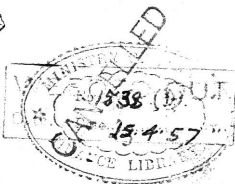


THE INDIAN LABOUR YEAR BOOK 1951-52



सत्यमेव जयते



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Sixth Year of Issue

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PREFACE

This is the sixth issue of the Indian Labour Year Book. The factual and statistical material incorporated in it relates to the year ending September 1952. One would wish that the time lag in presenting the material to the public could be reduced. In fact, it is the constant endeavour of the Bureau to publish the material as expeditiously as possible. There are, however, several difficulties in the way. The Bureau is dependent on extraneous sources, mostly State Governments, employers' and workers' organisations and the various Ministries and Departments of the Central and State Governments for the supply of primary data from which the relevant material is processed and published in the Year Book. In the present case, some State Governments have yet to furnish us information wholly or partly and data relating to these States in some of the sections of the Year Book had either to be reluctantly omitted or repeated from the previous year.

I am grateful to all persons who have assisted us by furnishing information. The credit for the sifting, analysing, arranging and processing of the material and giving it shape goes entirely to the staff of the Labour Bureau.

N. K. ADYANTHAYA

Director

LABOUR BUREAU,

Simla, the 14th September 1953.



CONTENTS

Page
(i)

PREFACE

CHAPTER I

Employment, Employment Service and Training

1. Employment	1
2. Employment Situation	24
3. Recruitment	31
4. Employment Exchanges	36
5. Training	40
6. Migration	42
7. Absenteeism	46

CHAPTER II

Labour Legislation—Central and States

1. <i>Factories :</i>	
The Factories Act, 1948	52
2. <i>Mines :</i>	
The Mines Act, 1952	56
3. <i>Plantations :</i>	
(a) The Tea Districts Emigrant Labour Act, 1932	60
(b) The Plantations Labour Act, 1951	62
4. <i>Transport :</i>	
(a) The Indian Railways Act, 1890	64
(b) The Indian Merchant Shipping Act, 1923	66
(c) The Dock Workers (Regulation of Employment) Act, 1948	69
5. <i>Legislation relating to workers in Shops and Commercial Establishments</i>	
6. <i>Legislation relating to Industrial Housing :</i>	
(a) The Bombay Housing Board Act, 1948	81
(b) The Mysore Labour Housing Act, 1949	83
(c) The Madhya Pradesh Housing Board Act, 1950	84
7. <i>Safety and Welfare :</i>	
(a) The Indian Dock Labourers Act, 1934	85
(b) The Mica Mines Labour Welfare Fund Act, 1946	86
(c) The Coal Mines Labour Welfare Fund Act, 1947	87
(d) The U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950	88
(e) The Coal Mines (Conservation and Safety) Act, 1952	90
8. <i>Wages :</i>	
(a) The Payment of Wages Act, 1936	92
(b) Minimum Wages Act, 1948	94
9. <i>Social Security :</i>	
(a) The Workmen's Compensation Act, 1923	96
(b) The Employees' State Insurance Act, 1948	100
(c) The Coal Mines Provident Fund and Bonus Schemes Act, 1948	107
(d) The Employees' Provident Funds Act, 1952	111
(e) <i>Maternity Benefit Acts</i>	116

	Page
10. Industrial Relations :	
<i>Central Acts :</i>	
(a) The Indian Trade Unions Act, 1926	121
(b) The Industrial Employment (Standing Orders) Act, 1946	122
(c) The Industrial Disputes Act, 1947	125
(d) The Industrial Disputes (Appellate Tribunal) Act, 1950	129
<i>State Acts :</i>	
(a) The Bombay Industrial Relations Act, 1946	132
(b) The Central Provinces and Berar Industrial Disputes Settlement Act, 1947 (Madhya Pradesh)	134
(c) The U. P. Industrial Disputes Act, 1947	135
The Labour Relations Bill	136
11. Miscellaneous :	
(a) The Children (Pledging of Labour) Act, 1933	136
(b) The Employment of Children Act, 1938	136
(c) The Industrial Statistics Act, 1942	137
(d) Legislation relating to Indebtedness	139

CHAPTER III

<i>Labour Administration</i>	141
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CHAPTER IV

Industrial Relations

1. Trade Unions	151
2. Industrial Disputes	165
3. Machinery for the Prevention and Settlement of Industrial Disputes ..	173
4. Tripartite Labour Machinery	178
5. Joint Consultation in Industry	183

CHAPTER V

Wages and Earnings

1. Factory Industries	185
2. Mines	216
3. Plantations	226
4. Transport and Communications	227
5. Ports	231
6. Municipalities	232
7. Public Works Departments	232
8. Seamen	235
9. Employments under the Minimum Wages Act, 1948	236

CHAPTER VI

Cost and Standard of Living

1. Family Budget Enquiries	241
2. Cost of Living Index Numbers	243
3. Food Control and Rationing	255

CHAPTER VII

Health and Safety

1. Health of the Industrial Worker	253
2. Occupational Diseases	259
3. Industrial Accidents	263

CHAPTER VIII

Industrial Housing

1. Subsidised Industrial Housing Scheme of the Government of India ..	276
2. Housing Schemes of the State Governments	278
3. Housing of Labour in Major Industries	282
4. Housing Schemes of Workers' Organisations	285

CHAPTER IX

Labour Welfare

1. Welfare	286
2. Social Education	297
3. Coal Mines Labour Welfare Fund	301
4. Mica Mines Labour Welfare Funds	305

CHAPTER X

Agricultural Labour

1. Hours of work	309
2. Agrarian Legislation	309
3. Welfare Measures	318
4. Housing	322
5. Agricultural Labour Enquiry undertaken by the Government of India ..	322
6. Wages and Earnings	325
7. The International Labour Organisation and Agricultural Labour	343

CHAPTER XI

Indian Labour Overseas

345

CHAPTER XII

India and the International Labour Organisation

352

CHAPTER XIII

Summary of Important Events

357

APPENDICES

I. Summary of Important Awards, Decisions and Recommendations in regard to Industrial Disputes	359
II. List of Labour Acts	411
III. List of Conventions and Recommendations adopted by the International Labour Organisation, 1919-1952	416
IV. Designations and Names of Principal Officers connected with Labour Laws and Labour Administration at the Centre and in the States	421
V. List of Officers appointed as Commissioners for Workmen's Compensation in different States	427
VI. Important Workers' Organisations	431
VII. Select Bibliography	460
VIII. Statistical Appendix	479
INDEX	534

CHAPTER I

EMPLOYMENT, EMPLOYMENT SERVICE AND TRAINING

1. Employment

According to the 1951 census the population of the Indian Union excluding the State of Jammu and Kashmir (where the census could not be taken owing to the disturbed conditions) and the tribal areas of Assam, but including Sikkim, was 35.68 crores. The population of the State of Jammu and Kashmir is estimated to be of the order of 0.44 crore. An estimate of the population of the tribal areas of Assam places the figure at 5.6 lakhs. The total population of the Indian Union is thus about 36.18 crores. Of the 35.7 crores of population counted during the census, about 24.9 crores (or about 70 per cent.) were reported to be deriving their livelihood from agriculture and about 10.8 crores (or about 30 per cent.) from other sources. Of the latter, about 3.8 crores derive their livelihood from production, 2.1 crores from commerce, 0.6 crore from transport and 4.3 crores from other services and miscellaneous sources. These figures include earners as well as non-earning dependants. Separate figures relating to these two classes and among the former the number of employers, employees and independent workers are not yet available.

Serial statistics of employment are available only in respect of certain organised sectors such as factories, mines, plantations, railways, posts and telegraphs, etc., 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 30 lakhs of workers in factories, 5½ lakhs in mines, 12½ lakhs in plantations, 16 lakhs in Railways (including some 7 lakhs employed in the contractors' establishments), nearly 2 lakhs in Posts and Telegraphs, about 3½ lakhs in the Central Public Works Department, about half a lakh in ports and about 56 thousand seamen. The number of agricultural labourers in the country is estimated to be 3,40,00,000 and the unorganised industries are estimated to employ more than a crore of workers. Certain information is also available in regard to the employment in municipal services, nationalized transport services, etc. The available data are given in this section.

FACTORIES

The Factories Act, 1948 requires all registered factories to submit annual and half-yearly returns on employment to the Chief Inspectors of Factories in the various States. These returns are consolidated

by the Chief Inspectors of Factories and forwarded to the Labour Bureau. On the basis of these returns the Bureau compiles all-India figures and publishes them in the Indian Labour Gazette and also in a special annual publication called the "Statistics of Factories". Table I gives the statistics relating to the number of factories and the average daily employment therein for selected years. Till 1946, these statistics, covered the Provinces of the pre-partition British India. The statistics for the subsequent years relate to the 9 Part A States and 3 Part C States, viz., Delhi, Ajmer, Coorg and the Andaman and Nicobar Islands.

TABLE I

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE AVERAGE DAILY NUMBER OF WORKERS EMPLOYED THEREIN, 1929 AND 1939 TO 1951

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	19,80,919	3,681	3,01,318	12,527	22,82,237
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	26,42,947
1946†	11,011	20,61,873	3,194	2,52,714	14,205	23,14,589
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	24,23,966
1950	*	*	*	*	27,754	25,04,399
1951	*	*	*	*	30,834	25,36,970

* No distinction made between perennial and seasonal factories.

† Excluding the Punjab and N.W.F.P. Figures for 1946 and earlier years relate to pre-partition British India. Subsequent statistics relate to the corresponding States of the Indian Union.

It will be seen from the above table that the number of factories and the number of workers employed therein has increased considerably since 1948. This is largely due to two factors—expansion of the coverage due to the merger of certain former princely States with the Part A States and the extension of the scope of the Factories Act under which the statistics are being collected. The scope of the Factories Act, 1948 which came into force on 1st April 1949 is much wider than that of the Factories Act, 1934. The new Act covers all factories using power and employing 10 or more workers as also those not using power but employing 20 or more workers. Moreover, it empowers the State Governments to extend the provisions of the Act to any industrial establishment or class of industrial establishments irrespective of the number of persons employed. As compared to this the 1934 Act applied to factories using power and employing 20 or more workers and others employing ten workers or more, whether using power or not, if notified by the State Governments.

In spite of the fact that the new Act came into force on 1st April 1949 the full effect of the extension of coverage under the Act is reflected only in the statistics relating to 1950 and 1951. This is because the registration of factories under the new Act could not be completed in 1949. The above table shows that the number of working factories increased from 15,906 in 1948 to 27,754 in 1950 and 30,836 in 1951, an increase of about 74 per cent. and about 94 per cent. respectively. Compared to 1950, the number of factories in 1951 increased by about 11 per cent. The employment figures do not, however, show a corresponding increase as the newly registered factories are generally of small size and many of them have not been able to submit returns. As compared to 1948 the percentage increase in employment was 2.7 in 1949, 6.1 in 1950 and 7.5 in 1951.

Table II shows the number of factories and the number of workers employed therein during 1950 and 1951 in the various States. As in the previous year Madras recorded the largest increase in the number of factories during 1951. In Bombay also there was a notable increase in the number of Factories. Though the number of new factories registered in Bihar was less than in Madras and Bombay, the percentage increase was highest in that State. The number of Factories also increased considerably in West Bengal, the Punjab, Madhya Pradesh and Assam.

TABLE II

NUMBER OF FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED THEREIN, BY STATES, 1950 AND 1951

Name of the State	No. of factories		Percentage increase (+) or decrease (-) in 1951 over 1950	Average daily number of workers employed		Percentage increase (+) or decrease (-) in 1951 over 1950
	1950	1951		1950	1951	
Assam	807	911	+12.9	61,262	65,136	+6.3
Bihar	2,231	2,605	+16.8	180,204	192,150*	+6.6
Bombay	7,383	7,825	+6.0	773,332	767,704*	-0.7
Madhya Pradesh ..	1,418	1,544	+8.9	100,056	110,994	+10.9
Madras	10,061	11,706	+16.4	391,457	417,545	+6.7
Orissa	289	293	+1.4	14,439	17,186	+19.0
Punjab	1,191	1,336	+12.2	50,413	48,175	-4.4
Uttar Pradesh ..	1,447	1,458	+0.8	232,695	202,514*	-13.0
West Bengal ..	2,414	2,613	+8.2	641,694	654,901	+2.1
Ajmer	54	55	-1.9	16,597	16,027	-3.4
Coorg	24	22	-8.3	485	366	-24.5
Delhi	432	465	+7.6	40,268	42,635	+5.9
Andaman and Nicobar Islands ..	3	3	..	1,497	1,637	+9.4
Total	27,754	30,836	+11.1	2,504,399	2,536,970	+1.3

* Excludes information for ordnance factories.

During the year 1951 employment increased in almost all the States except Bombay, U.P., the Punjab, Ajmer and Coorg. The largest increase was recorded in Madras where employment increased by about 26 thousand. In this State the largest increase occurred in factories manufacturing food (except beverages). The other industries in which noticeable increase was recorded in Madras were transport equipment, textiles, tobacco and chemicals and chemical products. In Bihar employment increased by about 12 thousand. Tobacco and chemical factories mostly accounted for this increase. Employment in West Bengal increased by about 13 thousand due to increase in the number of workers in almost all the industries in the State. Factories dealing with processes allied to agriculture were largely responsible for the increase in employment in Madhya Pradesh. The fall in Bombay and U.P. may be due to the fact that figures of employment in ordnance factories in these States have not been included in the figures for 1951 as they were not available. Industries in which notable reduction occurred in U.P. were food except beverages, textiles and transport equipment.

The following table shows the average daily number of workers employed in factories during 1951 by States and industries. Strictly comparable figures for 1950 are not available as the States did not furnish information regarding employment according to industries in factories notified under Section 85 during that year.

TABLE III
AVERAGE DAILY NUMBER OF WORKERS EMPLOYED IN FACTORIES FOR THE YEAR 1951 BY STATE AND INDUSTRY

	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Coorg	Delhi	Andaman & Nicobar Is.	Total
Processes allied to agriculture (Gins and Presses).	445	110	40,833	24,007	13,631	..	3,785	658	3,831	1,490	..	10	..	89,400
Food except beverages ..	54,265	31,828	37,725	9,738	88,264	3,291	3,494	57,251	47,909	255	211	1,197	..	335,488
Beverages ..	182	226	1,248	82	604	121	549	1,016	1,144	..	..	190	..	6,062
Tobacco ..	..	25,950	24,478	13,823	48,060	4,298	..	2,403	2,051	324	..	..	..	122,293
Textiles ..	107	8,992	452,981	30,036	122,453	2,889	17,810	65,735	321,230	6,083	..	16,732	..	1,045,078
Footwear, other wearing apparel and made up textile goods.	..	1,658	1,756	..	1,773	..	..	3,730	757	..	..	820	..	10,394
Wood and cork except furniture ..	1,817	695	6,290	2,037	5,182	518	593	1,406	4,146	..	..	204	1,537	24,335
Furniture and fixtures ..	..	192	2,119	466	1,904	..	70	35	2,180	..	..	221	..	7,187
Paper and Paper Products ..	..	1,209	3,545	..	752	1,925	1,597	1,865	11,626	..	..	142	..	25,762
Printing, publishing and allied industries.	587	3,064	22,894	2,428	13,872	926	1,411	9,560	12,280	448	..	3,731	..	71,200
Leather and leather products (except footwear).	..	341	1,809	..	10,747	78	175	2,537	297	..	..	..	..	15,984
Rubber and rubber products ..	..	..	3,461	145	528	..	95	123	17,899	..	32	225	..	22,508
Chemicals and chemical products ..	1,311	10,895	23,326	1,399	14,922	164	490	4,293	20,222	..	..	989	..	78,020
Products of petroleum and coal ..	1,095	2,508	20	47	1,091	..	57	..	4,781	..	..	123	..	11,192
Non-metallic mineral products (except products of petroleum and coal).	155	31,572	21,008	7,810	20,669	982	1,828	11,265	14,414	..	..	848	..	110,641
Basic metal industries ..	..	36,998	10,211	160	3,811	227	944	4,396	37,132	21	..	1,197	..	95,127

TABLE III—contd.

	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Coorg	Delhi	Andaman & Nicobar Is.	Total
Metal products (except machinery and transport equipment).	177	942	17,766	331	5,585	1,042	3,178	2,402	23,234	/	..	2,405	..	57,092
Machinery (except electrical machinery).	1,458	8,699	20,983	12,758	11,964	128	7,912	5,726	24,714	35	..	2,993	..	97,370
Electrical machinery, apparatus, appliances and supplies.	..	1,577	6,024	1,318	2,287	..	427	86	15,629	..	..	624	..	28,772
Transport equipment	2,706	15,477	45,287	2,063	32,038	240	1,426	19,559	56,841	6,960	..	1,812	100	184,529
Miscellaneous industries	11	872	15,705	256	11,482	201	1,657	4,132	24,010	95	95	6,514	..	65,030
Electricity, gas and steam	207	2,587	4,059	1,076	2,261	140	628	3,144	6,304	307	10	875	..	21,688
Water and sanitary services	12	380	887	145	191	..	40	601	1,411	..	..	627	..	4,294
Recreation services (cinema studios)	..	..	2,196	..	1,590	..	..	..	343	..	..	..	..	4,089
Personal services (Laundries, dyeing and cleaning)	..	156	373	..	208	17	..	..	387	..	18	156	..	1,315
Total	55,136	186,938	767,704	110,994	417,545	17,186	48,175	2,02,514	654,90	16,027	366	42,635	1,637	2,531,768
Employment for which industrial distribution is not available.	..	5,212	..	..	..	..	..	..	..	..	..	..	..	5,212
Grand Total	55,136	192,150	767,704	110,994	417,545	17,186	48,175	202,514	654,901	16,027	366	42,635	1,637	2,536,970

It will be seen from the above table that out of a total of about 25 lakhs workers about 10.5 lakhs are employed in textiles industries, 3.35 lakhs in the food group of industries, 1.84 lakhs in the manufacture of transport equipment, 1.22 lakhs in tobacco factories and 1.10 lakhs in factories producing non-metallic mineral products.

The following table shows the number of men, women, adolescents and children employed in factories in various States.

TABLE IV

AVERAGE DAILY NUMBER OF ADULTS, ADOLESCENTS AND CHILDREN EMPLOYED IN FACTORIES, 1951

State	Total employment	Adults		Adolescents	Children
		Men	Women		
Assam ..	65,136	50,213	11,787	2,362	774
Bihar ..	186,938*	170,790	12,802	2,629	717
Bombay ..	767,704	680,174	82,429	4,733	368
Madhya Pradesh ..	110,994	86,331	22,723	1,806	134
Madras ..	417,545	317,200	89,268	7,352	3,725
Orissa ..	17,186	13,162	3,464	551	9
Punjab ..	48,175	45,001	2,526	315	333
U. P. ..	202,514	199,381	2,406	503	224
West Bengal ..	654,901	597,802	54,233	2,474	392
Ajmer ..	10,027	14,416	1,508	97	6
Coorg ..	271†	198	73	..	..
Delhi ..	42,635	41,697	647	120	171
Andaman ..	1,637	1,597	18	22	..
Total ..	2,531,663	2,217,962	283,884	22,964	6,853

* Does not include information for Section 85 factories.

† Does not include information for Sec. 2m (ii) factories.

Factories in the former Princely States.—As stated earlier, the information given above relates to only 9 Part A States, 3 Part C States and the Andaman and Nicobar Islands. In regard to the Part B States and other Part C States the information on the number of factories and the number of workers employed therein is collected annually for publication in the "Large Industrial Establishments in India". The information relates to all factories registered or notified under the Factories Act, 1948 which has now been extended to all States except Jammu and Kashmir. The statistics thus available for the years 1949 and 1950 are given in Table V.

TABLE V

NUMBER OF FACTORIES AND NUMBER OF WORKERS EMPLOYED THEREIN IN
PART B STATES AND CERTAIN PART C STATES

State	1949		1950	
	No. of factories	Average daily num- ber of workers employed	No. of factories	Average daily num- ber of workers employed
Hyderabad	582	63,162	863	64,050
Jammu and Kashmir	56	62,109	32	53 038
Madhya Bharat	791	81,951	825	79,191
Mysore	506	84,880	544	68,732
P.E.P.S.U.	168	12,837	168	14,126
Rajasthan	102	12,692	410	33,186
Saurashtra	393	35,473	445	37,637
Travancore-Cochin	536	77,724	509	73,780
Bhopal	6	3,502	19	6,220
Himachal Pradesh	3	775	7	1,037
Kutch	18	1,809	30	1,959
Tripura .. ..	..	..	81	11,119
Vindhya Pradesh	66	4,480	75	10,486
Total ..	3,227	441,394	4,008	434,561

The main industries in Hyderabad, Mysore, Madhya Bharat and Saurashtra are cotton ginning, pressing, spinning and weaving. In Kashmir the major industry is silk manufacture. Cashew nut industry and coir are the important industries in Travancore. Cotton mills, cement factories and factories in the group electric light and power employ over 40 per cent. of workers in Rajasthan. In PEPSU industries which employ 10 per cent. or more of the total number of workers are cotton ginning and baling, cement and metal rolling factories. Table VI shows the industrial classification of factory employment in Part B and certain Part C States, viz., Bhopal, Himachal Pradesh, Kutch, Tripura and Vindhya Pradesh during 1950.

TABLE VI

NUMBER OF FACTORIES AND THE NUMBER OF WORKERS EMPLOYED THEREIN
IN PART B STATES AND CERTAIN PART C STATES BY INDUSTRIES

Industry	1950	
	No. of factories	Average daily number of workers employed
Processes allied to agriculture (Gins & Presses)	813	39,720
Food except beverages	1,103	81,224
Beverages	40	2,601
Tobacco	184	24,970
Textiles	372	177,917
Footwear, other wearing apparel and made-up textile goods ..	14	358
Wood and Cork except furniture	110	3,978
Furniture and fixtures	10	316
Paper and paper products	9	3,839
Printing, publishing and allied industries	170	7,728
Leather and leather products (except footwear)	48	2,709
Rubber and rubber products	24	1,245
Chemicals and chemical products	167	13,592
Products of petroleum and coal	11	718
Non-metallic mineral products (except products of petroleum and coal).	206	28,994
Basic metal industries	85	10,194
Metal products (except machinery and transport equipment) ..	113	4,136
Machinery (except electrical machinery)	182	14,029
Electrical machinery, apparatus, appliances & supplies ..	20	3,059
Transport equipment	98	16,390
Miscellaneous industries	118	4,702
Electricity, gas and steam	97	11,741
Water and sanitary services	10	278
Recreation services (cinema studios)	1	32
Personal services (Laundries, dyeing and cleaning)	3	91
Total	4,008	4,54,561

MINES

Statistics relating to employment in mines covered by the Indian Mines Act are collected by the Chief Inspector of Mines and published in the annual reports on the working of the Act. Table VII shows the number of mines subject to the Act and the average daily number of workers employed therein in 1929 and from 1939 to 1951. Statistics for the years 1929 to 1946, relate to the pre-partition British India, while those for the years 1947 to 1949 relate to the 9 Part A States of the Indian Union and the Centrally Administered States of Delhi and Ajmer. Statistics relating to 1950 and onwards include coal mines in Hyderabad, Rajasthan, Vindhya Pradesh and Kutch as also diamond mines in Vindhya Pradesh. In April 1951 the Indian Mines Act, 1923 was applied to all Part B States excluding Jammu and Kashmir and the information given for 1951 now relates to all States except Jammu and Kashmir.

TABLE VII

NUMBER OF MINES COVERED BY THE INDIAN MINES ACT AND THE AVERAGE DAILY EMPLOYMENT* THEREIN, 1929 AND 1939 TO 1951

Year	No. of mines	Average daily number of workers employed						Total
		Underground		Open workings		Surface		
		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	21,292	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	10,781	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
1950‡	2,085	1,90,320	..	70,488	44,373	1,14,447	52,133	4,71,761
1951§	..	2,20,312	..	89,467	54,107	1,29,662	55,500	5,49,048

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

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

‡ The figures cover, in addition, the coal mines in Hyderabad, Rajasthan, Vindhya Pradesh and Kutch and the diamond mines in Vindhya Pradesh.

§ Information relates to all States except the State of Jammu and Kashmir.

Table VII shows that the number of workers in mines in 1951 increased by 16.4 per cent. since 1950. This is largely due to the fact that the figures for 1951 include certain additional States. These new areas account for 42,602 workers. Of these over 21 thousand workers were employed in gold mines in Mysore and Hyderabad and about 14 thousand in mica mines in Rajasthan. If the new areas are ignored the total employment in mines in 1951 increased by 7.3 per cent. as compared to 1950. The increase was of the order of 0.59 per cent. in coal mines, 22.3 per cent. in mica mines, 52.3 per cent. in manganese mines and 15.2 per cent. in iron ore mines.

Statistics of employment for major minerals for selected years are given in Table VIII.

TABLE VIII

EMPLOYMENT IN MINES, BY MINERAL PRODUCED, 1945 TO 1951
(FIGURES FOR THE INDIAN UNION)

Minerals	1945	1946	1947	1948	1949	1950	1951
Coal ..	2,88,276	3,16,018	3,21,537	3,08,263	3,18,354	3,40,889*	3,51,575
Mica ..	38,208	32,940	31,656	31,490	28,908	31,010	52,196†
Manga- nese.	9,580	10,659	15,092	16,068	22,459	34,952	55,531‡
Iron Ore	6,883	7,043	6,655	7,068	15,833	17,379	20,223§
Gold ..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	21,872
Others	30,351	33,716	32,323	32,976	35,605	38,531	47,251¶
Total ..	3,73,298	4,00,376	4,07,263	3,95,865	4,21,159	4,71,761	5,49,048

* Includes 25,311 workers employed in areas not covered till 1949.

† Includes 14,260 workers employed in areas not covered till 1950.

‡ Includes 405 workers employed in areas not covered till 1950.

§ Includes 204 workers employed in areas not covered till 1950.

|| Includes 2,023 workers employed in areas not covered till 1949.

¶ Includes 5,861 workers employed in areas not covered till 1950.

The mining industry in India is concentrated mainly in Bihar, West Bengal and Madhya Pradesh, which together account for over 76 per cent. of the total labour force in mines. More than 45 per cent. of the labour force is employed in Bihar, 17.5 per cent. in West Bengal and 13.8 per cent. in Madhya Pradesh. Table IX shows the distribution of employment in mines according to States in 1951.

TABLE IX
EMPLOYMENT IN MINES BY STATES DURING 1951

State	No. of mines	Number of workers employed		
		Men	Women	Total
Assam		4,259	372	4,631
Bihar		2,01,579	46,201	2,47,780
Bombay		4,070	1,622	5,692
Madhya Pradesh		51,580	24,414	75,994
Madras		15,010	7,738	22,748
Orissa		17,009	8,640	25,649
Punjab		547	..	547
U.P.		644	374	1,018
West Bengal		82,970	13,323	96,293
Hyderabad		16,371	1,446	17,817
Mysore		20,745	1,187	21,932
Rajasthan		14,599	3,028	17,627
Travancore-Cochin		1,774	..	1,774
Delhi		45	4	49
Himachal Pradesh		127	15	142
Kutch		3	..	3
Vindhya Pradesh		8,109	1,243	9,352
Total		4,39,441	1,09,607	5,49,048

Women form roughly 20 per cent. of the total labour force in mines. Though Bihar employs the largest number of women in mines the percentage of women to the total labour force is only 18.6 in that State. The percentage is highest in Madras being 34.0. The percentage is high in Orissa (33.7) and Madhya Pradesh (32.1) also.

Table X shows the number of workers employed in the Kolar Gold Fields for the years 1939 to 1952. The figures have been furnished partly by the Kolar Gold Fields Central Welfare Committee and partly by the Director, Geological Survey of India.

TABLE X
EMPLOYMENT IN THE KOLAR GOLD FIELDS, 1939 TO 1952

Year					Number of persons employed	Year			Number of persons employed
1939	..	..	..	..	28,315	1946	..	..	22,075
1940	..	..	..	..	29,035	1947	..	..	19,488
1941	..	..	..	..	28,635	1948	..	..	23,889
1942	..	..	..	..	27,187	1949	..	..	23,891
1943	..	..	..	..	24,816	1950	September	..	20,521
1944	..	..	..	..	22,478	1951	October	..	22,349
1945	..	..	..	..	21,194	1952	October	..	20,393

TABLE XI
EMPLOYMENT UNDER THE ASSAM OIL CO., 1950-1952

Year	Oil-fields	Refinery	Tinsukia	Other Factories	Total
1950 (October)	4,574	1,717	470	763	7,527
1951 (December)	3,421	1,770	513	1,731	7,435
1952 (December)	4,586	1,833	527	843	7,789

PLANTATIONS

The tea, coffee and rubber plantations in India provide employment to about 12.5 lakhs of workers : about 10.3 lakhs in tea plantations, 1.75 lakhs in coffee plantations and 44 thousands in rubber plantations. Tea plantations are located mainly in Assam, Madras, the Punjab, West Bengal and Travancore-Cochin. 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 XII compiled from the figures furnished by the Ministry of Agriculture shows the number of estates, their acreage and the average daily number of workers employed therein.

TABLE XII

NUMBER OF ESTATES, ACREAGE AND THE AVERAGE DAILY EMPLOYMENT IN
 PLANTATIONS, 1950

	Number of estates	Acreage	Average daily number of workers employed
Tea	6,730	23,53,885	10,33,058
Coffee*	10,851	3,92,936	1,75,111
Rubber	8,868	2,08,871	44,237

* Information relates to 1950-51.

Detailed statistics of employment in plantations in the Indian Union for the year 1950 are published in the Statistical Appendix. Table XIII gives the available figures of employment in plantations in India for recent years.

TABLE XIII

AVERAGE DAILY NUMBER OF WORKERS IN PLANTATIONS, 1945 TO 1950

Year				Tea	Coffee*	Rubber	Total
1945†	..	..	..	8,74,753‡	1,51,832	52,571	10,79,156
1946†	..	..	..	10,84,030‡	1,50,412	47,571	12,82,013
1947	..	..	..	9,83,476‡	1,52,077	44,838	11,80,391
1948	..	..	..	9,68,993‡	1,58,721	48,782	11,76,496
1949	..	..	..	9,85,616	1,77,297	48,051	12,10,964
1950	..	..	..	10,33,058	1,75,111	44,237	12,52,406

*Figures relate to 1945-46, 1946-47, etc.

†Including Sylhet.

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

It will be seen from the above table that the total employment in the plantations has increased since 1949. 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 XIV 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 XIV

EMPLOYMENT IN PLANTATIONS CLASSIFIED AS GARDEN AND OUTSIDE LABOUR*

				Garden Labour	Outside labour		Total
					Permanent	Temporary	
				Permanent			
Tea	..	..	..	9,26,938	52,427	53,693	10,33,058
Coffee	..	..	..	86,306	29,597	59,208	1,75,111
Rubber	..	..	..	19,329	9,776	15,132	44,237
Total				10,32,573	91,800	1,28,033	12,52,406

*Information relates to 1950 in the case of tea and rubber plantations and to 1950-51 in the case of coffee plantations.

Information regarding the classification of workers as men, women and children 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 by men, women and children, based on statistics collected for two months in the year, namely March and September. Table XV gives the available data for certain selected years.

TABLE XV

EMPLOYMENT IN THE ASSAM TEA PLANTATIONS BY AGE AND SEX, 1944-45 TO 1950-51

	Number of workers on books			Average daily working strength		
	Men	Women	Children	Men	Women	Children
1944-45—Settled ..	2,33,279	2,25,634	86,635	1,81,842	1,48,381	63,694
<i>Faltu or Basti</i> ..	18,484	24,994	9,025	11,300	14,881	5,747
1945-46—Settled ..	2,36,931	2,05,891	83,747	1,89,838	1,46,085	63,627
<i>Faltu or Basti</i> ..	27,255	32,310	11,248	18,010	20,045	7,028
1946-47—Settled ..	2,10,150	1,76,093	66,955	1,64,698	1,24,393	54,606
<i>Faltu or Basti</i> ..	24,554	29,542	9,711	15,976	18,642	6,290
1947-48—Settled ..	2,11,753	1,81,484	70,873	1,69,665	1,36,384	52,160
<i>Faltu or Basti</i> ..	25,798	29,528	8,925	14,430	19,824	5,889
1948-49—Settled ..	2,23,657	1,96,177	60,537	1,83,556	1,30,374	47,243
<i>Faltu or Basti</i> ..	29,666	32,751	7,981	19,975	21,732	5,172
1949-50—Settled ..	2,25,929	1,90,325	67,103	1,93,974	1,49,451	53,912
<i>Faltu or Basti</i> ..	28,345	37,153	8,593	21,438	25,243	6,017
1950-51—Settled ..	2,37,268	2,04,449	73,776	1,86,357	1,56,585	58,298
<i>Faltu or Basti</i> ..	36,064	43,138	9,198	23,066	28,199	6,830

RAILWAYS

The annual reports of the Railway Board contain statistical data relating to the number of persons employed on the Class I, Class II and Class III railways as also in the Railway Board and other railway offices. Table XVI gives the statistics collected from these reports for the years 1939-40 to 1951-52. The information given in the table relates to persons directly employed by the railways or the Railway Board and does not cover workers employed by railway contractors. According to the latest available information about 7 lakhs of workers were employed by railway contractors in 1949-50. The total employment on railways can thus be estimated to be about 16 lakhs of workers.

TABLE XVI

EMPLOYMENT ON RAILWAYS, 1939-40 TO 1951-52

Year	Class I Railways	Class II Railways	Class III Railways	Railway Board and other offices	Total
1939-40	6,67,015	26,015	7,347	8,664	7,09,041
1940-41	6,87,695	24,379	7,296	8,743	7,28,113
1941-42	7,21,140	20,190	7,414	8,977	7,57,721
1942-43	7,89,675	21,089	7,341	9,153	8,27,258
1943-44	8,50,868	21,295	7,457	9,452	8,89,072
1944-45	9,29,297	23,670	7,705	3,861	9,64,533
1945-46	9,58,578	20,370	8,005	3,921	9,90,874
1946-47*	7,39,547	20,587	8,005	3,863	7,72,002
1947-48	8,71,565	21,449	8,719	5,037	9,06,770
1948-49	8,85,795	22,861	8,911	12,451	9,30,018
1949-50	8,58,920	16,633	9,026	14,696	8,99,275
1950-51	8,85,008	18,148	9,405	10,593	9,23,154
1951-52	9,15,279	3,304	6,067	10,040	9,34,690

*Excluding B. & A. and N. W. Railways. Statistics for 1946-47 and earlier years exclude employment on construction and relate to pre-partition British India. The subsequent statistics cover construction also and relate to the Indian Union.

It will be noticed from the above table that there has been considerable change in employment figures of various classes of railways in 1951-52. This is largely due to the regrouping of railways which started in April 1951. On 14th April 1951 the M. & S.M., the S.I. and the Mysore State Railways were merged into the Southern Railway. The Central and the Western Railways were formed on 5th November 1951. The Central Railway was formed by merging into the G.I.P. Railway, the Nizam's State, the Dholpur and the Scindia State Railways. The Western Railway was formed by combining the B.B. & C.I., Saurashtra, Cutch, Rajasthan and Jaipur State Railways along with a short section—Marwar-Phulad—of the Jodhpur Railways. As a result, the Scindia, Dholpur, Saurashtra, Jaipur, Rajasthan and Cutch State Railways which prior to regrouping were included under Class II and Class III Railways are now included in the group of Class I Railways. Though there was a slight reduction in the number of persons employed in the Railway Board or other railway offices, the total number of workers employed in the industry increased by about 11,500.

The following table shows the number of workers employed during 1951-52 on each of the Class I Railways which account for the

bulk of the total employment on railways. In view of the regrouping, figures for the previous years have not been given as it would not be possible to have an appreciation of the trend of employment.

TABLE XVII
EMPLOYMENT ON CLASS I RAILWAYS—1951-52

Railways										No. of persons employed
Assam	..	..	..	..	..	..	..	..	..	46,433
Bengal Nagpur	..	..	..	..	..	..	..	..	..	1,22,459
Bikaner State	..	..	..	..	..	..	..	..	..	5,954
Central	..	..	..	..	..	..	..	..	..	1,68,068
East Indian	..	..	..	..	..	..	..	..	..	2,10,059
Eastern Punjab	..	..	..	..	..	..	..	..	..	52,278
Jodhpur	..	..	..	..	..	..	..	..	..	7,806
Oudh Tirhut	..	..	..	..	..	..	..	..	..	54,938
Southern	..	..	..	..	..	..	..	..	..	1,33,009
Western	..	..	..	..	..	..	..	..	..	1,14,272
Total										9,15,279

The statistics of employment given above include all categories of persons including gazetted officers, subordinate staff and the daily-rated inferior staff. As recommended by the Pay Commission, railway employees have been classified into four classes. Of the 9,34,690 workers employed on railways, 2,372 were gazetted officers and officers of similar rank, i.e., Class I and Class II, and the rest belonged to Class III and Class IV. More detailed information is available in respect of the employees of the Indian Government Railways, Railway Board and other railway offices which together employed 9,25,319. Of these 2,268 were Class I and Class II Officers; 13,220 were Class III employees getting Rs. 250 or more per month or on scales of pay rising up to or more than Rs. 250 per month and 2,59,556 were Class IV employees getting lower pay. The total number of Class IV employees was 6,50,275. Of these, 2,30,646 were employed in the engineering department, 1,17,334 in the transportation department, 1,90,626 in the mechanical engineering department and the rest in other departments. The following table shows the number of Class IV employees classified according to skill.

TABLE XVIII
CLASSIFICATION OF RAILWAY EMPLOYEES ACCORDING TO SKILL

Class	No. of workers
Highly skilled	1,292
Skilled	43,036
Semi-skilled	69,902
Unskilled (supervisory)	11,046
Unskilled (Mazdoors)	1,62,886
Others	2,66,617
Other grades	95,496
Total	6,50,275

POSTS AND TELEGRAPHS

Posts and Telegraphs Department employ over 2 lakhs of workers. During the year 1952 there was a slight increase in the number of non-gazetted staff. The number increased from 1,93,302 to 2,12,380. The following table shows the number of non-gazetted staff of various categories employed by the Department on 31st March 1952.

TABLE XIX
EMPLOYMENT IN POSTS AND TELEGRAPHS (MARCH 1952)

Occupations	No. of persons employed
Head, Branch and Sub-Postmasters, Accountants, Draftsmen, Sorters, Clerks, etc.	54,208
Mail Guards	519
Runners	8,848
Telegraph messengers in combined offices, delivery messengers and other class IV servants.	33,847
Linemen and Lineriders	6,713
Telephone and wireless operators, monitors and Inspectors P. Os. and R. M. S., exchanges, traffic, telephone, etc.	9,026
Telegraphists and Telegraph Masters	3,648
Repeater Station assistants and trainees	452
Telegraph, Engineering and wireless supervisors	851
Overscers, head and village postmen, etc.	36,799
Other miscellaneous staff	4,573
Extra department agents	52,896
Total	2,12,380

TRAMWAYS

In India tramways exist only in four major cities, viz., Calcutta, Bombay, Madras and Delhi. The latest information regarding employment in tramways is available in respect of Calcutta, Bombay and Delhi. The following table shows the number of persons employed in each of the three tramways. All the persons employed in these tramways are men.

TABLE XX
EMPLOYMENT IN TRAMWAYS, JANUARY 1952

Centre	Number of persons employed			Total
	Traffic department	Workshop	Other departments	
Bombay	6,726	884	651	8,261
Calcutta	5,803	1,456	2,004	9,263
Delhi	176	24	131	331
Total	12,705	2,364	2,786	17,855

In Madras tramways 1,697 persons were employed in September 1951. Of these, 847 were employed in the traffic department, 369 in workshop and the rest in other departments.

MOTOR TRANSPORT

No regular statistics are being collected regarding employment in motor transport either by the State Governments or the Central Government. 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 nationalised in a number of States and information is now forthcoming in such cases. The information furnished by some of the State Governments in regard to employment in State motor transport services is shown in the table below.

TABLE XXI

NUMBER OF WORKERS EMPLOYED IN STATE TRANSPORT SERVICES.
SEPTEMBER 1952

State	Number of workers employed
Bihar	223
Madhya Pradesh	1,386
Orissa	688
West Bengal	2,090
Hyderabad	230
Madhya Bharat	845
Mysore	698
Delhi	1,505
Himachal Pradesh	320

PORTS

In India the major ports are Calcutta, Bombay, Madras, Visakhapatnam and Cochin. The Kandla port on the West coast is at present being developed. In these ports over half a lakh of workers are employed.

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. Information, however, is available only regarding the number of persons employed by the port authorities, stevedores and through contractors. The latest available information is given in Table XXII.

TABLE XXII

EMPLOYMENT IN MAJOR PORTS, SEPTEMBER 1952

	Average daily number of workers employed			Total
	By port authorities	Through contractors	By stevedores	
Calcutta	19,383	1,586	10,525	31,494
Bombay	11,152	184	3,061	14,397
Visakhapatnam	2,349	1,800	1,020	5,169
Cochin	1,394	577	1,200	3,171
Madras	2,544	..	N.A.	2,544
Kandla	152	408	80	640
Total	36,974	4,555	15,886	57,415

SEAMEN

No reliable statistics are available regarding the number of seafarers in India and the average daily employment on ships. Professor B. P. Adarkar and Dr. Laura Bodmer, who made some enquiries in this respect in 1946, estimated that the total number of seamen available for employment was nearly 3,00,000 while the number actually employed was about 50,000. The International Labour Office in their report on 'Seafarers' Conditions in India and Pakistan', which was published in 1949, stated that 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 had left the sea or had died. In order to have reliable statistics regarding the number of effective seamen of various categories a census of seamen was started by the Ministry of Transport at the ports of Bombay and Calcutta in January 1952. Under this scheme all effective seamen are required to register themselves afresh in the Shipping Offices. Up to the end of December 1952 about 24,000 seamen at Bombay and 22,800 at Calcutta had registered themselves. It is estimated that the number of seamen actually serving on Articles at any time is between 22 to 25 thousand. During the year 1951-52 approximately 30,250 seamen were engaged in Bombay and 26,000 in Calcutta.

MUNICIPALITIES

No regular statistics are available regarding employment in municipalities. In 1944 the Labour Investigation Committee conducted a survey of labour conditions in 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 and collecting information regarding employment among other subjects. The following table shows the number of persons employed in 11 municipalities during December 1952. These figures include the staff employed in the various departments of the municipalities such as public works, public health, water works, electricity, etc.

TABLE XXIII
NUMBER OF WORKERS EMPLOYED IN 11 SELECTED MUNICIPALITIES
(DECEMBER 1952)

Centre	Number of workers employed			Total
	Men	Women	Children	
<i>Bombay—</i>				
Bombay	11,820	..	..	11,820
Ahmedabad	4,856	1,478	17	6,351
<i>Madras—</i>				
Madras	8,226	1,739	539	10,504
Madurai	1,601	446	224	2,271
Coimbatore	580	335	..	915
<i>Punjab—</i>				
Simla	910	5	..	915
<i>Hyderabad—</i>				
Hyderabad	879	1,448	..	2,327
<i>Mysore—</i>				
Bangalore*	1,323	817	..	2,140
<i>Ajmer—</i>				
Ajmer	245	8	..	253
<i>Delhi—</i>				
Delhi	3,806	654	16	4,476
New Delhi	2,576	164	..	2,740

*Information relates to the health department of the Corporation.

In order to collect more comprehensive 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 certain States have furnished the information which is given in Table XXIV below.

TABLE XXIV

NUMBER OF PERSONS EMPLOYED BY MUNICIPALITIES, SEPTEMBER 1952

State	Information relates to	Men	Women	Children	Total
Assam	5 municipalities ..	551	187	..	738
Bihar	All principal municipalities.	3,696	1,167	31	4,894
Madhya Pradesh	Do.	36,506	5,022	415	42,033
Madras	14 municipalities ..	12,867	3,921	479	17,267
Punjab	All principal municipalities.	3,423	160	..	3,583
Hyderabad ..	Do.	942	1,297	..	2,239
Madhya Bharat	3 municipalities ..	2,639	745	15	3,399
Mysore	53 municipalities ..	6,357	2,566	353	9,371*
PEPSU	All principal municipalities.	713	381	..	1,094
Ajmer	2 municipalities ..	1,550	26	..	1,576
Bhopal	All principal municipalities.	402	327	17	746
Coorg	N. A. ..	56	22	..	78
Delhi	3 municipalities ..	6,528	625	15	7,168
Himachal Pradesh	4 municipalities ..	27	4	..	31
Tripura	1 municipality ..	57	40	1	98
Vindhya Pradesh	5 municipalities ..	100	115	8	594†

N.A.—Not available.

*Classification of 90 workers is not known.

