators, Courts of Enquiry, etc.

1. Report of the Court of Enquiry (Shri. S. R. Deshpande) constituted under the Trade Disputes Act, 1929, to investigate certain grievances of the salt miners at Khewra, 1941.

2. Report of the Court of Enquiry (Shri B. N. Rau) constituted under the Trade Disputes Act, 1929, to investigate the question of dearness allowance for railway employees, 1941.

3. Report on Health Insurance for Industrial Workers by Professor B. P. Adarkar, 1944.

4. Report on the Scheme of Social Insurance for Indian Seamen by Professor B. P. Adarkar and Dr. Laura Bodmer, 1946.

5. The Health of the Industrial Worker in India—A report by Dr. T. Bedford of the Industrial Health Research Board of the Medical Research Council in the United Kingdom, 1946.

6. Report regarding Representative Character of the All-India Trade Union Congress and the Indian Federation of Labour by Shri S. C. Joshi, Chief Labour Commissioner, 1947.

7. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade Dispute between the Posts and Telegraphs Department and its non-gazetted employees, 1947.

8. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade Dispute between the nine Indian Government Railway Administrations and their respective workers, 1947.

9. Standards of Medical Care for Tea Plantations in India—A Report by Dr. E. Lloyd Jones, Deputy Director-General of Health Services (Social Insurance), 1947.

D. FAMILY BUDGET REPORTS.

1—20. (On Enquiries conducted during 1943-45 by Shri S. R. Deshpande, Director, Cost of Living Index Scheme, Government of India), published in 1947-49.

Report on an Enquiry into Family Budgets of Industrial Workers at—

1. Ahmedabad.
2. Ajmer.
3. Akola.
4. Berhampur.
5. Bombay.
6. Cuttack.
7. Dehri-on-Sone.
8. Delhi.
9. Gauhati.
10. Howrah and Bally.
11. Jalgaon.
12. Jamshedpur.
13. Jharia (colliery workers).
14. Jubbulpore.
15. Kharagpur.
16. Ludhiana.
17. Monghyr and Jamalpur.
18. Sholapur.
19. Silchar.
20. Tinsukia.

21. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in South India (Publication No. 3 of the Labour Bureau), 1948.

22. Report on an Enquiry into the Cost and Standard of Living of Plantation Workers in Assam and Bengal (Publication No. 4 of the Labour Bureau), 1948.

E. BULLETINS OF INDIAN INDUSTRIES AND LABOUR.

1. Indian Factory Law Administration by A. G. Clow (Bulletin No. 8).

2. Conciliation and Arbitration by R. N. Gilchrist (Bulletin No. 23).

3. Women's Labour in Bengal Industries by Dagmar F. Curjel (Bulletin No. 31).

4. Indian Maternity Benefit Schemes (Bulletin No. 32).

5. Periods of Wage Payment (Bulletin No. 34).

6. The Employment of Women in Mines (Bulletin No. 35).

7. Indian Factory Legislation—A Historical Survey by A. G. Clow (Bulletin No. 37).

8. Industrial Disputes in India, 1921-28 (Bulletin No. 43).

9. Reduction of Hours of Work in Mines (Bulletin No. 49).

10. State Action in respect of Industries, 1928-35 (Bulletin No. 57).

11. Indian Labour Legislation, 1932-37 (Bulletin No. 61).

12. Industrial Disputes in India, 1929-36 (Bulletin No. 62).

13. Sickness Insurance (Bulletin No. 63).

14—16. First, Second and Third Conferences of Labour Ministers (Held in 1940, 1941 and 1942) (Bulletin Nos. 70, 72 and 73).

17. Indian Labour Legislation, 1937-43 (Bulletin No. 74).

F. SPECIAL PUBLICATIONS ISSUED BY THE GOVERNMENT OF INDIA.

1. The State and Industry by A. G. Clow, 1928.

2. Changes in the Occupational Distribution of Population by Dr. B. G. Ghate (Studies in Indian Economics issued by the Office of the Economic Adviser to the Government of India), 1940.

3. Labour in India (Commemoration Volume, Preparatory Asian Regional Labour Conference, 1947).

4. Elements of Industrial Well-Being by Sir Wilfrid Garrett (Publication No. 1 of the Labour Bureau), 1947.

5. Problems of Indian Labour—A Symposium (Publication No. 2 of the Labour Bureau), 1943.

6. Cabinet Secretariat—Provincial Development Programmes, 1949.

7. Railway Board—Railway Workers in India, 1950.

Publications issued by State Governments

(Some of the State Governments publish separate annual reports on the working of the following Central Acts: (a) The Workmen's Compensation Act, 1923; (b) The Indian Trade Unions Act, 1926; (c) The Factories Act; and (d) The Payment of Wages Act, 1936. Annual reports on the working of some of the State Acts, *e.g.*, Maternity Benefit Acts and Shops and Establishments Acts, are also published. These reports are not mentioned in the following list).

BENGAL (INCLUDING EAST BENGAL)

1. Enquiry into Industrial Unrest, 1921.

2. Report on an Enquiry into the Standard of Living of Jute Mill Workers in Bengal, 1930.

3. Report on the activities of the Labour Department of the Government of West Bengal, Vol. I (January-March, 1948), Vol. II (May-December, 1948).

4. Award in the matter of Industrial Disputes in the Jute Textile Industry in West Bengal between the employers of 89 specified jute mills and their workmen (31st August, 1948).

5. Interim Report on a Sample Enquiry into the Living Conditions in the *Bustees* of Calcutta and Howrah, 1948-49 (1949).

6. Report on a Sample Enquiry into the Living Conditions in the *Bustees* of Calcutta and Howrah, 1948-49 (1949).

BIHAR

1. Report of the Bihar Labour Enquiry Committee—2 Vols. 1940-41.

2. Report on Industrial Housing Scheme in the State of Bihar, 1950.

3. Report on Incentive Bonus in Industry, 1950.

BOMBAY

A. WAGES AND HOURS OF WORK.

1. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1921 (published in 1923).

2. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1923 (published in 1925).

3. Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry, 1926 (published in 1930).

4. Report on an Enquiry into Wages and Unemployment in the Bombay Cotton Textile Industry, 1934.

5. Report on an Enquiry into Agricultural Wages in the Bombay Presidency, 1900-22 (published in 1924).

6. Report on an Enquiry into Wages, Hours of Work and Conditions of Employment in the Retail Trade of some towns of the Bombay Presidency, 1936.

B. General Wages Census.

General Wages Census—Part I—Perennial Factories—

(i) Report on Wages, Hours of Work and Conditions of Employment in the Engineering Industry in the Bombay Presidency (excluding Sind), May, 1934 (published in 1935).

(ii) Report on Wages, Hours of Work and Conditions of Employment in the Printing Industry in the Bombay Presidency (excluding Sind), May, 1934 (published in 1936).

(iii) Report on Wages, Hours of Work and Conditions of Employment in the Textile Industries (Cotton, Silk, Wool and Hosiery) in the Bombay Presidency (excluding Sind), May, 1934 (published in 1937).

(iv) Report on Wages, Hours of Work and Conditions of Employment in the Oils, Paints and Soap, Match Manufacturing and other Miscellaneous Industries in the Province of Bombay, May, 1934 (published in 1939).

General Wages Census—Part II—Seasonal Factories—

Report on an Enquiry into Wages, Hours of Work and Conditions of Employment in Seasonal Factories of Bombay Province, 1936 (published in 1939).

C. Family Budgets.

1. Report on an Enquiry into Working Class Budgets in Bombay, 1921-22 (published in 1923).

2. Report on an Enquiry into Middle Class Family Budgets in Bombay City, 1922-24 (published in 1928).

3. Report on an Enquiry into Family Budgets of Cotton Mill Workers in Sholapur City, 1925 (published in 1928).

4. Report on an Enquiry into Working Class Family Budgets in Ahmedabad, 1926 (published in 1928).

5. Report on an Enquiry into Working Class Family Budgets in Bombay City, 1932-33 (published in 1935).

6. Report on an Enquiry into Working Class Family Budgets in Ahmedabad, 1933-35 (published in 1937).

D. Reports of the Bombay Economic and Industrial Survey Committee.

1. Report of the Bombay Economic and Industrial Survey Committee, 1938-40, Vol. I (published in 1940).

2. Reports of the Bombay Economic and Industrial Survey Committee, 1938-40, Vol. II (published in 1941)—

(i) Bombay City.
(ii) Bombay Suburban.
(iii) Ahmedabad.
(iv) Broach and Panch Mahal.
(v) Kaira.
(vi) Surat.
(vii) Ahmednagar.
(viii) Nasik.
(ix) East Khandesh.
(x) West Khandesh.
(xi) Kolaba.
(xii) Poona.
(xiii) Ratnagiri.
(xiv) Satara.
(xv) Sholapur.
(xvi) Thana.
(xvii) Belgaum.
(xviii) Bijapur.
(xix) Dharwar.
(xx) North Kanara.

E. *Miscellaneous.*

1. Report of the Industrial Disputes Committee, 1921 (published in 1922).

2. Report on the Labour Office Enquiry into Deductions from Wages or Payments in respect of Fines, 1925-26 (published in 1928).

3. Report on an Enquiry into Middle Class Unemployment in the Bombay Presidency, 1926 (published in 1927).

4. Report on the Bombay Strike Enquiry Committee, 1928-29 (published in 1929).

5. Report of the Bombay Court of Enquiry, 1929.

6. Report on Handloom Weaving Industry in the Bombay Presidency by S. V. Telang, 1932.

7. Bombay Disturbances Enquiry Committee, 1938 (published in 1940).

8. Report of the Rent Enquiry Committee :

Vol. I, Parts I, II and III (1939).

Vol. II, Part IV (1939).

9. Scheme of Training and Unemployment Relief in Industrial Trading Workshop, Ahmedabad, 1939.

10. Bombay Textile Labour Enquiry Committee Report—

Vol. I—Interim Report (1938) and Vol. II—Final Report (1940).

11. Interim Report by the Industrial Conditions Enquiry Committee on the Cotton Textile Industry in Khandesh, 1947.

12. Report on the Sholapur Handloom Weavers Enquiry Committee, 1948.

13. Interim Report by the Industrial Conditions Enquiry Committee on the Cotton Textile Industry in Bombay City and Bombay Suburban District, 1948.

14. Report on the Committee appointed to enquire into the working of the Shops and Establishments Act, 1939 (1948).

15. Report of the Salt Pan Industry in Bombay Province for the Year 1947-48.

16. Report of the Labour Department of the Government of Bombay for the years 1946, 1947 and 1948 (1949).

MADHYA PRADESH

1. Report on Family Budget Enquiry in Nagpur and Jubbulpore (Department of Industries, C.P. and Berar), 1928.

2. Report on Enquiry into Unemployment and Wages Cuts in Cotton Textile Industry in C.P. and Berar by P. K. Sen, 1934.

3. Report of the Textile Labour Enquiry Committee of the C.P. and Berar, 1938.

4. Report of the Committee appointed to examine the wages and conditions of work of sweepers in Municipal and Notified Area Committees in the C.P. and Berar (1938), 1939.

5. Report of the Nagpur Textile Enquiry Committee, 1940.

6. Report of the *Bidi* Industry Committee, C.P. and Berar, 1941.

7. Report of the Provincial Industries Committee, C.P. and Berar (1944), 1945.

8. Report of the C.P. and Berar Textile Labour Enquiry Committee, 1941.

9. Report of Enquiry into the Family Budgets of Industrial Workers at Nagpur (1941-42) by M. P. Shrivastava, 1943.

10. Report on Labour in Coal Mines in the C.P. and Berar, by A. Hughes and G. L. Watson, 1943.

11. Report of the *Bidi* Readjustment Committee, 1947.

12. Report of the Press Enquiry Committee, 1949.

13. Review of the work done by the Provincial Congress Ministry during the last 3 years. (This contains a Chapter on the Activities of the Labour Department).

MADRAS

1. Madras Labour; July, 1937—October, 1938.

2. Family Budgets of Industrial Workers in Madras City, 1938.

3. Report of the Court of Enquiry (Shri M. Venkataramayya) in the Dispute in Coimbatore Mills, 1938.

4. Report of the Economist for Enquiry into Rural Indebtedness by Dr. B. V. Narayanaswami Naidu, 1946.

5. Recommendations of Adjudicators and Boards of Conciliation on Labour Disputes in 1946.

6. Recommendations of Adjudicators, Courts of Enquiry and Arbitrators in respect of certain Labour Disputes during the first half of 1947.

7. Recommendations of Adjudicators, Industrial Tribunals and Courts of Enquiry in respect of Labour—Disputes during the Second half of 1947.

8. Report of the Court of Enquiry into Labour Conditions in *Bidi*, Cigar, Snuff, Tobacco curing and tanning Industries by Dr. B. V. Narayanaswami Naidu, 1947.

9. Award of the Industrial Tribunal on Conditions of Labour in the Textile Industry in the Madras Presidency by Mr. Venkataramayya, 1947.

10. Report of Court of Inquiry appointed to enquire into the Conditions of Labour in Timber and Saw Mills in Malabar and South Kanara Districts by K. A. Mukandan, 1947.

11. A report of the Industrial Planning Committee—Preliminary Report, 1947; Final Report, 1948.

12. Award of the Industrial Tribunal in the matter of Labour Disputes between the workers and management of Cinema Talkies in Madras City by K. S. Ramaswami Sastri, Industrial Tribunal for Cinema Talkies, Madras, 1948.

13. Report of the Standardization Committee appointed by the Government of Madras to prepare standardized nomenclature, etc., in textile mills, 1948.

14. Report of the Court of Enquiry into Labour Conditions in the Handloom Industry by Dr. B. V. Narayanaswami Naidu, 1948.

15. Recommendations of Industrial Tribunals and Courts of Enquiry in respect of Labour disputes during the second half of 1948.

16. Recommendations of Industrial Tribunals and Courts of Enquiry in respect of Labour disputes during the second half of 1948.

17. Report of the Wage Board appointed by the Government of Madras to determine the wage structure for the different categories of workers in the textile mills, 1949.

8. Annual Administration Reports of the Labour Department on the work done for the amelioration of the eligible communities.

PUNJAB

1. A Plan for the Development of Factory Industry in the Punjab, 1946.

2. Impact of Partition on Industries in Border Districts of East Punjab by K. L. Luthra.

3. Family Budgets, 1945-46 to 1947-48 of Cultivators in the East Punjab by Arjan Singh and Ajaib Singh.

ORISSA

Commerce and Labour in Orissa, 1950.