†Classification of 371 workers is not known.

PUBLIC WORKS

Employment in public works is subject to wide fluctuations being dependent upon the nature and extent of the works programme. In 1944, the Labour Investigation Committee estimated the total employment in the Central Public Works Department (C.P.W.D.) to be 1,24,000. According to the information furnished by the C.P.W.D. the average daily number of workers employed by the Department was, 2,29,000 in 1950-51 and 3,49,000 in 1951-52. About 60 per cent. of the workers employed by the Department in 1951-52 were engaged through contractors.

An attempt was made by the Bureau to collect similar information regarding the State Public Works Departments. The information available in respect of the C.P.W.D. and some of the State Public Works Departments is given in Table XXV.

TABLE XXV
NUMBER OF WORKERS EMPLOYED ON PUBLIC WORKS, 1952

	Direct Labour			Contract Labour			Total
	Men	Women	Children	Men	Women	Children	
Central	78,288	16,141	1,151	1,62,845	44,465	3,628	3,06,518
Orissa	7,000	424	36	40,027	7,091	930	55,568
Punjab	5,066	..	..	444	..	..	5,510
Hyderabad ..	72,698	1,050	486	N.A.	N.A.	N.A.	74,234
Madhya Bharat ..	1,350	12	..	282	144	..	1,788
Mysore	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	50,000
Bhopal	158	..	..	N.A.	N.A.	N.A.	158
Coorg	69	19	..	..	..	..	88
Delhi	5,294	2,306	..	26,201	6,835	270	40,906
Himachal Pradesh ..	3,836	..	..	..	..	..	3,836
Vindhya Pradesh ..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	5,000

N.A.—Information not available.

Besides public works large number of workers are employed in various river valley projects. Latest information in respect of employment in these projects is not available. The information, available for the year 1951 is, however, given in the following table.

TABLE XXVI
EMPLOYMENT IN RIVER VALLEY PROJECTS, 1951

	Direct Labour			Contract Labour			Total
	Men	Women	Children	Men	Women	Children	
Damodar	9,057	942	86	13,563	1,516	90	25,254
Hirakud	3,220	314	..	11,830	5,009	57	20,430
Nangal*	1,672	3	..	17,273	2,427	475	21,850
Tungabhadra ..	14,040	5,751	6	11,760	6,286	880	38,723
Tapi	693	40	..	7,486	4,181	189	12,589

*Information incomplete.

UNORGANISED INDUSTRIES

No reliable statistics or even estimates, are available in respect of the employment in unorganised industries in India. According to an estimate framed by the Industries Division of the Planning Commission, the handloom weaving industry alone provides employment to about a crore of workers. Besides this there are a number of other cottage industries which employ a considerable number of workers. In reply to the Labour Bureau's questionnaire on the subject, some of the State Governments have furnished estimates relating to the number of persons employed in the various types of unorganised industries in their respective States and the information is summarised below.

The Director of Cottage Industries, Uttar Pradesh, estimates the total employment in cottage and unorganised industries in the State at 32,50,000. The industries include brassware, lock and scissors making, handloom weaving, wood carving, leather works, etc. In many cases the cottage industries provide subsidiary occupation to agricultural workers and usually the industries are family enterprises.

In Madhya Pradesh, handloom weaving and *bidi* making are the two most important unorganised industries. The total number of persons employed in the former is estimated by the Textile and Yarn Controller of the State to be 3,44,500. The industry is carried on mostly at the weavers' homes. The number of workers engaged in *bidi* making is estimated at 2 lakhs. There are in the State, besides these two, other cottage industries such as hand spinning, blanket weaving, dyeing and printing, carpentry, brass and copper industries, pottery, basketry, etc.

In Bihar approximately 25,000 workers are employed in unorganised industries. Of these about 10,000 are employed in mica industry and about the same number are employed in *bidi* factories. The rest are employed in shellac, cloth printing and dyeing, soap, carpet and fireworks industries.

In Assam about 2,000 workers are employed in unorganised industries.

According to certain enquiries made by the Punjab Government in connection with the fixation of minimum wages under the Minimum Wages Act, building and road construction and stone breaking and stone crushing employ about 30,000 workers. Shawl weaving in the State employs about a thousand workers.

Unorganised industries in the State of Jammu and Kashmir employ about 1,30,000 workers. In Travancore-Cochin, unorganised industries such as *bidi* making, small printing presses, hotels and restaurants, shops, etc., are estimated to employ about 95,800 workers. The coir mats and matting industry in the State employs over 50,000 workers. Salt factories not covered by the Factories Act in the State employ about 2,000 workers. The number of workers employed in such industries is reported to be 5,000 in PEPSU and 5,400 in Saurashtra.

Among the Centrally administered States, Delhi has 70,000, Vindhya Pradesh, 50,000, Bhopal 15,000 and Tripura 1,500 workers employed in unorganised industries such as building and road construction, stone breaking, *bidi* making, shawl weaving, etc.

2. Employment Situation

The improvement in the employment situation which became evident towards the end of 1951 was arrested in early 1952. The general fall in commodity prices and the slump in trade and business that developed in the second quarter of the year reacted adversely on employment trends. These conditions continued to prevail during the subsequent part of the year. According to reports received from the Employment Exchanges the period under review was one of few employment opportunities. The average number of job openings that became available through the Employment Exchanges was 35,796 per month during 1952 as against 40,545 during 1951. The number of employment seekers on the other hand increased from 1,14,614 per month in 1951 to 1,23,058 per month in 1952 while the monthly average number placed in employment declined from 34,738 in 1951 to 29,819 in 1952. The number of persons registered as unemployed at the Employment Exchanges increased steadily from 3,28,719 at the end of December 1951 to 4,07,872 at the end of September 1952 and further to 4,37,571 at the end of December 1952.

The occupational pattern among Employment Exchange registrants had been undergoing a continuous change. The dominant feature of this change has been a gradual decrease in the proportion of available technical workers and a gradual increase in the proportion of clerical workers and persons seeking employment in educational services. At the end of December 1947 technical workers constituted 17.8 per cent. of the total on the live registers. In October 1951 the percentage of skilled and semi-skilled applicants on live registers was 11.9 and it fell to 11.2 in September 1952. The percentage of applicants for clerical jobs on the other hand increased from 18.8 at the end of December 1947 to 26.3 in October 1951 and further to 29.5 in September 1952. Similarly, during the period under review the percentage of applicants seeking employment in educational services increased from 1.6 in October 1951 to 2.1 in September 1952. There has been very little variation in the percentage of unskilled applicants to total during the year under review. The following table shows the occupational distribution of applicants during the period October 1951 to September 1952.

TABLE XXVII

OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS

Month	Number on Live Registers of applicants for employment in							
	Industrial supervisory services	Skilled and semi-skilled services	Clerical services	Educational services	Domestic services	Unskilled services	Others	Total
October 1951	4,041	39,580	86,938	5,461	12,421	1,58,355	24,346	3,31,192
November 1951	3,618	38,316	87,592	5,115	11,981	1,57,537	23,301	3,27,660
December 1951	3,448	38,021	85,057	4,825	11,704	1,62,445	23,219	3,28,719
January 1952	3,454	38,907	83,379	4,465	11,370	1,58,611	21,470	3,21,656
February 1952	3,549	39,325	84,296	4,496	11,071	1,61,105	21,784	3,25,626

TABLE XXVII—contd.

Month	Number on Live Registers of applicants for employment in							
	Industrial supervisory services	Skilled and semi-skilled services	Clerical services	Educational services	Domestic services	Unskilled services	Others	Total
March 1952	3,551	40,396	88,566	4,612	13,084	1,68,682	22,529	3,41,420
April 1952 ..	3,574	33,136	96,344	5,116	13,956	1,74,709	23,355	3,60,190
May 1952 ..	3,902	42,872	1,02,613	6,400	12,952	1,74,224	24,232	3,66,595
June 1952 ..	4,109	43,759	1,10,920	8,812	12,447	1,76,864	24,828	3,81,739
July 1952 ..	4,664	46,945	1,22,160	11,069	13,569	1,93,338	27,164	4,18,909
August 1952	4,620	47,452	1,20,235	9,624	13,662	1,89,610	26,898	4,12,101
September 1952	4,380	45,581	1,20,127	8,367	12,972	1,80,497	26,948	4,07,872

The problem of finding employment for the large number of applicants registered with the Employment Exchanges has been an acute one. The magnitude of the problem may be seen from a recent study which revealed that there were only 11.8 technical jobs, 2.3 clerical jobs, 12.7 unskilled jobs and 9.9 other jobs available through Exchanges for every 100 applicants of each category registered. The number of jobs which Exchanges could offer to their registrants was, therefore, fractional. It was particularly small for persons seeking clerical jobs.

Statistics of Employment Exchanges showed that unemployment among educated persons increased during the period under review. An analysis revealed that between May and October 1952 the number of unemployed matriculates and graduates increased by 10,632, the number of such persons on the live registers of Employment Exchanges at the end of October 1952 being 1,26,498. About 25 per cent. of them were registered at Calcutta, Bombay, Delhi and Madras. Calcutta alone accounted for over 11 per cent. Applicants with matriculation or higher qualifications formed nearly 31 per cent. of the total number on the live registers of Employment Exchanges in October 1952. A large majority of them sought clerical and other white-collar jobs, openings in which were extremely limited.

The execution of the various development projects under the first Five Year Plan is expected to provide greater employment opportunities and relieve unemployment in the coming years. During the year under review large scale development projects had not made enough headway to be able to provide employment to steadily increasing numbers of people.

Employment under the Central Government remained steady during the year. There were no notable retrenchments.

Table XXVIII shows the number of mills working and the number of workers employed in the cotton mill industry in India during the period October 1951 to September 1952.

TABLE XXVIII

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

Year and 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			
			One shift	Two shifts	Three shifts		1st shift	2nd shift	3rd shift	Total
1949 (average)	361	23	31	163	144	8,03,038	4,31,216	2,52,196	51,190	7,34,602
1950 (average)	359	29	33	182	115	7,55,496	4,02,325	2,33,973	40,225	6,76,523
1951 (average)	373	19	27	186	141	7,85,134	4,15,602	2,49,962	48,915	7,14,479
1951—October	376	16	25	184	151	8,02,446	4,18,891	2,64,231	52,355	7,25,497
November	377	15	26	185	150	8,09,853	4,21,475	2,55,103	52,716	7,29,294
December	378	14	24	184	156	7,93,544	4,16,338	2,52,181	53,959	7,25,528
1952—January	380	16	23	186	155	8,06,748	4,18,577	2,54,782	50,519	7,29,378
February	380	11	23	196	150	7,90,880	4,19,583	2,55,186	55,532	7,30,321
March	380	11	20	202	147	7,98,571	4,21,593	2,55,816	55,443	7,32,857
April	381	15	20	213	133	7,94,305	4,15,475	2,52,600	53,427	7,21,502
May	383	13	28	213	129	7,90,655	4,15,222	2,52,034	52,361	7,19,617
June	383	16	28	205	134	7,92,177	4,16,225	2,53,533	52,533	7,21,387
July	384	12	28	181	163	8,11,499	4,26,310	2,61,376	63,145	7,50,831
August	385	12	26	175	172	8,13,684	4,30,260	2,65,440	65,563	7,61,263
September	386	12	25	173	176	8,22,693	4,31,499	2,62,706	66,254	7,60,459

It will be seen from the Table that the number of working mills increased steadily throughout the period under review. The number of workers on rolls also increased from 8,02,446 to 8,22,693 and the average daily employment from 7,25,497 to 7,60,459.

In the coal mines daily employment averaged 3,45,816 during the first 9 months of 1952 as compared to 3,44,649 in 1951. The monthly fluctuations in the average daily employment and the number of manshifts worked are shown in Table XXIX.

TABLE XXIX
NUMBER OF WORKERS EMPLOYED AND THE NUMBER OF MANSHIFTS WORKED IN COAL MINES

Month	Average daily number of workers employed				Total number of man-shifts worked			
	Under-ground	Open workings	Surface	Total	Under-ground	Open workings	Surface	Total
1951—October	1,80,689	29,842	1,34,651	3,44,382	41,98,518	7,02,260	31,14,113	80,14,891
November	1,75,068	27,087	1,30,869	3,23,024	42,92,277	6,71,018	32,16,698	81,79,993
December	1,81,142	29,179	1,30,760	3,41,081	45,36,185	7,44,940	32,77,177	85,58,302
1952—January	1,89,830	29,006	1,30,594	3,49,430	47,62,937	7,19,545	32,70,193	87,52,675
February	1,97,843	31,208	1,33,633	3,62,684	47,52,590	7,49,128	32,09,087	87,10,605
March	1,87,377	30,091	1,32,077	3,49,545	45,04,602	7,38,431	31,77,063	84,20,096
April	1,94,565	30,680	1,33,514	3,58,759	47,02,929	7,52,706	32,27,761	86,83,336
May	1,88,891	29,556	1,28,985	3,47,432	47,40,502	7,50,579	32,42,448	87,33,529
June	1,76,071	29,651	1,27,678	3,32,400	42,60,104	7,28,842	30,91,215	80,80,161
July	1,74,813	27,934	1,26,813	3,29,560	44,08,255	7,16,601	32,02,786	83,27,732
August	1,81,837	27,736	1,30,609	3,40,242	43,90,106	6,86,223	31,59,046	82,35,385
September	1,80,384	28,965	1,31,945	3,41,294	42,12,027	6,73,590	30,77,320	79,63,537

Employment in the Central Public Works Department increased considerably during the year. The average daily number of workers employed by the department increased from 2,29,000 in 1950-51 to 3,49,000 in 1951-52. The peak month was December 1951; thereafter there was generally a downward trend and at the end of the year under review the employment was much less than what it was in the beginning of the year. The following table shows monthly statistics of employment for the year 1951-52.

TABLE XXX

EMPLOYMENT IN THE CENTRAL PUBLIC WORKS DEPARTMENT, 1951-52

	Departmental Labour			Contract Labour		
	Men	Women	Children	Men	Women	Children
<i>1951</i>						
October	1,30,874	43,032	3,193	1,35,408	37,845	3,750
November	1,21,854	29,478	20,843	1,94,256	29,923	7,090
December	1,73,550	46,885	5,552	1,52,120	35,095	4,458
<i>1952</i>						
January	1,42,734	71,901	7,547	1,52,607	29,203	3,701
February	1,58,627	36,167	7,513	1,27,659	31,314	1,320
March	63,089	12,926	781	2,57,505	28,062	5,385
April	66,838	14,024	1,419	1,94,710	67,630	5,585
May	86,223	22,655	3,519	1,53,509	53,731	1,186
June	1,15,642	34,818	1,823	1,61,165	48,255	3,988
July	90,134	19,560	4,169	1,35,996	35,881	3,371
August	65,084	21,212	710	1,27,878	30,585	3,715
September	78,288	16,141	1,151	1,62,845	44,465	3,628

Details regarding employment situation in 1951-52 in the various states are given in the following paragraphs :

Bombay.—The total number of workers employed in factories in the State during 1951 was 7,67,704 compared to 7,73,332 in 1950. The employment situation in the textile and engineering industries was adversely affected due to a general slump in the market. Conditions in other industries were also dull throughout the year. Shortage of electric power curtailed production for part of the year. Retrenchment due to partial derationing of food and cloth also affected employment, especially of the educated classes.

Bihar.—Except for a short lived spurt at the end of the year 1951 the overall employment situation in the State remained dull. There was a serious slump in the mica and coal mining industries which suffered from difficulties of transport and accumulation of stocks and were at the same time burdened with surplus labour. Retrenchment

of staff employed in the Supply and Price Control Department of the State as also of persons employed in former zamindaries and in private undertakings also affected the employment position. The over-all situation would have been more unsatisfactory but for the new employment opportunities which arose in the iron and steel and engineering industries and the development projects under execution in the State. The number of persons registered in the Employment Exchanges and the number of persons placed in employment in the State during 1951-52 was 1,15,855 and 39,212 respectively as compared to 1,05,214 and 30,600 respectively in 1950-51.

Madhya Pradesh.—The average daily number of workers employed in registered factories in the State increased from 1,00,056 to 1,10,994 during the year 1951-52. The increase was recorded in *bidi* factories and cotton ginning and baling factories. Several lac factories, however, closed down during August and September 1952 due to trade depression causing unemployment among workers employed in the industry.

Madras.—The failure of monsoon in the State led to acute unemployment in many districts. Employment opportunities available under the various development projects, most of which had already recruited their staff fully, were limited. This led to a deterioration in the employment prospects for unskilled workers. Shortage of electric power in some towns curtailed production and led to a reduction in employment.

Punjab.—Unsatisfactory employment situation existed in the textile and engineering industries. The construction of the capital at Chandigarh as also work on the Bhakra-Nangal and other projects continued to offer employment for various categories of workers.

U.P.—The general slump in the market affected the major industries of the State. A number of textile and oil mills had to curtail production or temporarily close down. Scarcity of coal also adversely affected certain industries. As a result, employment opportunities available during the year were much fewer than in the previous year.

West Bengal.—The general slump in the market and the closing down of certain collieries due to accumulation of stocks was responsible for a decline in the employment. Unfavourable market conditions forced the jute mills to work shorter hours for part of the year. The continued influx of displaced persons from East Pakistan also created a serious situation and strained the resources of Government. The problem of employment for these refugees, untrained in any craft, and for the educated young men and women seeking clerical and other white-collar jobs continued to cause anxiety.

Delhi.—Compared to the previous year the general employment situation in the State improved during the year under review. In some of the spheres, however, it was disturbed by such factors as economy drive and retrenchment. The establishment of the Sales Tax Department in the State helped a good number of persons in securing employment. Opportunities for employment were also provided by the Delhi Transport Services, Public Works Department, Central Water and Power Commission, Central Ordnance Depot and the East Punjab Railway. About 1,200 persons were selected by the

Hyderabad Police Authorities from the State. There was considerable shortage of suitable technicians and surplus of manpower was noticed in the case of clerks, teachers, peons, chowkidars, mazdoors, etc.

Bhopal.—The situation worsened slightly in the State during the months of February and March 1952 due to the closure of a sugar factory and play off of workers by the glue and chemical industry in the State. During this period a considerable number of agricultural workers were also rendered unemployed as the harvesting work ended and there was no subsidiary occupation for them. The situation, however, improved appreciably in September 1952 with the launching by the State Government of community Development Projects and certain other schemes for the development of cottage and other major industries.

Coorg.—In Coorg the employment situation was not satisfactory. The statistics of Employment Exchanges in the State showed that unemployment continued to increase while employment opportunities were limited.

Hyderabad.—Unemployment continued to increase in the State during the period under review. The major factors responsible for this trend were : (i) complete demobilisation of the Hyderabad State Forces which affected 12,000 persons; (ii) retrenchment drive in Government and private establishments which started in the latter half of 1950; and (iii) lack of fresh employment opportunities on a large scale in Government as well as private undertakings. The classes mainly affected by unemployment were educated middle class and unskilled workers. Due to general depression and slump in business several concerns either closed down completely or applied stringent economy measures. During the period under review 22 concerns employing 1,610 workers closed down. With a view to solving the unemployment problem of retrenched Government employees, the State Government decided to reserve all existing and future vacancies for such persons. Steps were also taken by the Regional Director, Resettlement to meet the situation in the State by the starting of mobile Exchanges.

Jammu and Kashmir.—The problem of unemployment continued to be somewhat acute in the State. The Indian Army unit in the State, however, provided employment to a large number of educated persons and also to artisans by patronising the goods produced by them. During the period under review some old small scale industries were restarted and a few new ones established.

Mysore.—From such statistics as are available from the two Employment Exchanges in the State it would appear that unemployment tended to increase during the period under review. In Bangalore 14,473 persons were registered during the period of whom only 959 were placed in employment. Slump in the textile industry and retrenchment in civil and military departments affected the employment situation. The situation in the State worsened when as a result of failure of monsoon a large number of villagers, mostly unskilled, moved to cities in search of jobs.

Madhya Bharat.—During the first half of the year under review, i.e., from October 1951 to February 1952 the employment situation remained more or less steady. From March 1952, however, it took an

unfavourable turn, especially in the textile, sugar, engineering and oil mill industries. Factors affecting employment in textile factories were : uneconomic working of mills, disparity in the prices of raw cotton and cloth of medium count, shortage of coal due to transport bottlenecks and import of new machinery. Two of the textile factories had to close down for a considerable period during the year due to the shortage of water. Sugar factories in the State experienced a serious shortage of cane and consequently worked for a much shorter period. Shortage of raw materials also seriously affected employment in oil mills. In the engineering industry accumulation of stocks led to closure of two units at Indore and retrenchment of 450 workers at Gwalior.

With a view to mitigating the effects of unemployment the State Government took several measures. One of these was the constitution of a Central Badli Control Committee at Indore. During the period October 1951 to September 1952, 4,873 persons applied to this Committee. Of these 2,712 or 55.7 per cent. were found employment in local mills through the efforts of the Committee. A similar committee was also set up at Ujjain. The Labour Department of the State also persuaded uneconomic units to start additional shifts which absorbed certain unemployed workers. It also succeeded in persuading two uneconomic spinning units at Mandsaur and Dewas to become self-supporting by working additional shifts and installing weaving plants.

PEPSU.—The employment situation in the State was not very satisfactory. There was considerable unemployment due to demobilisation of the army and suspension of work by most of the factories in the State. Although there was considerable demand for workers for the work of earth digging and brick laying, etc., curiously workers for these jobs did not come forward from the State and had to be recruited from other States.

Rajasthan.—Unsatisfactory conditions prevailed in the State during the year under review. There was little or no recruitment in Government Departments. In the private sector the employment situation was affected by the slump in the market.

3. Recruitment

Generally speaking, there was no regular system of recruitment till recently in Indian industries. 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. The recent developments and the present position in regard to recruitment in the various industries are discussed below.

FACTORIES

A decasualisation scheme for industrial labour has been in force at Kanpur. Under the scheme a reserve pool of workers is drawn

upon by the Employment Exchanges to supply workers to the participating industries which include the textile industry among others. Prior to the introduction of this scheme recruitment of labour in many of the industries at Kanpur was governed by what was called a "*badli* control system" under which the daily casual vacancies in industrial concerns were filled from among the retrenched workers.

A scheme for centralised control on recruitment to the textile mills was introduced at Indore and Ujjain in Madhya Bharat. The scheme envisages control of new appointments to the textile mills and provision of employment to the *badlis* by a central committee consisting of the Labour Commissioner, Madhya Bharat and representatives of employers and workers. The Committee would evolve agreed tentative schedules of working strength for the various departments of each mill, obtain a complete list of *badli* card holders, determine in consultation with the Works Committees of the mills the number and names of *badli* workers to be employed in each department and obtain periodical reports from mill Labour Officers regarding the working of the arrangements. Persons seeking employment in the local mills should apply in the prescribed form to the Central Committee who maintain a register of all such persons and select suitable candidates from among them whenever a vacancy arises. No appointment could be made by any mill without reference to the Committee. To ensure adequate supply of labour, the Empress Mills, Nagpur started on an experimental basis the recruitment of *badli* labour in the weaving department through the Employment Exchange on a casual employment basis. The scheme proved quite satisfactory and has been extended to other departments.

In the B. & C. Mills, Madras, and the Bangalore Woollen, Cotton and Silk Mills, Bangalore, surplus labour to the extent of 10 per cent. of the normal requirements is maintained on the registers as a reserve and appointments are made from the reserve.

Recruitment in jute mills in West Bengal is done through Labour Bureaux which are under the charge of Labour Officers or other members of the supervisory staff. Registers of *badlis* are maintained by the Bureaux and long term or short term employment is given to registered *badlis* in rotation. Any person desirous of getting his name registered as a *badli* has to apply for the same and in some cases has to undergo a trade test. The system of contract labour has been abolished. In U.P. workers are recruited direct either by the manager or by the departmental officers while in Madras recruitment is the responsibility of the Welfare Officers. One of the jute mills in Bihar has established a Labour Bureau.

In the woollen mill industry, contract labour is employed only in the Punjab. Recruitment of directly employed labour is effected in most cases by the departmental heads or labour officers. Recruitment is direct in the silk mill industry also and very few silk mills employ contract labour.

Recruitment of unskilled labour for the iron and steel industry is made usually at the factory gates, preference being given to ex-employees and relatives of workers. The Tata Iron and Steel Co., however, maintains a Labour Bureau under an Assistant Director of Personnel who is responsible for recruitment.

Some of the larger concerns in the other industries such as the Rohtas Industries Ltd., Dalmianagar, have also got their own special machinery for the recruitment of labour. In most factories, however, there is no such machinery and recruitment is made at the factory gates. In the sugar factories where work is of a seasonal character all workers except a few technicians and supervisors are discharged at the end of each season; 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.

A recent decision of the Labour Appellate Tribunal created some apprehension regarding the right of seasonal workers in sugar factories for re-employment from season to season. The Bihar Central (Standing) Labour Advisory Board which discussed the matter came to a unanimous decision that there should not be any deviation from the usual practice in this regard. It decided that the sugar factories should notify the dates of recruitment of seasonal workers by sending post-cards to all employees who had worked during the previous season and by sending lists of such employees to the union concerned. All persons, except those discharged or dismissed for misconduct, who turn up in response to this notice should be employed at the commencement of the next season.

MINES

Nearly 50 per cent. of the labour employed in coal mines at Jharia, Raniganj, Giridih and Bokaro used to be employed through contractors. The question of abolition of this system had been engaging the attention of the Government of India for some time and was brought up before the Industrial Committee on Coal Mining in 1948. On the recommendations of the Committee, the system of contract labour has now been abolished in all railway collieries except two. It was decided, however, to allow the system to continue for sometime in the private collieries pending further investigation of the problem. Abolition of the contract system in Assam collieries was recommended by the Fact Finding Committee appointed by the Government of India in 1947, pending which, payments were to be made direct to contractors' workers. In regard to the contract labour in the Talcher coalfields in Orissa, the Industrial Tribunal, Dhanbad, to whom the question was referred, held that the system need not be abolished as only a few workers were employed through contractors in those collieries. The Hyderabad Coal Mines Enquiry Committee recommended in 1949 abolition of the contract system of work in the Kothagudem collieries where contractors' workers formed about 47 per cent. of the total. The recommendation, it is reported, is being implemented.

The labour representatives on the Working Party for the Coal Industry strongly recommended abolition of the contract system in coal mines in their note of dissent to the Report of the Working Party (1951). They also recommended the abolition of the Coal Recruiting Organisation through which labour is recruited by the colliery owners

from Gorakhpur in Uttar Pradesh and immediate stoppage of such recruitment. These recommendations, among others, were referred to the Industrial Committee on coal mining which decided that the contract system should be abolished as speedily as possible and pending its abolition the disabilities suffered by contract labour *vis-a-vis* labour directly employed should be removed or minimised. The employers also agreed to consider a proposal to associate a workers' representative with the administration of the Coal Recruiting Organisation.

RAILWAYS

Appointments to the superior railway services are made either by direct recruitment or by promotions from Class II and Class III services. Recruitment to Class III posts is made through two Regional Railway Service Commissions at Bombay and Calcutta. In 1951-52 the Commissions recruited 7,994 persons for appointment to Class III posts. In accordance with the undertakings given to labour, the Railway Administrations are reviewing the possibility of converting as many of the temporary posts into permanent ones. Orders permitting the railways to convert up to 75 per cent. of the posts created for implementing the Adjudicator's award into permanent posts have been issued.

PORTS

Employment of dock workers in the ports of Bombay, Calcutta and Madras is now regulated under the Dock Workers' (Regulation of Employment) Act, 1948. Schemes under the Act have been prepared. They are intended to ensure greater regularity of employment for dock workers and to secure that an adequate number of workers is available for the efficient performance of dock work. The schemes are administered by Dock Labour Boards consisting of representatives of Government, employers and dock workers. Details of the schemes may be seen in the Section on Dock Workers' Regulation of Employment Act, pages 69-71.

SEAMEN

Under the Indian Merchant Shipping Act, a seaman can be engaged on an Indian or foreign ship only by the master of a ship in the presence of a shipping master in the manner prescribed by the Act. The Act was amended in 1949 to further regulate the employment of maritime labour. The Amendment 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 set up, the functions of that office shall be discharged by such person or body of persons as may be specified. The Act lays down that where such an office has been established, or a person or body of persons nominated to perform such functions, 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 or person or body of persons nominated. The possibility of implementing this Act is under consideration.

PLANTATIONS

In the tea gardens of Assam, there are generally three classes of labour—*Faltu* or *Basti* labour (i.e., those who come from the neighbouring villages to work on the gardens); settled labour (i.e., those who at one time emigrated from outside Assam and have settled on the gardens); and emigrant labour (i.e., those who are imported from outside Assam and who after staying in the gardens for some years go back home). Compared to the extent of the settled and *faltu* or *basti* labour the emigrant labour now forms but a small proportion. Recruitment of emigrant labour for the plantations in Assam is governed by the Tea Districts Emigrant Labour Act, 1932, and is made mostly from the controlled Emigration Areas of West Bengal, Bihar, Orissa, Uttar Pradesh, Madhya Pradesh and Madras mainly through the Tea Districts Labour Association. Workers are mostly recruited through *sardars* while some are recruited through local recruiters.

During the year 1950-51, 46,739 emigrant labourers came to the Assam tea gardens. Of these 38,100 came as assisted emigrants; the others were ex-workers of the gardens who came as non-assisted emigrants. The cost of recruitment per adult labourer was Rs. 124-14-6 in 1950-51. Table XXXI gives statistics of recruitment to Assam tea gardens during recent years.

TABLE XXXI

RECRUITMENT TO ASSAM TEA PLANTATIONS, BY STATE OF ORIGIN
(Number of emigrants)

State of origin	1947-48		1948-49		1949-50		1950-51	
	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted	Assisted	Non-Assisted
West Bengal	296	87	23	14	19	5	46	22
Bihar ..	16,979	3,877	13,651	3,696	10,038	2,560	15,131	3,025
Orissa ..	8,500	2,993	8,987	3,097	9,070	2,039	12,459	3,505
Madhya Pradesh	7,403	1,582	8,258	1,633	4,564	1,001	7,769	1,258
Madras ..	1,685	163	1,480	177	880	139	1,682	187
Uttar Pradesh	415	65	251	60	112	46	..	..
Bombay ..	2,864	374	1,554	431	1,185	319	1,613	642
Total ..	37,542	9,141	34,213	9,168	26,568	6,169	38,100	8,639

In West Bengal there is generally an acute shortage of labour in the tea estates at Jalpaiguri and Terrai, particularly in the busy season. Workers are then recruited from Santhal Parganas, Manbhum and Ranchi. Recruitment in Bengal is uncontrolled and is made by the Tea Districts' Labour Association, the Indian Tea Planters' Association and the Indian Tea Association for their member gardens. In Bihar, labourers for tea gardens in the Purnea district are recruited from the Ranchi district and the tea gardens in Ranchi district obtain their labourers locally.

In the South Indian Plantations, recruitment of labour for plantations is made mostly through *kanganies* who are drawn generally from the ranks of the workers themselves. This system, however, has led to many abuses. The question of abolition of the system was discussed at the third meeting of the Industrial Committee on Plantations in November 1950 and subsequently at a tripartite meeting held in Madras in February 1951 where the employers and workers generally favoured the continuance of the system for some time more. Subsequently, however, the Government of India formulated in consultation with certain State Governments a scheme limiting the number of labourers under each *kangani* to 40 and providing for the establishment of estate gangs and other matters with a view to checking the evils of the system. The scheme has been substantially accepted by the Governments of Madras, Coorg and Mysore.

PUBLIC WORKS

About 69 per cent. of the labour employed in public works by the Central Public Works Department is engaged through contractors. As regards states, although the exact proportion differs from State to State, a large portion of the labour employed by the State Public Works Departments and the various river valley projects is also engaged through contractors. The bulk of the contract labour is generally recruited by the contractors on an *ad hoc* basis and is dispensed with as soon as the work is over. Some of the big contractors, however, keep some recruiting and supervisory staff in their permanent employ. Intermediaries known as *chowkidars*, *jamadars*, *mates*, etc., are advanced money by the contractors and sent to the villages for recruitment of labour. Labour for works undertaken departmentally by the C.P.W.D. is, however, recruited through the Employment Exchanges.

4. Employment Exchanges

The National Employment Service set up by the Ministry under the Directorate-General of Resettlement and Employment continued to function during the year under review.

The need for economy, however, precluded all but the essential expansion of the activities of the organisation. A committee, with Shri B. Shiva Rao, M.P., as Chairman, was set up to examine the working of the Directorate-General of Resettlement and Employment and to make recommendations regarding its future. The Committee is composed of representatives of employers, workers, and the Government of India, and the following are its terms of reference :

To assess the need for the continuance of the Resettlement and Employment Organisation in the context of the country's economic and social development and to suggest, with reference to such need, what its future shape should be. In particular—

- (a) to enquire into the whole question of the future of the Resettlement and Employment Organisation and examine whether part of the organisation should be transferred to the State Governments or not; in the latter event, what degree of superintendence and control should be retained by the Central Government;

- (b) to assess the results obtained by the Employment Exchanges and Training Schemes, including the Scheme for the training of instructors and Supervisors at the Central Institute, Koni, Bilaspur ;
- (c) to consider on what basis the Training Schemes should be continued and whether the present system of granting stipends should be abolished or modified ;
- (d) to examine whether there should be further expansion of Employment Exchanges and training programmes consonant with the increased requirements of the country ;
- (e) to consider whether legislation should be introduced making it obligatory for industry to recruit personnel, at least in the larger industrial centres, through Employment Exchanges ; and
- (f) to consider whether Government should make a small levy from the employers and/or employment-seekers in order to finance part of the cost of the organisation.

Seven essential Exchanges, mostly in Part B and C States not hitherto served, were opened at Mysore, Belgaum, Mandi (Himachal Pradesh), Bhopal, Ootacamund and Gwalior during the period under report. At the end of September 1952, there were 130 Exchanges in operation, attached to some of which were small sub-offices.

The Central Inspectorate conducted periodical inspections of Employment Exchanges. Manned by a Deputy Director of Inspection and three Assistant Directors, it played a useful part in the co-ordination of policy and procedure and the development of efficiency.

A training course for Employment Officers was held at the Directorate-General and 19 Employment Officers and 3 Employment Liaison Officers received their initial training. The staff at certain Exchanges were given short refresher courses in procedure and in methods of employment assistance.

Statistical Summary.—A monthly statistical analysis of the work done by Employment Exchanges during the period under review is given in Table XXXII. The exchanges registered 14,03,681 applicants and placed in employment 3,76,707 persons during the period under review as compared to 13,85,473 and 4,12,249 respectively during the preceding twelve months. The average number of employers who utilized the services of the organisation per month during the period under review was 6,110, of whom nearly 60 per cent. were private employers.

More public bodies and commercial establishments utilized the services of the organisation during the period under review. For instance, the Port Commissioners, Calcutta, began utilizing the Employment Exchange, Kidderpore, as the normal channel of recruitment of casual dock labour. The applicants to the Exchange formed a pool from which the men were offered employment from time to time.

Assistance to special categories of employment seekers.—The arrangements which had been made for the benefit of special categories of employment seekers continued to work satisfactorily. The Special Register of surplus retrenched Class I and Class II officers and Commissioned Officers of the Defence Services continued to benefit the categories of persons mentioned. (For details regarding this

Register see the last issue of the Year Book). During the period under review 223 surplus/retrrenched officers were registered and 783 submitted to the Union Public Service Commission which had agreed, under this arrangement, not to advertise vacancies if suitable candidates were available from among those on the Special Register.

TABLE XXXII

WORKING OF THE EMPLOYMENT EXCHANGES, OCTOBER 1951—SEPTEMBER 1952

Month	No. of Exchanges	Number of applicants registered during the month	Number of applicants placed in employment during the month	Number of applicants on Live Registers at the end of the month	Number of employers who used the exchanges during the month
1	2	3	4	5	6
<i>1951</i>					
October	124	83,616	28,494	3,31,192	5,667
November	124	1,16,798	36,225	3,27,660	6,437
December	126	1,06,768	35,545	3,28,719	6,079
<i>1952</i>					
January	126	97,824	30,854	3,21,656	5,372
February	126	1,06,180	31,967	3,25,626	5,547
March	126	1,14,678	31,806	3,41,420	6,053
April	120	1,36,415	32,687	3,60,190	6,482
May	126	1,21,703	30,998	3,66,195	6,890
June	128	1,35,849	32,100	3,81,739	6,473
July	128	1,53,868	30,486	4,18,009	6,602
August	129	1,19,371	29,186	4,12,161	6,020
September	130	1,15,671	26,949	4,07,872	5,703
Total ..		14,03,681	3,76,707		

Employment of Displaced Persons.—During the period under review 1,02,702 displaced persons were registered for employment assistance as compared to 1,50,696 during the previous 12 months. Of these 18,138 were placed in employment during the year as against 31,321 during the previous year. Ignorance of the local language, poor physique, aversion to employment in private undertakings, unwillingness to respond to interview calls unless travelling expenses were paid, and the inability to produce appropriate documents declaring displaced persons as qualified for concessions and protection were the main factors that hampered placement.

Employment of discharged Government Employees.—There was a steady decline in the number of retrenched Government employees requiring employment assistance. Jobs were found for 6,981 discharged Central Government employees and 2,295 discharged State Government employees during the year. Adherence to the priorities fixed by the Ministry of Home Affairs for recruitment to vacancies in Government establishments contributed considerably towards the resettlement of this category of employment-seekers. At the end of September 1952 the Employment Exchanges had on their Live Registers 5,654 discharged Central and 3,163 discharged State Government employees awaiting placement. Advanced age and poor qualifications made it difficult to find suitable jobs for many discharged Government employees.

Employment of Scheduled Caste Applicants.—The number of Scheduled Caste applicants placed in employment was 50,800 as compared with 55,205 during the preceding 12 months. The percentage of placings to registrations was 35.1 per cent. for Scheduled Caste applicants as compared to 26 per cent. for others.

An enquiry into the occupational qualifications of the Scheduled Castes applicants on the "Live Registers" of Employment Exchanges at the end of November 1952, showed that out of 33,809 registrants, 296 were graduates, 3,579 Matriculates and 34,994 non-Matriculates. Among the non-Matriculates, 3,542 registrants were technicians and 449 sought jobs as Assistants and Clerks.

Employment Assistance to Women.—The Employment Service continued to render assistance to women. Close contact was maintained with all suitable sources of employment, particularly organisations which could absorb the services of women. Qualified and trained women candidates were, however, not available in sufficient numbers, especially in professions such as teaching and nursing. Reluctance of applicants to take up work outside their home towns or in rural areas and disinclination to enter what they considered new spheres of employment, such as the Police Force, were reported to have hampered a number of women being placed in employment. Nevertheless, the Employment Service registered 57,478 women and found work for 27,320 during the year.

Decasualisation of Labour.—Schemes for the decasualisation of labour reported in the last issue of the Indian Labour Year Book were pursued during the year under report. On the recommendation of the Advisory Committee for the decasualisation of textile labour at Kanpur, the life of this scheme was extended for another two years. Encouraged by the success of the scheme in relation to the textile and leather industries, the experiment was extended, in Kanpur, to local sanitary services and to the oil industry where it was reported to be producing satisfactory results. A similar scheme, introduced for the benefit of textile workers in Beawar (Ajmer), continued to work during the year.

Under the Dock Workers' (Regulation of Employment) Act, 1948, schemes had already been drawn up for the decasualisation of dock workers at Bombay, Calcutta and Madras. At the instance of the Directorate-General of Resettlement and Employment, provisions for the co-ordination of effort between the Employment Exchanges concerned and the Dock Labour Boards were incorporated in the scheme. The services of an officer of the Directorate-General of

Resettlement and Employment were lent to the Dock Labour Board, Bombay, for a few months early in 1952 to assist them in working out their scheme. The services of another officer were also lent to the Board for one year from May 1952.

Advisory Committees.—The arrangement for associating employers, workers and other appropriate interests with the working of the Employment Service through Employment Advisory Committees set up at national, regional and sub-regional levels remained in operation during the period under review. Meetings of these Committees were, however, kept down to the minimum as a measure of economy. Nine meetings of Regional Employment Advisory Committees and 36 of Sub-Regional Committees were held, besides one meeting of the Central Employment Advisory Committee. In addition, meetings of Special Regional Committees set up to make a survey of the requirements of industry for technical personnel and of Regional Committees of the Ex-Service Women's Welfare Fund (See the Indian Labour Year Book 1950-51) were held.

The sixth meeting of the Central Employment Advisory Committee was held on the 3rd December 1951. After a general discussion on the part which the Employment Organisation could play in the implementation of the Five Year Plan and the need to develop the Employment Service in Part 'B' States, the committee discussed the working of decasualisation schemes in Kanpur, Sholapur, Ahmedabad and Beawar. The meeting recommended that such decasualisation schemes be extended to other areas. It also pleaded for expansion of technical and vocational training facilities.

5. Training

In their First Five Year Plan the Planning Commission have stated that facilities for training provided through the technical and industrial schools, the training centres of the Ministry of Labour and the apprenticeship and training arrangements in industrial undertakings have remained by and large unco-ordinated. The All-India survey being conducted by the Director-General, Resettlement and Employment, they hoped, would help bring about the necessary co-ordination. They also stressed the necessity of the problem of the unemployed worker receiving special consideration in all training schemes.

Available details regarding apprenticeship and training schemes of State Governments and important industrial undertakings were given in the previous issue of the Year Book.* During 1950-51 there were 34 engineering and technological colleges in the country which had on their rolls 13,941 students. The number of schools for engineering, technical and industrial education was 561 with an enrolment of 40,656.

Training Schemes of the Ministry of Labour.—The Directorate-General of Resettlement and Employment continued to maintain a number of training centres throughout the country giving facilities for technical and vocational training and apprenticeship for a considerable number of people, both men and women. The following table shows the number of training centres run by the organisation and the number of persons undergoing training at the centres in 1951-52.

* See *The Indian Labour Year Book*, 1950-51, pp. 36—40.

TABLE XXXIII

WORKING OF THE TRAINING CENTRES OF THE MINISTRY OF LABOUR

Month	No. of centres at the end of the period	Number of persons undergoing training at the end of the period				Total
		Men			Women	
		Technical	Vocational	Apprenticeship	Vocational	
October 1951 ..	204	7,380	1,644	820	371	10,215
November 1951 ..	208	7,309	1,508	813	358	10,048
December 1951 ..	217	7,238	1,515	857	362	9,972
January 1952 ..	217	5,378	1,477	600	357	7,872
February 1952 ..	196	2,655	1,532	658	347	5,192
March 1952 ..	198	1,934	1,604	595	345	4,478
April 1952 ..	195	1,479	1,615	516	339	3,949
May 1952 ..	194	3,656	1,594	451	338	6,039
June 1952 ..	106	9,012	1,588	320	336	11,256
July 1952 ..	106	9,371	476	302	14	10,163
August 1952 ..	119	9,097	1,896	243	432	11,668
September 1952 ..	119	8,867	1,885	341	433	11,526

Training of Adult Civilians.—The Training Scheme for Adult Civilians (details regarding the objects, scope and provisions of the scheme were given in the previous issues of the Indian Labour Year Book) continued to draw young men. The capacity of the scheme remained at 9,500 seats, and the number of Training Institutes/Centres at the end of September 1952 was 62 as against 63 twelve months previously. During the period under review, 6,756 persons passed the prescribed examinations which were held on an all-India basis with the help of outside paper setters and examiners. 8,592 trainees were on the rolls at the end of September 1952.

Training of Displaced Persons.—Under the Training Scheme for Displaced Persons, 1,709 persons also successfully completed training at the Labour Ministry's Training Institutes' Centres during the period under review. The cost of training these displaced persons was met by the Ministry of Rehabilitation, the organisation and supervision of the training alone being under the charge of the Directorate-General of Resettlement and Employment.

Training of Apprentices.—The arrangement which had been introduced in 1950 for providing training to 1,000 displaced persons as apprentices in various industrial undertakings in West Bengal and Uttar Pradesh continued to remain in operation during the period

under review. At the end of September 1952, 455 persons were undergoing training under this arrangement at 114 industrial undertakings.

Training of Women.—Arrangements already made for training women in suitable trades under the Training Scheme for Adult Civilians, which is open to both men and women, continued. Four Training Institutes for women functioned during the period under review, one each at Delhi, and Dehra Dun, and two at Madras. At the end of September 1952, 372 women were under training at these Institutes and 331 successfully completed training during the twelve months ending 30th September 1952. In addition, 61 women were receiving training along with men in other institutions.