UTTAR PRADESH

1. Report on Housing Conditions of Mill Workers in Kanpur 1936.

2. Kanpur Labour Enquiry Committee Report, 1938.

3. Wages and Labour Conditions in Kanpur by S. P. Saksena, 1938.

4. Report on an Enquiry into Labour Conditions in the Brassware Industry of Moradabad by R. D. Pant, 1945.

5. Rural Wages in the U.P. by S. C. Chaturvedi, 1947.

6. Report of the Committee appointed to enquire into the Wages and Conditions of Work of Sweepers employed by Local Bodies, 1947.

7. Report of the U.P. Pay Committee, 1947.

8. List of Factories in the United Provinces corrected up to 1947.

9. U.P. Labour Enquiry Committee Report (1946-48), Vols. I and II, 1948.

10. Report on the Activities of Government for the Amelioration of the Working and Living Conditions of Labour, 1949.

11. Note on the Activities of the U.P. Government for the Amelioration of the Working and Living Conditions of Labour (for the years 1946 and 1947), 1949.

12. Report of the Committee to consider the question of Decasualisation of Labour and Recruitment of Industrial Workers through Employment Exchanges, 1949.

13. Report of the Court of Enquiry (Sugar), 1950.

14. Some Facts about Our Life and Living, 1947.

15. Report on the Activities of the Government of U.P. for the Amelioration of the Working and Living Conditions of Labour for the Year 1949 (1950).

HYDERABAD

1. Report of the Labour (Factory) Investigation Committee, 1949 (1950).

2. Report of the Coal Mines Labour Enquiry Committee, 1949.

PATIALA AND EAST PUNJAB STATES UNION

1. Awards given by the Industrial Tribunal, Kapurthala, regarding the disputes between the labour and management of : (a) Messrs. Jagatjit Sugar Mills Co. Ltd., Phagwara ; and (b) Messrs. Mahalaxmi Sugar Mills Co. Ltd., Jagatjit Nagar.

2. Proceedings of the First Tripartite Labour Conference, PEPSU, held at Patiala on 7th and 8th November, 1949.

TRAVANCORE-COCHIN

1. Administration Report of the Department of Labour, Travancore (Annual).

2. Administration Reports of the Department of Labour, Cochin (Annual).

3. Report of the Committee appointed to enquire into the Conditions of Industrial Labour in the Cochin State, 1946.

4. Report on the Enquiry into the Family Budgets of Industrial Workers in Cochin State, 1947.

5. Report of the Sitharam Standardisation Committee.

6. Report of the Unemployment Enquiry Committee.

7. Report of the Court of Enquiry—Ceramic Factory, Kundara.

8. Report of the Court of Enquiry—Algappa Textile (Cochin) Ltd., Amballoor.

9. Proceedings of the First Session of the Tripartite Labour Conference held at Trivandrum in October, 1946 (1948).

10. Proceedings of the Second Session of the Tripartite Labour Conference held in September, 1948.

MADHYA BHARAT

1. A Study of Industrial Dis-satisfactions—Report of an Enquiry by Shri A. S. Banavalikar (1948).

MYSORE

1. Report on an Enquiry into the General Conditions and the Family Budgets of Labour in Coffee Plantations in Mysore, 1948.

2. Awards made by the Court of Arbitration Tribunal under the Mysore Labour Act, 1942 and the Mysore Industrial Disputes Settlement and Arbitration Rules, 1941.

3. Labour Marches On.

4. Progress of Labour in Mysore State, 1949.

2. LIST OF JOURNALS OF LABOUR INTEREST PUBLISHED IN INDIA

(The list given below is not exhaustive, though attempts have been made to make it as complete as possible).

Serial No.	Name of Journal	Place of Publication	Language	Remarks
1	2	3	4	5
		I. BI-WEEKLIES		
		ASSAM		
1	Raij	..	Assamese.	
		U. P.		
2	Shramjivi	Kanpur	Hindi	Issued by the Labour Department, U. P. Government.
		II. WEEKLIES		
		BIHAR		
3	Coalfields Times	Dhanbad	English.	
4	Mazdoor Awaz	Jamshedpur	English	Issued by the Tata Workers' Union.
		BOMBAY		
5	Janwani	Poona	Marathi	Issued by the Poona Branch of the Socialist Party.
6	Kamgar	Bombay	Marathi	Issued by the Rashtriya Mazdoor Sangh.
7	Kamgar Khabar	Bombay	Marathi.	
8	Konkan Krishival	Pozari (Dist. Kolaba)	Marathi	A journal of agricultural interest.
9	Mazdoor	Bombay	Marathi	Issued by the Socialist Party.
10	Railway Herald	Thana	English	Concerning Railway labour.

1	2	3	4	5
		II.—WEEKLIES—*contd.*		
		DELHI		
11	Birla Mills Patrika	Delhi	Hindi	Issued by the Birla Mills Ltd.
12	C. P. W. D. Gazette	Delhi	Hindi and Urdu.	Issued by the C. P. W. D. Mechanical and Electrical Workers' Union.
13	Delhi Cloth Mills Gazette.	Delhi	Hindi and Urdu.	Issued by the Delhi Cloth and General Mills, Delhi.
		HYDERABAD		
14	Jana Shakti	Hyderabad	Telugu	Issued by the Socialist Party.
15	Kakateeya Patrika	Warrangal	Telugu.	
16	Motor	Hyderabad	English and Urdu.	Issued by the Hyderabad Motor Union.
17	Samaj	Hyderabad	Urdu	Issued by the Socialist Party.
18	Struggle	Hyderabad	English	Issued by the Socialist Party.
19	Udaya	Hyderabad	Hindi.	
		MADHYA BHARAT		
20	Bhandari Kamgar	Indore	Hindi.	
21	Sandesh	Indore	Hindi.	
22	Mazdoor Sandesh	Indore	Hindi.	
		MADHYA PRADESH		
23	Agragami	Nagpur	Marathi	Issued by the Forward Bloc.
24	Arun	Nagpur	Marathi	Issued by the Independent Labour Party, Nagpur.
		MADRAS		
25	Janasakti	Madras	Tamil	

1	2	3	4	5
		II.—WEEKLIES—*concld.*		
		MADRAS—*contd.*		
26	Ozhavum Thozhilum (Ploughing and Industry).	Madhurai .	Tamil .	Issued by the Madhurai Branch of I. N. T. U. C.
27	Sramajivi . .	Rajahmundry	Telugu.	
28	Thozil Murasu (Labour Voice).	Tuticorin .	Tamil.	
29	The Wednesday Review.	Tiruchirapalli.	English .	Concerning railways and general transport.
30	Worker . .	Vijayawada .	Telugu.	
		PUNJAB		
31	Mazdoor . .	Jullundur .	Urdu.	
32	Socialist . .	Ludhiana .	Urdu.	
		UTTAR PRADESH		
33	Chini Mazdoor .	Lucknow .	Hindi.	
34	Mazdoor . .	Kanpur .	Hindi.	
35	Mazdoor . .	Mathura .	Hindi.	
36	Roti .	Hathras .	Hindi.	
37	Samajvad	Kanpur .	Hindi.	
		WEST BENGAL		
38	Arthic Bharat .	Calcutta .	Bengali.	
39	Mazdoor	Calcutta .	English, Hindi, and Urdu.	Published on behalf of the Calcutta Industries.
40	Mazdoor-ki-kahani.	Calcutta .	Urdu.	
41	Sohajog	Calcutta .	Bengali and Hindi.	Published by Bengal Potteries Ltd.
		III. FORTNIGHTLIES		
		ASSAM		
42	Sramik	..	Bengali,	

1	2	3	4	5
		III. FORTNIGHTLIES—*concld.*		
		BOMBAY		
43	Kamgar	Bombay	Marathi.	
44	Majur Sandesh	Ahmedabad	Gujrati	Issued by the Ahmedabad Textile Labour Association.
45	Purogami Kamgar.	Bombay	Marathi.	
		DELHI		
46	Press Mazdoor	New Delhi	*Hindi* and Urdu.	Issued by the Delhi Press Labour Union.
		MADRAS		
47	Labour Times	Perambur, Madras.	English	Issued by the M. and S. M. Railway Union.
48	Railway Thozhilal (Railway Worker).	Tiruchirapalli.	Tamil	Issued by the S. I. Rly. Workers' Union.
49	Thozil Sangu (Labour Voice).	Madras	Tamil	Issued by the Labour Section of the Tamil Nad Congress Committee.
		RAJASTHAN		
50	Union Patrika	Jaipur	Hindi	Issued by the *Jaipur* State Railwaymen's Union.
		WEST BENGAL		
51	Jay Engineering Samachar.	Calcutta	Bengali	Issued by Jay Engineering Works.
		IV. MONTHLIES		
		BIHAR		
52	Prosperity	Patna	English and Hindi.	Issued by the Bihar Chamber of Commerce.

1	2	3	4	5
		IV. MONTHLIES—*contd.*		
		BOMBAY		
53	Agricultural Economist.	Bombay	English.	
54	Bank Mazdoor	Bombay	English	Issued by the Federation of Bank Employees.
55	General Letter	Bombay	English	Issued by the All-India Postal and R. M. S. Union.
56	G. I. P. Railwaymen's Herald.	Bombay	English	Issued by the G. I. P. Railwaymen's Union.
57	Girni Samachar	Bombay	Marathi	Issued by the Millowners' Association, Bombay.
58	Hind Mazdoor	Bombay	English	Organ of the Hind Mazdoor Sabha.
59	Indian Textile Journal.	Bombay	English.	
60	Industrial Court Reporter.	Bombay	English.	Issued by the Deputy Labour Commissioner (Information), Government of Bombay.
61	Labour Gazette			
62	Labour Intelligence.			
63	Railway Times	Bombay	English	Issued by the National Union of Railwaymen of India and Burma.
64	Trade Union Record.	Bombay	English	Issued by the All-India Trade Union Congress.
65	Worker	Bombay	English	Organ of the Hindustan Mazdoor Sewak Sangh.
		DELHI		
66	Employment News	New Delhi	English	Issued by the Directorate-General of Resettlement and Employment, Ministry of Labour, Government of India.
67	Indian Labour Gazette.	Delhi	English	Issued by the Labour Bureau, Ministry of Labour, Government of India.

1	2	3	4	5
		IV. MONTHLIES—*contd.*		
		HYDERABAD		
68	Hyderabad Labour Bulletin.	Hyderabad .	English .	Issued by the Labour Department, Government of Hyderabad.
69	Railway Worker .	Secunderabad	English .	Organ of the N. S. Railway Employees' Union.
		MADRAS		
70	Esasi Journal .	Coonoor .	English .	Organ of the Estate Staff Association of Southern India.
71	Indian Labour .	Madras .	English .	Issued by the Madras Labour Union.
72	Indian Railway Magazine.	Madras .	English .	
73	Industrialist .	Kozhikode .	English .	Journal of the West Coast Industrialists' Association.
74	Journal . .	Madras .	English .	Issued by the Madras Electricity Department.
75	Labour Law Journal.	Madras .	English.	
76	Labour Times .	Madras .	English.	
77	Pathanidum Thozil (Tannery) Industry.	Ranipet (N. Arcot).	Tamil .	Issued by the South Indian Tanneries and Hide Merchants' Association.
78	People's Health .	Madras .	English .	
79	Railway Herald .	Tiruchirapalli.	English .	
80	S. I. Railway Magazine.	Tiruchirapalli.	English .	Issued by the S. I. Rly. Union.
81	Welfare Bulletin .	Madukarai .	Tamil .	Issued by the Industrial Welfare Association.
82	Varathaga Oolian	Tiruchirapalli.	Anglo-Tamil.	
		MADHYA PRADESH		
83	Empress Mills Patrika.	Nagpur .	Hindi and Marathi.	Issued by the Empress Mills, Nagpur.

1	2	3	4	5
		IV. MONTHLIES—*concld.*		
		MYSORE		
84	Mysore Labour Gazette.	Bangalore	English, Kannada and Tamil editions.	Issued by the Department of Labour, Government of Mysore.
		U. P.		
85	J. K. Patrika	Kanpur	Hindi	Issued by the J. K. *Industries, Kanpur.*
86	J. K. Review	Kanpur	English	
87	Labour Bulletin	Kanpur	English	Issued by the Department of Labour, Government of the Uttar Pradesh
88	Railway Workmen	Allahabad	English	
		WEST BENGAL		
89	Engineering News	Calcutta	English	Issued by the Engineering Association of India.
90	Manufacturer	Calcutta	English	Organ of the National Chamber of Industries.
91	Monthly Statistical Digest, West Bengal.	Calcutta	English	Issued by the Bengal Statistical Bureau.
		BI-MONTHLIES		
		WEST BENGAL		
92	Industrial Relations.	Calcutta	English	Journal of Indian Institute of Personnel Management.
		QUARTERLIES		
		BIHAR		
93	TISCO Review	Jamshedpur	English	Issued by the Tata Iron and Steel Co. Ltd.
		DELHI		
94	I. and S. Bulletin.	Delhi	English	Journal of the Ministry of Industry and Supply, Government of India.
		MYSORE		
95	Asian Labour	Bangalore	English	Journal of the Labour Forum, New Delhi.

APPENDIX IX
STATISTICAL APPENDIX

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EMPLOYMENT

(i) Employment in Factories

A—Former Provinces

Average Daily Number of Workers Employed during 1949

Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Delhi	Coorg	Andaman & Nicobar Islands	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
GOVERNMENT AND LOCAL FUND FACTORIES														
Clothing	..	546	..	..	243	..	..	3,131	..	..	..	..	..	3,920
		(1)			(2)			(1)						(4)
Breweries and Distilleries ..	..	121	206	140	..	..	..	..	..	..	..	..	..	467
		(2)	(1)	(2)										(5)
Carpentry	..	..	195	..	305	..	..	295	..	..	305	..	..	1,100
			(4)		(4)			(3)			(3)			(14)
Cotton Mills	76	..	..	..	646	..	..	137	26	..	..	..	..	885
	(1)				(1)			(2)	(1)					(5)
Dockyards	..	..	5,773	..	1,096	..	..	..	2,236	..	..	..	110	9,214
			(2)		(6)				(3)				(1)	(12)
Electrical Engineering ..	..	..	496	102	2,074	..	..	..	1,940	..	..	..	..	4,582
		1,000	(12)	(1)	(8)	24			(5)					(26)
Electrical Generating and Transforming Stations	..	(7)	646	..	282	(1)	147	1,256	405	209	557	..	..	4,786
			(4)		(10)		(4)	(15)	(6)	(1)	(3)			(51)
General Engineering ..	262	1,641	6,870	2,559	2,727	338	1,555	4,949	4,668	..	882	..	..	26,451
	(3)	(7)	(23)	(17)	(30)	(3)	(2)	(31)	(17)		(4)			(137)
Coach Building and Motor Car Repairing.	..	..	..	..	..	..	..	..	164	..	..	..	..	164
									(1)					(1)
Forage Presses ..	..	..	78	..	64	..	..	169	..	..	..	..	..	311
			(3)		(1)			(3)						(7)
Gas Works..	..	..	..	..	13	..	..	..	..	..	..	..	..	13
					(1)									(1)
Mints	..	..	1,904	..	..	..	..	..	1,577	..	..	..	..	3,481
			(1)						(1)					(2)
Ordnance Factories	..	394	27,837	8,577	3,655	..	1,040	22,173	14,466	...	6,358	..	..	84,300
		(1)	(33)	(5)	(7)		(3)	(11)	(7)		(4)			(71)
Paper Mills	..	..	..	..	306	..	..	24	..	..	..	..	..	334
					(1)			(1)						(2)
Printing Presses	282	891	5,359	313	411	354	248	3,766	3,429	114	1,437	..	..	16,574
	(2)	(3)	(12)	(1)	(7)	(1)	(2)	(8)	(12)	(1)	(5)			(54)

Railway Workshops ..	1,897 (5)	11,810 (8)	26,234 (31)	1,336 (7)	14,832 (7)	706 (4)	1,544 (3)	13,134 (11)	27,701 (13)	7,314 (3)	..	..	..	1,06,508 (92)
Tramway Workshops ..	..	..	1,257 (2)	..	..	..	..	..	..	..	98 (1)	..	..	1,355 (3)
Saw Mills	..	..	166	119	..	..	..	87	135	..	..	..	1,800	2,307
Stone Dressing ..	..	..	(1) *	(2)	..	..	..	(2)	(1)	..	..	..	(1)	(7) *
Tanneries	..	..	(1)	..	(1)	..	..	..	52	..	..	..	..	(2) 52
Leather and Shoes ..	..	..	..	..	..	..	..	..	(1) ..	..	..	..	..	(1) ..
Telegraphs	..	..	491 (4)	2,082 (2)	..	..	..	..	2,495 (2)	..	71 (1)	..	..	5,079 (9)
Water Pumping Stations ..	..	78 (2)	472 (14)	181 (4)	131 (11)	..	..	502 (7)	1,125 (8)	..	614 (3)	..	..	3,083 (49)
Woollen Mills	..	602 (1)	..	..	49 (1)	..	76 (2)	..	..	..	..	..	..	727 (4)
Miscellaneous	..	294 (3)	2,009 (31)	22 (3)	2,036 (24)	..	13 (1)	3,946 (25)	3,742 (17)	..	..	..	..	12,062 (104)
Total Government & Local Fund Factories.	2,517 (11)	17,377 (35)	30,103 (179)	15,211 (44)	28,863 (122)	1,402 (9)	4,623 (17)	53,569 (120)	64,221 (95)	7,037 (5)	10,322 (24)	..	1,910 (2)	2,87,755 (663)
ALL OTHER FACTORIES														
TEXTILES														
Cotton (Spinning, Weaving and other) Factories.	..	1,736 (3)	4,16,865 (918)	30,622 (23)	91,859 (166)	675 (2)	3,435 (12)	56,747 (38)	30,941 (31)	5,121 (4)	14,423 (7)	..	..	6,52,424 (1,204)
Hosiery	35 (2)	280 (9)	1,908 (44)	113 (4)	2,125 (35)	89 (3)	1,327 (49)	596 (15)	1,978 (46)	122 (2)	529 (18)	.. ..	.. ..	9,102 (227)
Jute Mills	..	6,232 (3)	..	920 (1)	7,108 (4)	..	..	6,852 (3)	3,01,047 (94)	..	..	..	..	3,22,259 (105)
Silk Mills	..	193 (5)	16,083 (241)	..	1,112 (25)	..	2,385 (9)	29 (1)	571 (4)	..	..	..	..	20,373 (285)
Woollen Mills	..	..	5,557 (6)	..	236 (5)	..	3,868 (18)	3,702 (4)	275 (1)	..	..	..	..	13,728 (34)
Miscellaneous	..	..	17,883 (187)	..	918 (44)	54 (2)	2,976 (47)	882 (20)	3,886 (21)	..	753 (23)	..	..	27,354 (344)
Total ..	35 (2)	6,441 (20)	4,58,296 (1,396)	31,655 (28)	1,03,358 (279)	818 (7)	13,991 (135)	68,808 (81)	3,38,700 (197)	5,243 (6)	15,705 (48)	..	..	10,45,140 (2,199)

N.B.—Figures in brackets relate to the number of factories.
* Information not supplied.

Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Delhi	Coorg	Anda-man & Nico-bar Islands	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ENGINEERING														
Coach Building and Motor Car Repairing.	455 (11)	848 (20)	6,840 (93)	417 (9)	8,181 (262)	60 (3)	208 (9)	871 (32)	4,015 (35)	16 (1)	806 (23)	..	..	23,617 (498)
Electrical Engineering ..	..	1,307 (3)	1,207 (23)	..	457 (15)	..	309 (14)	..	6,133 (31)	..	..	..	..	9,503 (86)
Electrical Generating and Transforming Stations.	235 (7)	1,905 (19)	1,835 (42)	1,256 (23)	55 (2)	65 (4)	72 (3)	1,217 (10)	3,427 (23)	76 (2)	49 (1)	..	..	9,052 (142)
General Engineering ..	1,058 (10)	7,870 (41)	22,641 (480)	1,181 (36)	8,552 (186)	153 (3)	2,393 (97)	4,291 (137)	44,400 (374)	24 (1)	3,157 (102)	..	..	95,720 (1,473)
Petroleum Installations, Kerosene Tinning and Packing.	..	42 (1)	3,366 (20)	..	991 (13)	..	..	..	3,674 (13)	..	..	..	..	8,067 (47)
Metal Stamping	..	..	7,038 (115)	..	..	..	..	96 (2)	3,932 (14)	..	..	..	..	11,666 (131)
Railway Workshops ..	33 (1)	55 (1)	523 (1)	..	..	..	..	..	1,062 (4)	..	..	..	..	1,673 (7)
Shipbuilding and Engineering	..	372 (2)	4,195 (7)	..	3,800 (2)	..	..	..	17,805 (14)	..	..	..	..	26,173 (25)
Steel Trunk, Lock and Cutlery	..	378 (17)	2,851 (37)	..	875 (31)	..	..	215 (2)	..	..	..	..	..	4,119 (87)
Tramway Workshops ..	..	..	..	..	515 (1)	..	..	..	1,346 (1)	..	..	..	..	1,861 (2)
Miscellaneous	..	536 (6)	9,484 (241)	580 (13)	1,296 (35)	..	721 (33)	1,308 (42)	6,118 (126)	..	849 (5)	..	..	20,892 (501)
Total ..	1,781 (35)	13,164 (110)	60,374 (1,050)	3,434 (81)	24,722 (547)	278 (10)	3,703 (156)	7,998 (231)	92,812 (635)	116 (4)	4,861 (131)	..	..	2,13,243 (2,999)
MINERALS AND METALS														
Foundries	..	2,075 (6)	3,334 (62)	..	1,496 (42)	63 (1)	2,986 (108)	1,055 (28)	..	25 (1)	802 (23)	..	..	11,836 (271)
Iron and Steel Smelting and Steel Rolling Mills.	..	32,505 (4)	96 (2)	..	794 (4)	..	..	2,387 (24)	24,449 (16)	..	91 (5)	..	..	60,316 (55)
Lead Smelting and Lead Rolling Mills.	..	..	14 (2)	..	..	..	..	..	612 (1)	..	..	..	..	626 (3)
Petroleum Refineries ..	1,435 (2)	..	..	..	..	..	..	..	..	..	..	..	..	1,435 (2)

Miscellaneous	86 (2)	18,173 (125)	4,263 (71)	20 (1)	3,384 (89)	56 (2)	2,197 (56)	2,109 (101)	3,983 (17)	21 (1)	..	..	..	34,292 (465)
Total ..	1,521 (4)	52,753 (135)	7,701 (137)	20 (1)	5,674 (135)	119 (3)	5,183 (164)	5,551 (153)	29,044 (34)	46 (2)	893 (28)	.. ..	.. ..	108,505 (726)
FOOD, DRINK AND TOBACCO														
Bakeries, Biscuit and Confectionery.	20 (1)	279 (1)	1,871 (90)	22 (1)	1,820 (26)	..	..	391 (7)	1,184 (17)	..	85 (2)	..	..	5,681 (145)
Breweries and Distilleries ..	287 (1)	279 (4)	* (1)	..	152 (3)	138 (5)	456 (2)	1,060 (12)	939 (4)	..	..	..	..	3,011 (32)
Coffee	..	..	61 (1)	..	1,376 (20)	..	..	..	..	..	..	..	..	1,437 (21)
Dairy Produce	..	..	283 (7)	..	48 (1)	..	..	21 (2)	26 (2)	..	30 (1)	..	..	408 (13)
Flour Mills	..	462 (10)	1,324 (20)	420 (28)	55 (3)	12 (2)	724 (17)	1,019 (16)	1,594 (11)	..	410 (5)	..	..	6,020 (112)
Food Canning and Bottling ..	..	119 (4)	91 (5)	*	67 (2)	..	25 (3)	..	132 (4)	..	77 (3)	..	..	511 (21)
Ice and Aerated Waters ..	.	31 (3)	1,110 (45)	249 (6)	338 (19)	66 (6)	374 (19)	1,121 (47)	836 (12)	52 (3)	467 (21)	..	..	4,644 (182)
Rice Mills	1,575 (86)	6,016 (116)	832 (82)	4,482 (231)	18,137 (959)	4,001 (86)	286 (17)	815 (19)	14,488 (295)	..	..	45 (6)	..	51,676 (1,897)
Sugar	..	24,755 (37)	15,701† (471)‡	..	4,309 (12)	179 (1)	778 (1)	49,312 (77)	643 (1)	135 (1)	..	..	..	95,812 (601)
Tea	49,505 (577)	552 (6)	..	639 (1)	5,553 (107)	..	165 (12)	895 (13)	24,922 (273)	.	..	17 (1)	.	82,239 (990)
Tobacco	..	4,653 (12)	26,111 (510)	..	20,259 (152)	3,018 (79)	..	2,263 (1)	1,919 (4)	..	..	..	..	58,213 (758)
Water Pumping Stations ..	..	..	..	..	.	..	.	..	..	..	..	..	..	..
Miscellaneous	..	228 (10)	4,676 (69)	481 (34)	22,682 (922)	..	355 (8)	3,117 (42)	3,410 (17)	..	422 (2)	5 (1)	..	35,276 (1,105)
Total ..	51,387 (665)	38,273 (203)	51,960 (1,301)	6,284 (303)	74,805 (2,226)	7,414 (178)	3,163 (79)	60,004 (236)	49,793 (640)	187 (4)	1,491 (34)	67 (8)	..	3,44,828 (5,877)

N.B.—Figures in brackets relate to the number of factories.

* Information not supplied.

† Includes 7,516 workers in *Gur* Factories.

‡ Includes 457 *Gur* factories.

Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Delhi	Coorg	Andaman & Nicobar Islands	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CHEMICALS, DYES, ETC.														
Bone and Manure ..	..	..	317 (9)	67 (1)	633 (19)	..	..	284 (3)	2,077 (9)	..	..	..	..	3,378 (41)
Chemicals	..	1,012 (9)	4,169 (35)	94 (3)	2,139 (19)	..	542 (7)	1,187 (16)	8,182 (42)	..	730 (5)	..	..	18,064 (136)
Dyeing and Bleaching ..	..	..	8,226 (62)	771 (4)	225 (10)	62 (3)	524 (8)	115 (2)	..	..	13 (1)	..	..	9,936 (91)
Gas Works	..	..	818 (1)	..	21 (1)	..	51 (1)	170 (3)	1,474 (7)	..	15 (1)	..	..	2,549 (14)
Lac	..	3,243 (57)	..	139 (5)	..	150 (2)	..	..	901 (4)	..	..	..	..	4,433 (68)
Matches	1,178 (2)	88 (1)	2,747 (10)	83 (3)	7,088 (119)	43 (2)	..	1,471 (5)	2,412 (6)	..	..	..	90 (1)	15,200 (148)
Oil Mills	636 (17)	4,497 (56)	11,399 (298)	6,523 (107)	8,307 (272)	235 (5)	361 (17)	6,627 (97)	3,151 (50)	..	268 (8)	..	..	42,004 (927)
Paints	..	..	573 (16)	51 (3)	149 (4)	..	37 (2)	..	2,514 (16)	..	66 (3)	..	..	3,389 (44)
Soaps	18 (1)	53 (3)	2,632 (35)	74 (1)	421 (16)	28 (1)	..	364 (5)	1,386 (15)	..	22 (1)	..	..	4,978 (78)
Turpentine and Rosin ..	..	..	..	..	..	..	..	271 (1)	..	..	..	..	..	271 (1)