Central Institute for Training.—The Central Institute for Training Instructors (see the previous issues of the Indian Labour Year Book for the scope and working of the Central Institute for Training Instructors) continued to be popular. Two regular sessions, each lasting for 5½ months, were held at the Institute; 232 Supervisors and Instructors received training in these courses, and 208 were declared successful. Nominees from various State Governments, including those of Assam, Bihar, Bombay, Hyderabad, Himachal Pradesh, Madhya Pradesh, Madhya Bharat, Mysore, Rajasthan, Orissa, Uttar Pradesh and West Bengal took the courses. Many industrial concerns and technical establishments, such as the Technical Development Establishment (Army Headquarters), the Indian Institute of Technology, Kharagpur, the Railway Board (Mining Department), the Tata Iron and Steel Company and the Metal Box (India) Ltd., also deputed their nominees for training.

Industrial Survey.—A survey of the needs of the industry for skilled workers was in progress. The object of the survey was to adjust the training schemes of the Ministry of Labour to the manpower requirements of industries.

National Trades Certification Board.—The appointment of a Committee to prepare a scheme for setting up a National Trades Certification Board and the terms of reference of this Committee were reported in the last issue of the Indian Labour Year Book. The Committee completed its work during the period under review and submitted its report to the Government of India.

6. 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 industrial 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. Workers from the Punjab and U.P. go to Delhi during the slack season for employment in the textile and engineering industries. The bidi industry in Bhopal gets much of its labour from Madhya Pradesh and a good number of the workers at Jabalpur is from Vindhya Pradesh. There is usually some inter-state migration between U.P. and Bihar for employment in sugar factories. A considerable number of workers from Bihar was reported to have moved during 1950-51 to West Bengal for employment in the Chittaranjan Locomotive Workshops.

Labour in coal mines in Bihar and West Bengal is generally drawn from the surrounding villages. During wartime, a number of workers were recruited by the collieries from Gorakhpur in Uttar Pradesh. A certain proportion of the labour force in the coal mines in Hyderabad State is also drawn from Gorakhpur. Labour for construction works in the State is drawn from the neighbouring States of Madras and Madhya Pradesh. The Kadam Project in Adilabad District, for instance, employs about 6,000 workers drawn from Mahboobnagar, Coimbatore and Madhya Pradesh. 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 Madras State. In the plantation areas in the North East, workers in the past were mostly emigrants from the States of Bihar, Orissa and Madhya Pradesh. The bulk of these emigrants have now settled. Emigration, however, continues to be considerable. During 1950-51, 46,739 persons emigrated to Assam. The following were the main States of origin of the emigrants : Bihar (18,156); Orissa (15,964); Madhya Pradesh (9,027); Bombay (2,255); Madras (1,269); and West Bengal (68). In the plantations in Travancore-Cochin many of the workers are from the Tamil Districts of Madras. The coffee estates in Mysore recruit their labour from the South Kanara district of Madras.

In the States adjacent to the Himalayas such as U.P., and the Punjab, workers from the hills are known to move down every winter in search of employment and go back in summer. In U.P. such workers are employed mainly in forest clearing in the Terrai area and number about 12 to 15 thousand.

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.

Following the partition of India in August, 1947, migration took place on a large scale from India to Pakistan and from Pakistan to India. According to the provisional figures of the population census of 1951, there were in the Indian Union, excluding the State of Jammu and Kashmir, 74,79,278 displaced persons who migrated from Pakistan. Of these 24,68,491 were in the Punjab and 21,17,896 in West Bengal. Problems relating to the employment of the displaced persons are referred to in the section on Employment Service.

While there is considerable inter-district and inter-state migration in India for employment, there is little migration overseas for this purpose except to countries such as Ceylon, Burma, Malaya, etc. In this connection the following statistics relating to the working of the Indian Emigration Act, 1922, are of interest :—

TABLE XXXIV

NUMBER OF INDIAN WORKERS MIGRATING OVERSEAS AND BACK TO INDIA

Year								Emigrants	Immigrants*
1929	..	..	..	..	..	..	..	1,33,889	1,30,451
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
1950	..	..	..	..	..	..	..	6,416	5,568
1951	..	..	..	..	..	..	..	7,896	4,047

* Return emigrants.

The volume of overseas migration has been on the decline during recent years. The prohibition imposed on emigration of unskilled labour to Malaya, Burma and Ceylon under the provisions of the Indian Emigration Act continued to be in force and there was no fresh emigration of unskilled labour to any country overseas. The emigrants were mostly of the skilled type. The few emigrants who were classified as unskilled were those exempted from the ban on proceeding to Ceylon, being (a) unskilled workers who returned from Ceylon after 1st September 1942, (b) newly married wives, minor children, widows or unmarried girls accompanying or joining their husbands or parents as the case may be, or (c) labourers in whose case it was found that hardship was caused as a result of the ban. In the absence of any ban on the emigration of skilled workers, a considerable number of them continues to migrate to various countries for employment. Chief among these are Burma, Ceylon, Malaya, Iran, and Iraq. Table XXXV shows the age-sex and occupational distribution of skilled and unskilled workers and their dependants who emigrated from India during 1951.

TABLE XXXV

NUMBER OF WORKERS AND THEIR DEPENDANTS WHO MIGRATED OVERSEAS DURING 1951 BY OCCUPATION, AGE AND SEX

	Occupations					Age groups						Total		GRAND TOTAL
	Agri- culture	Indus- try	Commer- ce	Other occupa- tions	Without occupa- tion	Below 15		15 to 55		Over 55		Men	Women	
						Men	Women	Men	Women	Men	Women			
Skilled workers ..	..	2,121	3,874	1,462	338	86	88	7,355	210	54	2	7,495	300	7,795
Unskilled workers	11	..	..	30	60	26	32	32	6	4	1	62	39	101
TOTAL ..	11	2,121	3,874	1,492	398	112	120	7,387	216	58	3	7,557	339	7,896

7. Absenteeism

Absenteeism is one of the barometers of industrial relations. A high rate of absenteeism means loss of production to employers and loss of wages to employees. It is, therefore, the effort of good management to keep down the rate of absenteeism in industrial establishments. Statistically absenteeism is measured by the percentage of man-shifts lost due to absence to the corresponding total man-shifts scheduled to work. The rates of absenteeism are calculated generally on a monthly basis and the monthly rates are subject to seasonal influences to some extent. At present absenteeism statistics are being compiled for certain important industries and centres by some of the State Governments, Office of the Chief Inspector of Mines and the Labour Bureau. The concepts followed in calculating these statistics are not always uniform. However, under the Industrial Statistics Act (Labour Rules) provision has been made for the collection and compilation of monthly statistics of absenteeism from factory industries, tramways, ports and plantations on an all-India scale and on uniform lines. Under this arrangement already some of the States have furnished statistics of absenteeism and it is hoped that in the near future it will be possible to publish comprehensive statistics of absenteeism on an all-India and State basis in respect of the above industrial sectors.

Factories.—The Government of Bombay publishes statistics of absenteeism in regard to cotton mill industry for Bombay city, Ahmedabad, Sholapur and other textile centres in the State. The Employers' Association of Northern India, compiles statistics of absenteeism relating to cotton, woollen, leather and some other industries at Kanpur on the basis of returns furnished by the member mills. The Government of West Bengal also publishes such statistics in respect of textile, engineering and some other industries in the State. The Mysore Government compiles comprehensive statistics of absenteeism in respect of all manufacturing industries in the State. Some other States, e.g., Orissa, Hyderabad, etc., also compile statistics of absenteeism but these are not available on a regular basis. Apart from the above statistics compiled by the State Governments, the Labour Bureau of the Government of India collects monthly returns of absenteeism from certain selected units of specific industries which include the cotton mill industry in Madras State and ordnance factories, cement factories, match factories, iron and steel factories, tramway workshops and telegraph workshops situated in different States. It may be mentioned here that the selection of the units for the purpose is not based on any scientific sampling method but generally the returns are collected from the larger units. Moreover, since the returns are collected on a voluntary basis, there is some non-response from month to month and the coverage of the statistics is not, therefore, uniform over a period of time. Subject to these limitations, the available statistics of absenteeism for some of the important centres and industries are presented in Tables XXXVI and XXXVII. The annual average absenteeism rates shown in these and subsequent tables are the simple averages of the monthly rates of absenteeism.

TABLE XXXVI

PERCENTAGE OF ABSENTEEISM IN COTTON, WOOLLEN AND SILK MILL INDUSTRIES

	Cotton							Woollen		Cotton, Woollen and Silk Mysore State
	Bombay	Ahmedabad	Sholapur	Madras	Madura	Coimbatore	Kanpur	Kanpur	Dhariwal	
1946—Average ..	14.2	7.4	20.1	11.0	10.0	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
1950—Average ..	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3	11.1
1951—Average ..	12.7	8.3	18.7	8.9	11.3	10.0	12.0	13.2	10.6	11.8
October ..	12.2	8.2	18.6	9.8	10.0	8.3	11.6	10.6	6.6	10.4
November	11.0	7.0	17.8	9.1	10.7	9.4	12.4	11.1	5.5	10.4
December	12.2	7.9	18.6	9.8	9.9	10.5	9.2	11.3	7.4	11.8
1952—January ..	11.2	7.8	20.1	9.0	11.3	10.3	9.2	9.9	8.9	10.1
February	13.6	12.0	21.5	9.1	12.6	9.9	10.5	9.3	8.6	11.3
March ..	15.5	9.4	21.3	9.1	12.1	10.9	11.0	11.3	9.1	13.7
April ..	14.3	9.5	21.5	9.5	13.6	11.2	10.3	9.0	7.0	11.5
May ..	14.0	10.7	23.9	10.2	11.9	14.8	14.3	14.7	5.0	12.3
June ..	13.2	9.6	21.0	9.9	11.2	12.0	12.5	10.6	7.3	12.7
July ..	11.7	9.1	18.6	10.0	9.6	7.1	11.5	7.4	5.7	10.6
August ..	11.3	9.1	18.2	9.6	8.5	7.1	11.7	6.8	6.4	11.2
September	11.0	9.6	17.8	10.2	8.9	8.8	11.4	7.5	5.4	10.5

It appears from Table XXXVI that as compared to 1950 there was a decline in the rate of 1951 except for cotton textile industry at Coimbatore, woollen industry at Kanpur and Dhariwal and cotton, woollen and silk mills in Mysore State. One of the reasons for the appreciable drop in the rate of absenteeism in cotton mills at Kanpur has been stated to be the grant of leave to a smaller number of workers during 1951 under the Factories Act. The figures for the first nine months of 1952 show that after a slight rise during the first half of the year the rate of absenteeism came down in most of the centres in subsequent months.

TABLE XXXVII

PERCENTAGE OF ABSENTEEISM IN CERTAIN FACTORY INDUSTRIES

			Engineering			Ordnance Factories (All India)	Iron and Steel Industry (All India)	Cement Factories (All India)	Match Factories (All India)	Leather Industry
			Bombay	West Bengal	Mysore*					
1946—Average	..	..	19.9	..	..	..	10.2	..	..	9.7
1947—Average	..	..	13.8	..	..	..	10.6	12.2	12.4	15.5
1948—Average	..	..	13.4	..	..	14.3	8.5	10.9	10.9	8.0
1949—Average	..	..	13.6	..	11.8	13.5	8.0	10.1	10.8	11.3
1950—Average	..	..	13.1	11.1	12.4	12.4	8.9	10.6	11.0	8.4
1951—Average	..	..	13.9	10.1	9.7	8.6	11.0	11.8	10.5	7.8
October	..	..	13.1	9.6	9.8	7.3	10.8	9.8	9.9	5.7
November	..	..	13.0	9.1	10.5	8.2	11.1	10.7	10.3	5.1
December	..	..	13.3	8.9	11.8	8.0	9.7	10.6	9.0	5.2
1952—January	..	..	10.9	9.4	11.7	7.8	10.0	10.0	8.4	6.2
February	..	..	14.0	9.8	11.8	9.3	10.6	11.1	10.8	4.9
March	..	..	16.4	10.6	11.1	12.3	12.3	14.9	11.1	6.3
April	..	..	14.7	10.7	10.8	9.8	11.3	12.0	12.2	7.5
May	..	..	18.3	14.2	11.7	12.3	13.1	12.1	13.5	12.3
June	..	..	15.2	12.2	10.1	10.1	11.9	11.7	12.2	8.5
July	..	..	12.7	10.7	8.9	8.8	10.3	9.8	11.6	23.6
August	..	..	11.0	8.9	9.7	8.0	10.7	9.8	9.7	12.3
September	..	..	11.0	7.8	10.9	8.2	11.3	11.2	10.1	6.9

*Till February 1951, the figures included iron and steel.

Table XXXVII shows the rates of absenteeism in factory industries other than the textile industry at various centres. This table reveals that compared to 1950 the rate of absenteeism during 1951 was higher in the engineering industry of Bombay in the iron and steel industry and in the cement industry whereas in other cases the rate for 1951 was lower than that for 1950. This table also reveals that in most cases there was generally a rise in the rate of absenteeism during the first half of 1952 and the rate declined in subsequent months.

For some of the industries in certain centres a break up of the rate of absenteeism according to causes is available and the relevant figures are reproduced in Table XXXVIII.

TABLE XXXVIII

PERCENTAGE OF ABSENTEEISM CLASSIFIED BY CAUSES, 1951-52

Industry	Sickness or accident	Social or religious causes	Leave other than holidays	Other causes	All causes
(1) <i>Textiles</i>					
(a) Madras (cotton) ..	2.7	1.0	4.8	1.1	9.6
(b) Dhariwal (woollen) ..	0.6	0.1	4.2	2.1	7.0
(c) Mysore (cotton, woollen and silk).	1.1	1.3	5.7	3.3	11.4
(2) <i>Engineering</i>					
(a) West Bengal ..	1.9	0.3	6.1	1.9	10.2
(b) Mysore ..	2.4	0.6	5.4	2.3	10.7
(3) Iron and Steel (All-India)	2.2	0.7	5.5	2.8	11.2
(4) Ordnance Factories (All-India).	1.4	0.5	5.2	2.1	9.2
(5) Cement (All-India) ..	2.8	1.9	5.0	1.5	11.2
(6) Match (All-India) ..	4.0	0.6	3.6	2.7	10.9

It will be seen that "leave other than holidays" accounted for the largest proportion of absenteeism rates in all the industries, except the match industry where "sickness or accident" was the largest contributing factor.

Mines.—Statistics of absenteeism in coal mines are now being regularly compiled and published by the office of the Chief Inspector of Mines on a monthly basis. These statistics are based on returns collected from all coal mines under the statutory provisions of the Mines Act and hence the coverage is fairly complete. These statistics are reproduced in Table XXXIX.

TABLE XXXIX

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN COAL MINES

	Under-ground	Open workings	Surface	Overall
1951—Average	15.15	14.56	10.55	13.31
October	16.41	15.33	12.03	14.67
November	14.66	14.03	10.25	12.93
December	14.34	13.75	10.05	12.69
1952—January	14.55	15.59	10.72	13.24
February	13.77	13.35	9.59	12.24
March	15.31	14.41	11.12	13.69
April	14.06	13.55	9.93	12.55
May	14.20	13.92	10.20	12.73
June	15.26	14.52	10.37	13.39
July	15.02	14.24	10.43	13.24
August	15.37	13.75	10.53	13.44
September	15.86	15.59	11.17	14.09

Table XXXIX shows that absenteeism is highest among underground workers. The average rates for the first nine months of 1952 are slightly less than the averages for 1951.

The Government of Mysore publish certain statistics of absenteeism in respect of Kolar Fields and these are reproduced below :

TABLE XL

PERCENTAGE OF ABSENTEEISM IN KOLAR GOLD FIELDS

1949—Average	..	..	..	..	..	..	14.5
1950—Average	..	..	..	..	..	..	12.4
1951—Average	..	..	..	..	..	..	10.2
October	..	..	..	..	..	..	10.0
November	..	..	..	..	..	..	10.3
December	..	..	..	..	..	..	10.0
1952—January	..	..	..	..	..	..	9.7
February	..	..	..	..	..	..	10.5
March ..	..	..	..	..	..	..	10.4
April ..	..	..	..	..	..	..	11.8
May ..	..	..	..	..	..	..	10.7
June ..	..	..	..	..	..	..	11.3
July ..	..	..	..	..	..	..	11.1
August	..	..	..	..	..	..	10.7
September	..	..	..	..	..	..	11.0

The above figures reveal that the rate of absenteeism in Kolar Gold Fields declined further in 1951. The average rate for the first nine months of 1952 was slightly higher than the average for 1951.

Plantations.—No reliable and up-to-date statistics are at present available in regard to absenteeism among plantation workers. Some annual figures of absenteeism in Assam tea plantations may, however, be indirectly derived on the basis of the figures of "number of workers on books" and "average daily employment" published by the Controller of Emigrant Labour, Assam. These estimated percentages of absenteeism from 1944-45 onwards are given below :

TABLE XLI

PERCENTAGE OF ABSENTEEISM IN ASSAM TEA PLANTATIONS

Year								Percent- age of absentee- ism*
1944-45	..	..	..	..	..	..	..	28.8
1945-46	..	..	..	..	..	..	..	25.5
1946-47	..	..	..	..	..	..	..	25.6
1947-48	..	..	..	..	..	..	..	24.6
1948-49	..	..	..	..	..	..	..	25.9
1949-50	..	..	..	..	..	..	..	19.3
1950-51	..	..	..	..	..	..	..	23.9

* These data are based on figures for March and September in each year. The figures cover settled as well as *Faltu* or *Buckee* Labour.

The Government of Mysore also publishes certain statistics of absenteeism in regard to plantations in Mysore State and the following table gives the relevant figures.

TABLE XLII

PERCENTAGE OF ABSENTEEISM IN THE PLANTATIONS IN MYSORE

1951—Average	..	..	..	..	..	..	..	18.8
October	..	..	..	..	..	..	..	16.3
November	..	..	..	..	..	..	..	15.1
December	..	..	..	..	..	..	..	16.7
1952—January	..	..	..	..	..	..	..	21.8
February	..	..	..	..	..	..	..	16.9
March	..	..	..	..	..	..	..	17.2
April	..	..	..	..	..	..	..	19.2
May	..	..	..	..	..	..	..	23.9
June	..	..	..	..	..	..	..	21.2
July	..	..	..	..	..	..	..	21.0
August	..	..	..	..	..	..	..	19.9
September	..	..	..	..	..	..	..	13.8

The above figures for the first nine months of 1952 show large variations from month to month and the average percentage of absenteeism during this period was higher than the average for 1951.

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 extends to the whole of India except the State of Jammu and Kashmir and applies to all establishments employing 10 or more workers where power is used and to establishments employing 20 or more persons where power is not used. The State Governments are empowered 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.

Health, Safety and Welfare.—Elaborate provisions have been made in the Act to safeguard health and to promote safety and welfare of the workers. It specifies in clear terms requirements regarding cleanliness, lighting, ventilation, etc., and provides for the disposal of wastes and effluents, the elimination of dust and fumes, the provision of spittoons and the control of temperature. Factories employing over two hundred and fifty persons are required to supply cool drinking water during summer. To eliminate overcrowding the Act prescribes a minimum space of 500 c.ft. for each worker in factories built after the commencement of the Act. For other factories the minimum space fixed per worker is 350 c.ft. It prescribes in detail precautions which should be taken for ensuring the safety of the workers. Power has been conferred upon the State Governments to fix 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 and seating arrangements for workers. The State Governments are empowered to make rules requiring factories to provide suitable places for keeping workers' clothing and for the

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

drying of wet clothing. Factories employing 500 or more workers are required to appoint Welfare Officers. It is left to the State Governments to prescribe the duties, qualifications and conditions of service of these officers. The State Governments are empowered to order any factory or class of factories to associate the representatives of workers with the management of the welfare arrangements for the workers.

Employment of Young Persons.—The minimum age of employment of children has been fixed at 14. Persons between 15 and 18 years of age are classed as adolescents. No child or adolescent can be employed in any factory unless he is certified to be fit for work by a certifying surgeon and carries a token to that effect while at work. Such certificates are valid only for a period of one year.

Hours of work.—The hours of work of adult workers have been fixed at 48 per week and 9 hours per day with a spreadover of 10½ hours in a day. The Act provides that no adult worker shall be allowed to work for more than 5 hours unless he had an interval for rest of at least half an hour. For children and adolescents a 4½ hour day with a spreadover of 5 hours has been prescribed. The State Governments are authorised to make rules providing for exemption of certain categories of workers 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.—The enforcement of the new Factories Act has brought under its purview a large number of small factories hitherto not covered by any legislation. The number of factories on the registers in the 9 Part A States and 3 Part C States (viz., Delhi,

Ajmer and Coorg), in respect of which information is available, has increased from about 16 thousand in 1948 to over 33 thousand in 1951. Of these, about 6 thousand factories were notified by State Governments under the special powers given to them under Section 85 of the Act.

With the increase in the number of factories governed by the Factories Act, the responsibility of the factory inspectorates in the various States has also increased. It is estimated that there are at present only about 100 Inspectors working in Part A States where over 30 thousand factories are on registers. The question of strengthening the factory inspectorate is under the active consideration of various State Governments. Inadequacy of inspection staff has been largely responsible for a large number of factories remaining uninspected each year. In 1945 the percentage of uninspected factories was 20. The percentage declined in the years that followed but as a result of registration of a large number of new factories under the Factories Act, 1948 it again increased to 20.1 in 1949. There was considerable improvement in 1950 when the percentage was only 10.5. In 1951, however, the percentage increased to 14. The following table shows the number of factories inspected in the various States during 1951.

TABLE XLIII
FACTORY INSPECTION IN 1951

State	No. of factories on register	No. of working factories	No. of factories inspected	Percentage of factories inspected to the number of factories on register
Assam	919	911	727	79.1
Bihar	2,605	2,605	2,558	98.2
Bombay	8,387	7,825	7,445	88.8
Madhya Pradesh	1,853	1,544	1,810	97.7
Madras	12,336	11,706	10,927	88.6
Orissa	349	293	143	41.0
Punjab	1,486	1,336	786	52.9
Uttar Pradesh	1,807	1,458	1,783	98.7
West Bengal	2,742	2,613	1,690	61.6
Ajmer	65	55	53	81.5
Coorg	22	22	20	90.9
Delhi	492	465	492	100.0
Andaman & Nicobar Islands	3	3	3	100.0
Total]	33,066	30,836	28,437	86.0

Reports on the working of the Act during 1951 received from the States show that the inspecting staff continued to pay considerable attention to health, safety and welfare provisions of the Act and in some of the States there has been some improvement in factories in these matters. Improvement has particularly been noticeable in lighting. It is reported that in Bombay and Ajmer the electric bulbs in factories are being gradually replaced by fluorescent tubes. In U.P. and Delhi also improvement has been reported in ventilation and lighting. Increasing use of coolers is now being made in Bombay. Improvement in medical services in this State, especially in large units, has also been recorded. A number of factories in this State has introduced pre-employment and even periodic medical examination of workers. Sanitary conditions especially in the smaller factories have, however, been reported to be unsatisfactory in Bombay, the Punjab and Orissa. In the Punjab lighting arrangements in handloom factories and arrangements for the supply of drinking water in some of the factories are also reported to be unsatisfactory. The State Government could not enforce large scale improvements for fear of dislocating industries which are still unsettled in the State. Ventilation in many of the smaller factories in West Bengal has also been reported to be unsatisfactory.

With a view to enforcing the provisions effectively the Factory inspectors in the various States launched prosecution proceedings against defaulters. The following table shows the number of convictions obtained in each State during 1951. About 39 per cent. of the cases related to non-submission of notices and maintenance of registers, etc. Nearly 900 convictions were for violation of provisions relating to employment and hours of work.

TABLE XLIV
CONVICTIONS FOR OFFENCES UNDER THE FACTORIES ACT

State	Number of convictions obtained for offences relating to					
	Employment and hours of work	Notices, registers and returns	Safety	Health and Sanitation	Others	Total
Assam	3	1	5	1	..	10
Bihar	18	28	18	6	12	82
Bombay	376	49	32	16	33	506
Madhya Pradesh ..	14	92	15	4	19	144
Madras	121	681	40	68	382	1,292
Orissa .. ..	..	..	..	..	..	Nil
Punjab	241	139	4	26	6	416
Uttar Pradesh ..	106	43	10	14	70	243
West Bengal ..	6	27	3	1	6	43
Coorg .. ..	..	..	..	..	..	Nil
Delhi	2	..	..	..	5	7
Andaman and Nicobar Islands.	..	..	..	..	..	Nil
Total	887	1,060	127	136	533	2,743

2. Mines

THE MINES ACT, 1952

The earliest measure for regulating working conditions in mines was adopted in 1901. This measure was later replaced by the Indian Mines Act, 1923. The Act of 1923 laid greater emphasis on safety of mine workers than on welfare measures. In 1948 a new Factories Act was passed. This Act brought about considerable changes in the law regulating conditions of work of factory workers and contained elaborate provisions for their welfare. As a result of this new Act, it became necessary to revise the legislation concerning mine workers and to bring it in line with that relating to workers employed in factories. Consequently, the Central Government introduced a Bill in Parliament on 8th December 1949 to revise the law relating to mine workers. This Bill was passed as the Mines Act on 15th March 1952.

The new Mines Act came into force on 1st July 1952. It extends to the whole of India except the State of Jammu and Kashmir. Compared to the Act of 1923 the definition of mine in the new Act is more elaborate. The 1923 Act defined a mine as "any excavation where operation for the purpose of searching for or obtaining minerals has been or is being carried on". The new Act defines 'mine' as "any excavation where any operation for the purpose of searching for or obtaining minerals has been or is being carried on, and includes : (i) every shaft in the course of being sunk ; (ii) every level and inclined plane in the course of being driven ; (iii) all shafts, levels, planes, machinery, works, tramways and sidings, whether above or below ground, in or adjacent to, and belonging to, the mine ; (iv) any workshop situated within the precincts of the mine and under the same management and used solely for purposes connected with that mine or a number of mines under the same management ; (v) any power station for supplying electricity solely for the purpose of working the mine, or any group of mines ; and (vi) unless exempted by the Central Government by notification in the Official Gazette, any premises or part thereof on which any process ancillary to the getting, dressing or preparation for sale of minerals or of coke is being carried on."

The Central Government have been authorised to exempt any mine or any class of persons from the operation of all or any of the provisions of the Act. No mine, however, can be exempted from the operation of the provisions of the Act relating to employment of children unless it is granted exemption from the operation of all other provisions.

Health, safety and welfare.—The Act contains elaborate provisions for safeguarding the health and safety of workers and for promoting their welfare. It lays down that every mine shall make suitable arrangements for the supply of drinking water both above and below ground and provide latrines and urinals at convenient places. Provision has been made for the maintenance of first aid boxes or cup-boards equipped with prescribed contents in mines at the rate of one for every 150 workers. Such boxes or cup-boards are to be kept under the charge of persons trained in first aid treatment. The Act further provides that every mine employing over 500 workers shall maintain ambulances and stretchers of prescribed

standard and also an ambulance room of the prescribed size and containing the prescribed equipment. Ambulances, stretchers, etc., are to be kept under the charge of such medical and nursing staff as may be specified by the Central Government.

In order to ensure safety of workers the Chief Inspector and Inspectors of Mines have been authorised to issue directions to employers to carry out such remedial measures as they may consider necessary for the purpose. The Act further provides that if the Chief Inspector of Mines or any Inspector authorised by him feels that there is urgent or immediate danger to the life or safety of workers in any mine he may prohibit, until the danger is removed, employment in any mine or part thereof of any person whose employment is not necessary for removing the danger. Provision has also been made for compulsory reporting by the owners, agents or managers of mines of all cases of fatal accidents and certain types of serious accidents and for enquiring into all cases of fatal accidents. The Central Government have been empowered to notify any disease connected with mining operations as an occupational disease in mines.* When such a notification is issued it becomes incumbent on the employer to inform the Chief Inspector of mines of occurrences of notified diseases in his mine. Similarly, every doctor attending on workers suspected to be suffering from such notified diseases is also required to report the cases to the Chief Inspector of Mines. Power has been conferred upon the Central Government to appoint competent persons to enquire into the causes of accidents or into any case of occupational disease and to publish the findings of such enquiries.

Various other matters which affect the safety of workers are to be regulated by regulations framed by the Central Government. Some of the matters which are to be regulated by regulations are : qualifications, etc., of managers of mines, storage, conveyance and use of explosives, safety of the road and working places, inspection of the workings and sealed off fire-areas in mines, ventilation, lighting, fencing, etc.

The Act authorises the Central Government to make rules requiring mines : (i) wherein any women are employed to maintain creches ; (ii) to maintain at or near pitheads locker rooms and bathing places equipped with shower baths separately for men and women ; (iii) wherein more than 150 persons are ordinarily employed to provide and maintain rest shelters ; (iv) which ordinarily employ more than 150 workers and which are specified by the Chief Inspector or Inspectors of Mines to provide and maintain canteens ; and (v) wherein 500 or more workers are normally employed to employ welfare officers. Government have also been empowered to make rules providing for the establishment of central rescue stations for a certain group of mines or for all mines in a specified area and for their management, etc. The Act provides for the levy of excise duty, not exceeding six pies per ton, on coal and coke produced in and despatched from mines for which rescue stations may be set up. The proceeds of the excise duty are to be utilised for the creation of a central rescue station fund.

*By a notification issued on 21st July 1952 the Government have notified silicosis and rheumoconiosis as diseases connected with mining operation.

Section 86 of the Act authorises the Central Government to apply, subject to such exceptions and restrictions as may be specified in the notification issued by them, the provisions of Chapter III (Health) and IV (Safety) of the Factories Act, 1948 to all mines.

Employment of young persons.—The Act fixes the minimum age of employment in mines at 15 and prohibits the presence of children (i.e., persons below the age of 15) in any part of a mine which is below ground or in any open excavation in which mining operation is being carried on. It also authorises the Central Government to prohibit from such date as they may appoint the presence of children in any part of a mine above ground where any operation connected with or incidental to any mining operation is being carried on. Under the 1923 Act the minimum age of employment below ground was 17. This limit has now been raised to 18. For purposes of the new Act persons between the ages of 15 and 18 are to be deemed to be adolescents. Such persons cannot be employed below ground unless : (i) they are certified to be medically fit to work as adults by a certifying surgeon (ii) they carry a token to that effect while at work ; and (iii) they are given an interval for rest of at least half an hour after every $4\frac{1}{2}$ hours of continuous work on any day. Certificates granted to adolescents are to be renewed every year. Certifying surgeons have been authorised to prescribe conditions under which or the nature of work in which any adolescent may be employed. They are also authorised to revoke the certificate of any adolescent if they feel that he is no longer fit to work as an adult. Any adolescent who is granted a certificate is to be deemed to be an adult for purposes of the Act.

Hours of work.—Under the 1923 Act the daily hours of work were 10 for surface workers and 9 for underground workers and the weekly hours of work for all categories of workers were 54. The new Act limits the hours of work of adult workers to 9 per day and 48 per week if employed above ground and 8 per day and 48 per week if employed below ground. The maximum spreadover in the case of surface workers continues to be the same, i.e., 12 hours but in the case of persons employed below ground it has been reduced from 9 to 8. Slightly longer hours of work have, however, been prescribed for certain categories of underground workers, viz., pump-minders, onsetters or attendants of continuously operated machinery. In their case a 54-hour week has been prescribed and their daily hours of work and spreadover has been fixed at 9. The Act makes provision for rest interval for adult workers employed above ground. It lays down that no adult worker employed above ground shall be allowed to work continuously for more than five hours unless he is given a rest interval of at least half an hour.

The Act lays down that no adolescent shall be employed above ground or in any workshop or power station in a mine or in any open cast workings in a mine for more than $4\frac{1}{2}$ hours in any day or between the hours of 6 p.m. and 6 a.m. So far as women are concerned the Act continues the ban imposed on their employment below ground. The 1923 Act did not place any restriction on the employment of women on surface but the new Act lays down that no woman shall be employed in any mine above ground between 7 p.m. and 6 a.m. The Central Government have, however, been empowered to relax restrictions regarding employment during night

of women and adolescents but not so as to authorise their working between the hours of 10 p.m. and 5 a.m.

Regarding overtime work the Act lays down that except in the case of an emergency involving serious risk to the safety of a mine or persons employed therein no person shall be allowed to work for more than 10 hours in a day inclusive of overtime and that the total number of hours of overtime work shall not exceed 50 in any quarter. The 1923 Act did not contain any provision for payment for overtime work. The new Act provides that for overtime work persons employed below ground shall be paid at the rate of twice their ordinary rate of wages and others at $1\frac{1}{2}$ times their ordinary rate of wages.

Leave with wages.—Till the enactment of the New Act there was no legislative provision for the grant of leave with wages to workers employed in mines. The 1923 Act provided only for a weekly day of rest. The new Act besides providing for a weekly day of rest lays down that every person employed in a mine shall be entitled to leave with full wages or pay at the following rate after completing 12 months' continuous service—(i) if he is a monthly paid employee—14 days; (ii) if he is a weekly paid employee, or a loader, or employed on a piece rate basis below ground—7 days. The Act permits accumulation of leave only in the case of monthly paid employees. Such persons are authorised to accumulate leave up to 28 days.

In order to qualify for leave loaders or persons employed in any capacity below ground on a piece rate basis are required to put in at least 190 days' attendance in a mine during a period of 12 months. For other persons the qualifying period of attendance is 265 days during a period of 12 months. When on leave loaders or persons employed below ground on a piece rate basis are to be paid at a rate equal to the daily average of their earnings during the month of December preceding the leave. If the worker concerned did not work in December he is to be paid on the basis of average earnings of all persons similarly employed in that month. In the case of other persons the Act provides that they shall be paid during the leave period at the rate of their normal wages in the week preceding the leave. The Act lays down that in calculating wages for the leave period the cash equivalent of advantages accruing to workers through the free issue of foodgrains and any compensation drawn in cash shall be taken into account. Wages for the leave period are to be paid in advance if the period of leave allowed is 10 days or more in the case of monthly paid employees and 5 days or more in the case of others.

The Central Government have been authorised to exempt any mine from the provisions of the Act relating to leave with wages if they are satisfied that benefits enjoyed by workers in that mine under leave rules in force are not less favourable than those provided in the Act. The Act lays down that the provisions relating to leave shall not operate to the prejudice of any rights to which a worker may be entitled under any other law or under the terms of any award, agreement or contract of service.

Administration.—For purposes of administration, the Act provides for the appointment of a Chief Inspector of Mines. He is to be assisted in this work by Inspectors of Mines and by District Magistrates who may also be required to discharge some of the duties of the Inspectors of Mines.



3. Plantations

(a) THE TEA DISTRICTS EMIGRANT LABOUR ACT, 1932

One of the earliest measures in labour legislation in India was in connection with workers employed in 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 the State of Jammu and Kashmir.* It deals mainly with the regulation of recruitment of workers for tea gardens in Assam and 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. Under the Act, assisted emigrants from such areas can be sent to Assam only through the prescribed routes and on their journey must be accompanied 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 the 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

*The Act was applied to all Part B States except Jammu and Kashmir on 1st April 1951 by the Part B States (Laws) Act passed in February 1951.

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 Central Government are empowered by the Act 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 1952-53 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 XLV
STATISTICS RELATING TO EMIGRANT LABOUR IN ASSAM†

Year‡	Total Labour Force			No. of new emigrants	No. of emigrants repatriated during the year	No. of emigrants who postponed their right to repatriation
	Adults	Children	Total			
1934	6,25,041	5,03,958	11,28,999	47,960	266	..
1939	6,06,459	5,64,147	11,70,606	30,262	13,999	9,224
1944	5,84,777	5,66,092	11,50,869	41,940	17,351	7,842
1945	5,80,419	5,65,040	11,45,459	45,147	12,985	6,724
1946	5,84,222	5,60,217	11,44,439	44,574	26,814	11,733
1947	4,92,749	4,73,308	9,66,057	43,007	21,047	13,675
1948	4,92,408	4,86,597	9,79,005	36,758	21,613	17,511
1949	4,97,532	4,97,289	9,94,821	32,432	26,793	23,922
1950	4,99,610	5,00,416	10,00,026	28,100	29,898	18,272
1951	5,06,373	5,12,124	10,18,497	39,783	32,643	18,377

*Notification No. AL 138/EMG(18) dated 24th October 1952.

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

‡Figures up to 1946 are for undivided India. Later information relates to the Indian Union.

(b) THE PLANTATIONS LABOUR ACT, 1951

The Act was passed on 15th October 1951*. It extends to the whole of India except the State of Jammu and Kashmir and applies, in the first instance, to all tea, coffee, rubber and cinchona plantations which admeasure twenty-five acres or more and whereon thirty or more persons are employed or were employed on any day of the preceding twelve months. Power has been given to State Governments to apply the Act to any other class of plantations within their States. In such cases, however, prior approval of the Central Government is necessary.

Health and Welfare.—Under the Act employers are required to make effective arrangements for the supply of wholesome drinking water to workers and to provide sufficient number of latrines and urinals, of the prescribed standard, separately for men and women. They are also required to provide and maintain such medical facilities for the workers as the State Governments may prescribe. If any employer fails to provide and maintain such facilities, the Act empowers the Chief Inspector of Plantations to provide and maintain such facilities and to recover the cost from the defaulting employer.

The State Governments are empowered to make rules requiring : (a) every planter to provide such recreational facilities for workers as may be prescribed, (b) planters employing ordinarily 150 workers to provide and maintain canteens, and (c) planters in whose estate there are more than 25 workers' children between the ages of 6 and 12 to provide educational facilities for them. In every plantation wherein 50 or more women workers are employed suitable rooms have to be provided and maintained by the employers for the use of children of such women. Exact standards of canteens, creches, recreational and educational facilities which the employers are to provide are to be prescribed under rules framed by the State Governments.

Under the Act it is the duty of every employer to provide and maintain for every worker and his family, residing in the plantation, the necessary housing accommodation. The standard and specification of the accommodation to be provided ; the selection and preparation of sites for the construction of houses and the size of such plots ; rent chargeable from workers ; the procedure for allotting housing accommodation and suitable strips of land adjoining such accommodation for use as kitchen gardens and definition of what constitutes the family of a worker for purposes of housing accommodation are to be prescribed in the rules framed by the State Governments. Under the rule making powers conferred by the Act, the State Governments are authorised to constitute tripartite advisory boards for consultation in regard to matters connected with the provision of housing accommodation.

The Act empowers State Governments to make rules requiring planters to provide workers with such number and type of umbrellas, blankets, rain coats or other amenities for protection against rain and cold as the State Government may consider proper. Planters employing 300 or more workers are also required to employ Welfare

* For the historical background of the Act see pages 68 and 69 of the 1950-51 issue of the *Year Book*.

Officers. The number of Welfare Officers to be employed by planters, their duties, qualifications and conditions of service are to be prescribed by the State Governments.

Employment of Children and young persons.—Employment of children below the age of 12 is prohibited by the Act. Persons between the ages of 15 and 18 are declared to be adolescents. No child or adolescent can be employed for work unless he is certified fit to work by a duly appointed certifying surgeon and unless he carries a token to this effect while at work. A certificate of fitness granted by a Certifying Surgeon is valid only for a period of 12 months.

Hours of work.—The Act fixes the weekly hours of work for adults at 54. For children and adolescents a 40-hour week has been prescribed. The Act does not fix daily hours of work but lays down that the period of work of an adult worker shall be so arranged that it does not spread over more than 12 hours including his rest interval and the time spent in waiting for work on any day. Except with the permission of the State Government, no woman or child worker can be employed in any plantation otherwise than between the hours of 6 a.m. and 7 p.m. Workers must be given an interval for rest for at least half an hour after working for 5 hours. The hours of work for a normal working day for purposes of wages and overtime are to be fixed under rules framed by the State Governments. The Act empowers employers to refuse to employ a worker on any day if on that day he turns up for work more than half an hour after the time fixed for the commencement of the day's work. The State Governments can frame rules to provide for (a) a weekly holiday for workers, and (b) payment for work done on the weekly day of rest. The rate of payment is to be not less than the overtime rate prevailing in the area. Where there is no such rate, the State Government may fix such rate as they may deem proper. Workers have been given option to work on any day of rest which is not a closed holiday. However, they are not allowed to work for more than 10 days at a stretch without a day of rest. The Act provides that where on any day a worker has been prevented from working by reason of tempest, fire, rain or other natural causes, that day may, if he so desires, be treated as his weekly day of rest for the week concerned. Persons whose total period of employment in any week is less than 6 days are, however, not entitled to weekly holidays.

Holidays with pay.—The Act provides that every worker shall be allowed leave with wages at the following rate : (a) if an adult, one day for every 20 days of work, and (b) if a child or an adolescent, one day for every 15 days of work. Workers are entitled to accumulate leave up to a maximum of 30 days. During the period of leave they are to be paid at the rate equal to the daily average of their full-time wages excluding bonus and overtime earnings but including dearness allowance and money value of food concessions, if any. The act lays down that its provisions relating to leave with wages shall not operate to the prejudice of any rights to which a worker may be entitled under any other law or under the terms of any award, agreement, or contract of service. When any award, agreement or contract of service provides for a longer leave with wages than provided for under the Act the worker shall be entitled to such longer leave.

Sickness and maternity benefits.—Subject to any rules that may be framed by the State Governments in this respect, every worker is entitled to receive from his employer (a) sickness allowance in the case of sickness certified by a qualified medical practitioner, and (b) if a woman, maternity allowance in the case of confinement or expected confinement. The rate and period of benefits, qualifying conditions, etc., are to be prescribed by rules framed by the State Governments.

The Act has so far not been put into force. When it is enforced its administration will be the responsibility of the Chief Inspectors of Plantations to be appointed by the State Governments. They are to be assisted by the Inspectors of Plantations. Power has, however, been conferred upon the Central Government to give directions to the State Governments in regard to the implementation of the Act. The Act authorises the State Governments to exempt, subject to such conditions as they may think proper to impose, any employer or class of employers from all or any of the provisions of the Act. In such cases, however, previous approval of the Central Government has to be obtained by the State Government concerned. Adequate penalty provisions have been made in the Act to secure proper enforcement of the law.

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 all 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. Sections 71C and 71D of the Act, however, authorise the appropriate authority to grant temporary exemptions from the provisions of the Act relating to hours of work and rest periods in cases of emergency and exceptional pressure of work, but whenever overtime is worked it must be paid at one and a quarter times the ordinary rate of pay. The Central Government have been empowered to make rules regarding certain matters dealt with by the Act. In exercise of this power the Government framed certain rules in 1931 which were known as the Railway Servants (Hours of Employment) Rules. These Rules and the Act are generally referred to as the Hours of Employment Regulations.

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 made certain recommendations regarding classification of railway servants, hours of work, leave with pay, etc. A summary of the main recommendations of the Adjudicator was given in the previous issues of the Year Book. The recommendations regarding hours of work, period of rest and leave reserves were accepted by the Government of India and were declared binding for a period of three years by an order issued in June 1948. Since the implementation of the recommendations involved reclassification of all railway employees the Government issued instructions to Railway Administrations to implement the award by three stages by 31st March 1951. The available information shows that all Indian Government Railways implemented the award by the due date.*

In March 1951, the Government of India framed fresh rules called the Railway Servants (Hours of Employment) Rules, 1951.† These rules which were framed in supersession of the Railway Servants (Hours of Employment) Rules, 1931, incorporated the recommendations of the Adjudicator regarding hours of work and period of rest. The question of amending Chapter VI-A of the Indian Railways Act with a view to giving statutory force to the recommendations of the Adjudicator is at present under consideration of the Government of India. The new Rules provide that the provisions of Chapter VI-A (Section 71A to 71H) of the Indian Railways Act, 1890 shall apply to all classes of railway servants except those who are declared to be excluded staff or those who are subject to the Factories Act, 1948, the Indian Mines Act, 1923 or the Indian Merchant Shipping Act, 1923. Under the Rules all railway servants are to be classified by the General Managers of Railway Administrations into the following four categories, viz., (i) intensive, (ii) essentially intermittent, (iii) excluded staff, and (iv) continuous. The employment of a railway servant is deemed to be 'intensive' when it is so declared by an appropriate authority on the ground that it is of a strenuous nature involving continuous concentration or hard manual labour with little or no periods of relaxation. The Rules have declared the following to be the excluded staff: (a) supervisory staff; (b) certain sections of the staff of the Health and Medical Departments, e.g., Assistant Surgeons, Sub-Assistant Surgeons, Matrons; (c) persons employed in a confidential capacity; (d) saloon attendants; (e) care-takers of rest houses etc., and gate keepers of C class level crossings whose employment is considered to be of an

*Consequent on the taking over of the ex-Indian State Railways by the Government of India from 1st April 1950, it was decided to extend to the staff of those Railways the benefits of the award of the Adjudicator as an *ex-gratia* measure. The preliminary work involved in extending the benefits is progressing on the portions merged in the Southern, Central and Western Railways. The preliminary work like job analysis, etc., on the ex-Jodhpur Railway and the ex-Bikaner State Railway has been taken up.