Miscellaneous	..	152 (4)	10,617 (225)	63 (2)	3,190 (112)	..	..	284 (6)	1,167 (27)	..	176 (5)	..	..	15,649 (381)
Total ..	1,832 (20)	9,054 (130)	41,498 (602)	7,865 (129)	22,173 (572)	518 (13)	1,515 (35)	10,773 (138)	23,244 (175)	..	1,289 (24)	..	90 (1)	1,19,851 (1,929)
PAPER AND PRINTING														
Paper Mills	..	690 (1)	2,104 (14)	..	27 (1)	1,166 (1)	1,853 (1)	1,916 (4)	9,484 (4)	..	..	..	..	17,242 (26)
Printing, Book-binding, etc. ..	267 (10)	1,476 (24)	16,268 (481)	2,030 (41)	10,813 (430)	340 (11)	374 (18)	5,092 (131)	8,095 (134)	309 (6)	2,514 (62)	..	..	47,568 (1,348)
Miscellaneous	..	..	1,027 (34)	..	650 (13)	..	..	132 (4)	1,842 (28)	..	..	..	..	3,651 (79)
Total ..	267 (10)	2,166 (25)	19,389 (529)	2,030 (41)	11,490 (444)	1,506 (12)	2,227 (19)	7,140 (139)	19,421 (166)	309 (6)	2,514 (62)	..	..	68,461 (1,452)
WOOD, STONE AND GLASS														
Bricks and Tiles	..	6,532 (12)	6,337 (153)	211 (3)	10,187 (97)	37 (1)	200 (6)	..	376 (1)	..	..	..	..	23,880 (273)
Carpentry and Cabinet Making	..	32 (1)	3,835 (74)	..	1,889 (42)	..	163 (6)	503 (11)	1,081 (16)	..	331 (3)	..	..	7,834 (153)
Cement, Lime and Potteries	128 (1)	3,464 (6)	1,354 (9)	6,467 (17)	2,539 (12)	472 (3)	215 (5)	152 (10)	5,929 (26)	..	410 (8)	..	..	21,130 (96)
Glass	..	1,190 (10)	5,007 (29)	1,083 (6)	1,470 (10)	478 (1)	623 (7)	9,482 (118)	5,483 (27)	..	57 (4)	..	..	23,873 (212)
Saw Mills	1,370 (23)	419 (24)	2,096 (99)	1 (100)	1,665 (16)	301 (16)	141 (10)	133 (10)	1,135 (38)	..	..	..	..	9,252 (363)
Stone Dressing	..	(9)	678 (13)	72 (6)	341 (20)	..	..	..	244 (3)	..	161 (5)	..	..	2,153 (56)
Miscellaneous	..	432 (7)	6,816 (141)	..	3,954 (71)	..	131 (3)	772 (7)	1,644 (22)	..	129 (2)	..	..	13,878 (253)
Total ..	1,498 (24)	12,726 (69)	26,123 (518)	9,826 (138)	22,045 (202)	1,288 (21)	1,473 (37)	10,042 (166)	15,892 (129)	..	1,068 (22)	..	..	1,02,000 (1,406)

N.B.—Figures in brackets relate to the number of factories.

Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Delhi	Coorg	Andaman & Nicobar Islands	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SKINS AND HIDES														
Leather and Shoes ..	..	320 (1)	456 (28)	..	149 (5)	..	..	3,811 (14)	8,920 (3)	..	..	..	..	13,656 (51)
Tanneries	..	979 (1)	896 (21)	..	9,417 (267)	..	190 (1)	2,703 (23)	259 (4)	..	..	..	..	14,504 (317)
Miscellaneous	..	..	467 (29)	..	76 (3)	..	..	..	..	..	..	..	..	543 (32)
Total ..	..	1,299 (2)	1,819 (78)	..	9,642 (275)	..	190 (1)	6,574 (37)	9,179 (7)	..	..	..	..	28,703 (400)
GINS AND PRESSES														
Cotton Ginning and Baling ..	294 (3)	39 (1)	27,967 (619)	19,693 (290)	3,362 (92)	..	3,227 (98)	66 (3)	50 (1)	1,761 (20)	..	..	..	56,469 (1,127)
Wool Baling Presses ..	..	..	..	..	* (1)	..	..	213 (4)	5,122 (25)	..	..	..	..	5,335 (30)
Jute Presses	..	..	..	..	..	.. ..	15 (1)	..	..	..	..	..	..	15 (1)
Miscellaneous	..	..	..	..	11,174 (330)	..	..	974 (24)	..	..	..	..	..	12,148 (354)
Total ..	294 (3)	39 (1)	27,967 (619)	19,693 (290)	14,536 (423)	..	3,242 (99)	1,253 (31)	5,172 (26)	1,761 (20)	..	..	..	73,957 (1,512)

MISCELLANEOUS													
Rope Works	..	..	237 (6)	..	2,300 (11)	..	..	..	1,503 (5)	..	..	..	..
Rubber	..	..	2,425 (46)	247 (6)	239 (7)	..	54 (2)	..	10,212 (21)	..	62 (5)	15 (1)	..	254 (88)
Miscellaneous	..	42 (1)	11,571 (275)	9 (1)	4,103 (99)	14 (1)	..	2,035 (27)	5,725 (67)	81 (4)	581 (10)	..	..	24,161 (485)
Total ..	..	42 (1)	14,233 (327)	256 (7)	6,642 (117)	14 (1)	54 (2)	2,035 (27)	17,530 (93)	81 (4)	643 (15)	15 (1)	..	41,545 (595)
Total All other Factories	58,615 (763)	1,37,957 (696)	7,09,360 (6,658)	81,062 (1,018)	2,95,087 (5,310)	11,957 (245)	34,741 (727)	1,80,268 (1,229)	6,00,787 (2,102)	7,743 (46)	28,484 (364)	82 (9)	90 (1)	21,46,233 (19,138)
GRAND TOTAL ..	61,132 (774)	1,55,334 (731)	7,89,463 (6,835)	96,273 (1,062)	3,23,950 (5,432)	13,359 (254)	39,364 (744)	2,33,837 (1,349)	6,65,008 (2,197)	15,380 (51)	38,806 (388)	82 (9)	2,000 (3)	24,33,988 (19,801)

N. B.—Figures in brackets relate to the number of factories.

* Information not supplied.

EMPLOYMENT IN FACTORIES—*contd.*

B—Former States

Average Daily Number of Workers Employed during 1947.

Industry	Baroda	Bombay States	Central India States	Eastern States	Hyderabad	Kashmir	Madras States	Mysore	Punjab States	Rajputana States	U. P. States	Western India States	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
FACTORIES OWNED BY STATE DURBARS													
A.—Perennial													
Breweries and Distilleries	..	70 (3)	190 (4)*	..	57 (1)	..	..	..	..	..	..	..	317 (8)
Carpentry and Cabinet making	44 (1)	..	..	..	..	75 (1)	..	..	..	..	..	..	119 (2)
Cotton (Spinning, Weaving and other) Factories	..	..	* (1)	..	..	..	..	..	..	..	..	..	* (1)
Coach-Building and Motor Car Repairing ..	..	..	..	..	..	..	285 (1)	..	..	..	..	..	285 (1)
Electrical Engineering, Generating & Transforming.	142 (1)	100 (1)	..	..	1,232 (2)	..	..	1,075 (3)	..	..	..	168 (2)	2,717 (9)
Engineering (General)	..	..	..	..	357 (1)	..	200 (1)	141 (1)	..	..	..	..	698 (3)
Iron and Steel Smelting and Steel Rolling mills.	..	..	..	..	..	..	..	3,829 (1)	..	..	..	..	3,829 (1)
Mints	..	..	..	..	536 (1)	..	..	..	..	..	..	..	536 (1)
Printing Presses	209 (1)	54 (1)	122 (1)	..	912 (3)	130 (1)	42 (1)	807 (2)	..	..	..	..	2,076 (10)
Railway Workshops	519 (1)	..	..	..	7,727 (17)	..	..	1,509 (5)	..	..	..	..	9 755 (23)

Saw Mills	..	..	..	..	..	..	..	57 (2)	..	..	..	..	57 (2)
Silk Mills (including Filatures)	..	..	..	..	..	622 (2)	..	1,769 (3)	..	..	..	..	2,397 (5)
Miscellaneous	..	20 (1)	110 (1)	..	1,320 (9)	..	..	765 (4)	..	..	..	..	2,215 (15)
TOTAL PERENNIAL ..	914 (4)	244 (4)	422 (7)	..	12,141 (34)	833 (4)	527 (3)	9,752 (21)	..	..	..	168 (2)	25,001 (79)
B.—Seasonal													
Miscellaneous	..	..	..	..	..	59,082 (2)	..	43 (1)	..	..	..	..	59,125 (3)
Total Seasonal ..	..	..	..	..	..	59,082 (2)	..	43 (1)	..	..	..	..	59,125 (3)
Total of Factories owned by State Durbars	914 (4)	244 (4)	422 (7)	..	12,141 (34)	59,915 (6)	527 (3)	9,795 (22)	..	..	..	168 (2)	84,126 (82)
ALL OTHER FACTORIES													
A.—Perennial													
TEXTILES													
Cotton (Spinning, Weaving and other) Factories	26,671 (23)	6,170 (61)	43,274 (19)	3,798 (1)	11,881 (8)	..	8,463 (12)	21,950 (33)	..	3,577 (3)	1,826 (1)	13,350 (21)	140,969 (182)
Hosiery	25 (1)	22 (1)	285 (6)	..	130 (3)	20 (1)	36 (1)	40 (1)	..	..	..	116 (4)	676 (18)
Jute Mills	..	..	..	1,097 (1)	..	..	..	..	..	..	..	..	1,097 (1)
Silk Mills (including Filatures) .. .	150 (1)	22 (1)	..	..	2,028 (6)	939 (20)	..	8,014 (35)	..	..	..	..	11,153 (63)
Woollen Mills	489 (1)	..	..	..	..	1,972 (2)	..	100 (1)	..	..	..	..	2,561 (4)

Industry	Baroda	Bombay States	Central India States	Eastern States	Hyderabad	Kashmir	Madras States	Mysore	Punjab States	Rajputana States	U.P. States	Western India States	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Miscellaneous	..	..	272 (2)	..	245 (5)	1,089 (14)	..	729 (12)	..	400 (2)	3,039 (5)	..	6,374 (40)
Total ..	27,335 (26)	6,214 (63)	43,831 (27)	4,895 (2)	14,284 (22)	4,620 (37)	8,501 (13)	30,842 (82)	..	3,977 (5)	4,865 (6)	13,466 (25)	1,62,830 (308)
ENGINEERING													
Coach-building and Motor Car Repairing ..	188 (1)	..	125 (1)	..	71 (2)	..	907 (8)	673 (3)	..	..	..	..	1,964 (15)
Electrical Engineering	42 (1)	..	..	..	..	..	..	350 (4)	33 (1)	125 (1)	..	..	550 (7)
Electrical Generating and Transforming Stations.	111 (4)	65 (2)	461 (6)*	..	..	..	..	3,975 (5)	80 (1)	150 (1)	..	559 (10)	5,301 (29)
General Engineering	1,091 (9)	276 (7)	35 (2)*	..	2,513* (25)	..	704 (6)	1,945 (21)	117 (3)	..	45 (1)	262 (8)	6,988 (82)
Petroleum Installations, Kerosene Tinning and Packing.	264 (1)	..	..	..	..	..	502 (3)	..	..	..	..	..	766 (4)
Metal Stamping	..	..	..	..	..	..	299 (1)	..	..	..	..	..	299 (1)
Steel Trunk, Lock and Cutlery	..	..	..	..	..	..	..	85 (2)	..	..	..	181 (4)	266 (6)
Miscellaneous	118 (1)	1,509 (6)	..	..	439 (8)	42 (2)	988 (6)	4,340 (4)	291 (7)	..	..	368 (6)	8,095 (40)
Total ..	1,814 (17)	1,850 (15)	621 (9)	..	3,023 (35)	42 (2)	3,400 (24)	11,268 (39)	521 (12)	275 (2)	45 (1)	1,370 (28)	24,229 (184)

MINERALS AND METALS															
Foundries	..	..	145 (3)	..	..	..	121 (3)	..	601 (3)	..	..	..	67 (2)	934 (11)
Iron and Steel Smelting	123 (1)	139 (2)	662 (3)	..	224 (1)	..	..	..	748 (19)	..	..	..	42 (1)	1,339 (27)
Mica Works	..	80 (1)	..	..	..	..	..	..	..	423 (1)	..	..		503 (2)
Miscellaneous	360 (4)	44 (2)	60 (1)	..	3,681 (32)	..	..	305 (4)	..	644 (2)	24 (1)	1,135 (19)	6,271 (58)
Total ..	492 (5)	263 (5)	866 (7)	..	3,905 (33)	..	(121) (3)	305 (4)	1,350 (22)	1,067 (3)	24 (1)	1,244 (22)	9,637 (105)
FOOD, DRINK AND TOBACCO															
Bakeries, Biscuit and Confectionery ..	..	95 (3)	37 (1)	..	226 (4)	..	..	..	430 (1)	..	..	..	788 (9)
Breweries and Distilleries	74 (2)	..	.. (1)	35 (1)	240 (3)	..	56 (1)	..	492 (3)	..	208 (1)	..	1,105 (12)
Coffee	..	..	..	..	55 (2)	..	..	590 (2)	..	..	..	..	645 (4)
Dairy Produce	..	..	..	..	125 (2)	..	..	75 (1)	..	..	..	..	200 (3)
Flour Mills	..	..	..	..	606 (17)	32 (1)	..	..	227 (2)	..	..	..	868 (24)
Ice and Aerated Waters	..	..	(4)† 35 (2)*	..	126 (6)	30 (1)	..	..	..	..	..	41 (2)	232 (11)
Rice Mills	149 (4)	60 (3)*	..	125 (2)	2,873 (91)	30 (1)	220 (9)	216 (6)	..	..	..	20 (1)	3,693 (117)
Sugar Factories	..	..	1,107 (1)	..	..	..	..	1,200 (1)	..	..	..	..	2,307 (2)
Tea Factories	..	..	..	..	..	..	..	3,159 (6)	..	..	..	..	3,159 (6)
Tobacco	..	2,983 (37)	52 (1)	..	4,216 (38)	..	75 (1)	4,799 (36)	..	81 (1)	..	..	12,206 (114)
Water Pumping Stations	..	..	110 (1)	..	..	..	..	299 (3)	..	..	..	76 (2)	485 (6)
Miscellaneous	89 (4)	100 (3)‡	..	..	317 (12)	..	35,271 (118)	..	25 (1)	35 (1)	..	2,082 (7)	37,909 (146)
Total ..	312 (10)	3,238 (46)	1,341 (11)	160 (3)	8,787 (175)	92 (3)	35,622 (120)	10,338 (55)	1,174 (7)	106 (2)	208 (1)	2,219 (12)	63,597 (454)