†Published in the *Gazette of India*, dated 31st March 1951 under notification No S.R.O. 450, dated 26th March 1951.

exceptionally light character; (f) armed guards or other police personnel subject to military or police discipline, as the case may be; (g) staff of railway schools; and (h) casual labour.

The following hours of work and periods of rest have been prescribed by the Rules for different categories of workers.

Category of railway servants	Hours of work	Periodic rest
(i) Intensive ..	Maximum of 45 hours a week on the average in any month.	A minimum of 30 consecutive hours in a week.
(ii) Continuous ..	Maximum of 54 hours a week on the average in any month.	Do.
(iii) Essentially intermittent.	Maximum of 75 hours per week	A minimum of 24 consecutive hours including a full night in a week.
(iv) Excluded staff ..	..	At least one period of rest of 48 consecutive hours in a month or one period of 24 consecutive hours in each fortnight.

As regards Loco staff, Traffic Running staff and other staff on duty in running trains, the Rules provide that they shall be entitled to four periods of rest of not less than 30 consecutive hours or five periods of rest of not less than 22 consecutive hours in a month. For Mates, Keymen and Gangmen, whether employed on lines under construction or for the maintenance of permanent way, and artisans and unskilled labour employed for temporary purposes, the Rules provide that they shall be given in each week, commencing on Sunday a calendar day's rest or, at the discretion of the Railway Administration, an equivalent number of consecutive days upto a limit of three. Sections 71C and 71D of the Indian Railways Act authorise the appropriate authority to grant temporary exemptions from the provisions relating to periodic rest and hours of work in cases of emergency or exceptional pressure of work. The rules provide that such exceptions shall not be granted unless an order in writing is made by the General Manager of a Railway Administration or an officer authorised by him on this behalf. They further provide that where such an exemption is granted no person affected by the exemption shall be required to work for more than 14 days without a rest of at least 30 consecutive hours.

The administration of the Hours of Employment Regulations is 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).

(b) THE INDIAN MERCHANT SHIPPING ACT, 1923

The conditions of employment of Indian seamen are regulated by the provisions of Part II of the Indian Merchant Shipping Act which was passed in 1923. Since its enactment the Act has been amended on several occasions. Among the important amending Acts

are the Acts passed in 1949 and in 1951. The amending Act of 1949 was passed to regulate the supply of maritime labour by providing for the setting up of Seamen's Employment Offices, while the amending Act of 1951 was passed to provide for the medical examination of seamen and to prescribe their qualifications. The main provisions of the Act as they stand now are given below :

Recruitment.—Under the Act a seaman can be engaged on an Indian, British or foreign ship only by the master of a ship in the presence of a shipping master in the prescribed manner. By virtue of an amending Act passed in December 1949 the Central Government are empowered 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. Such person or body of persons are to be deemed to be the Seamen's Employment Office for purposes of the Act. At any port where such an Office has been established no person can 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 provisions of the amending Act of 1949, have not been put into force so far. The implementation of this Act is still under consideration of Government.

Till recently the Act provided for the medical examination of only young persons below the age of 18 before they were engaged or carried to sea to work in any capacity in any ship. In order to ensure the recruitment of proper persons who are both physically and otherwise fit for the performance of their duties, Government felt it necessary to provide for the medical examination of all persons who may wish to join the seafaring profession and to prescribe their qualifications. A scheme of medical examination, generally based on the scheme outlined in the I.L.O. Convention on the subject, was framed by Government and introduced in Bombay and Calcutta early in 1950. To provide statutory authority for the scheme and to authorise Government to prescribe qualifications for seamen an amending Bill was introduced in Parliament on 22nd May 1951. The Bill was passed into an Act on 16th July 1951. Under the Act it is an offence to engage or carry to sea any seaman unless he possesses the prescribed qualifications and a certificate of physical fitness in a prescribed form. In exercise of the powers conferred by this amending Act certain rules called the Indian Merchant Shipping (Medical Examination) Rules were framed by the Government of India in July 1951. These rules provide for the appointment of Medical Authorities at ports, prescribe the standards of physical fitness, the procedure of medical examination, etc.

*For purposes of the amending Act of 1949 every person employed or engaged in any capacity on board any ship is deemed to be a seaman. However, ship's officers, masters, pilots or apprentices duly indentured and registered are not deemed to be seamen unless so declared by the Central Government.

Arrangements have now been made for medical examination of seamen before recruitment. During the year 1951-52 about 16,200 seamen in Bombay and about 14,550 in Calcutta were examined. Special arrangements have also been made for making available to seamen test certificates, specialists' opinion, X-ray photographs, etc., at concessional rates in cases in which these are called for by the Medical Examination Centre. An Appeal Board has also been set up to hear appeals filed by seamen declared to be unfit by doctors under the scheme.

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. 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

*i.e., persons below 14 years of age.

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, for no fault of his 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 attachement 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 themselves without leave without sufficient reasons.

Administration.—Part II of the Act relating to employment of seamen 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. Seamen's Welfare Officers stationed at Calcutta and Bombay co-ordinate the welfare activities in the respective ports and also assist in arranging medical and hospital facilities for seamen.

(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 Government of India 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. Government have also prescribed the method and manner of lodging complaints with the Inspectors, to be appointed under the Act, regarding the contravention of any provisions of the schemes and also the duties of the Inspectors in relation to such complaints. For the port of Bombay, Government have notified the Conciliation Officers (Central), Bombay to be Inspectors under the Act.

A scheme called the Bombay Dock Workers (Regulation of Employment) Scheme was framed and published by the Central Government on 27th January 1951. The Scheme applies to stevedoring work other than coal work and to certain specified categories of stevedore workers who are employed or registered for employment in connection with the handling of cargoes or in connection with the preparation of ships or other vessels for the receipt or discharge of cargoes or for leaving port. It, however, does not apply to dock workers in the Indian Naval Dockyard, Bombay.

The Scheme provides for the maintenance of a Monthly Register and a Reserve Pool Register for dock workers and also a register for employers and prescribes the conditions under which the name of any worker or employer can be entered in the register. Under the Scheme no registered worker can work for any registered employer unless he is allocated to that employer by the prescribed authority. Similarly, no registered employer can ordinarily employ any worker other than a worker allocated to him under the Scheme. The scheme guarantees wages and dearness allowance to workers in the Reserve Pool for at least 12 days in a month and provides that they shall be entitled to attendance wage at the rate of one rupee per day for the days on which they are available for work but no work is found for

them. It also provides for the payment of disappointment money to them for all those days on which they present themselves for work and on which for any reason beyond the control of the employer the work cannot proceed and no alternative work can be found for them. The scheme lays down that the rates of wages, allowances and overtime, hours of work, rest intervals, holidays with pay and other conditions of registered dock workers shall be prescribed by the Board set up for purposes of administration of the scheme. The wage period, time for payment of wages and deductions from wages are to be regulated by the provisions of the Payment of Wages Act, 1936.*

For regulating the conditions of work of dock workers in the port of Calcutta the Government of India framed a scheme in October 1951. In March 1952 the Government of India framed and published the Madras Dock Workers (Regulation of Employment) Scheme. The provisions of these two schemes are more or less similar to those of the Bombay Scheme. For purposes of administration of the Bombay Scheme the Government of India constituted the Bombay Dock Labour Board in April 1951. A similar Board for the administration of the Calcutta Scheme was constituted in September 1952. Both the Boards consist of 12 members representing in equal numbers the Central Government, dock workers and the shipping companies and the employers of dock workers.† The Central Government have notified the Bombay Stevedores' Association to be the Administrative Body for carrying on the day to day administration of the Scheme at the Bombay Port.

Details regarding the working of the Act are available only in respect of the Bombay Port where the Scheme was put into force on 1st February 1952. The report of the Bombay Dock Labour Board for the period of two months ending 31st March 1952 shows that during this period 17 employers and 3,449 workers of various categories were registered under the scheme at Bombay. The Board has imposed a levy of 20 per cent. gross wages on registered employers for purposes of paying attendance allowance and guaranteed minimum wages to workers and to meet the administrative expenses of the Scheme. During the period 1st February 1952 to 31st March 1952 a sum of Rs. 1,24,081 was collected from employers as levy. The administrative expenses incurred upto 31st March 1952 was Rs. 30,060. During the month of February 1952 a sum of Rs. 7,304 was paid as attendance allowance to workers. Thus at the close of the year a sum of Rs. 86,717 was left as surplus. This amount was transferred to the General Fund. No attendance allowance was paid to workers during the month of March 1952 due to a dispute between them and the Board regarding the practice of their being called to report for work half an hour before the commencement of shifts. The dispute remained unresolved at the end of the period under review.

*For more details of the Scheme see pages 78-80 of the 1950-51 issue of the Year Book.

† A similar Board has recently been constituted for the Madras Port.

5. Legislation relating to Workers in Shops and Commercial Establishments

Acts for regulating the conditions of employment of persons employed in shops and commercial establishments are at present in force in 22 States. Bombay was the first State to pass an Act on the subject in 1939. This Act was revised in 1949. Subsequently Acts were passed by the Governments of Bengal and the Punjab in 1940, U.P., Madras and Madhya Pradesh in 1947, Assam and Mysore in 1948, Travancore-Cochin in 1950, Hyderabad in 1951 and Madhya Bharat in 1952. The Punjab Act was applied to Delhi in 1942 and to Himachal Pradesh in 1951. In 1949 the Government of Saurashtra adapted the Bombay Act of 1939. By a notification issued in April 1953 the Government of India applied, with certain modifications, the Bengal Shops and Establishments Act to Tripura. The Government of Patiala and East Punjab States Union have applied the Patiala Trade Employees Act, 1947 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. At present it applies to seven States, viz., Bihar, Ajmer, Coorg, Orissa, Rajasthan, Vindhya Pradesh and Mysore.* The Act provides for a weekly closure of shops and for the grant of a weekly holiday to employees. It authorises the State Governments to fix an additional half day on which persons employed in restaurants or theatres may be granted a holiday on which shops may be closed. Such holidays are to be treated as paid holidays.

The main provisions of some of the principal State Acts as they are in force now are given below :

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.—Table XLVI 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, Assam and Hyderabad 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, Madhya Pradesh and Madhya Bharat Acts provision has been made for weekly closure of shops and commercial establishments but no such provision has been made for hotels, theatres, etc. 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 table XLVII.

* In Mysore the Act has been put into force in all those areas where the Mysore Shops and Establishments Act is in force.

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

Establishment (1)	Assam (2)	West Bengal (3)	Bombay (4)	Madhya Pra- desh (5)	Madras (6)	Punjab (7)	U. P. (8)	Hydrabad (9)	Madhya Bha- rat (10)
Shops— Daily hours Weekly hours Rest intervals	9 50 1 hour after 4 hours work. 12	10 56 1 hour after 5 hours work. 12* 8 a.m.	9 48 1 hour after 5 hours work. 11* 5 a.m. for shops deal- ing in per- ishable com- modities. For others : 7 a.m.	9 1 hour after 5 hours work. 13 7 a.m.	8 48 1 hour after 4 hours work. 13 To be fixed by an order of Govern- ment.	10 54 1 hour after 4 hours work. Summer: 8 a. m. Winter: 7-30 a.m.	8 1 hour after 5 hours work. Summer : 7 a.m. Winter : 8 a.m.	8 48 1 hour after 5 hours work. 12 To be fixed by an order of Govern- ment.	9 48 1 hour after 5 hours work. 11* To be fixed by an order of Govern- ment.
Spreadover (in hours) Opening hour	....	....	....	....	....	....	....	....	....
Closing hour	7 p.m.	8 p.m.	8-30 p.m. For <i>panchdi</i> shops, etc.	9 p.m.	Do.	Summer : 10 p.m. Winter: 9-30 p.m.	Summer : 10 p.m. Winter: 9 p.m.	Do.	Do.
Overtime	..	120 hours in a year.	11 p.m. in 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.	Hours of work not to ex- ceed 10 per day and 54 per week.	3 hours in a week.
Commercial Establish- ments— Daily hours	..	..	9	10 with a maximum of 208 in a month.	8	10	8	8	9
Weekly hours Rest intervals	.. ..	.. ..	48 1 hour after 5 hours work. 11*	1 hour after 4 hours work. 12	48 1 hour after 4 hours work. 12	54 1 hour after 4 hours work. ..	1 hour after 5 hours work. ..	48 1 hour after 5 hours work. 12	48 1 hour after 5 hours work. 11*
Spreadover (in hours)	..	..	..	..	..	..	..	..	..

*Lower spreadover permitted in certain specified circumstances.

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

TABLE XLVI—contd.

	1	2	3	4	5	6	7	8	9	10
Opening hour	8-30 a.m.	To be fixed by an order of Govern-ment.	To be fixed by an order of Govern-ment.	Summer : 6 a.m. Winter : 7-30 a.m.	As for shops	To be fixed by an order of Govern-ment.	To be fixed by an order of Govern-ment.
Closing hour	8-30 p.m.	To be fixed by an order of Govern-ment.	To be fixed by an order of Govern-ment.	Summer : 10 p.m. Winter : 3-30 p.m.	As for shops	To be fixed by an order of Govern-ment.	To be fixed by an order of Govern-ment.
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.	Hours of work not to exceed 10 per day and 54 per week.	3 hours in a week‡.
Restaurants, places of amusement, etc.—										
Daily hours	..	10	10	9	8	8	10	8	8	9
Weekly hours	48	54	..	48	..
Rest intervals	..	1 hour after 6 hours' work.	1 hour after 6 hours' work.	1 hour after 5 hours' work.	1 hour after 6 hours' work.	1 hour after 4 hours' work.	1 hour after 6 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.	1 hour after 5 hours' work.
Spread over (in hours)	..	14	14	14‡	12	12	..	..	12	14§
Opening hour	5 a.m.†	..	To be fixed by an order of Govern-ment.	Summer : 6 a.m. Winter : 7-30 a.m.	As for shops.	To be fixed by an order of Govern-ment.	5 a.m.
Closing hour	11 p.m.†	..	Do.	Summer : 10 p.m. Winter : 9-30 p.m.	As for shops	Do.	11 p.m.**
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.	Hours of work not to exceed 10 per day and 54 per week.	3 hours in a day.

* Longer spreadover permitted in certain specified circumstances.

† 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.

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

§ For theatres and other places of amusement 11 hours.

|| For persons employed in theatres or places of amusement the rest interval is one hour after 6 hours' work.

¶ For theatres and other places of amusement 12 hours.

** Only for residential hotels, restaurants and eating houses. For theatres and places of amusement closing hour fixed is 1 a.m.

TABLE XLVII
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.	15 days (cannot be accumulated).	10 days	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 upto 28 days)g.	..	..	..
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	12 days †	..
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	16 days (watchmen and caretakers—30 days) after 1 year's continuous service||.	10 days	15 days † after six months' continuous service.	3 gazetted holidays with pay.
7. West Bengal	1½ days	14 days (can be accumulated upto 28 days).	10 days	14 days on half pay can be accumulated up to 56 days||.	..
8. Hyderabad	1 day	12 days (can be accumulated upto 24 days).	12 days	12 days†	All gazetted holidays with pay.
9. Madhya Bharat	1 day	One month (can be accumulated upto 3 months).	14 days	..	..

*With pay.

†With full pay after 12 months' continuous service.

‡On full pay.

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

||On production of medical certificate.

¶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.—Special provisions are contained in all State Acts 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 :—

TABLE XLVIII
PROVISIONS RELATING TO HOURS OF WORK, ETC.

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. Overtime 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 ..	..
7. West Bengal	..	..	7 per day and 40 per week*.	One hour after 4 hours' work.
8. Hyderabad ..	12	6 a.m. to 7 p.m.	7 per day and 42 per week.	..
9. Madhya Bharat	12	..	6 per day ..	Half an hour after 3 hours' work.

Payment of Wages.—All the Acts contain provisions for regulating the payment of wages to employees. The Bombay and Madhya Bharat Acts empower the State 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., Madras and Hyderabad 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 and Hyderabad. The Punjab Act provides that wages must be paid on demand at the expiry of each wage period. For overtime work the Punjab, U.P. and Madras Acts provide that employees should be paid at twice

*Persons below the age of 14 under the Punjab Act and 17 under the West Bengal Act are deemed to be young persons.

their ordinary rates of wages. The Madhya Pradesh, Hyderabad and West Bengal Acts lay down that overtime should be paid at one and a half times the ordinary rate of wages. In Bombay and Madhya Bharat, persons employed in shops, commercial establishments and places of amusement are entitled to get payment at the rate of one and a half times their ordinary rate of wages for overtime work and those employed in residential hotels, restaurants or eating houses are entitled to twice their ordinary rate of wages. The U.P., Madras and Mysore Acts make provisions for regulating fines and deductions also.

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, Madhya Pradesh and West Bengal 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. Similarly the Madhya Bharat Act provides 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 30 days' notice or wages in lieu of notice. The Hyderabad Act lays down that no employee who has been continuously employed for at least six months shall be dismissed except for misconduct, unless he is paid gratuity at the rate of 15 days' average wages for each year of continuous service subject to a maximum of 15 months' average wages. The U.P. and Hyderabad Acts place certain restrictions on the employees' right to quit service. In U.P. every employee, and in Hyderabad those employees who are qualified for gratuity, cannot leave service unless they give to their employers one month's notice. If they fail to do so the employer is entitled to withhold any unpaid wages for a period not exceeding 15 days. The U.P. and Madhya Bharat Acts provide that the provisions of the Workmen's Compensation Act, *mutatis mutandis*, shall apply to every employee of a shop or commercial establishment. Madras, Bombay, Travancore-Cochin, Madhya Bharat and Mysore are the only States which have made provisions relating to cleanliness, ventilation, lighting and precautions against fire in establishments covered by the Acts. With the exception of the Madhya Bharat Act no other Act contains any provisions relating to the constitution of provident funds. Under the Madhya Bharat Act every employer is required to provide a provident fund for the benefit of every employee and to contribute to the fund an amount equal to the amount contributed by the employee. It authorises the State Government to make rules on the subject and to notify places or classes of shops or establishments or employments to which the provisions of the Act regarding provident fund shall apply.

Administration and enforcement.—In West Bengal, the Punjab, U.P., and Hyderabad 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 Act in Assam is being administered by the State Labour Department. In Madras, the Deputy Chief Inspector of Factories, the Deputy Commissioner of Labour, the Assistant Commissioner of Labour,

Inspectors and Inspectoresses 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. In Bombay and Madhya Bharat, 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 Acts are enforced by the State Governments. In Madhya Pradesh, the Act is enforced by the Inspectors of Factories. The Government of Bihar have declared 4 Assistant Labour Commissioners and 4 Labour Officers as Inspectors under the Act. In P.E.P.S.U., the Director of Industries administers the Act with the assistance of the Deputy Director of Industries, Assistant Director of Industries, the Senior Inspector of Factories and Labour Welfare Officers. The Government of Coorg have declared all Sanitary Inspectors of the Public Health Department, Par-pattigars of the Revenue Department and Assistant Inspectors of Factories to be Inspectors for purposes of the Weekly Holidays Act within their own jurisdiction. In Orissa, the Government have declared sub-Divisional Magistrates of Cuttack, Puri and Berhampore to be Inspectors under the Weekly Holidays Act. In the remaining States separate Inspectors have been appointed under the Acts.

To avoid administrative difficulties the Acts authorise the State Governments to apply the law to only such areas as may be decided upon from time to time. The State Governments have, therefore, extended the Acts to various areas in their States gradually. The number of cities, towns, etc., in which the Acts have been put into force in the States for which information is available is shown in the following statement :—

State	Areas to which the Act has been applied
Ajmer	5 towns and cantonments.
Assam	All municipal towns in the State.
Bihar	74 towns.
Bombay	76 Municipal areas.
Coorg	16 towns.
Delhi	7 Municipal and notified areas and 1 cantonment.
Madhya Pradesh	21 Municipal and cantonment areas.
Madras	Madras city, all municipalities constituted under the Madras District Municipalities Act, 1920 and all Panchayats constituted under the Madras Local Boards Act, 1920, which are classified as major Panchayats and 17 Industrial areas.
Mysore	7 towns, etc.
PEPSU	26 towns.
Punjab	99 towns.
U.P.	24 towns, 3 notified areas and sugar factories.
Saurashtra	15 cities and towns.
Travancore-Cochin	Trivandrum and all municipal areas.
Orissa	3 Municipal areas.
West Bengal*	19 Municipal areas.

* Information relates to 1950.

Provision for the registration of establishments exists only in the Bombay, Madhya Pradesh and Madhya Bharat Acts. Consequently information in regard to the number of establishments covered and the number of persons employed therein is not available in respect of all States. Some of the States have, however, collected this information by special arrangement. The following statement shows the number of shops, commercial establishments, theatres, etc., covered by the Acts in some of the States during 1951, and the number of persons employed in them.

TABLE XLIX
NO. OF SHOPS, COMMERCIAL ESTABLISHMENTS, ETC., IN SOME OF THE STATES DURING 1951

State	Shops		Commercial Establishments		Theatres, restaurants, etc.		Total number of	
	Number	Number of persons employed	Number	Number of persons employed	Number	Number of persons employed	Estab-lish-ments	Persons employed
1. Ajmer ..	10,619	4,813	343	1,196	646	613	11,608	6,622
2. Assam ..	4,553	5,004	217	1,359	131	931	4,901	7,294
3. Bombay ..	1,84,749	2,38,026	33,350	1,46,273	16,161	97,657	2,34,760	4,81,956
4. Delhi*	25,581	20,106	1,977	11,799	518	3,840	28,076	35,745
5. Madhya Pradesh ..	6,434	14,752	941	5,820	1,245	8,831	8,620	29,403
6. Madras ..	2,22,160	1,83,144	7,266	38,002	21,030	51,488	2,59,456	2,72,634
7. Mysore ..	..	..	..	..	..	..	17,683	35,750
8. PERSU ..	10,690	4,100	345	2,602	162	623	11,197	7,325
9. Punjab ..	59,734	14,729	13,346	16,906	1,265	2,896	74,345	34,531
10. Saurashtra†	11,537	9,648	497	2,530	1,089	4,731	13,323	16,900
Total ..	5,36,057‡	4,94,322‡	58,982‡	2,26,487‡	42,247‡	1,71,610‡	6,54,969	9,28,169

* Information relates to 1948.

† Information relates to 12 municipalities only.

‡ Excluding Mysore.

It will be seen from the above table that the largest number of establishments covered by the Act is in Madras. This is probably due to the fact that the number of cities, towns, etc., to which the Act has been applied is the largest in this State. However, the number of persons who receive protection is largest in Bombay State. The average size of establishments is largest in Madhya Pradesh consisting of 3.41 employees and smallest in the Punjab, being only 0.46. The average number of persons employed in establishments in other States is as follows : Bombay 2.05, Mysore 2.02, Delhi 1.27, Saurashtra 1.27, Assam 1.24, Madras 1.09, PEPSU 0.65 and Ajmer 0.57.

From the annual reports received from the States, it would appear that the Acts have been very popular among employees. In several States employees are pressing State Governments to extend the Acts to areas where they have so far not been applied. But the State Governments have not been able to extend the Acts to more areas due to administrative difficulties. Even in the areas where the Acts are in force some of the State Governments have not been able to enforce the law effectively due to the shortage of staff. The following statement shows the number of establishments inspected by the Inspectors, the number of prosecutions launched and the amount of fines realised during 1951 in some of the States in respect of which information is available :—

TABLE L
STATISTICS RELATING TO INSPECTION OF SHOPS AND COMMERCIAL
ESTABLISHMENTS

State	No. of inspections made or establishments inspected	No. of prosecutions launched	No. of cases disposed of by courts	Amount realised as fines
				Rs.
1. Ajmer	2,020	552	518	†
2. Assam	1,411	6	†	†
3. Bihar	3,503	19	†	†
4. Delhi	43,445	3,536	3,577	76,519
5. Madras	†	7,206	5,561*	55,529
6. Madhya Pradesh	9,780	1,335	583	†
7. Mysore	639†	102	87*	950
8. Punjab	1,43,823	3,363	2,993	35,576
9. Uttar Pradesh	41,657	380	445*	7,931
10. Travancore-Cochin	8,500	78	54*	†

* Cases convicted.

† Relates to Mysore City.

‡ Not available.

It will be seen from the above table that the number of prosecutions launched is comparatively low in some of the States. This is especially so in States where the Act was passed only recently. In these States, the Governments concerned have preferred educative and persuasive methods to secure compliance, prosecutions being launched only against habitual defaulters or in extreme cases. Most of the irregularities detected related to non-payment of wages wrongful dismissals, etc. From the reports received from States it would appear that it is usually small employers who violate the law. The Inspectors often do not get the co-operation of the employees for fear of being dismissed by their employers. The Inspectors have also difficulty in getting proper witnesses against defaulters. The amount of fines imposed by the courts are also generally 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 are given on pages 86-88.

In U.P. an Act called the Uttar Pradesh Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950, was passed in May 1951. It provides for the constitution of a fund, similar to that constituted under the Coal Mines Labour Welfare Fund Act, for financing housing and other welfare schemes for the benefit of labour employed in the sugar and power alcohol industries and for the development of these industries. The main provisions of the Act are given on pages 88-90. Among the other States which have passed legislation on the subject are Bombay, Mysore and Madhya Pradesh. The Government of Hyderabad are also contemplating enactment of a law on the subject. They have already framed a Bill called the Hyderabad Labour Housing Bill and have published it in the State Gazette for eliciting public opinion.*

The main provisions of the State Acts are given below.

(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 appointed a

* The Bill has since been passed into an Act. The text of the Act has been published in the *Hyderabad Government Gazette (Extraordinary)*, dated 15th November 1952.

non-statutory body known as the Provincial Housing Board in 1947. Since the non-statutory body failed to produce the desired results, the Government decided to replace it by a statutory body possessing the necessary powers to accelerate the housing activity. A Bill for the purpose was, therefore, introduced by the Government in the State Legislature in October 1948. The Bill was passed as the Bombay Housing Board Act on 22nd December 1948. Since its enactment the Act was amended twice, i.e., in 1949 and 1951,* to make certain minor changes.

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 prepared 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. Provision has 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 powers conferred by the Act, the Government of Bombay constituted a Board in January 1949. It consists of four non-official members and a Chairman. A Housing Commissioner has also been appointed. To advise the Board, Government have appointed

* In 1951 the Act was amended by the Bombay Primary Education and Housing Board (Amendment) Act, 1951 to make provision for the institution of provident fund for the officers and staff of the Bombay Housing Board.

a Housing Advisory Committee consisting of 44 members representing various interests all over the State such as industries, merchants, mill-owners' associations, etc. 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 certain specified categories of employers† 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 the 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.

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.

One of the functions of the Corporation is to survey the conditions of houses built by private persons in which workers live. If the Corporation is satisfied that such houses are not in a good habitable condition, it can direct the owners to effect the necessary changes. If the owners fail to carry out the orders, it may itself effect such changes and recover the cost from the owners. The Corporation is also empowered to acquire houses or areas which are overcrowded or unfit for human habitation and to reconstruct them. Among the ancillary functions of the Corporation are provision of recreational and transport facilities for workers, improvement of public health and sanitation, and provision of water supplies and facilities for washing.

* See page 279.

† 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 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 Government are empowered to make rules on matters relating to the administration of the Corporation. In exercise of this power certain rules known as the Mysore Labour Housing Rules, 1951, were framed by the Mysore Government in October 1951. The Government have also constituted a Labour Housing Corporation.

(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 Jabalpur 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 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 dwellings or portions of dwellings unfit for human habitation; (e) the demolition of obstructive buildings or portions of buildings; (f) the construction and re-construction 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 payable 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. In exercise of these powers the Government of Madhya Pradesh framed certain rules known as the Madhya Pradesh Housing Board Rules in May 1952.

The Madhya Pradesh Housing Board consisting of 9 members was constituted by the Government of Madhya Pradesh on 1st January 1951. The Government have appointed the Chief Parliamentary Secretary as the Chairman of the Board. The activities of the Board are given in the Chapter on Industrial Housing.*

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, however, not 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 the 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 coverings 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 the rescue of drowning persons. The regulations apply only to the major ports of Bombay, Calcutta, Madras, Visakhapatnam and Cochin.

* See page 279.

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 respective 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.

Considerable improvement in the compliance with the provisions of the Act and Regulations has been reported by the Chief Adviser, Factories in his annual report on the working of the law during the year 1951. In his previous report the Chief Adviser had commented upon the lack of proper facilities at the ports for testing lifting gears. From the report for the year 1951 it would appear that except for a slight improvement at the port of Bombay the position continues to be the same. Considerable improvement has, however, been reported in the observance of the Regulations relating to the maintenance of first-aid boxes and stretchers and fencing of breaks, dangerous corners, parts and edges of docks, wharves and quays. The need for further improvement in washing facilities, particularly at and near the coal berths and for the proper maintenance of floors of wharves and transit sheds at certain ports has been emphasised in the report.

During the year 1951 the number of inspections made by Inspectors appointed under the Act was as follows : Madras 695, Cochin 167, Visakhapatnam 82, Bombay 632 and Calcutta 708. The Inspectors spent considerable time in investigating important accidents and dangerous occurrences as well as in discussions with port officials and other parties with a view to suggesting measures for securing higher standards of compliance with the Regulations. Six prosecutions were launched against stevedoring firms and shipping companies for violating the provisions of the Regulations.

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

The Act applies to the whole of India except the State of Jammu and Kashmir. It provides for the raising of a fund by the levy of an *ad valorem* customs duty on all mica exported from India except the State of Jammu and Kashmir. The duty is not to exceed 6½ per cent. *ad valorem*. The rate of duty during the year 1950-51 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. Government are authorised to constitute as many Advisory Committees as they may think fit, but not exceeding one for each State, to advise them on any matters arising out of the administration of the Act or 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 each committee 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.

Rules under the Act were published by the Central Government in the Gazette of India, dated 10th January 1948. Government have also constituted Advisory Committees for Bihar, Madras, Rajasthan and Ajmer.*

(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 the State of Jammu and Kashmir. 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 the territories to which the Act extends 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. During the year 1951-52, the cess was apportioned between the Housing Account and the General Welfare Account in the following proportions: Housing Account—one anna and four pies: General Welfare Account—four annas and eight pies.

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 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

*For details of the activities of the Fund see Chapter on Labour Welfare, pp. 305-7.

a Coal Mines Labour Welfare Commissioner and such other officers as they may deem 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, a Housing Board and various Sub-Committees.

For purposes of administration of the Act a Coal Mines Labour Welfare Commissioner has been appointed. The organisation set up under the Act consists of one Chief Welfare Officer, 4 Welfare Inspectors and 26 Assistant and Junior Assistant Inspectors of Labour Welfare. All coalfields have been divided into various circles and have been put in charge of an Inspector or an Assistant or Junior Assistant Inspector. During the year 1951-52 the Inspectorate not only supervised the activities financed by the Fund but also paid attention to various other items affecting welfare of the workers, e.g., housing, education, water supply, sanitation. As a result, improvements in housing, sanitation, educational facilities, etc., were effected in various collieries. The Inspectorate was also charged with the duty of educating workers in regard to the evil effects of habits of drinking, gambling and indebtedness. During the year 1951-52, 2,487 collieries were visited by the Inspectors, and the irregularities and defects noticed during these visits were taken up with the managements concerned for rectification*.

(d) THE U.P. SUGAR AND POWER ALCOHOL INDUSTRIES LABOUR WELFARE AND DEVELOPMENT FUND ACT, 1950

The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Bill was published by the Government of Uttar Pradesh in August 1950. It was passed by the State Legislature in February 1951 and received the assent of the President on 19th May 1951.

The Act provides for the constitution of a U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund. The Fund is to be constituted mainly from the sum which the Government had acquired or may acquire by realising from the sugar factories the difference between the sale price of molasses fixed by the Government for purposes of supply to power alcohol factories and open sale price of molasses sold for other purposes. The Act lays down that the Fund shall consist of three separate accounts, viz., (a) Housing Account, (b) General Welfare Account, and (c) Development Account. Government are empowered to apportion the Fund into the three Accounts in such manner as they may deem proper. Any contributions made by the Government or any person or persons and charges or fees, etc., prescribed under the Act are also to be credited to different Accounts.

The Fund can be utilised only for the benefit of the workers employed in the sugar and power alcohol industries and for the development of these industries. The money in the Housing Account

*Details regarding the administration of Fund will be found in the Chapter on Labour Welfare, See pages 301-4.

can be utilised to defray (i) the cost of erecting, maintaining, repairing housing accommodation for workers and for providing services and facilities connected with it; (ii) the cost of preparing schemes and of acquiring land or property; (iii) the grant, subject to previous approval of the Government, to a local authority, housing society or sugar factory, of moneys in aid of any approved scheme; (iv) the allowances of members of the Housing Board appointed under the Act, and (v) any other expenditure ordered by Government.

The General Welfare Account can be utilised for (i) the improvement of health and sanitation, the provision and improvement of medical facilities, promotion of industrial hygiene and the undertaking of medico-social investigations; (ii) the provision and improvement of water supplies and facilities for washing; (iii) the provision and improvement of educational facilities; (iv) the improvement of the standard of living, including nutrition, amelioration of social conditions and the provision of recreational facilities; (v) the provision of transport to and from work; etc. The Government are authorised to pay annually grants-in-aid from the Account to those employers who maintain dispensary services of the prescribed standard for the benefit of their employees and who spend on such services more than a certain prescribed sum.

The Development Account is to be utilised for meeting the cost of providing facilities (i) for imparting technical education and training connected with the manufacture of sugar, alcohol and products derived therefrom; (ii) for all kinds of research connected with the growing of sugar cane and manufacture of sugar, power alcohol, etc., and (iii) generally for the development of the sugar and alcohol industries.

For the administration of the Housing Account of the Fund the Act provides for the constitution of a U.P. Sugar and Power Alcohol Labour Housing Board. The members of the Board are to be appointed by the Government. The Act also provides for the constitution of an Advisory Committee consisting of an equal number of representatives of Government, owners of sugar and power alcohol factories and workers employed therein to advise the Government or the Board on matters connected with the administration of the Act. The number of members of the Board and the Advisory Committee and the manner of their selection are to be regulated by the rules framed by the Government under the Act. The Government are authorised to appoint a Labour Welfare Commissioner and such number of Inspectors, Welfare Officers and other staff as they may deem necessary for the administration of the Act. The Commissioner will be the Chairman of the Board.

Other provisions of the Act relate to the audit and publication of accounts of the Fund; investment of moneys of the Fund; conditions for occupation of housing accommodation provided by the Fund, etc. The Act authorises the Government to make rules regulating the constitution and working of the Board and the Advisory Committee; maintenance of the account books of the Board; procedure to be adopted for applying for, and conditions governing, grants-in-aid; duties and functions of officers appointed under the Act; etc.

Rules under the Act were published by the Government of Uttar Pradesh on 1st October 1951. On the same date the Government

notified the appointment of a Housing Board and an Advisory Committee. The State Labour Commissioner has been appointed as the Labour Welfare Commissioner under the Act. The Housing Board consists of the Labour Welfare Commissioner as the Chairman, one official of the Department of Labour, Village and Town Planner to U.P. Government and 3 representatives each of the employers and workers. The Advisory Committee consists of 4 representatives of the Government and 6 representatives each of the employers and workers. The State Labour Minister has been appointed as the Chairman and the Labour Welfare Commissioner has been appointed as the Vice-Chairman of the Committee. Under the rules framed by the Government 98 per cent. of the Fund already collected by the Government is to be credited to the Housing Account and 1 per cent. each to the other two Accounts. At present the activities of the Fund are confined to building of houses for sugar factory workers.*

(e) THE COAL MINES (CONSERVATION AND SAFETY) ACT, 1952

The Coal Mines Safety (Stowing) Act which was passed in 1939 provided for the creation of a fund to assist stowing measures to promote safety in coal mines. It did not make any provision for assisting stowing for conservation of coal. Survey of coal resources of the country conducted by various Committees revealed the urgent need of compulsory stowing for conservation of coal resources. An Ordinance, entitled the Coal Mines (Conservation and Safety) Ordinance, 1952 was, therefore, promulgated by the President on 8th January 1952. Since the essential provisions of the Coal Mines Safety (Stowing) Act were embodied in the Ordinance, the Act was repealed. The Ordinance was replaced by the Coal Mines (Conservation and Safety) Act, which was passed on 4th March 1952. The following are the main provisions of the Act.

The Act extends to the whole of India except the State of Jammu and Kashmir. It authorises the Central Government to take such measures as they may deem proper or necessary for maintaining safety in coal mines or for conserving coal. Government are empowered to order any colliery to do the washing of coal with a view to beneficiating and reducing the ash contents of coal and improving its coking qualities. Any coal mine producing coking coal or producing coal which on beneficiation is likely to yield coking coal or producing coal suitable for blending can also be ordered by Government to undertake stowing measures for conservation of coal.

Provision has been made in the Act for the establishment of a Coal Board consisting of a Chairman and such number of other members, not exceeding six, as the Central Government may think fit to appoint. Government may, by general or special order, delegate to the Board, subject to such condition and limitations, if any, as may be specified in the Order, such of their powers and duties under the Act or under any other law as they may deem necessary for effectively dealing with the problems relating to safety in coal mines or conservation of coal and matters connected with or incidental to it. The Board is empowered to execute or cause to be executed under its own supervision any measure which it feels to be necessary or desir-

* See Chapter on Industrial Housing, pages 279-81 for further details.

able for the furtherance of the subjects of the Act. To enable the Board to discharge its functions properly the Act arms it with necessary powers.

The Central Government are empowered to constitute one or more Advisory Committees. The function of the Committees will be to advise the Central Government or the Board in regard to such matters connected with the administration of the Act as may be referred to them by the Government or the Board.

The Act provides for the levy of excise duty on all coal raised and despatched and on all coke manufactured and despatched from collieries in India at such rate, not exceeding one rupee per ton, as may be fixed by Government. Government are also empowered to levy additional excise duty on all coking coal raised and despatched from collieries in India. The rate of additional excise duty is to be fixed by Government from time to time but it is not to exceed Rs. 5 per ton in the case of Selected Grade A or B and Rs. 2 per ton in the case of coal of Grade I. During the period in which any excise duty is being levied, the Government are empowered to impose on all coal imported or brought into India additional customs duty at the rates of excise duties levied under the Act. The proceeds of the excise duty are to be paid to the Board and credited to the Coal Mines Safety and Conservation Fund constituted under the Act. All the moneys lying to the credit of the Coal Mines Stowing Fund created under the Coal Mines Safety (Stowing) Act are also to be transferred to the Fund constituted under this Act. The Fund is to be utilised for (i) meeting the expenses of the Board; (ii) the grant of stowing materials and other assistance for stowing operations to colliery owners; (iii) the execution of stowing and other operations in furtherance of the objects of the Act; (iv) research work connected with safety in coal mines or conservation and utilisation of coal; (v) the grant to State Governments, research organisations, local authorities and colliery owners of money in aid of any approved scheme designed to further the objects of the Act; etc.

Government are empowered to make rules providing for the measures to be taken for maintaining safety in coal mines or for conserving coal; the levy or imposition, collection and payment of the duties of excise and customs; terms and conditions of service of the Chairman and members of the Board; etc. In exercise of these powers certain draft rules known as the Coal Mines (Conservation and Safety) Rules were published by the Government of India in March 1953.*

The Act empowers the Chief Inspector and Inspectors appointed under the Mines Act to make enquiries or to inspect coal mines to ensure that the provisions of the Act or rules framed thereunder are being complied with or the stowing for which assistance has been granted is being done effectively. They are also empowered to order, under certain circumstances, any owner, agent or manager of a coal mine to take such protective measures, including stowing, in the mine as they think necessary.

*Published in the *Gazette of India*, dated 4th April 1953 under the Ministry of Production Notification No. S.R.O. 613, dated 25th March 1953.

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 the State of Jammu and Kashmir.* 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 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

*The Act was extended to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

any employed person is not to exceed an amount equal to half-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.

The provisions of the Act, except sub-section (4) of section 2 thereof, were applied to coal mines* in January 1948 and to other mines* with effect from 15th June 1951 by the Central Government. The Act has been applied to motor omnibus services in the States of Assam, Bihar, West Bengal, Madras, Coorg, Delhi and the Punjab; tramways in West Bengal, Madras and Delhi; plantations in Assam, West Bengal, Madras, Coorg, Travancore-Cochin, Bihar, Mysore† and the Punjab; inland steam navigation services in Bihar and Assam; printing presses in U.P.; Government transport concerns and private transport companies in the Punjab; motor goods transport services in Delhi; docks, wharves or jetties in Assam; industrial establishments declared to be factories under section 85 of the Factories Act, 1948 in Bombay and Madras; quarries in the Punjab; motor vehicles plying under stage carriage permits and public carriers permits in Orissa; Bombay Docks; and workshops or other establishments in which articles are produced, adapted or manufactured with a view to their use, transport or sale in the Punjab. By a notification issued on 4th January 1952 the Government of Mysore applied the Act to persons employed in the tramways service connected with the Mysore Iron and Steel Works, Bhadravati. The Governments of Mysore and Bihar have issued preliminary notifications notifying their intention to apply the Act to plantations in the State.

Administration and Enforcement.—The State Governments have the powers 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 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 case of deductions or Rs. 10 in the case of delay in payments. Infringement of the law makes an offender liable to prosecution.

*Covered by the Indian Mines Act, 1923.

†Mysore Government Notification No. L.S.92-L.W. 71-51-17, dated 7th April 1952.

Annual reports received from various States on the working of the Act during 1951 show that the employers are generally complying with the provisions of the Act and as such recourse to legal action was taken only in a very few cases. Most of the complaints received by the administering authorities related to non-payment of wages or delay in the payment of wages or deduction from wages. These complaints were generally settled promptly.

(b) MINIMUM WAGES ACT, 1948

The Minimum Wages Act, 1948 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 employers. 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 (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 enquiries 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 of 1950, the time limit for the fixation of minimum wage rates under Section 3 of the Act was 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 time limit was further extended by an amending act of 1951, upto 31st March 1952 for employments in Part I of the schedule and 31st December 1953 for agriculture. Under this amendment State Governments are authorised to fix minimum rates of wages in Agriculture for a part of the State only if they so choose, or for any class or classes of such employment.

It was found that not all States, especially Part 'B' States to which the Act was made applicable from 1st April 1951 only, had been able to fix minimum wages in all cases. In order to give more time to the States for enforcing the provisions of the Act, and to validate the minimum wage rates that were fixed after 31st March 1952, it is proposed to extend the time limit for fixing minimum rates of wages in employments mentioned in Part I of the schedule also upto 31st December 1953. This provision is incorporated in an amending bill (Bill No. 16 of 1953) introduced in the House of the People in February 1953. This Bill also provides that minimum wages in respect of employments added to Part I or II of the Schedule should be fixed within one year from the date of Notification and authorises the appropriate Government not to fix minimum rates of wages in respect of employees whose wages average seventy-five rupees or more per month if the wages are computed on a monthly basis, or rupees three or more per day, if computed on a daily basis.

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 Part 'C' States and Central undertakings.

Extension of the provisions of the Act to other employments.—Under the powers conferred by the Act, (Section 27), some State

Governments have extended the application of the Act to some other industries. Details are given below :—

State	Employments to which the Act has been extended
Ajmer ..	Textile industry ; wool pressing and cleaning establishments.
Bombay ..	Salt Pan industry.
Madhya Pradesh ..	Cement, Glass and Potteries.
Coorg ..	Cardamom.
Delhi ..	Printing presses ; Foundries and Automobile engineering works, Button factories.
Travancore-Cochin ..	Coir industry, Cashew industry.

Details regarding the minimum wage rates fixed under the Act in different employments in various States, may be seen from the statement at pages 237-240 of this Year Book.

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 :

Scope.—The Act extends to the whole of India except the State of Jammu and Kashmir.* It applies (a) to all railway servants† not permanently employed in any administrative, district or sub-divisional 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 where in 50 or more

*The Act was applied to all Part B States except the State of Jammu and Kashmir by the Part B States (Laws) Act, 1951.

†As defined in Section 3 of the Indian Railways Act, 1890.

‡Persons employed in a clerical capacity are excluded.

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 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, pipelines or sewers;* (k) in the service of fire brigades; (l) upon a railway by a person fulfilling a contract with the railway administration; (m) in certain types 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 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 have extended the Act (i) 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, (ii) to persons employed in establishments wherein power is used (irrespective of number of persons employed) and (iii) to persons employed in establishments notified as factories under Section 5(i) of the Factories Act, 1934. 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.

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.

*Persons employed in a clerical capacity are excluded.

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 States Governments are authorised to add to the list of these diseases. In exercise of this power the Government of Mysore notified miners' phthisis or silicosis to be an occupational disease for purposes of the Act in December 1951. By a similar notification issued in March 1952 the Government of Hyderabad declared miners' phthisis or silicosis to be an occupational disease under the Act within the State.†

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 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 dependent 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

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

†Notification No. 28, dated 8th March 1952. For more details about occupational diseases see section on 'Occupational Diseases', page

‡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."

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 Commissioner 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.

Some of the employers have gone in for insurance against liability for payment of compensation under the Act. A few employers' organisations have their own mutual insurance association, e.g., the Bombay Millowners' Association has its Millowners' Mutual Insurance Association. The available information shows that it is only in Bombay that some of the unions are assisting their members in recovering compensation. During the year 1951 the Textile Labour Association, Ahmedabad handled 427 claims. Of these, 276 were successful, 38 were compromised, 20 were given up for various reasons, 1 was dismissed and 92 were pending at the end of the year. The total compensation secured by the Association amounted to Rs. 1,29,952-11-6. The Rashtriya Mill Mazdoor Sangha, Bombay handled 152 cases during 1951 and secured Rs. 57,408 as compensation.

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 and published in the Indian Labour Gazette.* The following statement shows the number of accidents and the amount of compensation paid during certain years.

*Working of the Workmen's Compensation Act, 1923—Review for the year 1950. Published in the *Indian Labour Gazette*, February 1953, p. 646.

TABLE LI

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

Year	Number of accidents resulting in				Compensation paid for			
	Death	Perma- nent disable- ment	Tempo- rary disable- ment	Total	Death	perma- nent disable- ment	Tempo- rary disable- ment	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	8,68,847
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§	1,063	3,973	55,475	60,511	18,70,568	20,26,420	13,20,174	52,17,162
1950	1,127	4,160	56,663	61,950	20,29,940	22,64,725	14,38,401	57,33,066
1951||	802	3,910	38,870	43,582	15,32,968	19,39,293	9,43,185	44,15,446

(b) THE EMPLOYEES' STATE INSURANCE ACT, 1948

The Employees' State Insurance Act was passed by the Constituent Assembly of India (Legislative) on 2nd April 1948.¶ Being a pioneer measure of social insurance there were certain practical difficulties in implementing it throughout the country simultaneously. A plan of phased application of the Act was, therefore, drawn up under which it was decided to introduce the scheme framed under the Act in Kanpur and Delhi in July 1950. The implementation of the decision, however, had to be deferred at the last moment owing to objections received from employers in Kanpur that the introduction of the scheme in selected places, without simultaneous application elsewhere, would place industries in those areas at a competitive disadvantage. To overcome these objections and to remove a few

* Excluding Punjab and Sind.

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

‡ Figures for 1948 and subsequent years relate to all States of the Indian Union which were formerly known as Provinces.

§ Figures have been revised.

|| Excluding Orissa and Railways, Posts and Telegraphs and the Central Public Works Department.

¶ For historical background of the Act see the 1948-49 issue of the *Indian Labour Year Book*.

other lacunae in the Act an amending Bill was introduced in Parliament on 19th March 1951. It provided for the collection of employers' contribution from employers throughout the country. To distribute the burden equitably it provided that employers in the regions where the scheme is implemented shall pay contribution at a higher rate than employers in other regions. The Bill was passed into an Act on 6th October 1951. The main provisions of the Act as it stands now are given below.

Scope.—The Act extends to the whole of India except the State of Jammu and Kashmir. It applies, in the first instance, to all factories, other than seasonal factories, run with power and employing 20 or more persons. The appropriate Government, however, are authorised to extend it partially or wholly to any establishment or class of establishments. It covers labour employed directly and indirectly and also clerical staff but does not 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 framed under the Act has been entrusted to an autonomous body called the Employees' State Insurance Corporation consisting of the Minister of Labour and representatives of the Central and State Governments, employers, employees, medical profession and Parliament.* A smaller body, known as the Standing Committee, works as the executive of the Corporation. The members of this Committee are elected from among the members of the Corporation. A third body called the Medical Benefit Council, advises the Corporation on matters relating to the administration of medical benefits, certification for purposes of grant of benefits, etc. It consists of the Director-General of Health Services, the Medical Commissioner of the Corporation and representatives of State Governments, employers, employees and 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 the 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 his employer. The employee's share in the contribution is to be deducted from his wages by the principal

* For details regarding the composition see 1950-51 issue of the *Indian Labour Year Book*.

employer. The rates of weekly contributions laid down in Schedule 1 of the Act as originally passed were 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 0 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 0	3 12 0

Under Chapter V-A of the amended Act, however, the contributions are not payable by the employers as specified in column 3 of the table above. Instead the employers all over India shall pay the employers' special contribution as a percentage of their total wage bill. This percentage is to be specified by the Central Government from time to time taking into consideration the areas where the benefit provisions of the Act have been applied. The Central Government, by a notification, have fixed the percentage of the rates of employers' special contribution at $\frac{2}{3}$ per cent. of the total wage bill all over India with an additional $\frac{1}{2}$ per cent., i.e., $1\frac{1}{2}$ per cent. in all, for employers in Delhi and Kanpur whose employees are getting the benefits and who have accordingly been relieved of the liability under the Workmen's Compensation Act and the Maternity Benefit Acts.

The employees, in places where the benefit provisions of the Act apply, are required to pay contributions at the rates shown in column 2 of the above table. Employees at other places do not pay any contributions.

Employees' contributions are payable in respect of every week for the whole or part of which an employee is employed and receives his 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 event, 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.

The provisions of Chapter V-A are designed to meet the needs of the transition period. When it is possible to extend the Act to practically the whole of India the provisions of Chapter V-A can be made ineffective by the Central Government and then the contributions shall become payable as in the table above.

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 is to be an amount equivalent to about 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 sickness benefit rate with a minimum 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 by an insured employee. 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 :

- (a) to the widow during her life or until remarriage, an amount equivalent to $\frac{3}{5}$ th 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 more widows the amount payable is to be divided equally among them.
- (b) to each legitimate or adopted son an amount equivalent to $\frac{2}{5}$ th of the full rate, until he attains 15 years of age.
- (c) to each legitimate unmarried daughter, an amount equivalent to $\frac{2}{5}$ th 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 grand parent for life or to certain other dependants for a limited period at such rates as may be determined by the Employees' Insurance Court. 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 her 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. Power is vested in the Corporation to extend the medical benefit to the family of an insured person.

The Corporation has agreed to the request of the Punjab and Bombay Governments to adopt the panel system for providing medical care to employees under the Scheme in their States. It 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 Governments have recognised the qualifications of doctors following such systems, treatment facilities should be provided in those systems as well.

Adjudication of Disputes.—The Act contains provisions for the setting up of Employees' Insurance Courts by State Governments to

decide disputes and to adjudicate on claims. Such Courts have been set up in Delhi and Kanpur where the full Scheme is in operation. Special Tribunals can be set up in places where there are no Employees' Insurance Courts to deal with cases arising out of the payment or recovery of employer's special contribution. Such Tribunals have since been set up by the Central Government in most of the States.

Enforcement.—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 and the States of Delhi, Ajmer, Coorg and Andaman and Nicobar Islands 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, Coorg and Andaman and Nicobar Islands. 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. The aforesaid provisions were also brought into force in all Part B States except the State of Jammu and Kashmir with effect from 24th November 1951. Chapter V-A of the Amended Act was put into force in the whole of India except the State of Jammu and Kashmir with effect from 24th November 1951.

With a view to implementing the Scheme in Delhi and the Kanpur area of Uttar Pradesh, the provisions of Chapters IV (Contributions)*, V (Benefits) and VI (Adjudication of Disputes and Claims) were brought into force in those areas with effect from 24th February 1952. For the functioning of Special Tribunals Sections 76(1), 77, 78, 79 and 81 of Chapter VI were enforced with effect from 1st September 1952 in the whole of India except the State of Delhi and Kanpur area of Uttar Pradesh where the Scheme was already in force and the State of Jammu and Kashmir.

The position of the Rules, and Regulations framed under the Act is as follows :—

- (a) The Rules to be framed by the Central Government under Section 95 of the Act were made final 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. So far twelve States viz., Madras, Orissa, the Punjab, Uttar Pradesh, Bombay, Delhi, Coorg, Vindhya Pradesh, Kutch, Tripura, Himachal Pradesh, and Andaman and Nicobar Islands have framed their Employees' Insurance Courts Rules. Eleven State Governments, viz., U.P., Bihar, Orissa, the Punjab, Delhi, Ajmer, Bilaspur, Kutch, Vindhya Pradesh, Coorg, Andaman

*Sections 44 and 45 of this Chapter were already in force in these places.

and Nicobar Islands have framed their Employees' State Insurance (Medical Benefit) Rules.

- (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 Employees' State Insurance (General) Regulations, 1950*, and the Employees' State Insurance (Provident Fund) Regulations, 1951† have since been finally published in the *Gazette of India*. Certain amendments to the Employees' State Insurance (General) Regulations were published in the *Gazette of India*, dated 6th September 1952.

The plan of implementation as approved by the Standing Committee in May 1950 had to be modified in April 1951 by the Corporation in view of the delay involved in the passage of the Amending Act. The Scheme was implemented in the first stage in Delhi and Kanpur on 24th February 1952. It is proposed to extend the Scheme during 1953 to the Punjab,‡ Greater Bombay, Bangalore, Calcutta City and Howrah district, and Coimbatore and thereafter to the remaining places so as to cover the whole country by stages by July 1954. Five Regional Offices at Delhi, Kanpur, Bombay, Madras and Calcutta are already working. The Corporation started collecting employers' special contribution throughout the country with effect from 24th February 1952. Employees' contribution, however, is being collected only in Delhi and Kanpur areas.

Implementation in Delhi and Kanpur areas.—Four Local Offices at Delhi and eleven at Kanpur have been set up to administer the payment of cash benefits to insured persons. For providing medical benefit to insured persons State Governments have set up 8 State Insurance Dispensaries, 3 part-time dispensaries and one mobile dispensary at Delhi and 13 State Insurance Dispensaries at Kanpur.

Regional Boards have been set up in Delhi and Kanpur to maintain proper relationship between the Corporation, its officers, employers, employees and insured persons and to secure efficient working of the Scheme with full co-operation of all parties concerned and to make recommendations to the Corporation in regard to all relevant matters. Arrangements are in hand to set up such boards in other regions also. Medical Boards have also been set up in Delhi and Kanpur to decide cases relating to the admissibility of permanent disability benefit.

The number of persons insured under the scheme as on 31st December 1952 was 1,09,422 at Kanpur and 53,424 at Delhi. The following statement shows the number of persons who attended dispensaries, were admitted in hospitals or to whom domiciliary visits were paid by doctors during the period 24th February 1952 to 31st December 1952 in these two areas. It also shows the number of claims of various types paid during the same period.

*Published in the *Gazette of India*, dated 28th October 1950.

†Published in the *Gazette of India*, dated 23rd September 1952.

‡The Scheme was extended to the Punjab on 17th May 1953.

TABLE LII

CASH AND MEDICAL BENEFITS GIVEN UNDER THE EMPLOYEES' STATE INSURANCE SCHEME

Area	Attendance at dispensaries	No. of cases admitted in hospitals	No. of domiciliary visits paid	Disablement claims		Sickness benefit claims (since 25-11-52 to 31-12-52)		Dependants' benefit claims		Maternity benefit claims	
				No. of claims admitted	Total amount paid	No. of claims paid	Total amount paid*	No. of claims paid	Total amount paid	No. of claims paid	Total amount paid
					Rs. As. P.		Rs. As. P.		Rs. As. P.		Rs. As. P.
Kanpur	4,52,689	995	5,694	1,285	43,611 3 0	4,427	60,535 14 0	2	476 3 0	Nil	Nil
Delhi	2,42,511	183	1,574	786	21,715 10 0	1,073	18,065 8 0	Nil	Nil	1	17 14 0

* Information relates to the period 24th February 1952 to 31st December 1952.

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

One of the recommendations made by the Board of Conciliation (Colliery Dispute) appointed by the Central Government in February 1947 for collieries in Bihar and Bengal was the institution of a compulsory provident fund scheme and the payment of attendance bonus to workers. A similar recommendation was made by the Fact Finding Committee appointed in May 1947 to report on the grant of monetary benefits to colliery workers in Madhya Pradesh. With a view to implementing the recommendations of these bodies the Central Government promulgated an Ordinance in April 1948. The Ordinance was replaced by the Coal Mines Provident Fund and Bonus Schemes Act passed on 3rd September 1948. Since its enactment the Act has been amended twice. The first amending Act was passed in December 1950 to extend the Act to Hyderabad, Mysore and Travancore and Cochin. The only State to which the Act does not apply at present is Jammu and Kashmir. The amending Act also modified the definition of 'employee' in order to remove certain doubts which were expressed regarding the application of the Act to certain categories of employees. The second amending Act was passed in April 1951 to clarify the position regarding contributions payable by the employers and to provide for the manner in which contributions due from the defaulting employers may be recovered. The main provisions of the Act are as follows :

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 contribution ; 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 dependent on the attendance of an employee in a coal mine during any period ; specify the employee 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 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 Government of India framed a Coal Mines Bonus Scheme in July 1948 and applied it to coal mines in West Bengal and Bihar with effect from 21st May 1947. The Scheme was subsequently extended to coal mines in Madhya Pradesh, Orissa, Rewa, Korea, Talcher and partially excluded areas of West Bengal, Bihar, Madhya Pradesh and Orissa.* It applies to all persons getting up to Rs. 300 per month as basic wages but excludes persons employed (i) as *mali*, sweepers or domestic servants ; (ii) in a State railway coal mine on pay and under conditions of service similar to those obtaining in other Railway establishments ; and (iii) as labourers of a contractor for building, brick or tile making. At present the employees covered by the Scheme are entitled to get one-third of their basic earnings as bonus. The qualifying period of attendance in each quarter in different States

*The Government of India have also framed a Coal Mines Bonus Scheme in respect of the Coal Mines in Hyderabad. The Scheme has been published in the Gazette of India, dated 11th October 1952 under Notification No. S.R.O. 1705, dated 4th October 1952.

is as follows : West Bengal and Bihar : underground miners and underground piece workers—54 days, others 66 days ; other States : underground miners and underground piece workers—60 days ; others—65 days. The following table shows the number of workers who earned bonus and the amount of bonus paid during 1951-52 in Bihar, West Bengal, Orissa and Vindhya Pradesh.

TABLE LIII

NUMBER OF WORKERS WHO EARNED BONUS AND THE AMOUNT OF BONUS PAID DURING 1951-52 IN CERTAIN STATES*

Quarter ending	No. of collieries to which the bonus scheme applied	No. of collieries submitting returns	No. of workers employed in collieries submitting returns	No. of workers who qualified for bonus	Amount of bonus disbursed
<i>Bihar—</i>					Rs.
June 1951	626	87	73,849	38,278	7,45,254
September 1951	626	126	95,569	50,279	8,73,057
December 1951	626	102	71,589	37,012	7,09,487
March 1952	626	132	1,08,859	56,542	10,29,665
<i>West Bengal—</i>					
June 1951	234	54	55,008	19,560	3,44,631
September 1951	234	59	40,783	13,661	2,29,691
December 1951	234	38	27,269	10,306	1,63,647
March 1952	234	78	61,107	19,558	3,56,032
<i>Orissa—</i>					
September 1951	7	..	..	..	..
December 1951	7	5	6,169	2,263	39,812
March 1952	7	3	5,021	1,000	34,228
<i>Vindhya Pradesh—</i>					
September 1951	7	..	..	..	..
December 1951	7	3	4,819	2,413	52,288
March 1952	7	5	7,420	3,907	86,032

A Coal Mines Provident Fund Scheme was framed by the Government of India in December 1948 and was applied in the first instance to coal mines in West Bengal, Bihar, Orissa and Madhya Pradesh. With slight modifications it was later applied to coal mines in Assam, Rewa, Talcher, Korea, Vindhya Pradesh and partially excluded areas of Madhya Pradesh, Bihar, Orissa and West Bengal.† The extension of the Scheme to coal mines in Hyderabad, Saurashtra and Rajasthan is under consideration of Government.

*Based on the information supplied by the Regional Labour Commissioner (Central), Dhanbad.

†For dates of application of the Schemes in various areas see previous issues of the Year Book.

Under the Scheme every employee is required to become a member of the Fund immediately after the end of the quarter following any quarter in which he qualified for a bonus under the Coal Mines Bonus Scheme. In Assam where the Bonus Scheme is not in force the qualifying condition for becoming a member of the Fund is as follows : underground miners and underground piece workers—60 days' attendance, others—65 days' attendance in any quarter. Different rates of contribution have been fixed for persons in different income groups. For monthly rated employees the rate of contribution fixed is annas 10 per month in the case of those receiving up to Rs. 10 and 1/16th of basic wages for those receiving over Rs. 240. In regard to those employees who are not paid on a monthly basis, contributions to the Fund are payable weekly. The rates of contribution vary from annas 2 per week in the case of employees whose basic wages for the week are over Re. 1 and up to Rs. 2 to annas 12 per week in the case of those whose basic wages are over Rs. 1 1per week. No contribution is payable in respect of persons whose basic wages in any particular week are upto Re. 1. The employers are required to contribute to the Fund an amount equal to the contribution of the employees. The employers are to pay, in the first instance, both their as well as the workers' contribution but they can recover the latter from the wages of the workers. Contributions are to be paid by employers by means of affixing provident fund stamps on contribution cards of workers. These stamps are being sold at certain treasuries and post offices.

The Scheme is being administered by a Board of Trustees constituted by the Central Government under para. 3 of the Scheme. A Coal Mines Provident Fund Commissioner has also been appointed by Government who is the Chief Executive Officer of the Fund.

Up to the end of September 1952 about Rs. 276 lakhs were realised as contributions. Out of this sum Rs. 35 lakhs have been invested in National Savings Certificates and the balance in other Government securities. The total membership of the Fund increased from 3.83* lakhs in September 1951 to 5,97,113* in September 1952. The interest creditable to member's account for the year 1951-52 was 2½ per cent. For the year 1952-53 it has been raised to 3 per cent. From the information furnished by the Coal Mines Provident Fund Commissioner it would appear that the Fund is now receiving an increasing number of claims for refund in respect of aged, disabled or deceased members. Till the end of September 1952 refund amounting to Rs. 3.64 lakhs was made in 5,587 cases.

*For purposes of enforcement of the Scheme the Government have appointed a number of Inspectors. During the year ending 31st March 1952, 1,769 coal mines were inspected by the Officers and Inspectors of the Fund. As a result of irregularities noticed in the course of inspections show cause notices were served on 366 mine owners and 89 employers were prosecuted and convicted. From the report of the Coal Mines Provident Fund Commissioner on the working of the Scheme during the year 1951-52 it would appear that both workers and employers have started appreciating the benefits of the Scheme. As a result of the Scheme, there has been a steady and substantial improvement in the attendance of colliery labour.

*Including dead accounts.

(d) THE EMPLOYEES' PROVIDENT FUNDS ACT, 1952

There was, till recently, no statutory provision for the institution of a compulsory contributory provident fund for the benefit of workers in any industry in India except in coal mining. In February 1948 a private member introduced a Bill on the subject in the Constituent Assembly (Legislative). The Bill was, however, withdrawn on an assurance by the Government of India that they would themselves introduce a comprehensive measure after considering all aspects of the matter. On 15th November 1951, Government promulgated an Ordinance called the Employees' Provident Funds Ordinance to provide for the institution of provident funds for employees in factories and other establishments. The Ordinance was replaced by the Employees' Provident Fund Act which was passed on 4th March 1952.

The Act extends to the whole of India except the State of Jammu and Kashmir and applies in the first instance to those factories which employ 50 or more persons and are engaged in the manufacture or production of cement, cigarettes, electrical, mechanical or general engineering products, iron and steel, paper and textiles (cotton, silk and jute). The Central Government are, however, empowered to apply the provisions of the Act to factories in any of the above mentioned industries which employ less than 50 persons and even to factories engaged in any other industry. The Act does not apply to (a) factories belonging to the Government or any local authority and (b) any infant factory, whether established before or after the commencement of the Act, unless three years have elapsed from its establishment. Power has been given to the appropriate Governments to exempt, subject to certain conditions, (a) any factory if the rules of its provident fund with respect to contributions are in conformity with, or are more favourable to the employees than those specified in the Act and if the appropriate Government are satisfied that the provident fund benefits enjoyed by the employees compare favourably with the benefits enjoyed by workers in any factory of a similar character under the Act or any Scheme framed thereunder; (b) any class of persons in any factory if the Central Government feel that such persons are entitled to benefits in the nature of old age pensions or gratuity or both, and that such benefits are on the whole not less favourable to such persons than benefits enjoyed by persons employed in any factory of a similar character under the Act or any Scheme framed thereunder.

The Act authorises the Central Government to frame an Employees' Provident Fund Scheme for the establishment of provident funds for employees or for any class of employees and to specify the factories or class of factories to which it shall apply. The Scheme may, *inter alia*, provide for (i) the employees or class of employees who shall join the Funds and the conditions under which employees may be exempted from joining the Fund or from making any contribution; (ii) the time and manner in which contributions shall be made; (iii) the constitution of boards of trustees for the administration of Funds; and (iv) the manner in which accounts shall be kept and the moneys belonging to the Fund shall be invested.

The employers' contribution to the Fund has been fixed at 6½ per cent. of the basic wages and dearness allowance payable to employees. The employees are required to contribute the same

amount as contributed by the employers in respect of them. However, if they so desire and if the Scheme so permits, they can contribute more subject to a maximum of $8\frac{1}{2}$ per cent. of their basic wages and dearness allowance.

The Act declares that the amount standing to the credit of any member in the Fund 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. Even official assignees appointed under the Presidency-towns Insolvency Act, 1909 and receivers appointed under the Provincial Insolvency Act, 1920 are not entitled to, or can have any claim on, any such amount. The Act further provides 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 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 by the nominee before the death of the member.

No employer can, by reason only of his liability for any contribution payable under the Act, reduce, directly or indirectly, the wages of any employee, or, except as provided by any Scheme, discontinue or reduce any benefit (similar to any benefit conferred by the Act or by any Scheme framed thereunder) to which the employee is entitled under the terms of his employment.

The Act provides that all Provident Fund Schemes in existence in factories on 15th November 1951 shall be continued without any modifications till a regular Scheme framed under the Act is applied to them. On application of the regular Scheme the accumulation standing to the credit of the employees is to be transferred to the new Fund.

In order to secure proper enforcement of the Act, provision has been made for the appointment of Inspectors by the appropriate Governments and for the punishment of defaulters and infringers of the law.

In exercise of the powers conferred by the Act, the Government of India framed an Employees' Provident Fund Scheme and published it in the Gazette of India Extraordinary, dated 2nd September 1952. It applies to every person employed in the following industries throughout the country (excluding Jammu and Kashmir): Cement; cigarettes; electrical, mechanical or general engineering products; iron and steel; paper and textiles (made wholly or in part of cotton, jute or silk). Those factories in the above mentioned industries which are less than 3 years old or which employ less than 50 workers, or which are Government factories are not covered by the Scheme. Under the Scheme every person, except those declared to be excluded employees, is required to become a member of the Provident Fund on completing one year's service. Persons (i) whose monthly basic wages exceed Rs. 300; or (ii) who are employed by or through contractors;* or (iii) who are employed as apprentices; or

*However, any person who is employed through a contractor is not deemed to be an excluded employee if he gets his wages directly or indirectly from an employer and if the employer retains control over him in matters of discharge, dismissal and reinstatement.

(iv) who after becoming members of the Provident Fund constituted under the Act withdraw the full amount of their accumulations in the Fund on retirement after attaining the age of 55 or on retirement due to total incapacity caused by bodily or mental infirmity; or (v) who are employed in factories exempted from the operation of the Scheme under Section 17(b) of the Act; or (vi) who were employed for not less than 10 years in factories to which the Scheme applies and who by a declaration in writing opt for the benefits to which they were entitled before the date of notification issued under Section 17(b) of the Act are deemed to be excluded employees. The Scheme authorises a person whose monthly basic wages exceed Rs. 300 after he had become a member of the Fund to continue his membership but the contributions payable by him and in respect of him is not exceed one anna in the rupee on Rs. 300 and the dearness allowance admissible on this amount. Any subscriber, other than an excluded employee, to a Provident Fund recognised under the Indian Income-Tax Act, 1922 or to which the Provident Fund Act, 1925 applies, is also to become a member of the Fund set up under the Scheme unless he intimates in writing his intention of continuing in the old fund to the Commissioner for Employees' Provident Fund within three months from the date on which the Scheme is put into force.

The rate of contribution of members fixed under the Scheme is one anna in the rupee of basic wages and the dearness allowance. The employers are required to contribute an equal amount. The contributions are to be calculated on the basic wages and dearness allowance actually drawn during the whole month whether paid on daily, weekly, fortnightly or monthly basis. Each contribution is to be calculated to the nearest quarter of a rupee. Every employer is required to pay in the first instance the contribution payable by him as well as by the members employed by him. The amount of members' contribution can be recovered by the employer by means of deductions from wages of the members. Besides the contributions, the employers are also required to pay administrative charges to meet the expenses of the administration of the Fund. The rate of administrative charges are to be fixed by the Central Government.* The aggregate amount received as the employers' and employees' contributions is to be credited to the "Provident Fund Account." A separate account called the "Central Administration Account" is to be maintained for recording all administrative expenses of the Fund including such administrative charges as the Fund may be authorised to levy. All interest, rent and other income realised and net profits or loss, if any, from the sale of investments not including therein the transactions of the Administration Account are to be credited or debited, as the case may be, to an account called the "Interest Suspense Account".

Under the Scheme employers are required to maintain a contribution card for each of their employees in which contributions made by or on behalf of each employee every month are to be recorded. These cards can be seen by any employee or inspected by the Commissioner for the Employees Fund or any officer authorised by him.

*The Central Government have fixed the rate at 3 per cent. of the contributions of employers and employees.

The office of the Fund is also required to maintain an account for each member in which all contributions paid by the member and his employer are to be entered. Each member is entitled to interest on the amount standing to his credit. The rate of interest is to be fixed by the Central Government in consultation with the Central Board set up under the Act.

Any member is authorised to withdraw the amount standing to his credit in the following cases :

- (1) On retirement from service at any time after attaining the age of superannuation. However, if a person retires before completing five years of membership of the Fund he would not be entitled to the employer's contribution or interest thereon. This provision does not apply to members who had reached the age of 50 or over at the time of the commencement of the Scheme.
- (2) On retirement on account of permanent and total incapacity for work in any industry due to bodily or mental infirmity duly certified by a registered medical practitioner or a medical officer of the factory.
- (3) While migrating from India for permanent settlement abroad.
- (4) If he is not employed in any factory to which the Scheme applies for a continuous period of not less than one year immediately preceding the date on which he makes an application for withdrawal.

In cases of (3) and (4) members will be entitled to the following portion of employers' contribution and interest thereon depending upon their period of membership :

Period of membership	Employers' contribution and interest thereon
Less than 5 years	Nil]
5 years or more but less than 10 years	50%
10 years or more but less than 15 years	60%
15 years or more but less than 20 years	75%
20 years or over	100%

Any amount not paid to members is to be credited to a Reserve Account.

In case of death of a member, the amount standing to his credit is to be paid to his nominee. If no nomination subsists or if the nomination relates to a part of the amount standing to his credit than the whole amount or the part thereof to which the nomination does

not relate, as the case may be, is to be paid to the members of the family of the deceased member in equal shares. In cases where no nomination subsists and there is no family member, the amount standing to the credit of the deceased member is to be paid to the person legally entitled to it. The Scheme provides that if a member is dismissed by his employer for a serious or wilful misconduct, the appropriate authority on receiving the intimation from the employer shall have the power to forfeit the employer's contribution up to a maximum of the employers' contribution in the last two years and that of the current year. The members are permitted to withdraw any amount standing to their credit in the Fund for purposes of making payments towards a policy of life insurance. Such withdrawals, however, cannot be made more than once in six months.

The Fund constituted under the Scheme is to vest in and be administered by a Board of Trustees called the Central Board. It is to consist of (i) a Chairman nominated by the Central Government, (ii) six representatives each of employers and employees engaged in the industries covered by the Scheme nominated by the Central Government in consultation with such organisations of employers or employees, as the case may be, as are recognised by the Central Government for the purpose, (iii) nominees of such State Governments as the Central Government may specify having regard to the jurisdiction of the Board and (iv) three persons nominated by the Central Government. The Scheme authorises the Central Government to constitute, in consultation with the State Government, a Board of Trustees for any State. Such Boards are called State Boards. Each State Board is to consist of a Chairman nominated by the Central Government in consultation with the State Government, two nominees each of the Central Government and the State Government concerned and four persons each representing employers and employees in the industries to which the Scheme applies in the State. The representatives of employers or employees are to be nominated by the Central Government in consultation with such organisations of employers or employees, as may be recognised for the purpose by the Central Government. The Scheme provides that if in any State a State Board is constituted the Central Board shall transfer to it the amount standing to the credit of the Fund of all the employees in the State. The amount so transferred is to constitute a separate State Fund for that State. This Fund is to vest in and to be administered by the State Board. Till such time as a State Board is constituted for a State, the Central Government can set up a Regional Committee for the State to advise the Central Board on such matters as the Central Board may refer to it. Each Regional Committee is to consist of the following persons nominated by the Central Government: a Chairman, 3 representatives each of the employers and employees and 2 other persons. The Chairman and other members of a Regional Committee are to hold office during the pleasure of the Central Government. The term of office of the representatives of employers and employees in the Central Board and State Boards is five years. The Chairman and all other members of the Boards are to hold office during the pleasure of the Central Government. The Scheme lays down the procedure for filling vacancies, the manner in which the business should be conducted by the various bodies, etc.

The Central Government have been empowered to appoint a Commissioner for Employees' Provident Fund who is to be the Chief executive officer of the Central Board. Similarly the State Governments have been authorised to appoint similar Commissioners for States on the formation of the State Boards. Pending appointment of a State Commissioner the Central Government can appoint a Regional Commissioner for the State.

Enforcement.—The provisions of the Scheme were put into force by stages. While Chapters I (Preliminary), II (Board of Trustees) and III (appointment and powers of Commissioner and other staff of the Board of Trustees) came into force on 2nd September 1952, paragraphs 26 (class of employees required to join the Fund), 27 (election for continuance of membership of certain other Provident Funds), 28 (transfer of accumulations from existing provident funds), 33 (declaration by persons already employed at the time of institution of the Fund), 36 (1) (duties of employers) and 37 (allotment of account numbers) came into force on 6th October 1952. The remaining provisions of the Scheme came into operation from 1st November 1952 from which date collection of Provident Fund contributions from wages earned on and from that date also started. The total number of workers covered by the Act is about 13.77 lakhs employed in about 1,680 factories. It is estimated that the total annual contributions of employers and employees will be Rs. 13 crores.

In accordance with the provisions of the Scheme a Central Board of Trustees was constituted on 31st October 1952. It consists of three officers of the Ministries of Labour, Finance and Commerce and Industry, six representatives each of employers and employees and one representative each of the five industrially advanced States, *viz.*, Bombay, Madras, West Bengal, U.P. and Bihar. The Secretary, Ministry of Labour is the chairman of the Board. The Board held its first meeting on 5th February 1953 wherein the progress of implementation of the Scheme was discussed. Pending formation of State Boards the Central Board has decided to constitute, in the first instance, Regional Committees for seven major States, *viz.*, Bombay, Madras, West Bengal, Bihar, U.P., Madhya Pradesh and Madhya Bharat.

For purposes of implementation of the Scheme regional offices have been set up in the following 18 States which have factories covered by the Scheme: Ajmer, Bhopal, Bihar, Bombay, Delhi, Hyderabad, Kutch, Madras, Madhya Pradesh, Madhya Bharat, Mysore, PEPSU, the Punjab, Rajasthan, Saurashtra, Travancore-Cochin, U.P. and West Bengal. So far 17 Regional Commissioners and twenty-five full-time and two part-time Provident Fund Inspectors have been appointed. The Central Board has also taken steps to complete preliminary arrangements and it was expected that the Scheme would start functioning effectively from 1st July 1953.

(e) 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,

with certain modifications, was extended to Ajmer in 1932 and to Delhi in 1937. The Assam Act was amended in August 1951 to increase the rate of benefit payable to women employed in plantations. As in the actual working of this amended Act some lacunae were discovered the Government of Assam introduced another amending Bill in the State Legislature to remove them. This amending Bill was published in the Assam Gazette, dated 5th March 1952. The Punjab Act was amended in 1952* to entitle women to claim maternity benefit in case of miscarriage or abortion also and to make some administrative changes. In Orissa a Maternity Bill was introduced by a private member in the State Legislature in 1951 but was subsequently withdrawn. It is understood that the State Government are now considering the question of enacting a law on the subject.

Among the new States, Acts on the subject were passed by the Governments of Cochin in 1936, Mysore in 1937, Hyderabad in 1940, and Travancore and Bhopal in 1943. The Bombay Maternity Benefit Act was adapted by the Government of Saurashtra in 1948 and by the Government of Madhya Bharat in 1949. After the formation of the new State of Travancore-Cochin the Acts passed by the Travancore and Cochin Governments prior to the formation of the new State continued to remain in force in the respective areas of Travancore and Cochin. With a view to having a uniform law in the whole State a Bill was framed by the Government of Travancore-Cochin in June 1952 and introduced in the State Legislature. This Bill was passed as the Travancore-Cochin Maternity Benefit Act in October 1952. The Mysore Government propose to amend their Act in order to increase the rate of benefit. A bill for the purpose was published in the Mysore Gazette Extraordinary, dated 11th June 1952. The Government of Rajasthan are contemplating enactment of a law on the subject.†

For the benefit of women employed in mines the Central Government passed the Mines Maternity Benefit Act in 1941.

The following are the main provisions of the Central and State Acts.

Scope.—In Bombay, Madhya Pradesh, Assam, Mysore, Hyderabad, Bhopal, Travancore-Cochin and the Punjab 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. Women employed in plantations in Assam, Travancore-Cochin and West Bengal‡ only are entitled to maternity benefits. The Mines Maternity Benefit Act applies to women employed in mines covered by the Mines Act.

*The Punjab Maternity Benefit (Amendment) Act, 1952. Published in the *Punjab Government Gazette Extraordinary*, dated 10th December 1952.

†The Rajasthan Maternity Benefit Bill, 1953 has been published in the *Rajasthan Gazette Extraordinary*, dated 7th February 1953.

‡In West Bengal women employed in tea factories and plantations are entitled to maternity benefits under the West Bengal Maternity Benefit (Tea Estates) Act, 1948.

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.

TABLE LIV
BENEFITS, ETC., UNDER MATERNITY BENEFIT ACTS

Name of Act	Qualifying period	Period of benefit (weeks)	Amount of benefit
(1)	(2)	(3)	(4)
1. Assam Maternity Benefit Act, 1944.	150 days' service during the period of 12 months immediately preceding the date of notice.	8 for women employed in factories. For plantations 12	Plantations—Rs. -/11/6 per day in addition to usual food concession.
2. Bhopal State Maternity Benefit Act, 1943.	Nil in the case of immigrant women if pregnant at the time of arrival in Assam. 9 months' service preceding the date of notice.	8	Other industries—Average weekly earnings subject to a minimum of Rs. 2 per week. Average daily wage or annas eight whichever is less.
3. 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.
4. 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.
5. Central Provinces Maternity Benefit Act, 1930.	Do.	8	Average daily earnings or As. 8 per day whichever is less.
6. Hyderabad Maternity Benefit Act, 1940.	Do.	12	As. 12 per day.
7. Madras Maternity Benefit Act, 1934.	240 days' service during the period of one year immediately preceding the date of notice.	7	As. 8 per day.
8. 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.
9. Travancore - Cochin Maternity Benefit Act, 1952.	150 days' service during the 12 months immediately preceding the date of notice.	12	Rs. 5-4-0 per week.*

*If prior to the commencement of the Act any employer was paying benefit at a higher rate, the Act provides that in that case women employed by such employer will be entitled to benefit at the prevailing higher rate.

TABLE LIV—*contd.*

(1)	(2)	(3)	(4)
10. 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.
11. (a) 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.
(b) 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).
12. Mysore Maternity Benefit Regulation, 1937.	9 months' service preceding the date of notice.	8	Average daily wage or As. 8 per day whichever is less.
13. 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 United Planters' Association of Southern India made the following recommendations in respect of South Indian plantations :—

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

Period of benefit.—8 Weeks.

These recommendations took effect from 15th February 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 the payment of bonus not exceeding Rs. 3 to women but the obligation to pay this bonus does not arise in case of those employers who provide free services of a qualified midwife or other trained persons. Both in Bihar and U.P., a woman worker who avails herself of the services of a qualified midwife 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 a 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. By virtue of an amending Act passed by the Government of the Punjab women workers in that State are now entitled to maternity benefit in case of miscarriage and abortion also. Benefit in such cases is payable for a period of 43 days if the worker concerned had at least 6 months' service to her credit.

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. The Mines Maternity Benefit Act is administered by the Coal Mines Welfare Commissioner so far as coal mines are concerned. In other mines its enforcement is the responsibility of the Chief Inspector of Mines. 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 1951 in some of the States and in mines.

TABLE LV

MATERNITY BENEFIT PAID IN DIFFERENT STATES AND IN MINES DURING THE YEAR 1951

State	Average Number of women employed	Number of Women who claimed maternity benefit	Number of women who were paid maternity benefit in full or in part	Number of cases in which a bonus was given or maternity benefit was paid for miscarriage or death	Total amount paid (Rs.)
Assam	2,10,683	45,177	44,273	63	18,95,743
Bihar	11,636	854	854	..	75,110
Bombay	52,323	4,501	4,288	..	1,75,612
Madhya Pradesh ..	17,874	577	561*	..	30,758
Madras	86,869	4,167	3,851	..	1,48,863
Punjab	2,551	22	22	..	1,344
Uttar Pradesh ..	1,005	68	61	12	5,699
West Bengal ..	94,713	15,299	13,964	..	9,08,046
Ajmer	1,424	40	40	..	847
Delhi	564	12	11†	..	340
Bhopal	175	5	5	..	304
Mines	94,879	7,963	7,281	1,400	2,75,972

* Includes 6 cases of 1950.

† Includes 2 cases of 1950.

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 Amending 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 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 provision for 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.

Obligations and Liabilities of Registered Trade Unions.—The general fund of a registered trade union can be utilised only for the purposes specified in Section 15 of the Act. However, for the promotion of civil and political interests of its members, the unions are authorised to 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 applies to the whole of India except the State of Jammu and Kashmir. The Government of Jammu and Kashmir passed a separate Act on the subject in April 1950. This Act closely follows the Central Act.

The Indian Trade Unions Act is administered by the State Governments who are required to appoint Registrars of Trade Unions. In order to check the growth of unhealthy unions and to promote their development on healthy lines Government propose to revise and consolidate the existing Act. A Bill for the purpose was introduced in Parliament in February 1950. However, as a result of the dissolution of Parliament this Bill lapsed. The question of introducing a fresh Bill in Parliament is at present under the consideration of Government.

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

This Act extends to the whole of India except the State of Jammu and Kashmir and applies to all industrial establishments employing

*For statistics relating to trade unions see section on Trade Unions, Chapter IV, pp. 151-64.

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 objections, if any, from the 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. A complete list of officers appointed as Certifying officers or Appellate Authorities in different States was given in the previous issue of the Year Book.† With the exception of U.P., Bhopal and Tripura in all other States officers mentioned in the list are still discharging the functions of Certifying Officers or Appellate Authorities. In U.P. the State Government have now declared the State Industrial Tribunal constituted under the U.P. Industrial Disputes Act, 1947 to be the Appellate Authority in place of the Industrial Court, Allahabad. The Labour Commissioner, U.P. continues to discharge the functions of the Certifying Officer. In Bhopal the Director of Labour and the District and Sessions Judge, Bhopal have been declared to be the Certifying Officer and Appellate Authority respectively. In Tripura Divisional Officers are no longer Certifying Officers under the Act. The functions of the Certifying Officer are now being discharged by the Labour Officer, Tripura.

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 Kanpur, Calcutta, Bombay, Dhanbad, Madras, Nagpur and Ajmer to perform the duties of Certifying Officers.

The Government of Uttar Pradesh have extended the Act to all member establishments of the Employers' Association of Northern India and of the U.P. Oil Millers' Association, electric supply undertakings, water works and industrial establishments engaged in the glass industry. By a notification issued in November 1950, they have directed that the Act shall apply to all industrial establishments in the State employing less than 100 workers if the employers concerned voluntarily apply for certification of the Standing Orders. In May 1949 the Government of Assam extended the Act to all industrial establishments in the State, except mines, quarries, oilfields and railways, in which ten or more workers are employed. By a notification

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

†See page 130 of the *Indian Labour Year Book*, 1950-51.

issued in January 1952 the Government of West Bengal extended the Act to all industrial establishments employing 50 or more workers.*

In order to eliminate inconveniences caused or difficulties created by the delays involved in the certification of standing orders the Government of Saurashtra passed an Act† in March 1953 to amend the Central Act in its application to the State. The Act which is entitled the Industrial Employment (Standing Orders) (Saurashtra Amendment) Act, 1953 lays down that till such time as the standing orders in respect of an industrial establishment come into operation, the model standing orders, if any, modified by the State Government in respect of industrial establishments generally or of that class of industrial establishments shall apply to such industrial establishments.

The following tabular statement shows the progress of certification of standing orders in different States during 1951.

TABLE LVI

WORKING OF THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
DURING 1951

State	Estimated number of establishments to which the Act applied	No. of applications for certification or modification of Standing Orders		Number of applications disposed of during the year	Total number of establishments having certified standing orders on 31-12-51	Total number of establishments having certified standing orders on 31-12-50
		Pending at the commencement of the year	Received during the year			
Assam	585	56	12	24	585(a)	561
Bihar	123	34	37	35	120	85
Bombay	416	198	95	45	55	10
Madhya Pradesh ..	118	19	4	13	24	11
Madras	745	124	90	152(c)	707	566
Orissa	37	3	3	2	9	7
Punjab	336	56	40	22	38	16
Uttar Pradesh ..	858	381	20	94	507(b)	413
West Bengal ..	1,042	105	74	72(d)	937	872
Ajmer	15	..	..	..	6	6
Coorg	78	..	2	2	78	76
Delhi	36	7	2	4	25	21
Andamans ..	1	..	..	..	1	1

*Notification No. 157 Dis.D/IA/5/51, dated 25th January 1952, published in the *Calcutta Gazette*, dated 7th February 1952.

†Published in the *Saurashtra Government Gazette*, dated 10th April 1953.

(a) Includes those employing more than 10 workers in respect of which Standing Orders have been certified.

(b) Includes 38 sugar factories in the State in respect of which Standing Orders were originally certified under the Industrial Employment Standing Orders Act, 1946, but exemption was subsequently granted under Section 14 of the Act, their Standing Orders having since been framed and enforced under the U.P. Industrial Disputes Act, 1947.

(c) 9 of these were cases of modification. Two cases of certification were since transferred to the Regional Labour Commissioner, Madras.

(d) 7 of these were since found to concern establishments which were either closed or were not covered by the Act.

(c) THE INDUSTRIAL DISPUTES ACT, 1947

The Act was passed in March 1947 to replace the Trade Disputes Act of 1929. It was amended in 1949, 1950, 1951 and 1952. 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 amendment of the Industrial Disputes Act and hence certain amendments were made in the Act. Some of the important amendments made in the Act related to the enforcement of awards, power of Tribunals to hear complaints relating to alterations in conditions of service of workers during the pendency of any proceedings under the Act, representation of parties in any proceedings and recovery of any money due from employers under the Act.* The last amending Act was passed in March 1952. The main purpose of this amending Act was to remove certain legal defects in the original Act and to place on a permanent footing the provisions of the Industrial Disputes (Amendment) Ordinance which was promulgated on 5th December 1951. One of the important amendments made by this Act related to the definition of "independent" person. The Act as it was originally passed laid down that any person shall be deemed to be an "independent" person for appointment as the Chairman or other member of a Board of Conciliation, Court of Inquiry or an Industrial Tribunal if he is unconnected with the industrial dispute referred to such Board, Court or Tribunal or with any industry directly affected by such dispute. Recently certain doubts were raised whether a person who held shares in any company could be deemed to be an "independent" person for appointment as the Chairman or other member of a Board, Court or Tribunal dealing with the dispute concerning that company. This doubt has been removed by the amending Act which now declares that no person shall cease to be "independent" by reason only of the fact that he is a shareholder of an incorporated company which is connected with or likely to be affected by such industrial dispute. The Act, however, provides that in such cases the person concerned must disclose to the appropriate Government the nature and extent of shares held by him in such company. The main provisions of the Act as it stands now are given below.