Industry	Baroda	Bombay States	Central India States	Eastern States	Hyderabad	Kashmir	Madras States	Mysore	Punjab States	Rajputana States	U.P. States	Western India States	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
CHEMICALS, DYES ETC.													
Bone and Manures	77	..	86	..	92	..	..	..	..	..	..	70	335
	(1)		(2)*		(3)							(1)	(7)
Chemicals	3,049	20	*	..	500	..	985	959	483	362	..	1,770	8,428
	(9)	(1)	(1)		(2)		(2)	(5)	(3)	(2)		(7)	(32)
Dyeing and Bleaching	286	..	41	..	202	..	..	..	..	..	..	..	532
	(1)		(1)		(4)								(6)
Gas Works	..	..	..	..	..	..	..	..	..	..	..	..	..
Lac	..	..	..	..	..	..	..	..	..	..	..	..	..
Matches	218	854	140	100	884	90	654	205	..	..	81	1,097	4,323
	(1)	(4)	(1)	(1)	(14)	(1)	(10)	(1)			(1)	(10)	(44)
Oil Mills	706	227	674	50	2,674	20	2,084	1,066	91	35	42	909	8,504
	(12)	(7)	(15)‡	(1)	(55)	(1)	(35)	(14)	(3)	(1)	(1)	(16)	(161)
Paints	..	..	*	..	313	..	..	50	35	..	..	20	418
			(1)		(2)			(1)	(1)			(1)	(6)
Soap	51	..	..	..	242	21	1,584	465	..	..	..	..	2,363
	(1)				(7)	(1)	(1)	(9)					(19)
Turpentine and Rosin	..	..	..	..	..	90	..	..	..	..	..	..	90
						(1)							(1)
Miscellaneous	..	25	..	..	169	96	22	615	..	..	..	113	1,042
		(1)	(2)@		(3)	(2)	(1)	(8)				(1)	(18)
TOTAL	5,082	1,126	951	180	5,076	319	5,329	3,054	609	397	123	3,979	26,225
	(26)	(13)	(23)	(2)	(90)	(6)	(49)	(38)	(7)	(3)	(2)	(36)	(294)
PAPER AND PRINTING													
Paper Mills	42	..	*	..	1,570	..	966	750	..	..	..	..	3,328
	(1)		(1)		(3)		(1)	(1)					(17)
Printing, Bookbinding, etc.	..	..	387	..	769	61	413	397	..	..	..	260	2,287
			(4)*		(18)	(2)	(6)	(9)				(7)	(46)

Miscellaneous	494 (1)	96 (1)	696 (2)	..	117 (1)	..	..	..	..		..	..	1,403 (5)
TOTAL ..	536 (2)	96 (1)	1,083 (7)	..	2,456 (22)	61 (2)	1,379 (7)	1,147 (10)	..	..	..	260 (7)	7,018 (58)
WOOD, STONE & GLASS													
Bricks and Tiles	757 (8)	..	68 (1)	..	192 (6)[a]	..	3,196 (52)	923 (11)	..	..	..	..	5,136 (78)
Carpentry and Cabinet Making	1,688 (11)	29 (1)	578 (3)	238 (3)	103 (3)	..	152 (2)	345 (7)	..	..	210 (1)	507 (12)	3,850 (43)
Cement, Lime and Potteries	750 (3)	54 (1)	1,023 (2)	..	3,651 (3)	..	844 (3)	..	1,346 (1)	3,203 (2)	..	2,811 (9)	13,682 (24)
Glass	543 (2)	1,243 (1)	.. (3)‡	..	2,105 (2)	..	311 (1)	415 (1)	..	475 (2)	569 (1)	..	9,161 (13)
Saw Mills	333 (11)	..	.. (1)	..	100 (2)	80 (1)	796 (8)	100 (1)	..	..	..	62 (2)	1,471 (26)
Stone Dressing	30 (1)	..	.. (1)	..	3,414 (17)[a]	..	..	..	207 (1)	..	..	35 (1)	3,686 (21)
Miscellaneous	122 (2)	166 (2)	217 (4)	80 (1)	246 (4)	83 (2)	112 (2)	684 (7)	..	..	..	81 (3)	1,991 (27)
TOTAL ..	4,223 (36)	1,492 (5)	1,886 (15)	318 (4)	10,311 (37)	163 (3)	5,411 (68)	2,667 (27)	1,553 (2)	3,678 (4)	779 (2)	3,496 (27)	35,977 (232)‖
SKINS AND HIDES													
Leather & Shoes	..	30 (1)	124 (1)	..	92 (1)	..	..	..	..	..	..	27 (1)	273 (4)
Tanneries	..	..	* (1)	..	742 (10)	..	..	1,654 (29)	..	..	83 (1)	..	2,479 (41)
Miscellaneous	22 (1)	..	..	..	38 (1)	..	..	75 (1)	..	..	..	..	135 (3)
TOTAL ..	22 (1)	30 (1)	124 (2)	..	872 (12)	..	..	1,729 (30)	..	..	83 (1)	27 (1)	2,887 (48)

Industry	Baroda	Bombay States	Central India States	Eastern States	Hyderabad	Kashmir	Madras States	Mysore	Punjab States	Rajputana States	U.P. States	Western India States	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
GINS AND PRESSES													
Miscellaneous	..	98 (1)		..	..	..	26 (1)	..	1,588 (27)	..	..	187 (4)	1,899 (33)
TOTAL ..	..	98 (1)	..	..	..	..	26 (1)	..	1,588 (27)	..	..	187 (4)	1,899 (33)
MISCELLANEOUS													
Rope Works	..	85 (1)	..	..	..	..	6,764 (36)	..	..	..	..	..	6,849 (37)
Rubber Goods	110 (1)	..	..	..	..	55 (2)	..	..	..	..	..	175 (1)	340 (4)
Miscellaneous	22 (1)	494 (2)	251 (7)*	..	289 (32)**	..	20 (1)	637 (6)	..	40 (1)	..	..	1,753 (50)
TOTAL ..	132 (2)	579 (3)	251 (7)	..	289 (32)**	55 (2)	6,784 (37)	637 (6)	..	40 (1)	..	175 (1)	8,942 (91)
TOTAL PERENNIAL ..	39,948 (126)	14,986 (153)	50,954 (103)	5,563 (11)	49,003 (468)	5,352 (55)	66,573 (331)	61,987 (291)	6,795 (77)	9,540 (20)	6,127 (14)	26,423 (163)	343,241 (1,807)
B. Seasonal													
MINERALS & METALS													
Miscellaneous	..	..	1,398 (15)	..	..	..	..	42 (1)	..	..	..	..	1,440 (16)

Food, Drink & Tobacco													
Coffee	..	..	..	..	..	..	..	..	567 (4)	..	..	..	567 (4)
Flour Mills	..	..	..	..	..	..	..	..	..	..	..	..	..
Ice and Aerated Waters	..	..	..	..	..	..	..	..	..	..	25 (1)	..	25 (1)
Rice Mills	..	..	..	374 (5)	..	..	..	..	..	..	..	31 (1)	405 (6)
Sugar	..	4,334 (4)	2,169 (6)	..	1,248 (1)	..	56 (1)	..	1,852 (2)	..	3,326 (2)	266 (1)	13,251 (17)
Tea	..	..	..	..	..	..	3,944 (82)	..	..	..	..	..	3,944 (82)
Tobacco	..	..	..	..	..	..	..	120 (4)	..	..	..	..	120 (4)
Miscellaneous	..	24 (1)	..	..	..	..	..	..	..	..	..	..	24 (1)
Total ..	..	4,358 (5)	2,169 (6)	374 (5)	1,248 (1)	..	4,000 (83)	687 (8)	1,852 (2)	..	3,351 (3)	297 (2)	18,336 (116)
Chemicals, Dyes, etc.													
Bone and Manure	..	..	..	..	..	..	..	..	..	..	..	..	..
Matches	..	..	..	..	..	..	..	..	..	..	..	405 (2)	405 (2)
Oil Mills	..	223 (5)	20 (1)	..	..	..	..	..	..	..	..	579 (19)	832 (25)
Miscellaneous	..	27 (1)	..	..	..	..	..	..	..	..	..	..	27 (1)
Total ..	..	260 (6)	20 (1)	..	..	..	..	..	..	..	..	984 (21)	1,264 (28)

Industry	Baroda	Bombay States	Central India States	Eastern States	Hyderabad	Kashmir	Madras States	Mysore	Punjab States	Rajputana States	U.P. States	Western India States	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Wood, Stone & Glass													
Bricks and Tiles	..	..	..	..	..	..	..	45 (1)	..	..	..	..	45 (1)
Cement, Lime and Potteries	..	..	..	..	..	..	..	..	..	..	..	..	..
Miscellaneous	..	..	..	..	..	..	..	..	..	..	..	..	..
TOTAL	..	..	..	..	..	..	..	45 (1)	..	..	..	..	45 (1)
Gins and Presses													
Cotton Ginning and Baling	6,935 (82)	1,435 (18)	8,399 (259)	..	14,070 (186)	..	..	630 (12)	789 (8)	399 (8)	..	4,409 (49)	37,666 (622)
Miscellaneous	..	..	..	160 (1)	..	..	..	..	..	..	..	300 (1)	460 (2)
TOTAL	6,935 (82)	1,435 (18)	8,399 (259)	160 (1)	14,070 (186)	..	..	630 (12)	789 (8)	399 (8)	..	4,709 (50)	38,126 (624)
Miscellaneous													
Rubber	..	..	..	..	..	..	400 (12)	..	..	..	..	..	400 (12)
Miscellaneous	..	..	..	..	..	..	..	..	..	..	..	20 (1)	20 (1)
TOTAL	..	..	..	..	..	..	400 (12)	..	..	..	..	20 (1)	420 (13)

TOTAL—Seasonal	..	6,935 (82)	6,053 (29)	11,986 (291)	534 (6)	15,913 (187)	..	4,400 (95)	1,404 (22)	2,641 (10)	399 (8)	3,351 (3)	6,010 (74)	59,631 (707)
TOTAL All other Factories	..	46,883 (208)	21,039 (132)	62,940 (389)	6,087 (17)	64,921 (645)	5,352 (55)	70,973 (426)	63,391 (313)	9,436 (87)	9,939 (28)	9,478 (17)	32,433 (237)	402,872 (2,604)
GRAND TOTAL	..	47,797 (212)	21,283 (136)	63,362 (396)	6,087 (17)	77,062 (679)	65,267 (61)	71,500 (429)	73,186 (335)	9,436 (87)	9,939 (28)	9,478 (17)	32,601 (239)	486,998 (2,686)

* Employment not known in one factory.

@ Employment not known in two factories.

‡ Employment not known in three factories.

† Employment not known in four factories.

** Employment not known in 30 factories.

§ Employment not known in 68 factories.

(ii) EMPLOYMENT IN MINES

A—Former Provinces

Average Daily Number of Persons Employed during 1949

Mineral Produced and State	Under-ground	Open Workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
COAL						
Assam	2,244	375	54	1,006	221	3,900
Bihar	78,221	20,663	12,255	53,247	24,694	189,080
Madhya Pradesh ..	15,903	953	876	8,713	3,316	29,761
Orissa	4,060	15	..	1,703	259	6,037
West Bengal ..	49,114	4,363	1,294	23,774	11,031	89,576
Total ..	149,542	26,369	14,479	88,443	39,521	318,354
MICA						
Ajmer	579	736	343	279	17	1,954
Bihar	11,856	4,119	144	3,508	861	20,488
Madhya Pradesh ..	..	2	2	1	..	5
Madras	1,728	1,349	1,124	1,003	1,257	6,461
Total ..	14,163	6,206	1,613	4,791	2,135	28,908
MANGANESE						
Bihar	..	278	195	70	75	618
Bombay	168	141	95	213	125	742
Madhya Pradesh ..	273	6,557	6,698	1,616	1,018	16,162
Madras	..	1,023	631	135	16	1,805
Orissa	..	1,016	866	765	485	3,132
Total ..	441	9,015	8,485	2,799	1,719	22,459
IRON ORE						
Bihar	..	3,133	1,525	2,033	633	7,324
Madhya Pradesh ..	..	18	4	1	..	21
Orissa	..	2,918	2,796	2,036	738	8,488
Total ..	..	6,067	4,325	4,070	1,371	15,833

Mineral Produced and State	Underground	Open Workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
ASBESTOS						
Bihar	..	28	28	9	12	77
Madras .. .	92	..	136	9	..	237
Total ..	92	28	164	18	12	314
BARYTES						
Madras	38	328	113	51	163	693
Total ..	38	328	113	51	163	693
BAUXITE						
Bihar	..	135	46	134	46	361
Madhya Pradesh ..	..	81	89	21	20	211
Total ..	..	216	135	155	66	572
BERYL						
Ajmer	..	32	..	3	..	35
Total ..	..	32	..	3	..	35
CHINA-CLAY						
Bihar	..	654	812	519	282	2,267
Delhi	9	4	2	16	3	34
Madras	..	22	39	1	..	62
Orissa	43	141	74	6	..	264
U. P.	6	..	..	16	..	22
Total ..	58	821	927	558	285	2,649
CHROMITE						
Bihar	90	147	137	53	24	451
Madras	119	44	2	86	..	251
Orissa	..	43	52	48	54	197
Total ..	209	234	191	187	78	899
CLAY						
West Bengal ..	..	20	29	5	..	54
Total ..	..	20	29	5	..	54

Mineral Produced and State	Under-ground	Open Workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
COLUMBITE						
Bihar	17	21	14	6	..	58
Total ..	17	21	14	6	..	58
COPPER ORE						
Bihar	2,193	..	..	1,199	213	3,605
Total ..	2,193	..	..	1,199	213	3,605
EMERALD						
Ajmer	..	89	55	62	..	206
Total ..	..	89	55	62	..	206
FELSPAR						
Ajmer	..	2	..	..	..	2
Madhya Pradesh ..	..	18	22	6	4	50
Total ..	..	20	22	6	4	52
FIRECLAY						
Bihar	15	143	71	64	26	319
Madhya Pradesh ..	..	200	240	39	2	481
Orissa	..	43	63	76	34	216
West Bengal ..	40	112	25	34	20	231
Total ..	55	498	399	213	82	1,247
GARNET						
Bihar	..	3	2	..	..	5
Total ..	..	3	2	..	..	5
GOLD						
Madras	37	..	..	39	..	76
Total ..	37	..	..	39	..	76
GRAPHITE						
Madhya Pradesh ..	..	14	10	9	8	41
Orissa	..	83	48	13	..	144
Total ..	..	97	58	22	8	185