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 Governments† 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

*For more details see 1949-50 issue of *Year Book*.

†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.

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 notice of strike or lockout is given, then it becomes obligatory for Government to refer the dispute to a Tribunal. The Government, however, may not make such a reference if they are satisfied that the notice was not *bona fide*. By virtue of the Ordinance promulgated on 5th December 1951 Government are empowered to include any other undertaking in any adjudication proceedings relating to any particular undertaking irrespective of the fact whether a dispute exists in such undertaking if they are satisfied that the dispute is of such a nature that such undertaking is likely to be interested in, or affected by, the dispute.

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 judge of a High Court or a District Judge or who is qualified for appointment as a Judge of a High Court. By virtue of the amending Act passed in 1951 the Act now provides that where a Tribunal consists of two or more persons, every member, except the Chairman, shall possess such qualifications as may be prescribed by Government. The amending Act also authorises Government to appoint any person who possesses special knowledge of banking or insurance as a member of a Tribunal which is dealing with disputes affecting any banking or insurance company. 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.

All awards of Tribunals 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 two 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 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 (i) without giving a notice in the prescribed manner or (ii) 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.

The 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 or Tribunal, etc., as the case may be. Employees aggrieved by an act of contravention of this provision of the Act are authorised to lodge a complaint with the Industrial Tribunal and the Tribunal is empowered to deal with the complaint as if it were a dispute referred to or pending before it.

In any proceedings under the Act the workers are authorised 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 not entitled to be represented by legal practitioners in any proceedings before a Court. Any party can 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. Any money due from employers under any award can be recovered from them in the same manner as arrears of land revenue or as public demand. The Tribunals are empowered to award, at their discretion, cost 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 piece-meal 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.

Some of the State Governments have passed certain amending Acts to amend the Central Act in its application to their States. 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

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

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.

Consequent upon the amendment of the Central Act in June 1951 the Government of Uttar Pradesh passed the Industrial Disputes (Uttar Pradesh Amendment) Act in October 1951. The Act was passed to remove certain legal difficulties as it was felt that in certain respects the Tribunals appointed or to be appointed in U.P. did not or will not fulfil all the requirements of the Central Act.

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

With a view to constituting an authority empowered to review the decisions of adjudicators, etc., appointed under the Central and State Acts and to co-ordinate their activities the Government of India introduced the Industrial Disputes (Appellate Tribunal) Bill in the Constituent Assembly (Legislative) in December 1949. 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 following are the 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. 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 of 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 Tribunal 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 workman 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 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.

By a notification issued on 8th August 1950 the Government of India constituted a Labour Appellate Tribunal and declared Bombay to be its seat. On 11th October 1950 the Government issued another notification constituting a Bench of the Appellate Tribunal at Calcutta. The principal seat of the Tribunal is Calcutta. The Calcutta Bench is authorised to hear appeals from Assam, Bihar, Delhi, Himachal Pradesh, Manipur, Orissa, PEPSU, the Punjab, Rajasthan, Tripura, Uttar Pradesh and West Bengal. The jurisdiction of the Bombay Bench extends to appeals from the remaining States. Rules relating to the filing of appeals have been framed by the Government of India. The Appellate Tribunal has framed certain rules to regulate its practice and procedure.

STATE ACTS

Prior to the enactment of the Industrial Disputes (Appellate Tribunal) Act the Industrial Disputes Act, 1947 did not apply to Part B States. Some of the Part B States, viz., Mysore and Travancore-Cochin had, therefore, passed their own Acts on the subject. As a result of the extension of the Industrial Disputes Act to all Part B States, except Jammu and Kashmir, by the Industrial Disputes (Appellate Tribunal) Act, these State Acts have become inoperative. In 1950 the Government of Jammu and Kashmir passed the Jammu and Kashmir Industrial Disputes Act. The provisions of this Act are almost similar to those of the Industrial Disputes Act, 1947 as it was originally passed.

* See pages 125-29.

The Governments of Bombay, Madhya Pradesh and U.P. passed their own Acts in 1947 to supplement the provisions of the Industrial Disputes legislation. In 1950 the Government of Madhya Bharat adapted the Bombay Act. The main provisions of these State Acts are given below :

(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 the 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, e.g., classification of workers, attendance, leave, suspension, dismissal, etc. Schedule II covers matters relating to increase or decrease in the number of workers, rationalisation, wages, hours of work, etc. Schedule III deals with matters such as adequacy and quality of material, etc., supplied to workers, assignment of work, transfer of workers within the establishment, health, safety, interpretation of awards, compensation for stoppages, etc. 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 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*.

The Act provides for the appointment of Labour Officers and of Courts of Enquiry. The function of Labour Officers is to promote

* Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, pp. 129-31.

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 empowering 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. In May 1951 it was again amended to change the definition of "representative of employees" given in the Act. 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 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 the 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 District Industrial Courts or an Industrial Court for the whole State 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 Commissioner 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 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

* Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, pp. 129-31.

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

With a view to removing the existing diversity in the laws relating to prevention and settlement of industrial disputes in different States the Government of India introduced a Bill known as the Labour Relations Bill in Parliament on 17th February 1950. However, as a result of the dissolution of Parliament the Bill lapsed. Government have taken this opportunity for collecting public opinion in the matter and it is expected that a new Bill will be introduced soon.

11. Miscellaneous

(a) THE CHILDREN (PLEDGING OF LABOUR) ACT, 1933

To eradicate the evils arising from 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 services and terminable at not more than a week's notice is not deemed to be 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.

Till 1st April, 1951 the Act applied to only some of the States of India. By virtue of the enactment of the Part B States (Laws) Act, 1951 it now applies to the whole of India except the State of Jammu and Kashmir.

(b) THE EMPLOYMENT OF CHILDREN ACT, 1938

The Act was passed in 1938 to regulate the admission of children to certain industrial employments. It was amended in 1939, 1943, 1949, 1950 and 1951. The last amending Act was passed† to give effect to the I.L.O. Convention relating to night work of young persons employed in industry which has been ratified by India. The following are the main provisions of the Act as it stands now.

The Act extends to the whole of India except the State of Jammu and Kashmir. It prohibits the employment of children below the age of 15 in any occupation connected with the transport of passengers, goods or mails by railways, or connected with a port authority within the limits of any port. With the exception of children employed as apprentices or trainees no child between the

* Regarding the date of coming into force of any award, see the provision of the Industrial Disputes (Appellate Tribunal) Act, 1950, pp. 129-31.

† The Employment of Children (Amendment) Act, 1951 received the assent of the President on 1st September 1951.

age of 15 and 17 can be employed or permitted to work in these occupations unless he is allowed a rest interval of at least 12 consecutive hours in a day. This period of rest is to include at least 7 such consecutive hours between 10 p.m. and 7 a.m. as may be prescribed by the appropriate Government. Power has been conferred upon the appropriate Governments to relax restrictions relating to rest period in case of an emergency.

The Act also prohibits the employment of children below the age of 14 in workshops connected with *bidi* making, carpet weaving, cement manufacture (including bagging of cement), cloth printing, dyeing and weaving, manufacture of matches, explosives and fireworks, mica cutting and splitting, shellac manufacture, soap manufacture, tanning and wool cleaning. These provisions, however, do not apply to workshops where the work is done by the occupier with the aid of his family only or to any school established, aided or recognised by any State Government. Power has been conferred upon the State Governments to extend the scope of the Act to any other employment also. In exercise of this power the Governments of Madras and Coorg have extended the Act to children working as cleaners in workshops attached to motor transport companies. In U.P. the Act has been extended to the brassware and glass bangles industries.

By virtue of the amending Act passed in 1951, the railway administrations and port authorities are required to maintain registers showing names and date of birth of children below the age of 17 employed by them, their periods of work and rest intervals, etc. They are also required to display notices containing relevant extracts of the Act. The penalty clause of the Act has been strengthened. Now any person contravening the provisions of the Act is liable to be punished with imprisonment extending to one month or with fine extending to Rs. 500 or with both.

The administration of the Act in most of the States is the responsibility of the Chief Inspectors of Factories. In some of the States Labour Commissioners or Deputy Commissioners have been declared to be the Inspectors under the Act. So far as Central undertakings are concerned the administration of the Act is the responsibility of the Chief Labour Commissioner (Central). The Chief Labour Commissioner, all Regional Labour Commissioners (Central), Conciliation Officers (Central), and Labour Inspectors (Central) have been notified as Inspectors in respect of Railways. The Central Government have appointed Conciliation Officers (Central) in the ports of Madras, Visakhapatnam, Bombay, Calcutta and Cochin as Inspectors under the Act.

(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. The Act now applies to the whole of the Indian Union excepting the State of Jammu and Kashmir.

Administration and Enforcement.—So far as the collection of statistics relating to factories is concerned, the Government of the States formerly known as Provinces 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. Certain other States also have since then adopted the rules. Reports on the statistics collected under the Rules for 1946, 1947 and 1948 have now been published. Some statistics for the years 1949 and 1950 have been published in some of the issues of the Monthly Statistics of Production of Selected Industries in India. In addition to the 29 industries originally selected for purposes of a census, 34 industries were covered on a sample basis for the years 1949 and 1950 and at present this sample enquiry is being conducted by the National Sample Survey Organisation.

In regard to the collection of labour statistics under the Act, Model Rules called the Industrial Statistics (Labour) Rules were framed by the Ministry of Labour for the quarterly collection of statistics on employment, attendance, absenteeism, involuntary unemployment, hours of work and earnings in respect of the labour employed in factories covered by the Factories Act, 1948, plantations growing tea, coffee, rubber and cinchona, tramways and ports. These rules were forwarded to the State Governments with statutory directions as required under Section 11 of the Act in June 1951 for adoption. Till the end of September 1952, the States which had published the rules in their official Gazettes were Bihar, Bombay, Madras, Punjab, Hyderabad, Mysore, PEPSU, Saurashtra, Travancore-Cochin, Ajmer, Coorg, Delhi, Vindhya Pradesh and Kutch. Of these, 9 States, *viz.*, Bihar, Madras, Punjab, Hyderabad, PEPSU, Travancore-Cochin, Ajmer, Delhi and Coorg had started collection of returns from the units covered by the Act.

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 were published in 1950 by the various State Governments for the information of the

public and comments were invited. In the light of the comments thus received the model rules are now awaiting finalisation by the Ministry of Labour.

(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 has 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 debt. 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. When the Act was passed it was thought fit to extend protection to only those workers whose monthly earnings were less than Rs. 50. In view of the changed circumstances, it is now felt that the income limit is too low and that it should be raised to Rs. 90. A Bill to raise the limit to Rs. 90 has, therefore, been introduced† in the State Legislature.

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

† The Madhya Pradesh Adjournment and Liquidation of Industrial Workers' Debt (Amendment) Bill, 1951, was introduced in the State Legislature on 21st March 1951.

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 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 and 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 an Act on this subject in 1941 which is known as the Madras Workmen's Protection Act, 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.

CHAPTER III

LABOUR ADMINISTRATION

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) Regulation of labour and safety in mines and oilfields.
- (3) Industrial disputes concerning Union employees.
- (4) Union agencies and institutions for :
 - (a) professional, vocational or technical training ; or
 - (b) the promotion of special studies or research.
- (5) 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.

(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) Office of the Director, 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, Dhanbad, (vii) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore, (viii) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Rajasthan, Jaipur, (ix) Office of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Ajmer, Ajmer, (x) Office of the Chief Inspector of Mines, Dhanbad, (xi) Office of the Chief Adviser, Factories, New Delhi, (xii) Offices of Inspectors, Dock Safety, at Bombay, Calcutta and Madras, (xiii) Office of the Controller of Emigrant Labour, Shillong, (xiv) Offices of the Industrial Tribunals, Dhanbad and Calcutta, (xv) Office of the Labour Appellate Tribunal (Central), Calcutta, Bombay and Kanpur, (xvi) Office of the Director-General, Employees' State Insurance Corporation, New Delhi and (xvii) Office of the Central Provident Fund Commissioner.

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 also responsible for the compilation and editing of a monthly journal in Hindi entitled "Mazdoor Jagat" which is devoted to labour matters.

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

Office of the Director, Labour Bureau.—The Bureau, headed by a Director and assisted by a Statistician and Research 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 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 and the Indian Trade Unions 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. Since 1950 the Bureau has been made responsible for the compilation of Statistics of Factories and the List of Large Industrial Establishments in India.

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 cases where separate machinery has been provided (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, one Welfare Officer, two Assistant Labour Commissioners, six Regional Labour Commissioners, (one each at

Bombay, Calcutta, Dhanbad, Kanpur, Madras and Nagpur), seventeen Conciliation Officers and fifty-two Labour Inspectors.

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 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 Welfare Commissioner, Mica Mines Labour Welfare Fund, Bihar and Offices of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Rajasthan and Ajmer.—These four offices are responsible for the administration of the Mica Mines Labour Welfare Fund Act, 1946, in the mica mining areas of the respective States.

Office of the Chief Inspector of Mines.—The functions of this office are : (a) enforcement of the Mines Act, 1923 (now Mines Act, 1952), 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 Indian 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. He also publishes a monthly Coal Bulletin which contains statistics regarding employment, absenteeism, output, hours of work, wages, production, despatches, stock, etc. These and other details regarding the coal industry are also included in the Indian Coal Statistics, an annual which is being published by the Chief Inspector of Mines in India from its 1951 issue onwards.

The Chief Inspector of Mines is assisted by one Deputy Chief Inspector, nine Inspectors, twelve Junior Inspectors, three Assistant Inspectors, a Statistician and subordinate staff.

Office of the Chief Adviser, Factories.—This organisation was set up in 1945 to function as a technical and information service on all matters relating to the health, welfare and safety of workers. It advises on all matters relating to construction, design and layout of factories ; working conditions such as lighting, ventilation, control of dust and fumes ; accident prevention and other safety precautions ; canteens, crèches, washing arrangements and other welfare amenities. It collects up-to-date information on progressive measures adopted in the industrially advanced countries in respect of safety, health and welfare of industrial workers and disseminates such information in the form of pamphlets, leaflets, brochures, posters, sketches, charts, etc. It administers the Indian Dock Labourers Regulations, 1948. It also deals with all matters relating to the administration of the Factories Act and Rules framed thereunder ; training of factory Inspectors and Safety Officers ; Industrial Health ; Surveys

of toxic hazards and environmental problems in factories; Central Labour Institute including Industrial Safety, Health and Welfare museum.

The Chief Adviser, Factories, is assisted in his work by three Deputy Chief Advisers and seven 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 Railways, major ports, mines, banks and insurance companies having branches in more than one State, oilfields and other Central undertakings 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 fields.

(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 the Industrial Tribunals and Courts all over the country. The Industrial Disputes (Appellate Tribunal) Act, 1950, provides for the constitution of this Tribunal. The number of members has been increased to six to enable the formation of a Third Bench, located at Kanpur, to hear appeals arising mainly from the States of Madras and Uttar Pradesh.

Office of the Director-General, Employees' State Insurance Corporation.—This is a statutory organisation 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 India (except the State of Jammu and Kashmir). 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 Employees' State Insurance Scheme has been introduced in Delhi and Kanpur with effect from the 24th February 1952. The Scheme has also been introduced in seven industrial centres in the Punjab with effect from the 17th May 1953.

Central Provident Fund Commissioner.—The Central Commissioner for Employees' Provident Fund under the Employees' Provident Funds Scheme, 1952 is the Chief Executive Officer of the Central Board of Trustees constituted under this Scheme and is subject to its general control and superintendence. The main function of the Board is to administer the Employees' Provident Fund Act and the Scheme framed thereunder.

(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 all Part A and B States except Jammu and Kashmir.

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 :

* 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 VII.

ASSAM

The Labour Commissioner is primarily responsible for the administration of labour laws in the State. He is assisted by one Assistant Labour Commissioner and a number of Labour Officers to administer the following labour laws :

- (a) Assam Maternity Benefit Act, 1944,
- (b) Assam Shops and Establishments Act, 1948,
- (c) Payment of Wages Act, 1936,
- (d) Minimum Wages Act, 1948,
- (e) Industrial Employment (Standing Orders) Act, 1946,
- (f) Industrial Disputes Act, 1947,
- (g) The Trade Unions Act, 1926.

The Director of Statistics is the Statistics Authority under the Industrial Statistics Act and is responsible for the collection and dissemination of labour statistics and other allied information on labour. The Chief Inspector of Factories assisted by Factory Inspectors under him administers the Factories Act, 1948. The Labour Officers and Labour Inspectors have also been declared to be additional Factory Inspectors.

BIHAR

The Labour Commissioner is the Statistics Authority under the Industrial Statistics Act and also the Certifying Officer under the Industrial Employment Standing Orders Act. He is responsible for the administration of the Industrial Disputes Act, the Workmen's Compensation Act, the Trade Unions Act, etc. The Chief Inspector of Factories and the Chief Inspector of Boilers are under his administrative control. In the prevention and settlement of industrial disputes, the Labour Commissioner is assisted by two Deputy Commissioners of Labour, four Assistant Commissioners of Labour and four Labour Officers.

BOMBAY

The Deputy Commissioner of Labour (Administration), Bombay compiles and publishes every month working class cost of living index numbers for Bombay, Ahmedabad, Sholapur and Jalgaon and collects and publishes retail prices of 17 food articles for a number of industrial centres in the State. Besides, he collects and compiles statistics relating to industrial disputes, labour turnover, absenteeism, workmen's compensation, agricultural wages, etc.

MADHYA PRADESH

The Labour Commissioner is in charge of the administration of the labour laws in the State and compiles the cost of living index number for Nagpur. Statistics relating to shift working in textile mills, strikes and lockouts and closures for reasons other than strikes and lockouts are collected on a voluntary basis by the office of the Labour Commissioner. Under the C.P. Shops and Establishments Act, statistics of employment in shops and establishments are compiled and published in the fortnightly bulletin *Madhya Pradesh Shrama Patrika*.

MADRAS

All labour laws in the State are administered by the Labour Commissioner who is also the *Chief Inspector of Factories*. Statistics under the Industrial Statistics Act and the Census of Manufacturing Industries Rules are being collected by the Economic Adviser to the Government of Madras. The Economics and Statistics Department compiles the Working Class Cost of Living Index Numbers 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. It also compiles a list of large industrial establishments in the State.

ORISSA

The Director of Industries who is also the Chief Inspector of Factories and Labour Commissioner is responsible for the administration of the Industrial Disputes Act, the Trade Unions Act, the Factories Act, etc. The Senior Statistician is the *Statistics Authority* under the Industrial Statistics Act and collects statistics regarding labour situation and labour disputes. The Director of Industries compiles cost of living index numbers for the working classes in respect of two centres. He is also the Competent Authority under the Minimum Wages Act.

PUNJAB

The Department of Labour is responsible for the administration of all the labour Acts. The Labour Commissioner is the *Statistics Authority* under the Industrial Statistics Act and the Competent Authority under the Minimum Wages Act, 1948.

UTTAR PRADESH

The office of the Labour Commissioner compiles the working class cost of living index numbers for Kanpur. The Statistics or General Research Section in the Labour Commissioner's Office has three specific branches, viz., Statistics, Publicity and Research, each of which is under the charge of an officer. It also collects statistics relating to strikes, closures and lay-offs through Investigators posted in different regions. Enquiries into wages of industrial workers in some unorganised industries are also being conducted.

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 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

Statistical information is being collected statutorily by the Department of Statistics, Labour Commissioner's Office and the Chief Inspector of Factories and Boilers. The Cost of Living Index is compiled by the Statistics Department and returns under the Maternity Benefit Act, and Industrial Statistics (Labour) Rules

* Two indices, one for menials and one for middle class people.

are received by the Labour Commissioner's Office and those under the Factories Act and Employment of Children Act by the Chief Inspector of Factories and Boilers.

The Labour Commissioner also collects information on items like accidents, absenteeism, housing, wages, etc., on a voluntary basis.

MADHYA BHARAT

A Labour Information Officer assisted by a Statistician is responsible for the collection and dissemination of labour statistics.

MYSORE

The Statistical Section of the Department of Labour publishes working class cost of living index numbers for certain industrial centres in the State and in addition collects statistics relating to agricultural wages, labour absenteeism, strikes and threatened strikes and workmen's compensation.

PEPSU

The Director of Industries is the *ex-officio* Labour Commissioner and Chief Inspector of Factories. He is also responsible for the administration of the Trade Unions Act and is the certifying officer under the Industrial Employment (Standing Orders) Act, 1946. Statistics of employment, attendance, hours of work and wages of industrial workers are collected by the Statistics Authority (Director of Industries) under the Industrial Statistics (Labour) Rules, 1952. Statistics of prices and cost of living index are collected and compiled by the Director of Statistics, Patiala.

RAJASTHAN

The Labour Commissioner is responsible for the administration of Labour Acts. He exercises the powers of conciliation officer for the whole of the State. In the Statistical Section of the Labour Department there is a Labour Statistical Officer who collects statistics regarding accidents, industrial disputes, lockouts, employment, wages, trade unions, labour welfare, etc.

SAURASHTRA

The post of Commissioner of Labour is held in *ex officio* capacity by the Deputy Secretary, Labour Department. There is one Statistics Officer who with the assistance of three Investigators is doing the work of collection and dissemination of labour information. There are two Assistant Labour Commissioners and two Labour Officers for the settlement of industrial disputes.

TRAVANCORE-COCHIN

The Labour Commissioner is the Statistics Authority under the Industrial Statistics Act. The Board of Revenue publishes cost of living index numbers in respect of two centres in the Cochin area.

AJMER

There is no separate department for the collection and dissemination of labour statistics but the Labour and Conciliation Officer who also functions as Statistics Authority, Ajmer, under the Industrial Statistics Act collects statistics relating to Census of Manufacturing Industries, employment, etc.

BHOPAL

The Director of Labour and the Assistant Labour Officer are the Conciliation Officers under the Industrial Disputes Act. There is one junior Statistician in the Labour Department for the collection and dissemination of labour statistics, etc.

DELHI

The Director of Industries and Labour assisted by the Chief Inspector of Factories, the Labour Officer and the Inspector of Shops and Commercial Establishments is responsible for the administration of Labour Acts. The Labour Officer as the Statistics Authority is responsible for the collection of statistics under the Industrial Statistics Act (Labour) Rules. He also looks after the day-to-day administration of the Industrial Disputes Act, the Indian Trade Unions Act, the Punjab Trade Employees Act, etc. Statistics under the Factories Act, the Payment of Wages Act and the Employment of Children Act are collected by the Chief Inspector of Factories.

VINDHYA PRADESH

The Labour Commissioner is the Conciliation Officer and also the authority to get Works Committees set up in the appropriate industrial concerns. The Statistics Department collects labour and other statistics.

HIMACHAL PRADESH

No special machinery has been set up for the administration of labour laws. The Director of Industries is the additional Inspector of Factories and the Registrar of Trade Unions in the State. All Deputy Commissioners are responsible for the administration of the Industrial Disputes Act and the Workmen's Compensation Act in their respective jurisdictions.

KUTCH

The State Engineer is the *ex officio* Statistics Authority for the collection of statistics under the Industrial Statistics Act, 1942. The Inspector of Factories is entrusted with the office and field work.

COORG

The District Magistrate is the Statistics Authority and the Inspector of Factories, the Assistant Statistics Authority under the Industrial Statistics Act.

TRIPURA

There is no separate department for labour administration. A labour organisation has, however, been set up with one Labour Officer and two Labour Inspectors. The Labour Officer functions also as Conciliation Officer.

CHAPTER IV

INDUSTRIAL RELATIONS

I. Trade Unions

The origin of the Indian labour movement can be traced to the year 1890, when the Bombay Millhands' Association was formed. Modern trade unionism in India, however, arose out of the industrial unrest, which prevailed during the period following the termination of World War I, when the cost of living of industrial workers was rising steadily, the wages failing to keep pace with it. 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 during 1919-22, influenced the growth of trade union movement in India in its early stages. The industrial unrest that followed World War II, further encouraged the growth of the trade union movement.

Trade Union Legislation.—The need for trade union legislation 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. However, it was only in 1926 that a law for the registration and protection of trade unions was passed.* Under this law, the term 'trade union' 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 supplied to the Government of India. The data thus received from the States, together with a brief note on the working of the Indian Trade Unions Act, are published annually by the Government of India in the form of a brochure. 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.

The Indian Trade Unions Act, 1926, was until recently, applicable only to the nine Part A States and certain Part C States (Ajmer, Coorg and Delhi) formerly known as the Chief Commissioners' Provinces. Major Part B States had their own trade union legislation under which trade unions were registered. However, with the enactment of the Part B States (Laws) Act, 1951 the Indian Trade Unions Act, 1926 was made applicable to the whole of India except the State of Jammu and Kashmir with effect from 1st April 1951. The trade union returns collected by the Labour Bureau fall in two parts : (i) those relating to Part A and C States (Ajmer, Bhopal, Coorg and Delhi), and (ii) those furnished by six Part B States (Hyderabad, Madhya Bharat, Mysore, Rajasthan, Saurashtra and Travancore-Cochin).

* For detailed provisions of the Indian Trade Unions Act, 1926, see Chapter II, pp. 121-22 of this Year Book.

Registered Trade Unions in Part A and C States.—The following table shows the growth in the number of trade unions, registered under the Indian Trade Unions Act, and in the membership of unions submitting returns since 1927.

TABLE LVII
REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP*

Year	No. of registered trade unions	No. of unions furnishing information	Total Membership			Average membership per union (6) ÷ (3)	Percentage of women members to total membership (8)
			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 (Average)	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 ..	1,833	998	12,67,164	64,798	13,31,962	1,335	4.9
1947-48 ..	2,766	1,620	15,60,630	1,02,299	16,62,929	1,026	6.2
1948-49 ..	3,150	1,848	18,31,514	1,19,355	19,60,107	1,061	6.1
1949-50 ..	3,522	1,919	16,88,887	1,19,565	18,21,132	949	6.6
1950-51 ..	3,766	2,002 ‡	16,48,966	1,06,424	17,56,971	877	6.1

*Statistics upto the year 1945-46 relate to undivided India.

†Excluding the Punjab.

‡Though 2,013 unions furnished the returns, information regarding membership is available only from 2,002 unions.

There was a rapid increase in the number of registered trade unions between the years 1945-46 and 1949-50. This tendency continued during 1950-51 also, though the rate of increase was slightly less than in the previous years. The average membership per union has been continuously going down from 1945-46. It would, therefore, appear that there has been a tendency for the relatively greater growth of unions of smaller size. The number of registered unions increased in the States of Bihar, Bombay, Madras, U.P. and Punjab among the Part A States. The number of unions in Bombay State increased from 492 in 1949-50 to 632 in 1950-51; in Bihar, from 397 to 460 during the same period and in Madras from 562 to 757. The increases in the other two States were comparatively small. The States recording decrease in the number of registered unions were Assam, Madhya Pradesh, Orissa and West Bengal. In West Bengal alone the number of registered Unions fell from 1,155 in 1949-50 to 970 in 1950-51.

Of the 2,013 trade unions submitting returns, 1,976 were workers' unions and 37 employers' organisations registered as 'trade unions' under the Indian Trade Unions Act. The number of Central unions, i.e., unions whose objects are not confined to one State was 112 during 1950-51, as against 56 in 1949-50.

Membership.—The total membership of 2,002 trade unions, which furnished information for the year 1950-51 was, 17,56,971 at the end of the year, as against, 18,21,132 for the year 1949-50 in respect of 1,919 unions. The Unions comprise both workers' and employers' organisations and the following statement gives membership figures of these organisations.

TABLE LVIII

NUMBER AND MEMBERSHIP OF REGISTERED UNIONS AT THE END OF THE YEAR 1950-51

Trade Unions	No. of unions on registers	No. of unions submitting returns	Membership of unions submitting returns
Employers' Organisations	52	37	5,038
Workers' Organisations	3,714	1,976	17,51,933
Total	3,766	2,013	17,56,971

Note.—Membership figures relate to 2,002 unions.

The number of women trade unionists at the end of the year 1950-51 was 1,06,424 as against 1,19,565 in 1949-50. The percentage of women membership to total declined from the peak figure of 6.6 in 1949-50 to 6.1 in 1950-51.

The following table shows the regional distribution of registered trade unions and their membership for the year 1950-51.

TABLE LIX

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS AT THE END OF 1950-51 BY STATES

	No. of unions on registers	No. of unions furnishing information	Membership of unions submitting returns		
			Men	Women	Total
Central Unions	112	74	3,23,498	1,600	3,25,098
State Unions—					
Assam	60	35	86,795	25,941	1,12,736
Bihar	454	215	1,46,142	17,865	1,64,007
Bombay	597	370	3,24,787	27,404	3,52,191
Madhya Pradesh	98	60	34,736	4,506	39,332
Madras	749	260	1,23,366	15,141	1,38,507
Orissa	44	26	12,413	2,103	16,097*
Punjab	54	53	10,150	164	10,314
Uttar Pradesh	557	365	1,68,694	1,890	1,70,584
West Bengal	927	452	3,31,261	8,227	3,39,488
Ajmer	18	17	5,432	1,030	6,462
Bhopal	7	5	1,162	65	1,227
Coorg	2	2	464	100	564
Delhi	87	68	80,066	298	80,364
Total	3,766	2,002	13,48,966	1,03,424	17,56,971*

*Sex classification in respect of 1,581 members not known.

Of the 75 Central Unions, which submitted returns, 22 were in Bombay, 13 in Uttar Pradesh, 25 in West Bengal (including 3 employers' unions), 8 in Madras (including one Employers' Union), 3 in Delhi, 2 in Bihar and one each in Madhya Pradesh and Punjab.* The average membership of the 74 Central unions at the end of the year 1950-51 was 4,393; the corresponding average in respect of 40 reporting unions for 1949-50 was 3,848. The average membership of 1,928 State unions from which returns were received was 743 at the end of 1950-51. The corresponding average for 1949-50 based on returns from 1,857 unions was 899. The three industrially advanced States, viz., West Bengal, Bombay and Uttar Pradesh claimed about 62 per cent. of the State Unions submitting returns and 60 per cent. of the reported membership at the end of the year.

Industrial classification.—The following table gives information regarding the number and membership of trade unions (workers' unions only) for the year 1950-51, classified according to industries.

TABLE LX

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1950-51 CLASSIFIED ACCORDING TO INDUSTRIES

Industry	No. of unions submitting returns	Membership at the end of the year		
		Men	Women	Total
1	2	3	4	5
I. Agriculture and allied activities	58	1,16,763	36,631	1,53,394
(a) Plantations	35	1,10,665	35,424	1,46,089
(b) Gins and Presses	3	553	9,043	1,501
(c) Others	20	5,545	259	5,804
II. Mining and Quarrying ..	60	90,974	14,679	1,05,653
(a) Coal	39	59,030	9,258	68,288
(b) Others	21	31,944	5,421	37,365
III. Manufacturing	793	6,50,937	45,897	6,98,415
(a) Food, beverage and tobacco	179	83,818	2,915	86,733
(b) Textile	210	3,60,129	31,808	3,91,937
(i) Cotton	115	2,35,491	26,209	2,61,700
(ii) Jute	49	67,852	4,373	72,225
(iii) Others	46	56,786	1,226	58,012
(c) Clothing, footwear, etc. ..	16	15,774	245	16,019
(i) Clothing	4	874	..	874
(ii) Footwear	5	7,242	..	7,242
(iii) Other wearing apparel and made up textile goods.	7	7,658	245	7,903
(d) Wood and Cork	9	2,777	505	3,282
(e) Paper and paper products	11	4,683	387	6,653†
(f) Printing, publishing and allied trades.	63	22,866	55	22,921
(g) Leather and Leather products.	13	7,734	116	7,850
(h) Rubber products	8	2,337	41	2,378
(i) Chemical and Chemical products.	56	22,291	1,160	23,451

*Though 75 unions submitted returns, one of the unions in Madras did not furnish information regarding membership.

†Sex classification in respect of 1,581 members not available.

TABLE LX—contd.

1	2	3	4	5
(j) Non-metallic mineral products	33	14,226	1,792	16,018
(i) Cement	7	6,296	453	6,749
(ii) Others	26	7,930	1,339	9,269
(k) Basic metal industries	37	60,081	1,594	61,675
(i) Iron and Steel	33	59,831	1,511	61,342
(ii) Others	4	250	83	333
(l) Metal products	31	10,410	768	11,178
(m) Machinery	44	12,506	333	12,839
(i) General	38	12,451	326	11,777
(ii) Electrical	6	1,055	7	1,062
(n) Transport Equipment	6	990	150	1,140
(o) Others	77	30,313	4,028	34,341
IV. Construction	23	10,320	52	10,372
V. Electricity, gas, water and sanitary services.	131	31,041	1,846	32,887
VI. Commerce	309	88,220	632	88,852
(a) Wholesale and retail trade	108	39,552	548	40,100
(b) Banking and Insurance	133	30,849	51	30,900
(c) Others	68	17,819	33	17,852
VII. Transport, Storage and Communication.	239	5,06,984	2,321	5,09,305
(a) Railways	74	3,34,507	1,457	3,35,964
(b) Tramways	4	2,327	3	2,330
(c) Motor Transport	80	23,435	24	23,459
(d) Seamen	11	43,094	3	43,097
(e) Docks and Ports	21	50,371	256	50,627
(f) Posts and Telegraphs	8	10,956	186	11,142
(g) Others	41	42,294	392	42,686
VIII. Services	190	86,043	2,552	88,601
IX. Miscellaneous	173	62,687	1,767	64,454
Total	1,976	16,43,969	1,06,383	17,51,933*

The largest number of unions was in the "manufacturing" group, which claimed 40 per cent. of the unions submitting returns and the same percentage of total membership. The average membership per union was fairly high in the following industrial groups : (i) Plantations (4,174) ; (ii) Railways (4,540) ; (iii) Seamen (3,918) ; (iv) Docks and Ports (2,411) ; (v) Cotton Textiles (2,276) ; (vi) Coal (1,751) ; (vii) Iron and Steel (1,859) ; and (viii) Jute Textiles (1,474).† The three industrially advanced States, Bombay, Madras and West Bengal, accounted for 68 per cent. of the unions and 88 per cent. of the membership of all the unions in the 'Cotton' group. The jute industry in West Bengal had 39 unions with a membership of 66,099 out of a total of 49 unions with 72,225 members in the industry. Women trade unionists were in large numbers in the 'Plantations' and 'Mining and Quarrying' and 'Cotton' groups.

* Sex classification in respect of 1,581 members not available.

† Figures in brackets show the average membership in each group.

Size of Unions*.—Frequency distribution by membership of registered trade unions submitting returns for 1950-51 according to membership is given below :

TABLE LXI
DISTRIBUTION OF REGISTERED TRADE UNIONS SUBMITTING RETURNS
ACCORDING TO MEMBERSHIP AS ON 31ST MARCH 1951

Membership	Unions furnishing figures of membership		Membership	
	Number	Percentage to total	Number	Percentage to total
Below 50	303	15.1	9,474	0.5
50 to 99	334	16.7	23,923	1.4
100 to 299	617	30.8	1,11,700	6.4
300 to 499	208	10.4	81,628	4.6
500 to 999	254	12.7	1,79,360	10.2
1,000 to 1,999	154	7.7	2,08,234	11.9
2,000 to 4,999	68	3.4	2,03,427	11.6
5,000 to 9,999	33	1.7	2,29,076	13.0
10,000 to 19,999	14	0.7	1,93,339	11.0
20,000 and over	17	0.8	5,16,810	29.4
Total	2,002	100.0	17,65,971	100.0

Out of 2,002 unions submitting information as many as 617 were in the group whose membership was between 100 to 299. They formed 30.8 per cent. of the total number of unions and accounted for 6.4 per cent. of the total membership. Unions with a membership below 300 constituted nearly 63 per cent. of the total, thus showing that small-sized unions predominate in this country. On the other hand, only about 0.8 per cent. of the Unions had a membership of 20,000 and over but they accounted for 29.4 per cent. of the total membership.

Trade Union Finances.—The table below shows details regarding general funds of trade unions in 1950-51 separately for workers' and employers' organisations.

TABLE LXII
GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS
FOR THE YEAR 1950-51

	Number of unions submitting returns	Opening balance	Income	Expenditure	Closing balance
		Rs.	Rs.	Rs.	Rs.
<i>Workers' Unions</i>					
Central Unions ..	71	2,19,417	5,39,028	4,91,934	2,66,511
States Unions ..	1,905	28,92,956	39,17,111	34,51,206	33,59,861
Total ..	1,976	31,12,373	44,56,139	39,43,140	36,26,372
<i>Employers' Unions</i>					
Central Unions ..	4	12,22,375	15,03,578	15,57,832	11,68,391
State Unions ..	33	21,54,275	10,58,991	9,64,649	22,48,817
Total ..	37	33,76,650	25,62,569	25,22,511	34,17,008
GRAND TOTAL ..	2,013	64,90,023	70,19,008	64,65,651	70,43,380

* A list of trade unions having a membership of 1,000 or more has been given in Appendix VI of this Year Book.

The Employers' unions, though only few in number (about 1.8 per cent. of the unions submitting returns) accounted for about 39.0 per cent. of the total expenditure. Their average income and expenditure were Rs. 69,267 and Rs. 68,176 respectively as against an average income of Rs. 2,255 and an average expenditure of Rs. 1,996 of the workers' unions. The 75 Central unions (including four employers' unions), which submitted returns had an average income of Rs. 27,239 and an average expenditure of Rs. 27,330.

Items of Income and Expenditure.—The following two tables give respectively (a) the percentage distribution of income according to sources, and (b) the percentage distribution of various items of expenditure.

TABLE LXIII

PERCENTAGE DISTRIBUTION OF INCOME ACCORDING TO SOURCES

Sources of income	All unions	Trade Unions				Federation
		Workers' Unions		Employers' Unions		
		State†	Central††	State**	Central*	
Contribution from members	69.7	74.7	85.9	59.4	6.6	83.6
Donations ..	8.0	12.8	7.6	0.2	73.2	13.3
Sale of periodicals, etc.	0.4	0.5	2.2	..	..	..
Interest on Investments	1.1	0.3	..	2.3	20.2	1.2
Miscellaneous ..	20.8	11.7	4.3	38.1	..	1.9

TABLE LXIV

PERCENTAGE DISTRIBUTION OF EXPENDITURE ACCORDING TO ITEMS OF EXPENDITURE

Items of expenditure	All unions	Trade Unions				Federa- tions
		Workers' Unions		Employers' Unions		
		State†	Central††	State**	Central*	
1	2	3	4	5	6	7
Salaries, allowances, etc. of officials	11.2	16.5	17.5	2.8	21.0	7.0
Establishment ..	32.2	23.5	39.5	43.7	25.2	18.6
Auditors' fees ..	0.5	0.8	0.4	0.1	2.1	0.1
Legal Expenses ..	3.2	4.0	2.4	2.0	3.4	1.3
Trade disputes ..	6.9	5.8	2.0	9.1	..	4.1
Compensation for loss arising out of Trade disputes.	0.4	0.7	0.1	..	..	..
Funeral, old age, sickness, unem- ployment and other benefits.	1.0	1.5	0.6	0.3	..	12.1
Educational, So- cial and religious benefits.	1.7	2.5	0.3	0.7	..	32.5
Publication of periodicals.	5.6	9.9	1.3	0.3	..	14.0
Others ..	37.3	34.8	35.9	41.0	48.3	9.8

† Includes particulars relating to 22 central unions in West Bengal.

†† Particulars relating to 22 central unions in West Bengal not available.

** Includes particulars relating to 3 central unions in West Bengal.

* Particulars relating to 3 central unions in West Bengal not available.

The major source of income was "contribution from members". The next important source was "Donations" especially in the case of Employers' Unions (Central). The most important item of expenditure of the trade unions was 'establishment' and the 'salaries' allowances, etc. of officials' came next.

Federations of Trade Unions.—There were 24 federations on registers; of these only 17 submitted returns. These federations had 373 affiliated member-unions, an annual income of Rs. 3,06,395 and an annual expenditure of Rs. 2,91,015.

Registered Trade Unions in Part B States.—Trade Unions Statistics for 1950-51 were collected from the following six part B States : Hyderabad, Madhya Bharat, Mysore, Rajasthan, Saurashtra and Travancore-Cochin.* Out of a total of 220 registered unions in these States, 213 unions submitted returns. The total membership of these unions was 1,26,889. The following table gives the details of membership, etc.

TABLE LXV
REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP, 1950-51

States	Number of Trade Unions		Membership of Trade Unions submitting returns at the end of the year			Average membership per Union	Percentage of women membership to total membership.
	On registers	Submitting returns	Men	Women	Total		
I. Workers' Unions—							
(a) <i>Central Unions—</i>							
Hyderabad ..	3	3	19,765	513	20,278	6,759	2.5
(b) <i>State Unions—</i>							
Hyderabad ..	54	54††	13,206	2,904	16,110	310	18.0
Madhya Bharat ..	30	26	8,123	596	8,719	335	6.8
Mysore ..	32	32	27,015	3,050	30,069	958	9.9
Rajasthan ..	26	23**	@	@	17,529	923	@
Saurashtra ..	33	33	16,869	2,018	18,887	572	10.7
Travancore-Cochin ..	35	35†	10,242	1,799	12,041	354	14.9
Total (Workers' Unions.)	213	206‡	95,220	10,880	1,24,233	624	8.8
II. Employers' Unions—							
<i>State Unions—</i>							
Hyderabad ..	6	6%	2,109	4	2,153	439	0.2
Madhya Bharat ..	1	1	461	..	461	461	..
Total (Employers' Unions)	7	7***	2,570	4	2,656	443	0.2
GRAND TOTAL ..	220	213§	97,790	10,884	1,26,889 @	610	8.6

* The returns from all the States excepting Mysore, relate to the year ending 31st March 1951. In the case of Mysore State, the returns relate to the calendar year 1950.

†† Membership figures relate to 52 unions.

† Membership figures relate to 34 unions.

% Membership figures relate to 5 unions.

\$ Membership figures relate to 205 unions.

£ Sex classification in respect of 82 members not known.

** Membership figures relate to 19 unions.

‡ Membership figures relate to 199 unions.

*** Membership figures relate to 6 unions.

§ Sex classification in respect of 604 members not known.

@ Sex classification in respect of 686 members not known.

@ Not available.

Of the six States, Hyderabad claimed the largest number of unions and membership, namely, 28 per cent. and 30 per cent. respectively of the total. On an average, each union in the Part B States had a membership of 619. The percentage of women trade unionists to total membership in Part B States was 8.6 as against 6.1 in Part A and C States. More than 10 per cent. of the membership of the workers' unions in the States of Hyderabad, Saurashtra and Travancore-Cochin consisted of women workers.

Industrial Classification.—The following Table shows the number of unions submitting returns and their membership classified according to industries :—

TABLE LXVI

CLASSIFICATION OF TRADE UNIONS ACCORDING TO INDUSTRIES

Industry	Number of Unions furnishing returns	Membership at the end of the year		Total
		Men	Women	
I. Agriculture and allied activities ..	4	791	117	908
II. Mining and Quarrying	7	18,143	1,341	20,162
III. Manufacturing	122	43,469	7,119	64,811
IV. Construction .. .. .	..	..	..	..
V. Electricity, Gas Water and Sanitary services.	19	2,525	680	5,447
VI. Commerce	18	5,131	25	5,497*
VII. Transport, Storage and Communications.	19	22,862	160	23,052
VIII. Services	9	1,526	395	1,921
IX. Miscellaneous	15	3,373	1,047	5,091†
Total ..	213	97,790	10,884	1,26,889

N. B.—Sex classification in respect of 17,529 members (678 in Mining and Quarrying, 14,283 in Manufacturing, 2,242 in Electricity, Gas, Water and Sanitary Services, 259 in Commerce and 67 in Miscellaneous) for the State of Rajasthan is not known.

*Sex classification in respect of 82 members not known.

†Sex classification in respect of 604 members not known.

The largest number of unions and membership were in the "manufacturing group". Although the number of unions in the groups 'Mining and Quarrying' and 'Transport, Storage and Communications' was small, they claimed a membership of 20,162, and 23,052 respectively. The average membership per union, was the highest in the 'Mining and Quarrying' group, namely 2,880.

Size of Trade Unions.—The frequency distribution of membership of registered trade unions, submitting returns, is given in the following table.

TABLE LXVII

FREQUENCY DISTRIBUTION OF MEMBERSHIP OF REGISTERED
TRADE UNIONS

Membership	Unions which furnished figures of membership		Membership at the end of the year	
	Number	Percentage to total	Number	Percentage to total
Below 50	25	12.2	805	0.6
Between 50 and 99	33	16.1	2,338	1.8
Between 100 and 299	66	32.2	11,886	9.4
Between 300 and 499	30	14.6	11,624	9.2
Between 500 and 999	29	14.1	21,060	16.6
Between 1,000 and 1,999	10	4.9	15,138	11.9
Between 2,000 and 4,999	7	3.4	19,796	15.6
Between 5,000 and 9,999	3	1.5	21,796	17.2
Between 10,000 and 19,999	2	1.0	22,446	17.7
20,000 and over .. .. .	..	..	..	..
Total ..	265	100.0	1,26,889	100.0

The conclusions are more or less the same as those in the case of unions in Part A and C States. The biggest Union among Part B States was the N. S. Railway Employees' Union of Hyderabad which had a membership of 12,296.

General Funds.—The General Fund Account of registered trade unions, submitting returns in the various States is shown in the following table. Out of a total of 220 registered trade unions, as many as 213 submitted financial returns.

TABLE LXVIII

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS

States	Number of Unions submitting returns	General Fund Account			Closing balance
		Opening balance	Income	Expenditure	
	Rs.	Rs.	Rs.	Rs.	Rs.
I. Workers' Unions—					
(a) Central Unions—					
Hyderabad	3	8,878	29,227	22,350	15,755
(b) States Unions					
Hyderabad	54	4,870	30,147	27,698	7,319
Madhya Bharat ..	26	20,012	28,224	26,999	21,237
Mysore	33	31,150	71,993	61,739	41,404
Rajasthan	23	44,328	30,150	31,516	42,962
Saurashtra	33	49,019	81,417	60,137	70,599
Travancore-Cochin ..	35	7,060	60,231	54,346	12,945
Total (Workers' Unions) ..	207	1,65,317	3,31,389	2,84,785	2,11,921
II. Employers' Unions—					
State Unions—					
Hyderabad	6	5,305	30,715	28,341	7,679
Madhya Bharat ..	1	4	461	434	31
Total (Employers' Unions)	7	5,309	31,176	28,775	7,710
GRAND TOTAL	214	1,70,626	3,62,565	3,13,560	2,19,631

The average income and expenditure per workers' union were Rs. 1,601 and Rs. 1,376 respectively and per employers' Union Rs. 4,454 and Rs. 4,111 respectively.

Distribution of Income and Expenditure.—The following two tables give the percentage distribution of (i) income by sources and (ii) the expenditure on various items :

TABLE LXIX

PERCENTAGE DISTRIBUTION OF INCOME BY SOURCES

Sources of Income	All Unions	Hyderabad*	Madhya Bharat	Mysore	Rajasthan	Saurashtra	Travancore-Cochin
Contributions* from members	79.6	73.3	84.8	83.8	78.4	92.8	64.3
Donations ..	9.1	11.6	13.0	7.9	15.2	0.8	13.1
Sale of Periodicals, books, etc.	0.2	..	..	0.1	1.8	..	0.1
Interest on Investments	0.4	..	0.9	0.3	1.7	0.1	0.3
Income from Miscellaneous Sources	10.7	15.1	1.3	7.9	2.9	6.3	22.2

TABLE LXX

PERCENTAGE DISTRIBUTION OF EXPENDITURE ON VARIOUS ITEMS

Items of Expenditure	All Unions	Hyderabad*	Madhya Bharat	Mysore	Rajasthan	Saurashtra	Travancore-Cochin
Salaries, allowances, etc. of Officers	16.0	3.9	..	21.6	14.8	26.1	33.0
Expenses of Establishment	35.7	52.0	35.1	24.3	25.0	28.2	29.1
Auditors' Fees	0.9	1.2	..	1.0	1.1	0.2	1.1
Legal Expenses	2.0	0.9	3.0	4.7	..	0.9	3.5
Expenses in conducting trade disputes	4.4	0.7	4.4	12.9	4.8	5.8	1.1
Compensation for loss arising out of trade disputes	0.5	0.6	0.7	1.7	0.1	..	..
Funeral, old age, sickness, unemployment and other benefits	0.8	0.6	0.2	2.4	0.7	0.4	0.1
Educational, social and religious benefits	2.7	0.2	6.8	3.6	12.9	1.6	0.4
Publication of Periodicals	3.5	2.0	1.4	1.5	15.8	2.4	2.6
Other expenses	33.5	37.9	48.4	26.3	24.8	34.4	29.1

Detailed information relating to 10 Unions is not available.

The major source of income was 'Contributions from members'. Income derived from 'Donations' was fairly high in the case of Unions in Hyderabad, Rajasthan, Travancore-Cochin and Madhya Bharat. The important items of expenditure were (i) 'expenses of establishment' and (ii) 'Salaries, allowances, etc., of Officers'. In the case of the Unions in Mysore State, expenses in conducting trade disputes formed 12.9 per cent. of the total expenditure.

All-India Organisations of Workers.—The number of affiliated unions and the membership claimed by the four principal all-India workers' organisations during the financial years 1950, 1951 and 1952 were as follows*.

TABLE LXXI
MEMBERSHIP OF ALL-INDIA ORGANISATIONS

Name of the Organisations	Number of Unions affiliated			Membership		
	1950	1951	1952	1950	1951	1952
1. Indian National Trade Union Congress.	1,043	1,232	913	14,31,878	15,48,568	12,68,806 [†]
2. All-India Trade Union Congress.	722	736	736 [†]	7,30,636	7,58,314	7,58,314 [†]
3. Hind Mazdoor Sabha	460	517	574	6,98,720	8,04,337	8,04,494
4. United Trades Union Congress	306	332	261	3,66,401	3,84,962	2,23,292
Total	2,531	2,817	2,424	32,27,635	34,96,181	30,54,706

*The figures given in this table and the next are compiled from the Statistical information supplied by the Organisations. The Government of India are not responsible for their accuracy.

†The figures for 1951 and 1952 are the same, on account of the fact that the figures for 1952 were reported to be not available.

‡These figures relate to 1st April 1952.

The distribution of the Unions and membership of these four organisations as on 31st March 1952 for certain important States and industries are given in the table below :

TABLE LXXII

DISTRIBUTION OF THE UNIONS AND MEMBERSHIP OF THE ALL-INDIA WORKERS' ORGANISATIONS

	I. N. T. U. C.		A. I. T. U. C.		H. M. Sabha		U. T. U. Congress	
	No. of Unions	Member-ship	No. of Unions	Member-ship	No. of Unions	Member-ship	No. of Unions	Member-ship
<i>States</i>								
Bihar ..	108	1,74,328	58	52,472	77	1,34,762	22	24,610
Bombay ..	40	1,12,755	83	1,42,137	118	1,91,419	2	3,529
Madras ..	..	..	226	1,68,972	72	1,66,348	24	23,750
U. P. ..	155	1,45,641	43	54,808	59	42,162	12	5,784
West Bengal	104	3,79,321	190	2,47,834	95	98,680	85	88,681
<i>Industries</i>								
Railways ..	27	1,11,581	25	1,50,242	20	49,444	1	742
Other Transport	71	1,22,265	71	56,222	53	1,65,775	1	650
Textiles ..	160	3,77,335	143	2,50,776	68	1,31,216	28	47,618
Engineering	64	46,218	83	40,202	33	21,982	14	14,238
Municipalities	..	..	58	27,279	..	..	..	..
Paper and Printing Presses.	29	14,381	36	18,113	21	20,911	17	15,418
Collieries ..	51	1,11,175	19	31,592	34	1,22,567	2	7,882
Plantations	21	1,02,228	..	..	..	..	..	..

Structure of Trade Unions.—The majority of trade unions in India are industrial unions, i.e., unions which aim at organising all the workers in a single industry irrespective of the occupation, skill, sex of the member, 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.—The International Confederation of Free Trade Unions recently started an Asian Trade Union College in Calcutta with the object of training trade union workers.

2. Industrial Disputes

Statistics of industrial disputes are collected by the State Labour Departments and the Regional Labour Commissioners of the Central Government and are furnished to the Labour Bureau in weekly reports. All-India statistics on the subject are compiled by the Labour Bureau and are published every month in the Indian Labour Gazette. At present these statistics cover 9 Part A States and two Parts C States (*viz.*, Delhi and Ajmer) and relate to industrial disputes resulting in work-stoppages involving 10 or more workers. Attempts are made to cover all sectors of employment including agriculture, mining, manufacturing, construction, trade, transport and services. Strikes not involving a demand on the employers and closures for reasons other than industrial disputes are not included in the statistics.

Primary returns on industrial disputes are received on a voluntary basis, although services of official agencies are utilised to trace the occurrence of disputes. In some States primary information is collected through District Officials and is followed up later with the employers concerned. In several other States, the information is received directly from employers though the agencies of Labour Officers are also employed for collecting further details. However, the furnishing of information being voluntary, there is no guarantee that the coverage of the statistics is complete. Proposals are, therefore, under consideration for the collection of complete statistics of industrial disputes statutorily under the Industrial Statistics Act. Subject to the above limitations, the statistics relating to the number of disputes, the number of workers involved and the number of man-days lost from 1947 onwards are presented in Table LXXIII.

TABLE LXXIII

INDUSTRIAL DISPUTES RESULTING IN WORKS-STOPPAGES, 1947-51

Year				Number of disputes	Number of workers involved	Number of man-days lost
1947	..	..	..	1,811	18,40,784	1,65,02,666
1948	..	..	..	1,259	10,59,120	78,37,173
1949	..	..	..	920	6,85,457	66,00,595
1950	..	..	..	814	7,19,883	1,28,06,704
1951	..	..	..	1,071	6,91,321	38,18,928

Industrial unrest was at its peak during 1947 but due to various Government measures the situation showed a gradual improvement during the next two years. However, a prolonged general strike in the cotton textile industry in Bombay State caused a very severe time-loss during 1950. The time-loss recorded in 1951, was, however, the lowest during the post-war period and this marked improvement in the situation seems to have been maintained during 1952 also.

Out of 1,071 disputes which were reported during 1951, lockouts were declared at one stage or other in 61 cases accounting for a loss of 10,00,276 man-days.

Table LXXIV shows the regional distribution of the number of disputes, workers involved and man-days lost for 1950 and 1951. In both the years the figures were highest in Bombay followed by West Bengal. During 1951 these two States accounted for nearly half the total number of disputes and total time-loss. Compared to the previous year, both these States and Bihar reported a larger number of disputes during 1951 but a smaller time-loss. Among the other States, Madras, Madhya Pradesh, Uttar Pradesh, Assam and Delhi showed a deterioration in labour situation during 1951 as compared to the previous year, whereas Punjab and Ajmer recorded appreciable improvement.

TABLE LXXIV
INDUSTRIAL DISPUTES BY STATES, 1950-51

State	1950			1951		
	Number of disputes	Number of workers involved	Number of man-days lost	Number of disputes	Number of workers involved	Number of man-days lost
Assam	11	3,659	5,652	24	17,451	22,984
Bihar	66	25,029	3,65,341	88	30,345	2,14,255
Bombay	271	3,68,303	1,02,49,550	319	1,80,696	10,99,369
Madhya Pradesh ..	65	84,712	3,37,277	81	1,17,639	5,02,863
Madras	105	58,406	3,57,627	198	1,02,880	5,72,099
Orissa	5	3,450	23,300	3	6,578	42,670
Punjab	50	7,786	67,697	16	6,859	29,063
Uttar Pradesh ..	74	45,238	2,16,582	108	75,008	3,81,313
West Bengal ..	138	1,04,866	11,53,419	214	1,05,745	8,18,677
Ajmer	23	15,769	27,038	9	6,185	5,960
Delhi	6	2,665	3,221	11	32,935	1,29,675
Total	814	7,19,883	1,28,06,704	1,071	6,91,321	38,18,928

A classification of the disputes according to industries is given in Table LXXV.

TABLE LXXV

CLASSIFICATION OF INDUSTRIAL DISPUTES BY INDUSTRIES, 1950-51

Industry	1950			1951		
	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost
<i>Textiles</i>						
Cotton	187	4,09,314	1,03,31,036	221	3,24,481	15,57,381
Jute	27	49,476	4,34,050	18	29,086	1,03,791
Others	78	39,611	3,30,203	62	11,534	69,444
Engineering ..	70	44,317	2,40,331	73	30,282	2,32,880
<i>Minerals & Metals</i>						
Iron & Steel ..	5	524	7,260	26	19,241	54,192
Others	24	2,648	66,237	42	7,098	87,244
Food, Drink & Tobacco.	60	21,181	2,05,493	120	41,276	3,82,231
Chemicals, Dyes, etc.	32	11,123	60,117	25	6,213	61,587
Wood, Stone and Glass.	30	11,387	93,568	42	13,332	1,85,617
Paper and Printing	14	678	10,471	22	4,877	32,255
Skins & Hides ..	11	1,999	4,889	19	2,654	13,212
<i>Mines</i>						
Coal	62	50,413	5,67,779	50	22,334	2,08,396
Others	8	3,380	23,621	12	16,255	29,426
<i>Transport</i>						
Railways	25	25,535	1,37,643	26	14,897	88,239
Others	16	7,774	13,892	8	924	8,962
Docks & Ports ..	14	14,458	46,310	35	28,142	36,475
Plantations ..	10	3,500	5,466	35	29,507	47,037
Municipalities ..	27	3,207	15,043	56	15,436	87,811
Miscellaneous ..	114	19,358	2,13,301	179	73,672	4,42,753
Total	814	7,19,883	1,28,06,704	1,071	6,91,321	38,18,928

About two-fifths of the time-loss recorded during the year 1951 was suffered by the cotton mill industry which accounted for slightly over one-fifth of the total number of disputes. The time-loss suffered by the industry was, however, very much less than in the previous years, when a general strike in the cotton mill industry in Bombay, alone caused a time-loss of about 94 lakhs of man-days. Judged by the time-loss, jute and other textiles, coal mining, railways and other transport, docks and ports also showed considerable improvement in the labour situation during 1951 as compared to the previous year. Minerals and metals, food, drink and tobacco, wood, stone and glass, paper and printing, skins and hides, plantations and municipalities, on the other hand, reported heavier time-losses during 1951.

Table LXXVI gives a classification of disputes according to the main or immediate demands during 1950 and 1951.

TABLE LXXVI

CLASSIFICATION OF INDUSTRIAL DISPUTES BY CAUSES, 1950-51

Cause	1950		1951	
	No. of disputes	Percentage to total	No. of disputes	Percentage to total
Wages & Allowances	223	27.4	301	28.1
Bonus	73	9.0	70	6.5
Personnel	186	22.8	301	28.1
Leave and hours of work	67	8.2	84	7.9
Others	232	28.5	270	25.2
Not known	33	4.1	45	4.2
Total	814	100.0	1,071	100.0

Compared to the previous year, there was an appreciable increase in the proportion of disputes relating to personnel in 1951.

Table LXXVII gives a classification of disputes according to results from the point of view of workers.

TABLE LXXVII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY RESULTS, 1950-51

Result	1950		1951	
	No. of disputes	Percentage to total	No. of disputes	Percentage to total
Successful	129	15.9	150	14.0
Partially successful	82	10.1	145	13.5
Unsuccessful	338	41.5	431	40.2
Indefinite	141	17.3	144	13.5
Not known	106	13.0	174	16.2
In progress	18	2.2	27	2.5
Total	814	100.0	1,071	100.0

There was no material change in the pattern of results of disputes between 1950 and 1951. In about 40 per cent. of the cases in 1951 workers were unsuccessful and in about 28 per cent. cases they were fully or partially successful.

A classification of the disputes during 1950 and 1951 according to duration is given in Table LXXVIII.

TABLE LXXVIII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY DURATION, 1950-51

Duration	1950		1951	
	No. of disputes	Percentage to total	No. of disputes	Percentage to total
A day or less	327	40.1	420	39.2
More than 1 day and upto 5 days	223	27.4	285	26.7
More than 5 days and upto 10 days	73	9.2	120	11.2
More than 10 days and upto 20 days	64	7.9	69	6.4
More than 20 days and upto 30 days	32	3.9	35	3.3
More than 30 days	46	5.7	72	6.7
Not known	29	3.6	43	4.0
In progress	18	2.2	27	2.5
Total	814	100.0	1,071	100.0

During 1951, 65.9 per cent. of the disputes lasted for 5 days or less. The corresponding percentage for 1950 was 67.5. It must be remembered that this frequency distribution does not bring into the averages mentioned, as the penultimate class interval 'more than 30 days' is not adequate to reflect correctly the effect of the strike in Bombay in 1950. The average duration of disputes was much higher in 1950 than in 1951 because of the general strike in the cotton mill industry of Bombay in 1950. The average duration of disputes in 1950 was 17.8 days whereas in 1951 it was 5.5 days.

Industrial Disputes in 1951-52.—The monthly statistics of industrial disputes for the 12 months ending September 1952 are given in Table LXXIX. The major disputes during this period are given below.

TABLE LXXIX

INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES IN
1951-52

Month	Number of disputes	Number of workers involved	Number of man-days lost
1951			
October	108	67,396	1,90,761
November	125	64,147	1,89,374
December	113	76,196	3,65,149
1952			
January	95	3,05,831	6,74,340
February	88	63,180	2,15,607
March	87	42,430	1,42,493
April	134	59,437	2,34,346
May	118	80,093	2,54,885
June	101	59,281	2,57,062
July	82	40,754	1,71,263
August	88	48,585	1,48,533
September	96	57,875	4,60,552

A lockout in the Metal Rolling Works, Bombay, continued from 12th May 1951 on the issue of a demand for confirmation of 27 temporary hands. The lockout was lifted in October 1951 and on an assurance given by the management to consider the demands of workers, work was resumed on 10th October 1951. This dispute resulted in a time-loss of 41,686 man-days. On September 6th, 1951, 522 out of the 1,900 workers employed in the Raja Bahadur Motilal Mills, Poona, resorted to a sit-down strike as a protest against the trial scheme of 4-loom working introduced by the Management. As a result, the other departments of the mill employing 1,378 workers had also to remain idle. The Labour Court, Bombay, declared the trial scheme as illegal and the strike in protest against it as legal. Following this decision by the Labour Court, the strikers resumed duty on 27th September 1951 and the mill commenced working normally. The number of man-days lost on account of this strike was 26,837. On 1st October 1951, 254 women workers of the winding department of Edward Textile Mills Ltd., Bombay, resorted to a stay-in-strike demanding

reinstatement of two mill officials who were discharged for misconduct. The strikers were later joined by 113 other workers and as a result of the strike 3,208 workers in the other departments had to remain idle. The strikers, however, returned to work unconditionally on the 17th October and the stoppage ended. The number of man-days lost due to this stoppage was 36,348. Demanding reinstatement of a dismissed worker, 602 workers of the New India Rayon Mills Ltd., Bombay went on a strike on 6th October. On management agreeing to the demand the stoppage came to an end on 23rd November accounting for a loss of 22,646 man-days. The piecers of the Spinning Department of the Buckingham and Carnatic Mills Co., Ltd., numbering 450 struck work on 19th October 1951. The strike affected 4,432 workers indirectly. Work was, however, resumed on the 25th October 1951, after a time-loss of 20,536 man-days. On 26th November 1951, 800 of the 3,570 workers of the Weaving Department of the Morarji Gokuldas Spinning and Weaving Co., Ltd., Bombay resorted to a stay-in-strike over the demand for the abolition of the Pali-system. The number of workers involved directly and indirectly gradually increased to 4,778 and 376 respectively. The dispute ended on 6th December 1951, with the unconditional return of workers after a time-loss of 35,257 man-days. The Municipal Employees' Union of Banaras launched a strike from 27th November 1951, affecting about 3,000 persons including sweepers. Following arbitration by the District Magistrate, the strike ended on 5th December 1951, accounting for a time-loss of about 21,000 man-days. On the issue of dismissal of two workers for habitual absenteeism, 577 workers of the Empress Mills, Nagpur struck work on 21st November 1951. The workers of certain other units of the mill joined the strike subsequently raising the number of workers directly involved to 6,131. Through the efforts of the Labour Commissioner, work was resumed by some of the workers but attendance subsequently dropped as a result of an alleged assault on some workers. In view of the continuance of the strike, the premises were locked out with effect from 18th December 1951. The total time-loss on account of this dispute, which ended on 7th February 1952 as a result of reference of the dispute to arbitration, was of the order of 3.1 lakhs man-days. A few workers of the Buckingham and Carnatic Mills, Madras, went on a lightning strike on 1st December 1951 without assigning any reason and were alleged to have indulged in serious acts of violence which necessitated the closing of the mill. The number of workers directly involved in the strike was 557 and the number affected by the closure 12,772. The mill was re-opened on 10th December 1951 after a loss of 92,170 man-days. It was, however, followed by a strike by 10,124 workers on the same day in protest against a refusal of the management to re-employ 41 workers of the spinning and carding departments. The strikers, however, resumed work unconditionally two days later. The additional time-loss suffered by the mill was of the order of 21,908 man-days. A strike by 6,959 workers occurred in the Delhi Cloth Mills, Delhi, on 27th December 1951, over grievances relating to bonus, workload, shift-working, working on Sundays and discharge of certain workers. It ended on 11th January 1952 after a time-loss of 87,745 man-days. At Government Central Workshop, Amritsar, 1,366 workers struck work on 19th December 1951, over various issues. As a result of conciliation the strike came to an end on 12th February 1952, after a time-loss of 64,296 man-days. Demanding usual weekly

holidays, 1,24,133 workers of sixty-nine textile mills of Ahmedabad struck work on 27th January 1952. They, however, returned to work unconditionally on the following day. Again on 30th January 1952 workers of seventy textile mills of Ahmedabad numbering 1,27,378 went on a one-day strike demanding a holiday on account of Mahatma Gandhi's death anniversary. The total time-loss in these strikes was 2,51,511 man-days. Demanding an increase in dearness allowance, payment of overtime and house-rent allowance, withdrawal of increased working hours, recognition of union, etc., over 1,300 employees of the different branches of the Bank of India, Ltd., went on strike in the last week of December 1951. The stoppage ended after a time-loss of about 34,000 man-days.

About 2,000 workers of the Naskarpara Jute Mills, Ghushury and about 2,500 workers of the Bengal Jute Mills Co., Ltd., Sibpore staged lightning strikes on 4th February 1952 in pursuance of certain grievances relating to personnel and overtime work. The strikes were followed by lockouts. The lockouts were lifted on 12th February 1952 at Sibpore and on 14th February 1952 at Ghushury following amicable settlement with the workers' representatives. The lockouts accounted for a time-loss of about 13,000 and 17,500 man-days respectively. Making several demands, 573 workers of Muslia Colliery went on a strike, on 6th February 1952. Following reference of the dispute to the Industrial Tribunal, Dhanbad, the strike ended on 25th April 1952 after a time-loss of 38,964 man-days. A lockout was declared in the Bengal Jute Co., Ltd., Howrah on 27th February 1952 due to violence on the part of the workers in protest against an alleged assault on a woman worker by the Assistant Labour Officer. The lockout was withdrawn on 20th March 1952 after an amicable settlement. The dispute involved 2,500 workers and accounted for a time-loss of 47,500 man-days. The management of the Allen Berry Co., Ltd., Calcutta, declared a lockout on 17th March 1952, following a stay-in-strike by workers. The lockout affected 1,000 workers and was later referred to Government for adjudication. The time-loss recorded was of the order of 66,000 man-days. Demanding reinstatement of two discharged workers, withdrawal of a warning notice given to one of the employees, abolition of the system of contract labour, payment of bonus, etc., 1,813 workers of the Tata Chemicals Co., Mithapur, went on strike on 21st April 1952. The strike came to an end on 11th June 1952 after a loss of about 79,000 man-days. Protesting against the Government's policy of regrouping of Railways, 23,167 employees of the Railway Offices at Calcutta went on a one-day strike on 7th May 1952. On 17th May 1952, 362 workers of Shri Sardar Spinning and Weaving Mills, Ahmedabad, went on strike protesting against the alleged delay in the payment of dearness allowance. The number of workers affected indirectly was 389. The stoppage ended on 30th June 1952 after a time-loss of 21,017 man-days. Demanding re-employment of workers discharged in 1945-46, restoration of cut in dearness allowance and reinstatement of certain other dismissed workers, 2,500 workers of the Indian Leaf Tobacco Development Co., Ltd., Chirala struck work on 6th June 1952 involving indirectly 1,000 more workers. On the intervention of the Commissioner of Labour, Madras, the workers resumed duty on 17th June 1952. The time-loss on account of this strike is estimated to be 30,625 man-days. Eighteen hundred workers of the Hingir Rampur Colliery struck work on 16th June 1952 demanding linking of wages to the cost of living index

number and reinstatement of discharged workers who participated in a riot. Conciliation having failed, the dispute was referred to a tribunal and it came to an end on 18th July 1952 accounting for a total time-loss of about 50,000 man-days. Protesting against the non-implementation of an earlier agreement, 5,745 workers of the Bisra Lime Stone Quarry, Birmipur, went on a strike on 25th June 1952 which ended on 5th July 1952. The total time-loss on account of this dispute was of the order of 51,705 man-days. On the issue of non-payment of wages and non-issue of rations, a strike occurred in the Rohini Tea Estate in West Bengal on 17th May 1952 involving 1,352 workers. The stoppage accounted for about 77,000 man-days till the end of July 1952. Three hundred and twenty workers of the Sassoon Spinning and Weaving Co., Ltd., Bombay, went on a strike on 6th August 1952 demanding employment of more doffer boys, as a result of which the remaining 3,503 workers had to remain idle. The strikers, however, returned to work unconditionally on 18th August 1952 causing a loss of 28,972 man-days. Over the dispute regarding extra wages for Sunday work and fixation of rest day, 1,200 workers of the Laikdih Deep Colliery and 1,100 workers of the Chand Colliery, Chirakunda, struck work on 11th August 1952. These disputes came to an end on 24th September 1952 involving a total time-loss of 85,000 man-days. About 29,000 workers employed in certain ordnance factories in Bombay State went on a strike in September 1952 protesting against retrenchment. The total time-loss suffered on account of the strike was over 3,00,000 man-days.

3. Machinery for the Prevention and Settlement of Industrial Disputes

The Trade Disputes Act, 1929 which provided for the setting up of *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 of 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.†

* 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 connected with Labour Administration at the Centre and in the various States has been given.

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, 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.

Negotiating machinery for Railways.—With a view to maintaining contact with labour and resolving disputes and differences which may arise between them and the Administration, a permanent negotiating machinery was set up on each of the six Indian Government Railways, with effect from 1st January 1952. The machinery works in three stages; first at the Railway level, the recognised Unions having access to district/divisional officers and subsequently to officers at the headquarters including the General Manager; secondly, matters not settled at the railway level will be taken up by the respective Federations with the Railway Board; and at the third stage, in cases in which agreement is not reached between the Federation and the Railway Board and the matters are of sufficient importance, reference will be made to an *ad hoc* Tribunal composed of representatives of the Railway Administration and labour presided over by a neutral Chairman. It would be open to Government to accept, reject or modify the decision of the Tribunal, if it considered it necessary to do so in exercise of its powers as Government, as distinct from its position as an employer. Where the matters in dispute affect the workers under Ministries other than Railways those Ministries will be consulted on the question whether the dispute should be referred to the Railway Tribunal or an *ad hoc* Commission. On the matters which have been settled by agreement or in which Government accept the decision of the Tribunal it will not be open to the Federation to raise the same issues for a period of two years except in cases where Government have modified or rejected the decision of the Tribunal, when the issues may be raised by the Federation at the end of one year.

Information regarding the machinery set up in the various States is given below :—

Assam.—The Labour Commissioner, the Assistant Labour Commissioner and the Labour Officers function as Conciliation Officers under the Industrial Disputes Act, 1947. Failing settlement by conciliation, disputes are referred for arbitration or adjudication. There is only one Industrial Tribunal in the State. There are 167 Works Committees of which 166 are in Plantations.

Bihar.—The officers under the Labour Department, *viz.*, the Labour Commissioner, two Deputy Labour Commissioners, four Assistant Labour Commissioners and four 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. The disputes regarding the representative character of rival trade unions especially for purposes of collective bargaining are settled by the Registrar of Trade Unions with the assistance of the Inspector of Trade Unions. There is a whole time judge of the rank of District and Sessions Judge for adjudicating upon all industrial disputes in the State sphere. *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.—The Commissioner of Labour, Bombay, who is the Chief Conciliator under the Bombay Industrial Relations Act, 1946, is assisted by 7 Conciliators in bringing about settlement of disputes. Out of these 7 Conciliators, 6 are at Bombay and one is at Ahmedabad. Twelve officers are notified Conciliation Officers under the Industrial Disputes Act, 1947. Employers and employees are encouraged to form Joint Committees under the Bombay Industrial Relations Act, 1946 and Works Committees in concerns employing more than 100 workers under the Industrial Disputes Act, 1947. In appropriate cases employers are also required to form such committees under Government orders. The Assistant Commissioners of Labour and the Labour Officers use their good offices in settling minor disputes and individual grievances.

Under the Bombay Industrial Relations Act, 1946, an Industrial Court at Bombay having jurisdiction over the whole of the State and five Labour Courts—one at Bombay, two at Ahmedabad and one each at Sholapur and Jalgaon—have been established for settlement of Industrial disputes. In addition, two Wage Boards for the State—one for Cotton Textile Industry and one for Silk Textile Industry have also been set up. The decisions of the Wage Boards are binding on both employers and employees but they are appealable to the Industrial Court. For settlement of disputes in industrial establishments which are not covered by the Bombay Industrial Relations Act, 1946, provision is made under the Industrial Disputes Act, 1947.

Madhya Pradesh.—The Commissioner of Labour, the Assistant Labour Commissioner and the Labour Officers function as Conciliators under the C.P. & Berar Industrial Disputes Settlement Act, 1947. Under this Act, a State Industrial Court and eight District Industrial Courts have been constituted for purposes of arbitration in industrial disputes referred to them. Works Committees have been formed afresh in the Empress Mills, Nagpur and the Savatram Ramprasad Mills, Akola and in the Bidi factories at Yeotmal and Nagpur. The formation of Works Committees under the State Act is in progress, in the remaining textile mills and other industries.

Madras.—The Labour Commissioner is the Chief Conciliator under the Industrial Disputes Act, 1947. He is assisted by two Assistant Labour Commissioners, one Deputy Chief Inspector of Factories and 14 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, Madhurai, Coimbatore and Vijayawada.

Orissa.—The Chief Inspector of Factories and the Assistant Labour Commissioner have been declared Conciliation Officers for the whole State, under the Industrial Disputes Act, 1947. Besides, the Sub-Divisional Magistrates of the old districts of the State and the District

Magistrates of the newly formed districts are functioning as Conciliation Officers in their respective jurisdictions. There is no permanent Industrial Tribunal but *Ad Hoc* Tribunals are appointed for individual cases as and when found necessary. There are 20 Works Committees and 4 Unit Production Committees in the State.

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. There are at present one permanent Industrial Tribunal, 100 Works Committees and 53 Production Committees in the State. Works Committees have been constituted in almost all the industrial establishments employing one hundred or more workers as required under section 3 of the Industrial Disputes Act, 1947.

Uttar Pradesh.—The Labour Commissioner, the Deputy Labour Commissioner, the Assistant Labour Commissioners and all the Labour and Conciliation Officers are Conciliation Officers under the Industrial Disputes Act. There are Conciliation Boards in every region which can be constituted by the Labour Commissioner, the Deputy Labour Commissioner and the Assistant Labour Commissioners. All Conciliation Officers have been notified as Chairman of Regional Conciliation Boards. Besides, cases are also referred to the State Industrial Tribunal and Adjudicators by Government. The State Industrial Tribunal was set up at Allahabad in March 1951 under the U.P. Industrial Disputes Act, 1947. There are no Works Committees, Production Committees or Joint Committees in the State set up under any enactment.

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 attempt 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 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. The Labour Commissioner, the Deputy Labour Commissioner and 4 Senior Labour Officers have been appointed as Conciliation Officers under the Act. As a rule, labour officers tackle all individual and collective grievances. If no agreement is reached, the senior officers who have been appointed as Conciliation Officers institute conciliation proceedings. In case of failure, the cases are referred to the Industrial Tribunal for adjudication.

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. There is no permanent Industrial Tribunal in the State under the Industrial Disputes Act but there is an Industrial Court set up under the Industrial Relations Act and there are three labour courts at Indore, Gwalior and Ujjain.

* 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.

Mysore.—The Commissioner of Labour and the Assistant Commissioners of Labour, as Conciliation Officers, initiate conciliation proceedings and negotiations for peaceful settlement of disputes. Failing settlement it is left to Government to refer the disputes for adjudication to the Industrial Tribunal appointed under the Industrial Disputes Act, 1947.

PEPSU.—Under the Industrial Disputes Act, the Labour Commissioner, the Assistant Labour Commissioner and two Labour Officers have been appointed as Conciliation Officers and five district and Sessions Judges as Industrial Tribunals with headquarters at Patiala, Barnala, Sangrur, Bhatinda and Kapurthala. All Industrial concerns employing 100 or more workers are required to constitute Works Committees for promoting measures to secure and preserve amity and good relations between the employers and workmen. There are in all 14 Works Committees for various industries.

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. One permanent Industrial Tribunal has been appointed in the State to adjudicate in industrial disputes. There are about 43 Works Committees for various industries in the State.

Saurashtra.—The Industrial Relations Machinery consists of the Labour Commissioner, 2 Assistant Labour Commissioners and 2 Labour Officers who have all been appointed as Conciliation Officers. Where conciliation fails, the dispute is referred to an Industrial Tribunal.

Travancore-Cochin.—Industrial Relations Committees on a voluntary basis with representatives of the Union and the Employers' Associations are being encouraged to be set up for collective bargaining on an industry-wise basis. Travancore has a tradition of voluntary collective bargaining on an industry-wise basis through these Industrial Relations Committees. The Industrial Relations Committees are on the model of the Joint Industrial Councils in the United Kingdom. There were six such committees functioning in industries like Coir mats and matting, oil milling, motor transport, sugar, agriculture and employment in Port. The disputes are taken up for conciliation by the Conciliation Officers only if voluntary negotiation in these committees does not succeed. If voluntary negotiation fails either at the factory level or at the industry level the conciliation officers take up the disputes for conciliation. At the preliminary stage, in the case of minor disputes, Labour Officers also mediate. In appropriate cases disputes that are not settled either by voluntary negotiation or by conciliation are referred to Industrial Tribunals for adjudication.

Jammu and Kashmir.—The Industrial Disputes Act has not been implemented in the State. Disputes between Management and Labour in respect of certain factories are, however, looked into and settled through the intervention of the Industries Department.

Ajmer.—Works Committees and Production Committees exist in all the four Textile mills in the State. The Labour Officer, Ajmer, is also the Conciliation Officer under the Industrial Disputes Act, 1947. Failing settlement by conciliation, disputes are referred for adjudication to the Industrial Tribunal.

Bhopal.—The Director of Labour and the Assistant Labour Officer function as Conciliation Officers under the Industrial Disputes Act. Failing conciliation disputes are referred for adjudication to an Industrial Tribunal. Works Committees have been formed in the three major industrial concerns, viz., the New Bhopal Textiles Ltd., Bhopal, the Straw Products Ltd., and the Bhopal Sugar Industries Ltd., Sehore. The last two are also functioning as Production Committees.

Coorg.—The District Magistrate, who is also the Chief Inspector of Factories and the Inspector of Factories are the Conciliation Officers 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. During the period under review, 5 more whole time additional Industrial Tribunals each consisting of a single member were constituted to cope with the adjudication of the disputes. Works Committees have been established in all Industrial Establishments employing 100 or more persons and the total number of such committees functioning in September 1952 stood at 41.

Tripura.—The Labour Officer has been appointed as Conciliation Officer under the Industrial Disputes Act. Some Works Committees have been formed in the Tea Gardens of the State.

Vindhya Pradesh.—The Labour Commissioner has been appointed as the Conciliation Officer and also as the authority to get Works Committees set up in the appropriate industrial concerns. The additional Judicial Commissioner is the permanent member of the Industrial Tribunal for the State.

Himachal Pradesh.—All Deputy Commissioners have been appointed as Conciliation Officers in their respective districts under Section 4 of the Industrial Disputes Act, 1947. At present there are eight unit Production Committees in Nahan Foundry.

4. Tripartite Labour Machinery

In the first issue of this Year Book* a detailed outline of the Indian tripartite machinery for dealing with problems relating to labour was given. Briefly, this machinery at the centre consists of the Indian Labour Conference, the Standing Labour Committee, industrial committees and some other bodies of a tripartite nature. The Labour Ministers' Conference, though not tripartite in character, is closely associated with this machinery; in fact, the existing tripartite machinery was evolved out of the Labour Ministers' Conference. Most of the States, following the lead given by the Centre, have set up tripartite labour organisations. 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, are mentioned in the following paragraphs.

The tenth session of the Labour Ministers' Conference (New Delhi, 6th and 7th February 1953) discussed the following subjects: (i) Legislation on Industrial Relations and Trade Unions; (ii) Problem of Surplus Labour in Tea Plantations; (iii) Strengthening of Factory Inspectorates and appointment of Medical Inspectors of

*The Indian Labour Year Book, 1946, pp. 265-67.

Factories; and (iv) Uniform Standards for National and Festival Paid Holidays in Private Undertakings. The twelfth session of the Indian Labour Conference was held at Naini Tal on 8th to 11th October 1952. The conference discussed only the questionnaire on industrial relations which was circulated by the Labour Ministry although the agenda included the following items :

- (a) Special review of the tripartite machinery ;
- (b) Uniform standards for national and festival paid holidays in private undertakings ;
- (c) Productivity studies and programmes ; and
- (d) Industrial Housing.

Of the industrial committees set up by the Government of India, the Coal Mining Committee and the Plantations Committee had their meetings during the period under review. The agenda of the fourth session of the Industrial Committee on Coal Mining held at New Delhi on 21st and 22nd April 1952 included :

- (a) Linking of minimum wages, bonus and food grains and other concessions with a unit of production and introduction of piece-rates wherever possible, together with revision of the wages structure ;
- (b) Housing ;
- (c) Mechanisation ;
- (d) Labour Relations ;
- (e) Abolition of the contract system of labour ;
- (f) Adequate supply of tubs and wagons ; and
- (g) National Coal Board and Welfare Fund.

The fourth session of the industrial Committee on Plantations held at Calcutta on 19th and 20th December 1952 discussed the recommendations of the Official Team on Tea Industry in respect of the following :

- (a) Minimum Wages ;
- (b) Concessional supply of food stuffs ;
- (c) Educational facilities ;
- (d) The Plantations Labour Act ;
- (e) Surplus Labour ;
- (f) Exemption from certain provisions of the Factories Act ;
- (g) Darjeeling gardens ;
- (h) Report of the Cachar Plantation Committee ; and
- (i) Restriction or diversion from coarse to fine plucking.

The Committee adopted a Resolution requesting the Government of India to appoint a tripartite Commission, with Regional Sub-Committees, to investigate the cost structure of the industry. The Resolution also made some interim suggestions for giving relief to the Industry.

The Joint Consultative Board constituted in the middle of 1951 held its fourth meeting on 7th June 1952. The agenda consisted of two items, viz., norms for bonus and the chapter on Labour and Industrial Relations for the final report of the Planning Commission.

During the year under review two Dock Labour Boards for Calcutta and Bombay ports and a Central Board of Trustees to administer the Employees' Provident Fund Scheme, 1952, have been formed. The Central Advisory Council of Industries consisting of 26 members with the Minister of Commerce and Industry as Chairman was formed on 8th May 1952 under the Industries (Development and Regulation) Act, 1951. It includes 12 representatives of owners of industrial undertakings in the industries covered by the Act, 5 representatives of labour employed in these industries, 4 persons representing consumers of goods manufactured by these industries, and another 4 persons representing other interests including the interests of primary producers.

Another important meeting convened by the Government of India during the year was of the seven-man Committee on Industrial Relations, which was appointed as a result of the discussions at the 12th session of the Indian Labour Conference. The Committee met at New Delhi on 4th, 5th and 6th December 1952 to consider a rough draft of points to be included in the proposed legislation for the settlement of industrial disputes.

Other important tripartite conferences convened by the Government of India during the period under review were : (i) the sixth meeting of the Central Employment Advisory Committee (New Delhi, 3rd December 1951); and (ii) Meetings of the Coal Mines Labour Welfare Fund Advisory Committee and the Mica Mines Labour Welfare Fund Advisory Committee (Dhanbad, 7th, 14th and 19th March 1952).

A brief description of the working of the tripartite labour machinery in the States is given below :

Assam.—A State Labour Advisory Board was constituted. It was not, however, functioning properly.

Bihar.—Bihar Central (Standing) Labour Advisory Board continued to function. The State Government set up a Minimum Wages Advisory Board and Minimum Wages Committees in respect of the various scheduled employments (including agricultural employments). Both the Board and the Committees are tripartite bodies consisting of representatives of Government, employers and employees nominated by Government.

Bombay.—The Labour Advisory Board was reconstituted in May 1952 and its membership now consists of : Consumers' representatives (8); Employers' representatives (12); Employees' representatives (12); and State Government representatives (7). Its functions are to advise Government on matters affecting the interest of labour and in particular, relations between employers and employees.

So far, only one meeting of the Board was held in June 1952 and the following items were discussed : (i) training of workers under the Decasualisation Scheme; (ii) closures and unemployment in the cotton and silk textile industries in Bombay State; (iii) Welfare Trust Funds; (iv) Technical Training of workers—Pre-employment and Post-employment training; (v) Co-operative Societies Credit Stores, etc., for workers; and (vi) Collection of statistics of labour turnover on a voluntary basis. The State Government also appointed in July 1952 a Committee under the Minimum

Wages Act, 1948 consisting of six members out of which three represented the employers and three the employees under the chairmanship of Shri P. S. Bakhale to enquire into the current wage conditions in tobacco (including bidi making) manufactory and to advise on the revision of zoning and wage rates if necessary with reference to the minimum wage fixation. The Committee had visited by September 1952 some of the important centres of the tobacco (including bidi making) manufactories for on-the-spot enquiries.

Madhya Pradesh.—The Labour Advisory Committee which was constituted in the year 1947 has been reconstituted in December 1952.

Madras.—The State Labour Advisory Board met on 27th October 1951 to discuss matters relating to involuntary unemployment and formation of Advisory Committees in various industries and to fix targets of production, etc. The Tripartite Textile Enquiry Committee also continued its enquiries during the year. The four Tripartite Committees constituted under the Minimum Wages Act completed their work and on their advice, the State Government fixed minimum rates of wages for the following employments :

- (1) Woollen Carpet or Shawl Weaving Establishment ;
- (2) Employment under any local authority ;
- (3) Employment in any Plantation growing Cinchona, Rubber, Tea or Coffee ;
- (4) Employment in road construction or in Building Operation and in Stone breaking or Stone crushing.

A Minimum Wage State Advisory Board (Tripartite) was constituted under Section 7 of the Minimum Wages Act, 1948 consisting of 5 Independent Members, 5 Workers' representatives and 5 employers' representatives to consider and advise Government in the matter of fixing and revising minimum rates of wages under the Act. The Board met once during the year and considered the question of fixing minimum rates of wages in employment in Public Motor Transport and in Mica works. On its advice the Government fixed minimum rates of wages for these employments also during the year. The State Government have also issued orders constituting Tripartite Enquiry Committees for Minor Engineering and Cement Industries to decide the question of work-loads, wages, etc.

Punjab.—The Labour Advisory Board continued to function as before. The Minimum Wages Committees constituted under the Minimum Wages Act, 1948 for advising Government in regard to rates of minimum wages to be fixed in the scheduled employments ceased to exist after submitting their reports to Government.

U.P.—There was no meeting of the Kanpur Tripartite Conference during the year 1952 because it was found that the problems of Kanpur constituted the bulk of the problems before the State as a whole, and, therefore, received full attention at the State level

by the State Labour Tripartite Conference. A meeting of this State Conference was held in September 1952 to discuss the following matters :

- (1) Play-offs
- (2) Rationalisation
- (3) Standardisation of festival holidays
- (4) Utilisation of unpaid wages and bonus
- (5) Evening classes for unskilled operatives in industries
- (6) Industrial housing.

It was decided at the State Conference to constitute a committee consisting of 3 representatives of employers, 3 of workmen and one independent chairman for examining the question of rationalisation. A meeting of the U.P. Sugar Industry Tripartite Conference was also held in November 1952 in which the following items were discussed :

- (i) *The question of bonus for the year 1951-52 to workers in sugar factories in the State.* Government appointed a Committee consisting of 3 representatives of employers, 3 of workmen and one independent chairman to go into the question in detail.
- (ii) *Question of payment of wages for unavailed leave to the sugar factory workers.* It was decided to get the legal position examined in the light of Standing Orders and the Factories Act, 1948.
- (iii) *Festival holidays for sugar factories.* It was decided to observe Republic Day as a holiday instead of 'Makar Sankranti' and to add one more holiday with 'Dewali' holiday.
- (iv) *Recommendations of the Standardisation Committee (Sugar).* It was proposed to refer the question of standardisation of wages and rationalisation in general to a Committee consisting of 3 representatives of employers and 3 of workers with the assistance of technical staff.