Mineral Produced and State	Underground	Open Workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
GRAVEL						
Bihar	..	42	5	..	..	47
Total ..	..	42	5	..	..	47
GYPSUM						
Bihar	..	3	1	..	.	4
Madras	..	1,059	594	98	26	1,777
Total ..	..	1,062	595	98	26	1,781
KYANITE						
Bihar	..	127	216	26	17	386
Madras	..	14	..	2	4	20
Orissa	12	13	..	1	..	26
Total ..	12	154	216	29	21	432
LIMESTONE						
Bihar	..	2,803	1,335	861	240	5,239
Madhya-Pradesh ..	..	2,662	2,255	940	263	6,120
Madras	..	718	657	160	9	1,544
Total ..	..	6,183	4,247	1,961	512	12,903
MAGNESITE						
Madras	..	2,068	1,212	48	8	3,336
Total ..	..	2,068	1,212	48	8	3,336
SANDSTONE						
Bihar	..	15	4	..	..	19
Total ..	..	15	4	..	..	19
SILICA						
Bihar	..	35	25	22	18	100
Total ..	..	35	25	22	18	100
SLATE						
Bihar	..	94	47	6	..	147
Punjab	..	499	..	10	..	509
Total ..	..	593	47	16	..	656

Mineral Produced and State	Underground	Open Workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
STEATITE						
Bihar	..	164	44	3	6	217
Madhya Pradesh ..	28	156	123	15	20	342
Madras	5	..	..	..	6	11
Orissa	16	46	6	3	..	71
Total ..	49	366	173	21	32	641
STONE						
Bihar	..	1,031	179	387	264	1,861
Bombay	..	327	42	127	25	521
Madhya Pradesh ..	..	42	40	1	..	83
Madras	..	368	403	442	16	1,229
U. P.	..	440	151	178	207	976
West Bengal ..	..	83	6	253	28	370
Total ..	..	2,291	821	1,388	540	5,040
ALL MINERALS						
Ajmer	579	859	398	344	17	2,197
Assam	2,244	375	54	1,006	221	3,900
Bihar	92,392	33,638	17,085	62,147	27,411	232,673
Bombay	168	468	137	340	150	1,263
Delhi	9	4	2	16	3	34
Madhya Pradesh ..	16,204	10,701	10,359	11,362	4,651	53,277
Madras	2,019	6,993	4,911	2,074	1,505	17,502
Orissa	4,131	4,318	3,905	4,651	1,570	18,575
Punjab	..	499	..	10	..	509
U. P.	6	440	151	194	207	998
West Bengal ..	49,154	4,578	1,354	24,066	11,079	90,231
GRAND TOTAL ..	166,906	62,873	38,356	106,210	46,814	421,159

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(ii) EMPLOYMENT IN MINES—*contd.*

B—Former States

Average Daily Number of Persons Employed during 1948

Mineral	Hyderabad	Kashmir	Madhya Bharat	Mysore	Rajasthan	Travancore-Cochin	Vindhya Pradesh	Total
1	2	3	4	5	6	7	8	9
Coal	16,303	107†	..	..	324	..	8,928	25,662
Mica	..	..	108	50	792	55	..	1,005
Manganese	..	..	44	178	209	..	..	431
Gold	598	..	..	23,889	..	..	..	24,487
Iron Ore	..	..	..	9	..	..	..	9
Chromite	..	..	..	619	..	..	..	619
Magnesite	..	..	..	335	..	..	..	335
Ilmenite	..	..	..	..	..	1,020	..	1,020
Diamonds	..	..	..	..	..	..	2,150	2,150
Total ..	16,901	107	152	25,080	1,325	1,075	11,078	55,718

†Information relates to 1947.

NOTE.—There are salt mines in Rajasthan, Cutch, Himachal Pradesh and Saurashtra. Information regarding the employment in these mines is not available.

(iii) Employment in Plantations

Average Daily Number of Persons Employed during 1948§

State	Tea			Coffee†			Rubber‡		
	Garden labour (Permanent)	Outside labour (Permanent)	Outside labour (Temporary)	Garden labour (Permanent)	Outside labour (Permanent)	Outside labour (Temporary)	Garden labour (Permanent	Outside labour (Permanent)	Outside labour (Temporary)
Assam	454,006	32,815	27,623	..	..	..	..	..	..
Bihar	1,683	445	765	..	..	..	..	..	..
Madras	82,343	4,992	7,019	29,084	8,235	20,765	4,161	2,182	2,858
Orissa	..	..	..	28	..	..	..	..	..
Punjab	1,069	2,466	5,144	..	..	..	..	..	..
U. P.	1,470	304	503	..	..	..	..	..	..

West Bengal	238,933	10,629	6,929	..	..	..	..	..	..	
Mysore	1,653	1,578	1,542	33,545	11,897	31,681	1,223	748	1,925	
Travancore-Cochin	73,252	1,526	2,908	2,532	451	485	19,473	7,013	8,590	
Coorg	560	67	50	7,476	1,973	3,925	567	2	40	
Himachal Pradesh	4	48	121	..	..	..	..	..	..	
Tripura	5,086	760	700	..	..	..	..	..	..	
Total ..	860,059	55,630	53,304	72,665	22,556	56,856	25,424	9,945	13,413	

*Figures for Darjeeling relate to 1944 and those for Travancore relate to 1947.

†Figures relate to the year ending 30th June 1948.

‡Figures for Travancore-Cochin relate to 1947.

§Revised.

FAMILY LIVING STUDIES

(i) Results of enquiries into family budgets of Industrial Workers conducted under the Government of India's Scheme during the years 1943-46.

(A) *Composition of the Family*

Centres	Number of family budgets collected	Average Number of persons per family	Average number of earners per family					Average Number of dependants per family					Average number of dependants per family living away from the worker	Total of col. (3) and col. (14)
			Adults		Children		Total	Adults		Children		Total		
			Men	Women	Boys	Girls		Men	Women	Boys	Girls			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
I. West Bengal—														
1. Calcutta	2,707	4·09	1·31	0·09	0·03	..	1·43	0·15	1·21	0·72	0·58	2·66	0·87	4·96
2. Howrah & Bally ..	1,435	4·83	1·41	0·16	0·06	..	1·63	0·18	1·25	0·97	0·80	3·20	0·80	5·63
3. Kharagpur	222	5·62	1·39	0·12	0·05	0·01	1·57	0·13	1·40	1·09	1·43	4·05	1·00	6·62
II. Bombay—														
1. Ahmedabad	1,820	4·33	1·38	0·16	0·02	..	1·56	0·14	1·15	0·78	0·70	2·77	0·48	4·81
2. Bombay	2,030	3·96	1·28	0·24	0·01	..	1·53	0·09	1·06	0·68	0·60	2·43	0·69	4·65
3. Jalgaon	338	5·58	1·35	0·28	0·03	..	1·66	0·30	1·49	1·02	1·11	3·92	0·07	5·65
4. Sholapur	778	5·39	1·44	0·39	0·01	0·01	1·85	0·23	1·23	1·05	1·03	3·54	0·14	5·53
III. Bihar—														
1. Dehri-on-Sone	231	6·07	1·43	0·15	0·05	0·01	1·64	0·35	1·58	1·26	1·24	4·43	1·20	7·27
2. Jamshedpur	691	4·42	1·22	0·09	0·02	..	1·33	0·10	1·18	0·95	0·86	3·09	2·94	6·36

3. Jharia	989	3·62	1·15	0·73	0·07	0·07	2·02	0·03	0·38	0·67	0·52	1·60	1·75	5·37
4. Mongbyr & Jamalpur ..	578	6·90	1·46	0·06	0·05	..	1·57	0·25	1·89	1·60	1·49	5·23	0·11	6·91
IV. Madhya Pradesh—														
1. Akola	315	5·08	1·32	0·44	0·07	0·01	1·84	0·13	1·08	1·05	0·98	3·24	0·06	5·14
2. Jubbulpore	482	4·06	1·28	0·29	0·06	0·03	1·66	0·06	0·94	0·65	0·75	2·40	0·73	4·79
V. Orissa—														
1. Berhampur	123	5·50	1·33	0·45	0·16	0·11	2·05	0·27	1·32	0·84	1·02	3·45	0·06	5·56
2. Cuttack	168	5·54	1·38	0·01	0·06	..	1·45	0·29	1·77	0·98	1·05	4·09	..	5·54
VI. Punjab (I)—														
Ludhiana	213	4·56	1·21	0·07	0·05	0·01	1·34	0·19	1·20	0·95	0·88	3·22	0·08	4·64
VII.—Assam—														
1. Gauhati	241	5·05	1·19	0·09	0·04	..	1·32	0·07	1·07	1·25	1·34	3·73	0·75	5·80
2. Silchar	386	5·91	1·36	0·03	0·01	..	1·40	0·25	1·41	1·65	1·20	4·51	0·07	5·98
3. Tinsukia	185	4·11	1·10	0·07	0·04	..	1·21	0·05	1·00	0·97	0·88	2·90	0·37	4·48
VIII.—Delhi—														
Delhi	581	3·80	1·17	0·11	0·06	..	1·34	0·07	1·06	0·78	0·55	2·46	0·68	4·48
IX. Ajmer—														
Ajmer	375	5·18	1·09	0·01	0·06	..	1·16	0·24	1·45	1·14	1·19	4·02	0·03	5·21

(i) Results of enquiries into family budgets of Industrial during the years

(B) *Composition of the family, the average monthly income and expenditure on different*

Centres	Average number of persons in the family	Average number of earners in the family	Average monthly income per family	Average monthly expenditure			
				Food		Fuel and Lighting	
				Actual	Percentage	Actual	Percentage
1	2	3	4	5	6	7	8
			Rs. a. p.	Rs. a. p.		Rs. a. p.	
I. Assam—							
1. Gauhati ..	5·05	1·32	96 3 8	50 3 2	63·30	6 13 7	8·64
2. Silchar ..	5·91	1·40	86 5 0	57 9 0	71·69	5 11 2	7·10
3. Tinsukia ..	4·11	1·21	83 14 5	44 1 5	68·85	4 11 7	7·35
II. Bihar—							
1. Dehri-on-Sone ..	6·07	1·64	59 6 0	38 12 10	69·62	2 9 0	4·59
2 Jamshedpur ..	4·42	1 33	92 13 3	44 11 2	65·76	3 11 0	5·43
3. Jharia ..	3·62	2·02	52 0 0	33 2 6	77·70	0 3 8	0·47
4. Monghyr & Jamalpur.	6·80	1·57	78 5 1	51 9 0	69·75	4 2 4	5·61
III. Bombay—							
1. Ahmedabad .	4·33	1·66	134 5 8	50 9 9	52·74	8 10 1	9·99
2. Bombay ..	3·96	1·63	97 2 3	44 15 2	51·96	8 12 8	10·16
3. Jalgaon ..	5·58	1·66	60 2 5	34 5 10	56·57	5 4 4	8·68
4. Sholapur ..	5·39	1 85	66 15 6	37 12 2	48·75	9 7 3	12·20
IV.—Madhya Pradesh—							
1. Akola ..	5 08	1·84	60 3 3	34 0 8	58·61	4 3 5	7·25
2. Jubbulpore ..	4·06	1·66	54 10 9	3 1 2	58·24	4 9 7	7·22
V. Orissa—							
1. Berhampur ..	5·50	2·05	59 12 8	48 10 6	62·42	5 13 4	7·48
2. Cuttack ..	5·54	1·45	43 8 0	39 10 5	67·15	5 3 9	8·86
VI. Punjab (I)—							
Ludhiana ..	4·56	1·34	74 10 2	47 7 1	61·25	7 1 10	9·18
VII. Delhi—							
Delhi ..	3·80	1·34	86 4 11	36 15 2	60·98	5 5 8	8·84
VIII. Ajmer—							
Ajmer ..	5·18	1·16	62 12 8	38 4 6	63·74	4 14 7	8·17
IX. West Bengal—							
1. Calcutta ..	4·09	1·43	70 8 4	47 1 8	65·66	5 3 3	7·28
2. Howrah & Bally	4·83	1·63	80 4 6	59 13 11	71·49	6 6 8	7·68
3. Kharagpur ..	5·62	1·57	120 5 8	68 12 7	69·13	5 13 8	5·89

WORKERS CONDUCTED UNDER THE GOVERNMENT OF INDIA'S SCHEME 1943-46—*contd.*
expenditure and the actual and percentage distribution of important groups

and percentage expenditure per family on

House rent		Clothing and Footwear		Bedding and Household Requisites		Miscellaneous		Total expenditure per family	
Actual	Percentage	Actual	Percentage	Actual	Percentage	Actual	Percentage	Actual	Percentage
9	10	11	12	13	14	15	16	17	18
Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.		Rs. a. p.	
3 8 10	4·48	2 13 4	3·58	2 1 2	2·61	13 11 7	17·33	79 3 8	100·00
3 7 11	4·35	5 0 7	6·27	0 7 4	0·57	8 0 10	10 02	80 4 10	100 00
2 1 4	3·24	4 9 11	7·19	1 4 9	2·02	7 6 9	11·55	64 3 9	100 00
1 1 5	1·96	6 8 10	11·75	1 3 6	2·19	5 8 2	9·89	55 11 9	100·00
3 3 0	4·69	6 13 6	10·07	0 3 11	0·36	9 4 11	13·69	67 15 6	100·00
..	..	2 12 11	6·56	0 4 2	0·63	6 4 0	14·64	42 11 3	100·00
1 4 3	1·71	7 9 5	10·27	1 2 2	1·54	8 3 6	11·12	73 14 8	100 00
5 2 11	5·40	12 0 2	12·04	2 0 4	2·11	17 7 11	18·25	95 15 2	100·00
6 3 9	7·20	10 2 2	11·72	0 6 10	0·50	15 15 5	18·46	86 8 0	100·00
2 5 2	3·82	10 9 6	17·44	0 4 3	0·45	7 14 9	13·04	60 11 10	100·00
2 13 2	3·64	11 4 6	14·87	0 11 11	0·96	15 6 4	19·88	77 7 4	100·00
1 3 3	2·07	7 8 1	12·93	0 10 0	1·08	10 7 11	18·06	58 1 4	100·00
1 11 6	2·70	7 6 5	11·62	1 1 11	1·76	11 11 11	18·46	63 10 6	100·00
2 9 0	3·28	7 15 5	10·22	0 14 6	1·17	12 0 5	15·43	77 15 2	100·00
1 12 0	2·97	4 1 0	6·88	0 15 7	1·64	7 8 0	12·50	59 0 9	100·00
2 13 4	3·68	8 4 9	10·71	0 0 11	0·07	11 11 5	15·13	77 7 4	100·00
3 13 7	6·35	5 8 6	9·13	1 15 9	3·27	6 14 10	11·43	60 9 6	100·00
1 12 7	2·97	4 11 11	7·90	0 4 8	0·50	10 0 8	16·72	60 0 11	100·00
4 13 2	6·71	5 8 10	7·74	0 1 0	0·08	8 15 11	12·55	71 11 8	100·00
4 12 5	5·72	5 5 5	6·89	0 9 1	0·67	6 12 1	8·05	83 11 7	100·00
3 5 4	3·35	10 2 8	10·23	0 6 4	0·40	10 14 5	10·95	99 7 0	100 00

(ii), RESULTS OF ENQUIRIES INTO THE COST AND STANDARD OF LIVING OF PLANTATION WORKERS CONDUCTED BY THE LABOUR BUREAU DURING 1947

(A) *Composition of the family*

Centres	Average number of persons per family	Average number of earners per family					Average number of dependants per family					Average number of dependants living away from the family	Total of col. 2 and col. 13.
		Adults		Children		Total	Adults		Children		Total		
		Men	Women	Boys	Girls		Men	Women	Boys	Girls			
1	2	3	4	5	6	7	8	9	10	11	12	13	14
NORTH INDIA													
1. Surma Valley	4·57	1·11	0·81	0·22	0·15	2·29	0·15	0·42	0·85	0·86	2·28	..	4·57
2. Assam Valley	4·15	1·17	0·96	0·16	0·15	2·44	0·05	0·24	0·73	0·69	1·71	0·06	4·21
3. West Bengal	4·16	1·06	0·93	0·21	0·32	2·52	0·09	0·29	0·61	0·85	1·84	0·02	4·18
SOUTH INDIA													
1. Madras—Tea Plantations ..	3·80	1·10	1·02	0·14	0·15	2·41	0·01	0·17	0·57	0·64	1·39	0·11	3·91
2. Madras & Coorg—Coffee Plantations	3·40	1·04	0·98	0·20	0·16	2·38	0·05	0·15	0·28	0·54	1·02	0·11	3·51
3. Madras & Coorg—Rubber Plantations	2·86	1·00	0·27	0·13	..	1·40	..	0·67	0·33	0·46	1·46	0·33	3·19

(*ii*) RESULTS OF ENQUIRIES INTO THE COST AND STANDARD OF LIVING OF PLANTATION WORKERS CONDUCTED BY THE LABOUR BUREAU DURING 1947—*contd.*

(B) *Composition of the family, average weekly income and expenditure and the actual and percentage distribution of expenditure on different important groups*

Centres	Number of family budgets collected	Average number of persons in the family	Average number of earners in the family	Average weekly income per family	Average weekly expenditure and percentage expenditure per family on										Total weekly expenditure per family
					Food		Lighting		Clothing & Footwear		Bedding and House-hold Requisites		Miscellaneous		
					Actual	Percentage	Actual	Percentage	Actual	Percentage	Actual	Percentage	Actual	Percentage	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
NORTH INDIA				Rs. A. P.	Rs. A. P.		Rs. A. P.		Rs. A. P.		Rs. A. P.		Rs. A. P.		Rs. A. P.
1. Surma Valley	200	4·57	2·29	11 3 7	8 8 6	77·07	0 2 9	1·55	0 12 3	6·90	0 2 0	1·13	1 7 8	13·35	11 1 4
2. Assam Valley	560	4·15	2·44	10 13 1	7 11 8	71·55	0 3 5	1·98	1 0 4	9·45	0 3 1	1·78	1 10 4	15·24	10 12 10
3. West Bengal	297	4·16	2·52	13 5 2	9 8 4	77·42	0 4 1	2·08	0 14 11	7·58	0 2 6	1·27	1 6 11	11·65	12 4 9
SOUTH INDIA															
1. Madras—Tea Plantations	274	3·80	2·41	11 13 1	8 10 5	73·79	0 2 7	1·38	0 15 0	7·89	0 4 1	2·18	1 11 6	14·66	11 11 7
2. Madras & Coorg—Coffee Plantations	122	3·46	2·38	8 12 1	6 2 3	71·24	0 2 0	1·45	0 13 0	9·43	0 4 2	3·02	1 4 0	14·86	8 9 11
3. Madras & Coorg—Rubber Plantations	15	2·86	1·40	8 15 4	7 8 5	78·11	0 2 11	1·88	0 11 4	7·34	0 1 10	1·17	1 1 9	11·50	9 10 3

(iii) RESULTS OF AN ENQUIRY* INTO FAMILY BUDGETS OF MIDDLE CLASS EMPLOYEES OF THE GOVERNMENT OF INDIA (1945-46)

(A) *Composition of the family*

Areas	Number of adult males	Number of adult females	Number of boys under 15 years	Number of girls under 15 years	Total number of persons in the family	Equivalent adult males	Number of dependants living away from family
Bombay City ..	1·6	1·4	1·2	1·1	5·3	4·1	0·4
Bombay Province† ..	1·6	1·7	1·3	1·1	5·7	4·4	0 4
Madras City	1·8	2·1	1·3	1·2	6·4	4·9	0 3
Madras Province† ..	1·5	2·0	1·4	1·1	6·0	4·6	0·6
Calcutta	2·2	2·0	1·6	1·4	7·2	5·6	0·6
Bengal† and Assam ..	1·9	1·9	1·6	1·5	6·9	5·3	1·2
Bihar and Orissa ..	2·0	2·4	1·7	1·4	7·5	5·8	1 1
United Provinces ..	1·6	1·7	1·4	1·6	6·2	4·7	1·4
Punjab and Sind and N. W. F. P.	1·7	1·6	1·6	1·6	6·5	4·9	0·6
C.P. & Berar and Central India	1 7	1·8	1·6	1·4	6·5	5 0	0·4
Delhi	1·7	1·7	1·5	1·3	6·2	4·7	0·8

(B) *Expenditure on different groups*

Areas	Food	Fuel and Lighting	Clothing	Furniture and Household Requisites	Housing	Miscellaneous	Total
	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.
Bombay City	115 0	13 9	23 10	4 10	25 12	112 1	294 10
	(39·0)	(4 6)	(8·2)	(1·5)	(8·7)	(38·0)	(100·0)
Bombay Province† ..	83 5	12 6	21 13	4 2	15 10	72 9	209 13
	(39·8)	(5·9)	(10·3)	(2·0)	(7·4)	(34·0)	(100·0)
Madras City	80 4	10 7	21 8	3 11	16 14	61 15	194 11
	(41·2)	(5·4)	(11·1)	(1·9)	(8·6)	(31·8)	(100·0)
Madras Province† ..	75 1	9 10	18 15	4 0	13 9	63 8	184 11
	(40·6)	(5·2)	(10·3)	(2·1)	(7·4)	(34 4)	(100·0)
Calcutta	107 13	10 10	21 4	5 1	28 10	102 13	276 3
	(39·1)	(3·8)	(7·7)	(1·8)	(10·3)	(37·3)	(100·0)
Bengal† and Assam ..	99 8	11 5	18 8	3 12	15 2	91 7	239 5
	(41·6)	(4·7)	(7·6)	(1·6)	(6·3)	(38·2)	(100·0)
Bihar and Orissa ..	92 9	9 2	20 12	4 4	15 8	96 5	238 8
	(38·8)	(3·8)	(8·7)	(1·7)	(6·5)	(40·5)	(100·0)
United Provinces ..	80 13	10 11	20 5	5 1	13 0	79 5	209 1
	(38·7)	(5·1)	(9·7)	(2·4)	(6·2)	(37·9)	(100·0)
Punjab, Sind and N.W.F.P.	117 9	12 15	26 11	6 6	18 14	103 7	285 14
	(41·1)	(4·5)	(9·4)	(2·2)	(6·6)	(36·2)	(100 0)
C. P. & Berar and Central India	85 9	10 7	20 7	4 11	16 5	91 15	229 6
	(37·3)	(4·5)	(9·0)	(2 0)	(7·1)	(40·1)	(100·0)
Delhi	114 9	14 6	27 5	7 14	22 8	114 14	301 8
	(38·0)	(4·8)	(9·0)	(2 6)	(7 4)	(38 2)	(100·0)

*Report prepared by the Office of the Economic Adviser to the Government of India. Published by the Manager of Publications, Delhi (price Rs. 5 or 8 s.)

†Excluding capital cities. Madras Province includes Madras States.

N.B.—Figures in brackets in the table indicate percentages to total expenditure.

COST OF LIVING INDICES

(7) Working Class Cost of Living Index Numbers

(Base shifted to August, 1939 = 100)

(A) Ahmedabad (1)

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	111	108	130	237	293	282	267	284	290	323	327
February	..	108	108	129	226	289	267	260	282	293	329	342
March	..	107	108	132	237	282	256	270	284	297	332	356
April	..	107	111	136	256	278	256	273	285	310	333	366
May	..	105	112	141	271	278	262	279	290	327	341	363
June	..	110	114	152	289	281	263	297	290	336	340	363
July	..	108	121	160	288	289	267	308	299	344	351	363
August	100	107	126	168	293	304	275	297	322	355	348	371
September	104	108	126	160	312	301	281	290	337	356	345	371
October	103	108	126	166	329	303	297	300	316	362	342	342
November	111	111	129	188	327	292	277	296	316	364	345	330
December	115	108	136	204	318	289	281	296	299	358	341	322
Average	107	108	119	156	282	290	272	286	300	333	339	351

(1) Original base : Year ending July, 1927=100

Source.—Office of the Commissioner of Labour, Bombay.

(i) Working Class Cost of Living Index Numbers—*contd.*

(*Base shifted to August,* 1939 = 100)

(B) Bombay City (*)

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	109	111	130	193	227	218	230	255	258	301	294
February	..	107	113	129	195	219	218	231	250	263	292	290
March	..	105	113	130	198	215	214	235	256	270	296	288
April	..	105	115	131	214	220	215	236	257	277	290	292
May	..	106	116	135	216	224	219	237	258	278	291	297
June	..	106	116	145	224	225	224	247	265	292	286	297
July	..	108	120	160	225	230	229	255	261	297	288	304
August	100	109	125	160	227	238	231	254	270	306	291	307
September	101	107	123	162	233	228	229	257	285	308	291	308
October	103	108	119	164	236	228	230	251	282	300	292	304
November	104	108	120	170	236	230	230	258	273	302	295	297
December	108	110	123	179	235	225	230	266	271	310	293	295
Average	103	107	118	150	219	226	224	246	265	288	292	298

(*) Original base : Year ending June, 1934=100

Source—Office of the Commissioner of Labour, Bombay.

(i) Working Class Cost of Living Index Numbers—*contd.*

(Base : *August*, 1939 = 100)

(C) Calcutta

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	107	110	122	248	267	278	261	287	315	336	339
February	..	105	111	124	262	263	278	255	277	298	323	331
March	..	105	110	124	290	265	276	257	281	311	332	332
April	..	104	110	125	266	262	281	259	290	323	343	333
May	..	105	112	127	289	267	282	262	295	340	343	342
June	..	105	114	133	302	274	294	268	305	353	352	355
July	..	107	115	136	319	285	294	282	316	356	354	360
August	100	106	117	143	329	296	289	288	328	363	354	368
September	N.A.	107	117	143	307	295	287	286	328	360	361	366
October	107	108	120	165	295	296	284	296	341	358	361	358
November	109	109	121	184	292	293	281	295	339	351	367	355
December	108	109	129	207	273	285	278	289	322	344	347	352
Average	108(*a*)	106	115	144	289	279	284	275	309	339	348	349

(*a*) Average of last 3 months.
N.A. Not available.
Source.—Office of the Commissioner of Labour, West Bengal.

(i) WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(*Base* : *August*, 1939 = 100)

(D) KANPUR

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	114	110	145	226	304	301	305	348	405	506	424
February	..	112	108	144	236	298	301	311	346	391	515	426
March	..	109	106	150	248	294	302	309	341	375	479	426
April	..	110	107	149	280	316	311	308	342	379	468	420
May	..	109	108	155	319	315	294	309	349	442	482	423
June	..	108	114	175	336	315	302	321	368	462	483	432
July	..	109	126	190	341	327	307	351	401	516	486	439
August	100	112	130	203	339	332	315	346	410	534	488	444
September	105	113	133	202	353	331	320	346	407	558	484	445
October	105	112	134	208	349	329	318	340	420	547	464	447
November	105	112	143	226	334	313	317	350	413	534	451	444
December	112	111	151	226	314	297	610	345	389	508	432	435
Average	105	111	123	181	306	314	308	328	378	471	478	434

Source.—Office of the Commissioner of Labour, U. P.

(i) Working Class Cost of Living Index Numbers—*contd.*

(*Base shifted to August, 1939 = 100*)

(E) Madras City (a)

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	109	110	119	164	197	217	230	256	312	331	328
February	..	106	110	117	167	203	230	232	259	308	331	334
March	..	107	110	117	173	205	229	233	272	309	333	332
April	..	108	111	121	176	205	224	233	277	307	327	327
May	..	109	110	123	177	206	227	237	274	311	327	328
June	..	109	111	131	183	208	227	240	274	312	329	330
July	..	109	115	136	185	207	227	242	276	320	327	333
August	100	110	117	140	185	208	229	242	276	321	327	334
September	105	110	117	149	184	208	231	244	281	317	327	335
October	106	111	117	155	188	208	230	245	285	316	330	337
November	107	112	120	159	189	210	230	248	291	317	333	333
December	110	112	123	161	193	213	229	254	305	329	334	332
Average	106	109	114	136	180	207	228	240	277	315	330	332

(a) Original base.—Year ending June, 1936=100

Source.—Office of the Economic Adviser to the Government of Madras.

(*i*) WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(*Base* : *August*, 1939 = 100)

(F) NAGPUR

Months	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
1	2	3	4	5	6	7	8	9	10	11	12	13
January	..	111	111	138	212	287	249	275	299	341	380	366
February	..	105	109	134	234	289	249	279	307	348	374	366
March	..	105	108	133	262	273	247	279	319	353	374	366
April	..	106	113	138	291	271	248	279	319	358	376	367
May	..	111	113	145	317	258	252	282	311	375	377	370
June	..	109	116	160	361	259	257	287	319	379	379	372
July	..	108	120	181	361	265	262	289	320	385	378	375
August	100	111	125	183	354	265	263	291	319	380	378	377
September	100	111	125	183	356	263	272	291	330	383	381	378
October	98	117	125	184	273	258	269	285	331	386	381	378
November	105	114	131	190	280	257	270	288	330	387	377	376
December	116	113	136	208	284	254	272	292	330	389	366	376
Average	104	110	119	165	299	267	259	285	320	372	377	372

Source.—Office of the Commissioner of Labour, Madhya Pradesh.

(ii) Labour Bureau Working Class Cost of Living Index Numbers (All Items)

(*Base* : *January to December*, 1944 = 100)

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1945—Average	103	110	100	97	106	105	102	101	90	92	94	105	98	95	97
1946—Average	107	118	103	122	131	132	106	111	86	96	83	119	107	101	100
1947—Average	122	152	123	139	158	153	117	126	97	110	93	142	139	123	111
1948—Average	132	162	136	153	171	166	134	145	117	132	109	168	156	146	132
1949—Average	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137
January	128	161	134	148	164	163	131	151	127	132	108	169	181	157	142
February	127	161	131	146	160	167	135	150	131	129	105	168	169	148	135
March	127	161	134	150	161	173	137	150	134	131	107	164	162	149	136
April	128	158	136	150	161	172	141	149	133	137	108	157	167	150	135
May	128	157	137	153	163	170	144	151	132	138	110	160	167	154	137
June	131	156	139	160	170	171	145	152	128	144	107	165	168	156	136
July	134	157	139	164	177	173	144	157	127	144	109	168	171	153	139
August	134	160	140	168	182	172	151	161	127	142	109	*	167	150	136
September	134	162	142	166	178	173	158	166	126	142	111	162	166	151	138
October	138	165	141	172	181	176	161	168	127	141	115	166	166	149	137
November	137	165	145	171	181	174	159	156	125	140	115	164	169	148	139
December	133	168	138	163	165	163	158	161	124	132	113	163	161	146	134

* Price returns not received.

(ii) Labour Bureau Working Class Cost of Living Index Numbers (All Items)—contd.

(*Base : January to December, 1944 = 100*)

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1950—Average	132	168	145*	182	185	193*	163	162	126	146	114	165	162	153	137
January	130	166	135	160	162	188	158	147	122	123	114	160	156	143	134
February	130	174	134	162	172	186	161	147	122	129	116	161	155	143	133
March	130	169	132	168	172	182	160	150	122	136	118	162	157	151	136
April	129	167	134	169	173	181	159	151	122	140	116	162	154	153	136
May	131	169	136	170	171	182	160	151	124	151	113	162	155	151	137
June	133	165	137	175	173	185	162	152	126	145	114	162	158	152	139
July	136	168	141	188	183	203	163	158	128	147	113	165	165	155	140
August	136	168	159	209	192	201	164	171	128	157	113	169	167	154	141
September	134	168	162	207	196	202	168	174	128	162	112	168	166	151	138
October	134	172	157	215	216	206*	168	175	131	160	111	168	168	155	141
November	133	167	156*	187	218	211*	168	178	128	156	111	167	174	158	137
December	129	165	157*	177	195	194*	166	186	127	145	111	170	167	168	136

* Provisional.

(iii) Labour Bureau Working Class Cost of Living Index Numbers (By Groups)

(*Base* : *January to December*, 1944 = 100)

(A) Food

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1945—Average	103	105	102	98	106	107	98	98	89	89	94	106	99	90	97
1946—Average	108	111	106	128	140	143	105	107	85	94	86	125	116	98	102
1947—Average	124	147	130	145	173	170	120	123	100	111	98	149	164	121	116
1948—Average	125	156	138	151	180	178	137	151	124	105	114	183	175	149	135
1949—Average	126	159	139	159	180	189	153	166	129	141	113	177	193	152	142
January	118	157	133	147	171	176	131	156	127	131	161	187	207	163	143
February . . .	117	158	131	143	168	185	134	153	127	126	112	187	189	148	136
March	119	158	134	148	171	194	136	154	130	132	113	181	182	149	137
April	120	154	136	148	167	191	143	153	129	130	112	173	188	146	138
May . . .	122	152	137	151	171	189	148	157	128	141	114	174	188	148	141
June	128	150	139	160	177	190	151	164	125	148	111	176	191	151	142
July	131	156	139	164	187	191	149	173	127	151	111	180	197	151	146
August	128	159	142	170	185	191	159	179	129	149	110	*	196	154	144
September . . .	130	162	144	166	190	192	168	187	128	149	111	171	194	156	144
October	135	167	144	174	193	196	173	174	133	147	115	176	195	155	144
November	134	167	149	174	193	194	171	172	130	145	116	174	199	151	147
December	128	173	140	164	171	178	169	164	129	134	113	172	184	150	140

*Price returns not received.

(*iii*) LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*

(*Base* : *January to December*, 1944 = 100)

FOOD

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1950—Average	126	172	145*	189	200	216*	171	174	128	152	116	175	190	152	142
January	122	167	136	160	167	211	166	158	124	122	113	167	180	143	139
February	122	180	132	163	181	207	169	156	125	133	116	169	179	142	138
March	122	174	131	170	181	202	166	158	126	142	119	172	177	147	141
April	121	172	133	172	183	200	166	159	126	145	116	173	175	147	141
May	123	175	135	173	180	198	168	159	128	159	117	174	179	143	141
June	127	169	135	180	183	202	171	161	129	150	118	175	185	145	144
July	131	173	139	197	196	224	171	170	131	152	118	176	197	152	146
August	132	173	163	223	207	224	171	189	130	166	118	181	198	157	146
September	130	173	166	221	213	226	176	191	129	173	116	179	197	152	142
October	131	179	159	232	243	234*	177	190	130	171	114	177	200	156	144
November	130	169	156*	195	248	242*	178	193	127	164	114	176	211	162	141
December	124	165	156*	182	212	218*	175	201	127	148	114	179	199	179	138

*Provisional.

(*iii*) Labour Bureau Working Class Cost of Living Index Numbers (By Groups)—*contd.*

(*Base* : *January to December*, 1944 = 100)

(B) Fuel and Lighting

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1945—Average	104	110	100	94	109	103	114	105	70	95	81	105	88	93	110
1946—Average	107	110	105	96	120	106	109	135	65	139	53	112	86	97	97
1947—Average	114	151	120	104	129	114	110	162	65	156	66	156	91	110	106
1948—Average	172	166	154	145	126	148	124	162	67	161	58	160	204	127	116
1949—Average	181	165	166	128	147	131	140	155	67	159	58	157	196	143	114
January	189	201	169	128	132	135	129	164	66	165	51	174	229	139	116
February	189	191	171	128	131	132	135	166	66	157	51	168	215	134	114
March	190	191	170	128	132	133	137	168	66	154	51	168	191	139	114
April	184	173	168	128	132	128	137	168	68	164	51	152	191	141	114
May	169	166	168	128	140	128	141	164	67	164	61	139	191	138	114
June	169	159	168	128	151	128	142	148	68	164	61	141	191	145	114
July	178	151	168	128	154	129	146	147	68	154	61	150	191	150	114
August	188	149	164	128	155	130	142	147	67	154	61	*	191	145	114
September	190	150	163	128	158	131	142	147	68	154	61	159	191	144	114
October	173	149	163	128	158	130	141	147	68	154	61	159	191	144	114
November	172	149	162	128	158	133	141	147	68	159	61	158	191	145	114
December	172	150	162	122	159	134	141	147	68	163	61	158	191	146	113

*Price returns not received.

(iii) Labour Bureau Working Class Cost of Living Index Numbers (By Groups)—*contd.*

(*Base* : *January to December*, 1944 = 100)

Fuel and Lighting.

1	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1950—Average	168	143	171*	115	164	126*	141	158	64	162	61	153	159	148	109
January	172	157	159	116	159	131	141	137	68	154	61	155	189	145	113
February	175	157	155	114	160	131	141	137	68	143	61	155	180	145	107
March	174	147	155	116	162	131	141	147	68	156	61	156	170	145	107
April	172	144	155	116	162	128	141	147	68	165	61	154	163	145	104
May	172	140	155	116	163	123	141	147	68	165	61	156	151	145	107
June	172	137	155	116	166	124	141	147	68	165	61	153	151	145	108
July	180	136	172	116	167	138	141	147	68	165	61	150	152	155	110
August	173	136	186	116	166	127	141	152	66	165	61	149	150	157	111
September	162	136	191	116	165	128	141	167	60	165	61	150	150	153	110
October	161	136	191	116	165	118*	141	177	55	165	61	152	150	150	109
November	157	143	191*	113	164	115*	141	178	55	165	61	152	150	143	109
December	150	146	192*	113	164	114*	141	209	55	165	61	152	150	143	109

* Provisional.

(*iii*) LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*

(*Base* : *January to December*, 1944 = 100)

(C) CLOTHING, BEDDING AND FOOTWEAR

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Moghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1945—Average	99	122	78	81	94	90	105	121	98	88	100	98	91	85	83
1946—Average	100	155	76	76	96	106	104	123	96	78	73	93	90	79	76
1947—Average	111	178	83	78	108	100	110	139	95	94	94	110	96	88	80
1948—Average	138	201	132	123	148	147	127	135	143	179	125	135	100	121	126
1949—Average	125	183	118	108	131	129	130	128	215	135	133	102	105	123	125
January	119	181	119	105	133	138	120	134	275	142	93	94	106	133	161
February	120	185	113	106	126	119	125	141	299	157	89	91	106	132	138
March	120	176	113	108	117	128	128	138	295	139	105	91	106	130	140
April	120	181	127	106	129	130	130	129	302	135	105	93	105	130	126
May	120	190	123	104	127	131	130	128	269	135	107	92	105	130	126
June	121	186	120	107	135	133	125	128	252	141	106	107	105	112	120
July	125	182	122	107	136	120	126	125	181	136	147	107	100	122	119
August	128	181	114	107	132	130	136	126	172	127	158	*	105	119	111
September	116	182	119	107	126	130	136	127	149	128	164	112	104	116	120
October	136	183	119	109	135	128	136	123	131	127	178	112	104	116	113
November	136	186	119	116	133	128	136	119	130	128	170	100	104	114	112
December	136	185	110	116	138	128	136	116	126	128	170	110	105	116	110

* Price returns not received.

(*iii*) LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*
(*Base : January to December, 1944 = 100*)
CLOTHING, BEDDING AND FOOTWEAR

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1950—Average	138	198	132*	114	137	156*	138	132	162	150	156	111	105	114	130
January	136	189	114	114	138	141	136	113	131	129	183	110	105	116	115
February	137	189	125	110	137	141	136	119	131	129	183	110	105	117	113
March	137	189	122	110	137	141	136	125	130	137	183	107	105	117	117
April	138	188	126	117	134	141	136	125	128	144	183	107	105	117	122
May	139	188	129	117	133	159	136	127	129	153	142	109	105	117	128
June	139	194	135	117	138	154	136	127	143	155	142	109	105	117	132
July	139	203	135	118	134	179	136	127	148	157	142	116	105	108	130
August	138	201	131	118	142	168	136	140	162	159	144	108	105	107	135
September	136	200	134	118	141	164	141	140	178	158	144	108	105	107	139
October	137	203	138	118	139	157*	142	144	241	155	144	117	105	113	146
November	138	209	146*	106	130	161*	142	146	208	160	144	114	105	113	141
December	140	219	152*	106	141	165*	142	150	212	160	144	120	105	115	147

*Provisional.

(iii) LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*

(*Base* : *January to December*, 1944 = 100)

(D) MISCELLANEOUS

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Khargpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1945—Average	110	122	106	102	118	106	112	95	99	109	100	106	101	114	109
1946—Average	118	135	109	108	129	109	112	110	94	88	83	122	101	126	113
1947—Average	135	171	129	138	150	124	114	115	105	92	84	135	115	159	119
1948—Average	151	176	133	177	171	135	136	130	114	110	100	157	123	170	129
1949—Average	148	164	149	183	183	131	143	140	140	117	111	176	132	176	142
January	151	159	145	176	182	132	147	146	122	121	109	160	142	171	146
February	150	159	144	181	182	130	154	145	135	120	110	160	140	172	147
March	147	160	144	182	182	126	151	146	144	119	114	160	138	172	147
April	150	165	147	182	183	127	148	148	140	121	120	157	146	183	146
May	149	165	150	183	182	128	141	144	146	122	126	183	146	200	144
June	146	165	152	184	183	131	137	138	140	116	116	191	141	210	140
July	146	165	151	186	185	134	135	134	146	116	103	189	134	188	138
August	146	167	151	185	184	134	139	135	144	115	101	*	122	164	136
September	146	166	151	188	185	133	142	134	146	113	108	182	120	166	137
October	146	166	151	190	188	133	142	135	140	113	108	182	120	162	137
November	146	166	152	181	185	132	142	135	140	112	108	185	120	162	139
December	148	164	153	181	176	132	142	138	140	111	108	185	120	162	142

* Price returns not received.

(*iii*) LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*concld.*

(*Base : January to December*, 1944 = 100)

MISCELLANEOUS

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr & Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1950—Average	146	161	160*	180	177	143*	167	150	145	108	105	185	122	190	144
January	147	163	151	181	173	141	151	142	140	110	107	185	113	165	144
February	147	163	151	185	172	141	161	145	140	102	107	185	113	170	146
March	144	163	151	182	172	135	173	146	140	101	107	178	130	194	148
April	143	160	151	178	172	139	162	149	140	104	108	174	126	207	152
May	147	159	152	178	173	148	163	150	141	106	108	168	119	208	151
June	147	159	152	178	173	152	157	151	146	108	108	171	119	208	147
July	148	161	153	178	181	150	170	149	147	111	104	182	120	203	141
August	146	162	168	178	182	146	173	149	148	110	102	195	125	180	141
September	146	162	172	178	182	1.9	173	150	149	110	102	199	127	179	141
October	146	161	171	179	182	142*	173	154	149	111	103	197	125	190	141
November	146	161	169*	182	182	141*	173	157	149	113	103	195	125	188	138
December	147	161	172*	182	182	135*	172	157	147	115	102	196	126	189	136

* Provisional.

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