West Bengal.—A tripartite Labour Advisory Board, with the State Labour Minister as Chairman has been constituted.

Hyderabad.—The following Tripartite bodies are functioning in the State :

- (a) District Welfare Committees consisting of representatives of Government, employers and employees have been set up in eight industrially important districts to advise the Government on matters pertaining to labour welfare.
- (b) Committees under the Minimum Wages Act have been set up in respect of employments in the following :
 - (1) Rice, flour and dal mills
 - (2) Oil Mills
 - (3) Stone breaking and stone crushing
 - (4) Road construction and building operations
 - (5) Public Motor Transport
 - (6) Employment under Local Authority.

Government have also appointed a Labour Advisory Committee consisting of representatives of Government, employers, employees and consumers to advise them on matters pertaining to the broad principles of labour policy, industrial relations and labour legislation. The Committee which consists of 24 members has so far met twice during the year 1952.

Madhya Bharat.—The Special Enquiry Committee, a tripartite body appointed by Government to enquire into the question of "Musteral Standardisation of Local Textile Mills" (at Indore) carried out its deliberations during the period under review.

P.E.P.S.U.—A Committee to advise the State Government on the fixation of minimum wages in rice, flour and dal mills was appointed under the chairmanship of the Labour Commissioner. It consisted of 2 members, one representing the employers and the other, the employees. A Committee for the fixation of minimum wages in agriculture was also appointed under the chairmanship of the Commissioner of Labour. This Committee consisted of 3 representatives of employers and 3 of employees besides the Assistant Director of Agriculture, Nabha as one of its members. The Committee submitted their reports and the Government have fixed the minimum rates of wages in the respective employments.

Rajasthan.—The first Tripartite Labour Conference was held on the 29th and 30th of March 1953 and a proposal to set up a Labour Advisory Board is under consideration. An Advisory Board under the Minimum Wages Act has been constituted to co-ordinate the working of the Committees, sub-committees and Advisory Committees which may be set up under Sections 5 and 6 of the Act. The Government have also appointed : (i) An Advisory Committee for mica mines under the chairmanship of the Labour Commissioner, Rajasthan, to formulate policies of the working of the Mica Mines Welfare Fund Schemes and (ii) the Rajasthan Employment Advisory Committee to advise on the working of the Employment Exchanges in Rajasthan.

Saurashtra.—During the year seven Committees and one Advisory Board were constituted for the fixation of the minimum wages in respect of employments in the following industries :

- (i) Rice, Flour and Dal Mills ; (ii) Oil Mills ; (iii) Road Construction and Building Operations ; (iv) Stone Breaking ; (v) Municipality ; (vi) Public Motor Transport and (vii) Tobacco (including bidi making) Manufactory.

The work of all the Committees was co-ordinated by the Advisory Board. On the basis of recommendations of the Committees, minimum wages for the different industries have been fixed.

Ajmer.—The State Government set up various committees under Section 5 of the Minimum Wages Act to advise in the matter of fixation of minimum wages in employments in (i) Agriculture ; (ii) Mica Works ; (iii) Local Authority ; (iv) Cotton Textile Industry ; and (v) Wool Cleaning and Pressing Factories.

5. Joint Consultation in Industry

One of the main features of any progressive personnel policy is the setting up of machinery for joint consultation between management and employees on all matters of mutual interest. Such

machinery gives the employees a wide interest in and greater responsibility for the conditions in which their work is performed and also prevents friction and misunderstanding between the employers and employees.

In India, the Government are greatly interested in the formation of Production and Works Committees in various industries. The Industries Conference of December 1947 recommended the formation of Unit Production and Works Committees in industrial establishments in order to promote efficiency, production and harmonious relations between employers and employees. Available information relating to the number of Works Committees and Production Committees in different States has been given in the section on prevention and settlement of disputes.

A Joint Consultative Board consisting of three representatives each of industry and labour with an independent chairman was constituted in the middle of 1951 with a view to promoting agreements between industry and labour and assisting in their proper implementation. The fourth meeting of the Joint Consultative Board of Industry and Labour was held in New Delhi on 7th June 1952. The agenda consisted of two items, viz., norms for bonus and the chapter on labour and industrial relations for the final report of the Planning Commission. The Planning Commission while dealing with the subject of Labour and Industrial Relations in Chapter XIV of their Draft Report have laid great stress on the closest collaboration through consultative committees at all levels between employers and workers for the purpose of increasing production, improving quality, reducing costs and eliminating waste. They have also stated in their final Report (Ch. XXXIV) that these joint committees should be set up for a centre and for the industry as a whole to tackle questions of wider import.

Consultation between the Government and employers' and workers' organisations is also arranged through industrial committees and Working Parties at the industrial level and through the Indian Labour Conference at the National level.

CHAPTER V

WAGES AND EARNINGS*

The latest available data regarding wages and earnings in the different employments are given below separately for :

1. Factory industries
2. Mines
3. Plantations
4. Transport and Communications
5. Ports
6. Municipalities
7. Public Works Departments
8. Seamen
9. Employments covered by the Minimum Wages Act.

1. Factory Industries

COTTON MILL INDUSTRY

Basic wages.—The wage rates fixed by awards, during the years 1947-49 in important centres of the industry continued to remain in force during the year under review. The minimum 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 p.m. in West Bengal and Rs. 25 p.m. in the units in Beawar (Ajmer). In the mills in Barsi and Madhavnagar the basic minimum wage is Rs. 21-8-6 p.m. and Rs. 24 p.m. respectively.

Dearness allowance.—In most of the important centres of the cotton mill industry, dearness allowance is paid on a scale linked to the cost of living index numbers. Cotton mills in Bombay city and suburbs pay dearness allowance at the rate of 1.9 pies per day per point of rise above 105 in the Bombay city cost of living index number and the mills in Ahmedabad pay at the rate of 2.84 pies per day per point of rise above 73 in the cost of living index number for Ahmedabad. In Sholapur, dearness allowance is paid 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

* For details regarding sources see the *Indian Labour Year Book, 1948-49*, p. 154.

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 $2\frac{1}{2}$ annas per point per month for the smaller textile centres in the State.

The rate of dearness allowance in the cotton mills 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 number	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 per month for the rise of the first 20 points above 100 and 4.37 pies per day per point thereafter.

The mills in Baroda pay dearness allowance at 90 per cent. of the Ahmedabad rate, whereas the mills in Barsi and Madhavnagar pay dearness allowance at 75 per cent. and $91\frac{1}{2}$ per cent. respectively of the Sholapur rate. In the centres in Madhya Bharat and Bhopal dearness allowance is based on the three monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. Two units in Travancore-Cochin pay dearness allowance on a scale linked to the cost of living index numbers, the actual rates being $2\frac{1}{2}$ annas per month per point of rise above 100 in one, and $2\frac{1}{2}$ annas in another.

The majority of units in Mysore State pay dearness allowance at the rate of $2\frac{1}{2}$ annas per month per point of rise above 100 in the cost of living index numbers.

In a few centres of the industry, dearness allowance is paid at a flat rate. In the industry in West Bengal, a uniform dearness allowance of Rs. 30 p.m. is paid. Workers in the Cotton mills in Hyderabad State get a dearness allowance of Rs. 26 p.m. In the mills in Beawar (Ajmer) dearness allowance is paid at a flat rate of Rs. 20 p.m.

Table LXXX shows the actual amounts of dearness allowance paid to workers in some of the important cotton textile centres during 1951-52.

Earnings.—Details regarding the minimum monthly earnings of the lowest paid workers in different centres of the cotton mill industry in the country in September 1952 are given in Table LXXXI.

TABLE LXXX

AMOUNT OF DEARNESS ALLOWANCE PAID TO COTTON MILL WORKERS IN
DIFFERENT CENTRES

Month	Bombay	Ahmed- abad	Sholapur	Baroda	Indore	Nagpur	Madras	Kanpur	Bangalore	Delhi
	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 1951	56 10 0	72 4 9	58 4 9	65 1 1	51 9 0	43 9 8	45 0 0	59 3 6	39 6 0	59 9 0
November 1951	58 6 0	69 3 0	59 13 8	62 4 9	51 9 0	43 7 6	44 4 0	58 7 0	39 6 0	57 14 0
December 1951	58 11 0	69 9 9	59 13 8	62 10 5	51 9 0	43 5 4	44 7 0	56 1 6	39 3 6	57 14 0
January 1952	58 2 0	71 2 3	59 5 0	64 0 5	51 9 0	43 9 8	44 7 0	55 0 0	39 1 0	60 2 0
February 1952	58 2 0	68 13 6	58 3 8	61 15 4	51 9 0	44 2 4	44 10 0	54 13 6	38 14 6	59 8 0
March 1952	56 6 0	66 8 6	53 14 4	59 14 1	51 9 0	47 10 4	44 4 0	50 5 0	38 9 6	57 4 0
April 1952	53 8 0	64 9 9	58 14 6	60 2 5	48 12 0	43 5 4	43 11 0	50 12 6	37 10 6	56 4 0
May 1952	61 12 0	60 0 0	56 5 4	54 0 0	48 12 0	42 4 0	42 6 0	50 5 0	39 6 0	54 3 0
June 1952	60 3 0	72 11 0	53 14 4	65 6 8	48 12 0	41 9 2	42 9 0	52 3 0	39 8 6	60 2 0
July 1952	59 15 0	73 7 3	54 13 6	66 1 9	51 9 0	41 4 10	43 2 0	57 3 0	39 3 6	60 11 0
August 1952	57 14 0	73 1 3	56 11 10	65 12 4	51 9 0	41 2 8	43 5 0	57 13 0	38 7 0	60 2 0
September 1952	60 7 0	73 1 3	56 5 4	65 12 4	51 9 0	41 2 8	43 2 0	58 4 6	38 4 0	56 13 0

TABLE LXXXI

MINIMUM BASIC WAGES, DEARNESS ALLOWANCE AND MINIMUM MONTHLY EARNINGS OF COTTON TEXTILE WORKERS IN IMPORTANT CENTRES
(SEPTEMBER 1952)

State	Centre	Minimum monthly basic wage	Minimum dearness allowance per month	Minimum monthly earnings
(1)	(2)	(3)	(4)	(5)
		Rs. A. P.	Rs. A. P.	Rs. A. P.
Bombay	Bombay City	30 0 0	57 6 0	87 6 0
	Ahmedabad	28 0 0	75 12 0	103 12 0
	Sholapur	26 0 0	58 1 0	84 1 0
	Baroda	26 0 0	68 3 0	94 3 0
	Barsi	21 8 6	43 8 9	65 1 3
	Madhavnagar	24 0 0	53 3 6	77 3 6
Madhya Pradesh ..	All Centres	26 0 0	43 11 10	69 11 10
Madhya Bharat ..	Indore } Gwalior }	26 0 0	52 2 0	78 2 0
Madras	(1) Madras, Madura, Coimbatore, etc.	26 0 0	44 10 6	70 10 0
	(2) Smaller centres ..	26 0 0	37 3 0	63 3 0
Uttar Pradesh ..	Kanpur	30 0 0	59 6 0	89 6 0
West Bengal ..	All Centres	20 2 5	30 0 0	50 2 5
Mysoore	Bangalore	16 4 0	38 7 0	54 11 0
Delhi	Delhi	30 0 0	58 7 0	88 7 0
Bhopal	Bhopal	26 0 0	52 2 0	78 2 0
Ajmer	Beawar	25 0 0	20 0 0	45 0 0
Travancore-Cochin ..	Quilon	22 12 0	26 0 0	48 12 0

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 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. The following table gives details of bonuses paid in important centres of the industry, since 1948.

TABLE LXXXII
BONUS IN THE COTTON TEXTILE INDUSTRY

State	Centre	Bonus paid for			
		1948	1949	1950	1951
Bombay ..	Bombay City	4½ months' wages.	1/6th of wages.	15% of wages	¼th of basic earnings.
	Ahmedabad	Do.	Do.	1/6th of earnings.	Do.
	Sholapur ..	1/6th of basic earnings.	1/12th of basic earnings.	6½ % of basic earnings.	..
	Baroda ..	4½ months' wages.	..	12½ % of basic earnings.	..
Madras ..	Madras ..	15% of wages.	15 % of wages	..	..
	Madura ..	3 months' wages.	3 months' wages.	..	..
	Coimbatore	33½ % of basic wages.	..	..	..
Uttar Pradesh.	Kanpur ..	25% of basic earnings.	25 % of basic earnings.	..	..
Delhi ..	Delhi Cloth Mills	¼th of basic earnings for 1948-49.	earnings for	Rs. 140 per worker for 1949-50.	3 months' average basic wages.
Ajmer ..	Beawar ..	25% of earnings.	25% of earnings.	..	..
Bhopal ..	Bhopal ..	1/6th of basic earnings for 1948-49.	earnings for	1/6th of basic earnings for 1949-50.	1/6th of basic earnings for 1950-51.
Hyderabad	..	2 months' basic earnings for 1948-49.	..	..	..
Mysore ..	Bangalore ..	20% of basic earnings	..	..	25% of wages earned.
Saurashtra	Bhavnagar	..	1/12th of basic earnings in one unit and 1/6th in another.	..	..

The mills in Madhya Pradesh paid a bonus of 3 months' wages for 1947-48 and those in Madhya Bharat paid, for the year 1948, a bonus of 31.25 per cent. of basic earnings. For subsequent years the mills in these States have not paid any bonus to their workers.

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 1944 to 1951.

TABLE LXXXIII
AVERAGE ANNUAL EARNINGS OF COTTON MILL WORKERS

State	1939	1944	1945	1946	1947	1948	1949	1950	1951
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Bombay ..	337	933	879	847	1,041	1,245	1,341	1,221	1,371
Madhya Pradesh ..	..	506	562	495	652	797	870	1,083	876
Madras ..	190	370	361	441	670	754	916	..	705
U. P. ..	270	588	573	602	708	1,001	1,096	1,062	1,092
West Bengal	212	499	443	486	644	633	752	737	786
Delhi ..	324	824	784	745	849	1,049	1,109	1,137	1,569
All States ..	329	772	723	722	911	1,094	1,193	1,163*	1,178

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. (6½ per cent. 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 since September 1948 the workers were getting 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 as value of food concessions. In November 1951, the cash dearness allowance was increased by Rs. 5 p.m. 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 for Kanpur. Dearness allowance amounted to about Rs. 1-12-10 per day in September 1951. In the jute mills in Bihar dearness allowance amounts to Rs. 30-7-6 p.m., being 6½ per cent. less than that obtaining in West Bengal prior to November 1951. In the jute mills in South India workers get a dearness allowance of Rs. 22-12-0 p.m. besides food concessions valued at Rs. 4-7-0 p.m.

* Excludes Madras.

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.

Bonus.—For the years 1950 and 1951, two major units in the industry in South India paid a profit bonus to their workers amounting to 1/15th and 3/5ths of basic wages respectively in one unit and to 1/5th and 5/6ths of basic wages in the other. 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 years 1949 and 1950.

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 LXXXIV

AVERAGE EARNINGS OF WORKERS IN THE JUTE MILL INDUSTRY

(In Rupees)

State	1939	1943	1944	1945	1946	1947	1948	1949	1950	1951
Bihar	177	260	288	375	219	204	374	615	790	699
Madras	129	255	270	322	341	482	401	495	..	798
U. P.	149	445	421	394	436	554	798	945	827	891
West Bengal ..	235	357	366	393	431	503	645	803	807	821
All States ..	231	356	363	391	425	498	638	795	807*	815

WOOLLEN MILL INDUSTRY

The minimum basic wages in the woollen mill industry 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. 43-2-0 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 9 annas per day.

* Excludes Madras.

Dearness allowance.—Most of the units in the Punjab do not pay any separate dearness allowance but pay a consolidated wage. However, in the unit at Dhariwal, dearness allowance is paid on a scale graded according to income groups: workers getting basic wages upto Rs. 50 p.m. are paid a dearness allowance of Rs. 25 p.m. in addition to a special allowance of Rs. 9 p.m. 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.*

Earnings.—Data regarding basic wages and total monthly earnings of important categories of workers in some units of the industry are given in Table LXXXV.

Bonus.—A number of woollen mills in Bombay city paid, for the year 1949-50, a bonus equivalent to 1/8th 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 generally lower than those in the cotton textile industry except in a few centres like Bombay city. These rates vary from Re. 0-14-0 per day to Rs. 1-2-6 per day in Bombay State, from 6 annas to 10 annas per day in Mysore, and Rs. 30 p.m. (consolidated wage) to Rs. 45 p.m. (consolidated wage) in the Punjab. In the Government silk factory in Madras and silk mill in Saurashtra the basic wage amounts to 4 annas per day only, while in the units in Kashmir, the basic minimum wage rate is Re. 0-6-9 per day.

Dearness allowance.—Dearness allowance is paid at varying rates in different centres. It is directly linked to the cost of living index number only in Bombay city, where the allowance is paid at a rate so as to neutralise the rise in the cost of living to the extent of 75 per cent. The silk mills in Surat pay dearness allowance at 90 per cent. of the Bombay Silk Mills' rate, while some mills in Ahmedabad pay dearness allowance at 72½ per cent. of the Ahmedabad cotton textile rate of dearness allowance. 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 varies from Re. 0-8-0 per day to Rs. 17 p.m.

The Table LXXXVI gives details regarding the basic minimum wages and minimum dearness allowance paid in important centres of the Silk mill industry.

* For details of the rate of allowance, please see p. 186.

TABLE LXXXV
MONTHLY BASIC WAGES AND EARNINGS OF CERTAIN CATEGORIES OF WORKERS
IN THE WOOLLEN MILL INDUSTRY (SEPTEMBER 1951)

	Karpur		Bombay		Dharawal		Ambernath	
	Basic wages	Total earnings	Basic wages	Total earnings	Basic wages	Total earnings	Basic wages	Total 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.
Weaver—1 loom	47 1 0	104 12 0	..	115 7 4	44 6 4	78 6 0	71 1 6	128 7 6
2 looms	..	..	..	138 3 6	..	..	..	..
Handlooms	32 15 0	90 10 0	..	..	30 10 0	64 10 0	..	..
Winder	31 3 0	88 14 0	34 2 0	79 1 7	15 5 0	49 5 0	30 7 6	87 13 6
Drawer	33 4 0	90 15 0	61 12 0	95 5 9	18 12 0	52 12 0	48 12 0	103 2 0
Spinner	33 9 0	91 0 0	43 14 0	95 1 0	15 5 0	49 5 0	29 4 0	86 10 0
Doffer	30 0 0	87 11 0	30 1 0	71 5 0	15 5 0	49 5 0	28 0 0	85 6 0
Reeler	34 14 0	92 9 0	32 8 0	70 13 10	15 5 0	49 5 0	28 0 0	85 6 0
Carder	30 0 0	87 11 0	36 9 0	91 4 7	18 6 0	52 6 0	31 11 0	89 1 0
Mazdoors	30 0 0	87 11 0	30 1 0	72 0 0	15 5 0	49 5 0	28 0 0	85 6 0

TABLE LXXXVI

MINIMUM MONTHLY BASIC WAGES AND DEARNESS ALLOWANCE IN THE SILK
MILL INDUSTRY (JULY 1952)

State	Centre and Units			Minimum basic wage	Minimum dearness allowance
				Rs. A. P.	Rs. A. P.
Bombay	Bombay city (all silk mills) ..			30 0 0	44 15 3
	Ahmedabad .. (1) ..			28 0 0	39 0 0
		(2) ..		28 0 0	26 0 0
	Surat .. (1) ..			26 0 0	40 0 0
		(2) ..		26 0 0	39 0 0
		(3) ..		60 0 0	(consolidated wage)
	Bhiwandi			22 12 0	26 0 0
Kashmir	(3 units)		12 9 6	9 7 0	
Madras	Kollegal		6 8 0	16 0 0	
Mysore	Mysore .. (1) ..		16 4 0	17 0 0	
		(2) ..	9 12 0	16 4 0	
	Channapatna ..	(1) ..	9 12 0	14 0 0	
	Bangalore		16 4 0	13 0 0	
	Kankanahalli		9 12 0	17 0 0	
Punjab	Amritsar .. (1) ..		35 0 0	15 0 0	
		(2) ..	45 0 0	(consolidated wage)	
	Jullundur		30 0 0	Do.	
Saurashtra	Surendranagar		6 8 0	19 3 0	

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 the basic minimum wage for workers in the engineering concerns has generally been fixed at Rs. 1-2-6 per day or Rs. 30 p.m. although in a few units, slightly higher rates, up to Rs. 1-3-0 per day, have been fixed. In the concerns in the mofussil, slightly lower rates, ranging from Re. 0-14-0 per day 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 per day to Re. 1 per day. In Kanpur, the minimum basic wage is Rs. 30 p.m.

Dearness allowance.—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 dearness allowance 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 per day to Rs. 1-2-0 per day. In Madras the rates of dearness allowance vary from 8 annas to Rs. 1-9-6 per day. Some concerns, particularly, in Madras city, pay dearness allowance on a scale linked to the cost of living index number, the actual rate varying from 2 to 3 annas per point rise above 100 in the index. 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. In the engineering concerns in Kanpur, dearness allowance is paid on a scale linked to the cost of living index number for Kanpur and it amounted to Rs. 50-10-0 in July 1952.

Dockyards

Basic wages.—The minimum basic wage in the dockyards in Bombay varies from Re. 1 per day to Rs. 1-2-6 per day or Rs. 30 p.m. The units in West Bengal pay a basic wage of Rs. 1-2-6 per day or Rs. 30 p.m. In the unit at Cochin, casual workmen are paid an all-inclusive wage of Rs. 2-8-0 per day while permanent workers get Rs. 30 p.m. The dockyard at Visakhapatnam pays a basic minimum wage of 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 Bombay cotton textile scale or a percentage of basic wages—which ever is more advantageous to the workers 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. 56-10-0 in October 1951 and Rs. 60-7-0 in September 1952. Most of the dockyards in Calcutta pay dearness allowance

on a scale graded according to income groups, those in the lowest income group, viz., up to Rs. 50 p.m. getting a dearness allowance of Rs. 31 p.m. One unit in Calcutta, however, pays dearness allowance according to Bengal Chamber of Commerce scale. At Visakhapatnam, dearness allowance is graduated according to slabs of index numbers and amounts to 70 per cent. of basic wages with a minimum of Rs. 45 p.m. when the index is between 330 and 349. In Cochin, monthly paid workers are paid according to the Central Pay Commission scale, the minimum for the lowest income group amounting to Rs. 40 p.m. For permanent daily rated workers, dearness allowance is paid at the rate of Rs. 1-8-6 per day for those getting wages up to Rs. 2 per day, and 1-14-0 per day for those getting above Rs. 2 per day.

Bonus.—The Alcock Ashdown Co., Bombay, paid annual profit bonuses equivalent to $\frac{1}{3}$ rd, $\frac{1}{4}$ th and $\frac{7}{24}$ ths of annual basic earnings for the years 1949, 1950 and 1951 respectively. The dockyards in Calcutta generally paid an annual bonus equivalent to 1 month's basic wages.

Iron and Steel industry

Basic wages.—The basic minimum wages of the lowest paid workers in this industry vary from Re. 0-12-0 per day to Rs. 1-6-0 per day. The rates in the different units are as follows: annas 12 per day in the Indian Steel Rolling Mills at Negapatam; Re. 1 per day in the Tata Iron and Steel Co., Rs. 1-2-0 per day in the Indian Iron & Steel Works (Kulti); Rs. 1-2-6 per day in the Kamani Metal Works; and Rs. 1-6-0 per day in the Indian Iron & Steel Co., (Burnpur) and the Tinplate Co., of India.

Dearness allowance.—In the concerns in Bihar (viz., the Tinplate Co., of India and the Tata Iron and Steel Co.) 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.; those with a monthly pay 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 with basic pay up to Rs. 500 p.m. In these concerns, the employees are also granted a food subsidy allowance which amounts to Rs. 17 p.m. in the case of married persons and Rs. 12-8-0 p.m. in the case of unmarried persons. The Kamani Metal Works (Bombay) pays dearness allowance at the same rate as the Bombay Millowners' Association.* The units in West Bengal pay dearness allowance on a scale graded according to income groups, those in the lowest income group getting a dearness allowance of Rs. 25 p.m. In the unit at Negapatam dearness allowance is paid at 20 per cent. of pay subject to a minimum of Rs. 35 p.m.

Earnings.—The following table gives data regarding the average earnings of certain important categories of workers in the Iron and Steel industry in September 1952.

*For details, please see p. 185—*ante*.

TABLE LXXXVII
EARNINGS IN THE IRON AND STEEL INDUSTRY, 1952

S. No.	Occupations	The Indian Steel Rolling Mills, Negapatnam	The Indian Iron & Steel Co., Ltd., Kulti*	The Indian Iron & Steel Co., Ltd., Burnpur Works*		The Tinplate Co., of India Ltd., Golmuri works	The Tata Iron & Steel Co., Ltd., Jamshedpur
				Iron Section	Steel Section		
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	Fitters ..	103 8 4	65 5 2	71 2 9	66 7 0	185 8 5	188 8 5
2	Machinemen ..	127 3 6	67 0 0	77 7 4	66 7 0	158 2 3	207 11 7
3	Blacksmiths ..	100 12 4	63 0 5	67 15 3	55 14 0	158 10 10	185 10 1
4	Masons ..	114 14 9	51 12 3	61 14 6	47 2 0	178 9 5	104 10 7
5	Painters ..	75 3 0	55 13 11	72 1 1	55 14 0	133 13 7	121 3 2
6	Moulders ..	112 7 0	53 8 11	63 13 4	55 14 0	..	175 8 2
7	Carpenters ..	84 13 5	63 9 5	65 8 1	55 14 0	159 8 9	167 3 6
8	Tongsmen ..	113 9 6	..	..	85 8 0	..	210 1 7
9	Firemen (Asstt. Heaters)	149 5 9	49 11 0	50 4 0	69 5 0	114 6 11	160 1 3
10	Turners ..	161 2 8	59 12 7	67 5 2	66 7 0	168 14 0	237 8 9
11	Hammermen ..	80 12 2	43 0 5	43 13 3	51 8 0	113 8 6	..
12	Welders ..	103 0 5	61 7 6	74 9 8	66 7 0	182 13 0	191 13 9
13	Riveters (Fitter Helpers)	71 9 6	54 13 5	69 14 1	85 8 0	..	153 10 2
14	Drillers *	79 12 3	57 14 6	68 2 3	..	..	141 11 3
15	Tool-smiths (Fitter-helpers)	80 5 3	..	..	94 5 0	..	200 8 0
16	Electricians ..	135 0 0	85 11 5	90 8 4	114 8 0	..	344 0 10
17	Tinsmiths (Tinkers)	67 2 6	50 8 0	60 6 4	72 5 0	159 14 6	164 5 4
18	Cranemen (Crane-drivers)	84 9 5	52 0 4	63 11 2	66 7 0	151 0 8	198 4 7
19	Mazdoors : Male	48 15 4	32 13 2	32 14 3	38 5 0	72 4 8	68 3 0
	Female	46 11 1	28 3 6	29 13 8	..	62 14 11	58 15 1
20	Sweepers : Male	48 12 1	34 1 7	38 10 2	41 4 0	70 11 6	..
	Female	53 10 10	31 12 10	..	..	67 0 11	..

*Data relate to a wage period of a fortnight.

Bonus.—The practice of paying an annual profit bonus obtains in many of the concerns. The Indian Iron & Steel Co., pays bonus at the rate of 2 days' wages for every 1 per cent. dividend declared by the company. The Indian Steel Rolling Mills, Negapatam, paid for the year 1951, a bonus of 2 months' pay to its workmen. The Tinplate Co. of India paid, for the year 1950, a bonus equivalent to 2.78 months' wages. Under the Profit Sharing Scheme in force in the Tata Iron & Steel Co., the employees of the company were given bonus equivalent to 2 months' 19 days' wages in 1949-50; 3 months' 5 days' wages in 1950-51, and 3 months' 8 days' wages in 1951-52.

CEMENT INDUSTRY

Basic wages.—The basic minimum wage of workers in the units controlled by the Associated Cement Companies Ltd., was raised from Re. 0-14-0 per day to Re. 1 per day with effect from 1st January 1952. The basic minimum wage in the unit at Japla is Rs. 26 p.m. and in the unit at Dalmianagar it is Rs. 21 p.m. In the unit at Vijayawada, casual daily labourers are paid a consolidated wage of Rs. 1-8-0 per day while permanent mazdoors get a daily basic wage of 10 annas in addition to a separate dearness allowance. Workers in the units at Dalmiapuram, Dalmiadadri and Kottayam get a basic wage of Rs. 22-12-0 p.m., Rs. 33-0-0 p.m. and Rs. 50 p.m. respectively.

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 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 permanent 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 1st June 1951 the actual amount of dearness allowance paid has been Re. 1 per day. In the unit at Japla, dearness allowance at a flat rate of Rs. 30 p.m. is paid to all workers, while in most of the other units, dearness 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 lowest paid workers. In Kymore and Banmore, 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.

Details regarding the basic minimum wages, dearness allowance and the minimum monthly earnings of the lowest paid workers in the cement factories in India are given in the table below :

TABLE LXXXVIII

MONTHLY BASIC WAGES, DEARNNESS ALLOWANCE AND EARNINGS OF THE
LOWEST PAID WORKERS IN SOME UNITS OF THE CEMENT
INDUSTRY, (JUNE 1951)

Centre	Monthly basic wage	Monthly dearness allowance	Minimum total monthly earnings
1	2	3	4
	Rs. A. P.	Rs. A. P.	Rs. A. P.
Japla	26 0 0	30 0 0	56 0 0
Dalmianagar	21 0 0	35 0 0	56 0 0
Chaibasa	22 12 0	26 0 0	48 12 0
Khalari	22 12 0	26 0 0	48 12 0
Dwarka	22 12 0	26 0 0	48 12 0
Kymore	22 12 0	17 14 0	40 10 0
Shahabad	22 12 0	26 0 0	48 12 0
Banmore	22 12 0	19 8 0	42 4 0
Vijayawada	16 4 0	41 4 0*	57 8 0
Dalmiapuram	22 12 0	33 4 0*	56 0 0
Madukkarai	22 12 0	37 12 6*	60 8 6
Mangalagiri	22 12 0	40 10 0*	63 6 0
Dalmiadadri	33 0 0	22 0 0	55 0 0
Surajpur	22 12 0	29 4 0	52 0 0
Lakheri	22 12 0	21 15 0	44 11 0
Porbandar	26 0 0	26 0 0	52 0 0
Kottayam	50 0 0	25 0 0	75 0 0
Sevalia	26 0 0	26 0 0	52 0 0

* Dearness allowance linked to cost of living index numbers.

Other allowances.—In addition to basic wages and dearness allowance, some factories supply foodstuffs and other articles, at concession rates. The estimated money value of these concessions in 1950-51, in the various centres of the industry is as given below.

TABLE LXXXIX
MONEY VALUE OF CONCESSIONS IN THE INDUSTRY

Centre	Money value of concessions (per worker per month)
	Rs. A. P.
Banjari (Bihar)	2 4 0
Chaibasa (Bihar)	6 0 0
Khalari (Bihar)	5 15 0
Kymore (Madhya Pradesh)	3 12 0
Banmore (Madhya Bharat)	1 2 0
Lakheri (Rajasthan)	4 0 0

Bonus.—The practice of paying annual profit bonus has been in vogue in the industry for some years now. The following table gives the rates of bonus paid by the various units in the industry.

TABLE XC
BONUS IN CEMENT INDUSTRY

Unit	Rate of bonus for		
	1948	1949	1950
Malayanpur Lime and Cement works, Banjari.	1½ months' basic wages.	Nil.	1 month's wages.
Rohtas Industries, Dalmianagar.	1½ months' basic wages.	Nil.	1½ months' wages.
Andhra Cement Co., Vijayawada.	1 month's basic wages.	1 month's earnings	..
Travancore Cements Ltd.	..	..	1 month's earned wages.
Dalmia Cements Ltd., Dalmiapuram.	25 per cent. of basic wages earned.	1½ months' wages	5/24th of total basic earnings.
Dalmia Dadri Cement Ltd.	21 days' salary	1 month's salary	2 months' wages.
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.	1/4th of total basic wages earned.

PAPER MILL INDUSTRY

Basic wages.—Minimum basic wages of the unskilled workers in this industry vary from centre to centre. In Bombay state the basic wage varies from 10 annas per day to Rs. 25 p.m., in Uttar Pradesh it amounts to 7 annas per day and in West Bengal it ranges from Rs. 30 p.m. to Rs. 37-12-6 p.m. In most of the units both men and women get the same basic minimum wage although in a few units women get lower rates of wages. For instance, in the units in Orissa and Hyderabad men workers get a basic wage of Rs. 24-6-0 and Rs. 25 p.m. respectively while women workers are paid Rs. 19-8-0 p.m. and Rs. 20 p.m. respectively.

Dearness allowance.—Dearness allowance varies from 15 per cent. of basic wages plus Rs. 22 p.m. to Rs. 35 p.m. in West Bengal. In the units in Uttar Pradesh and in a unit in Bombay State, dearness allowance is linked to the cost of living index numbers. In the units at Sirpur, Mysore, Dalmianagar and Punalur the allowance is graduated according to income groups. The unit in Orissa pays dearness allowance at 50 per cent. of basic wages.

Details regarding the basic minimum wages paid to adult male workers and the allowances which are paid regularly during each wage period in important centres of the industry are given below.

TABLE XCI

BASIC MINIMUM WAGES AND ALLOWANCES PAID TO WORKERS IN THE
PAPER MILL INDUSTRY (JUNE 1952)

State	Centre	Minimum monthly basic wage	Minimum monthly dearness allowance	Other allowan- ces	Minimum monthly earnings
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bihar	Dalmianagar	21 0 0	35 0 0	4 0 0 (H.R.A.)	60 0 0
Bombay	Poona ..	16 4 0	32 14 6	..	49 2 6
	Ahmedabad	25 0 0	30 12 0	..	55 12 0
Orissa	Brajrajnagar	24 6 0	12 3 0	32 8 0 (Fixed bonuses)	69 1 0
Mysore	Bhadravati	16 4 0	19 8 0	..	35 12 0
Uttar Pradesh ..	Lucknow ..	11 6 0	35 12 0	..	47 2 0
	Saharanpur	11 6 0	45 14 0	..	57 4 0
West Bengal ..	Naihati ..	30 0 0	35 0 0	2 0 0 (H.R.A.)	67 0 0
	Raniganj ..	37 12 6	27 10 8	2 0 0 (H.R.A.)	67 7 2
	Calcutta ..	30 0 0	35 0 0	2 0 0 (H.R.A.)	67 0 0
Hyderabad	Sirpur ..	25 0 0	22 8 0	..	47 8 0
Travancore-Cochin	Punalur ..	24 0 0	26 0 0	..	50 0 0

H.R.A.—House Rent allowance.

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 :

TABLE XCII

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN THE PAPER MILL INDUSTRY (JUNE 1952)

State	Unit No.	Fitters	Turners	Machine attendants	Firemen	Beatermen	Sorters	Finishers	Khalasis	Mazdoors
Bihar	1	Rs. A. P. 95 10 5	Rs. A. P. 110 14 9	Rs. A. P. 85 2 3	Rs. A. P. 50 14 2	Rs. A. P. 114 8 0	Rs. A. P. 67 5 7	Rs. A. P. 53 1 0	Rs. A. P. 67 3 3	Rs. A. P. 54 12 10
Bombay	1	120 9 8	112 9 10	71 11 8	92 1 5	96 1 6	50 14 11	164 1 5	..	61 2 6
	2	114 12 0	88 7 11	..	65 14 3	52 11 8	49 2 7	55 11 5	..	50 0 0
Orissa	1	141 7 5	134 5 8	..	76 11 8	138 7 1	..	74 11 2	90 4 8	65 4 6
Mysore	1	71 4 10	60 1 5	55 4 7	79 0 0	63 5 4	33 0 11	61 1 11	55 12 0	41 6 4
Punjab	1	108 3 7	126 9 4	63 0 5	..	80 11 8	63 10 0	73 15 10	58 2 11	48 7 2
Uttar Pradesh	1	59 8 8	63 4 2	49 2 10	56 6 4	42 6 1	50 15 3	41 7 0	47 11 1	..
	2	74 2 1	94 11 0	68 13 6	71 3 3	77 6 3	..	79 0 9	57 13 4	..
West Bengal	1	112 9 4	110 12 2	76 11 2	90 6 8	120 13 3	104 9 6	122 13 3	65 4 10	68 14 1
Travancore-Cochin	1	53 5 6	60 9 2	..	41 2 7	68 7 9	43 2 4	..	..	49 13 8

CHEMICAL INDUSTRY

Basic minimum wages.—The basic minimum wage of the lowest paid worker in this industry ranges from Rs. 27 p.m. to Rs. 35 p.m. in West Bengal, from Rs. 22-8-0 p.m. to Rs. 35 p.m. in Bombay State and from Re. 0-12-0 per day to Rs. 1-2-6 per day in Madras. It may be mentioned that most of the units in Bombay city pay a basic wage of Rs. 1-2-6 per day or Rs. 30 p.m. In the Tata Chemicals Ltd., Mithapur (Saurashtra) the basic minimum wage is Rs. 1-2-0 per day. It amounts to Rs. 26 p.m. in the units in Hyderabad and to a minimum of Re. 0-12-0 per day in Travancore-Cochin. Most of the units in Uttar Pradesh pay consolidated wages varying from Rs. 45 to 55 p.m.

Dearness allowance.—Wide differences are to be found in the amount of dearness allowance paid by the units in different centres. For instance, it varies from Rs. 12 to Rs. 40 p.m. in Calcutta. In Baroda one unit does not pay any dearness allowance, while another unit pays a dearness allowance of Rs. 24 p.m. A number of units in Bombay city pay dearness allowance at the Bombay Cotton mill scale of dearness allowance while some others pay at a certain percentage of the above scale, and some others pay at rates varying from 50 per cent. of basic wages to Rs. 45 p.m.

Details regarding the basic minimum wages and minimum dearness allowance obtaining in important centres of the industry are given in the table below :

TABLE XCIII

BASIC WAGES AND DEARNESS ALLOWANCE IN THE CHEMICAL INDUSTRY (1951)

State	Unit No.	Basic minimum wage	Minimum dearness allowance
		Rs. A. P.	Rs. A. P.
Bombay	1	1 2 6 per day	60 15 0 (August 1951)
	2	1 2 6 per day	60 15 0 (August 1951)
	3	1 4 0 per day	45 0 0 p.m.
	4	32 4 0 p.m.	60 15 0 (August 1951)
	5	35 0 0 p.m.	50 % of basic wages.
Madras	1	1 0 0 per day	37 8 0 (October 1951)
	2	0 12 0 per day	41 7 0 (November 1951)
West Bengal	1	30 0 0 p.m.	30 0 0 p.m.
	2	1 2 6 per day	26 0 0 p.m.
	3	30 0 0 p.m.	25 0 0 p.m.
Hyderabad	1	26 0 0 p.m.	18 0 0 p.m.
Saurashtra	1	1 2 0 per day	1 0 0 per day.

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. 16-0-0 p.m. to Rs. 32-8-0 p.m. in Madras and from Re. 0-6-0 per day to about Rs. 27 p.m. in Bombay. The basic wage amounts to 10 annas per day in Mysore, Rs. 25 p.m. in Bhopal, Rs. 26 p.m. in Madhya Bharat and Hyderabad, and Rs. 20 p.m. in West Bengal.

Dearness allowance.—The units in U.P. and Bihar do not pay any separate dearness allowance to their workers. In Madras State four units pay dearness allowance at 2 annas and one unit at 2½ annas p.m. per point rise 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. The units in Bombay pay dearness allowance on a scale graded according to income groups and the amount of dearness allowance paid to the lowest paid workers ranges from Rs. 16-4-0 to Rs. 35 p.m. In West Bengal, Bhopal, and Mysore, workers are paid dearness allowance at a fiat rate, the actual amount paid being Rs. 20 p.m., Rs. 30 p.m. and Rs. 21 p.m. respectively.

Details regarding the basic minimum wages and dearness allowance obtaining in important centres and units of the industry are given in the following table :

TABLE XCIV

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SUGAR INDUSTRY (1951)

State	Unit	Minimum basic wage	Minimum dearness allowance
Bihar	All sugar mills in the State	Rs. A. P. 55 0 0 p.m.	Rs. A. P. (no separate dearness allowance)
Bombay	1	17 0 0 p.m.	30 0 0 p.m.
	2	27 0 0 p.m.	35 0 0 p.m.
	3	0 10 0 per day	21 5 0 (September 1951)
	4	0 9 0 per day	0 14 0 per day
	5	0 6 0 per day	0 10 0 per day
Madras	1	0 12 0 per day	30 0 0 p.m.
	2	0 13 0 per day	1 4 0 per day
	3	0 13 0 per day	32 8 0 (lowest category in September 1951)
	4	17 0 0 p.m.	18 0 0 p.m.
	5	1 4 0 per day	(no separate dearness allowance)
	6	16 0 0 p.m.	22 0 0 p.m.
	7	19 8 0 p.m.	2 annas per point of rise above 100 in the Visakha-patnam cost of living index.
	8	16 0 0 p.m.	Do.

TABLE XCIV—contd.

State	Unit	Minimum basic wage	Minimum dearness allowance
Orissa	1	Rs. A. P. 18 0 0 p.m.	Rs. A. P. 17 0 0 p.m.
U. P.	All sugar mills in the State	55 0 0 p.m.	(consolidated wage)
West Bengal	1	20 0 0 p.m.	20 0 0 p.m.
Madhya Bharat	1	26 0 0 p.m.	25 0 0 p.m.
Mysore	1	0 10 0 per day	21 0 0 p.m.
Bhopal	1	25 0 0 p.m.	30 0 0 p.m.
Hyderabad	1	26 0 0 p.m.	28 0 0 p.m.

Earnings.—The monthly average earnings of certain categories of workers in important centres of the industry are given in table XCV

Bonus.—Most of the sugar factories have been paying a bonus to their workers. In U.P. and Bihar bonus has been awarded generally on the basis of sugar produced during the season. The sugar mills in U.P. have paid bonus for the 1949-50 and 1950-51 seasons at the following rates.

Quantity of sugar produced (Maunds)	Rate of bonus per maund of sugar produced
	Annas
Upto 1 lakh	Nil
Over 1 lakh and up to 2 lakhs	2
Over 2 lakhs and up to 3½ lakhs	4
Over 3½ lakhs and up to 5 lakhs	6
Over 5 lakhs	8

The mills in Bihar also paid bonus at the above rates for the 1949-50 season.

Many of the units in Madras and Bombay, as also the units in Bhopal and Madhya Bharat paid bonus to their workers for 1949. The amount varied from 1 month's wages to 4½ months' wages.

TABLE XCV
AVERAGE EARNINGS OF WORKERS IN CERTAIN SUGAR FACTORIES (SEPTEMBER 1951)

State	Unit No.	Chemists	Paumun	Turners	Drivers	Fitters	Mates	Oilmen	Mazdoors
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bihar ..	1	264 4 6	..	93 2 9	57 2 9	88 13 6	..	..	55 2 3
	2	515 0 0	..	71 12 11	56 7 4	72 1 9	..	53 8 4 ¹	55 4 9
	3	395 0 0	..	69 10 5	52 9 3	81 0 6	..	52 1 0	55 0 0
Bombay ..	1	260 0 0	101 0 0	62 0 0	56 0 0	70 0 0	67 0 0	38 0 0	34 0 0
	2	243 8 0	142 8 0	90 3 0	47 12 9	89 7 6	59 12 9	39 4 0	34 4 0
Madras ..	1	93 15 5	64 14 3	71 9 3	52 0 5	61 11 7	62 0 9	59 8 11	55 6 1
Orissa ..	1	238 8 0	..	80 14 6	56 0 0	61 6 3	..	..	35 14 9
U. P. ..	1	770 0 0	..	119 2 3	64 7 9	97 11 6	59 0 0	55 12 0	55 1 3
	2	205 5 9	..	98 5 6	72 15 0	94 8 0	59 12 0	57 0 0	55 9 0
	3	245 0 0	..	98 0 0	71 0 0	88 0 0	59 0 0	51 0 0	56 0 0
	4	86 8 0	177 5 0	95 0 9	74 11 0	155 6 0	67 15 0	55 0 0	55 10 9
	5	455 10 0	..	82 8 3	67 4 0	92 10 0	64 10 6	61 13 6	60 12 9
West Bengal ..	1	..	76 5 0	101 3 6	63 12 0	90 8 6	..	..	44 10 0
Bhopal ..	1	..	..	97 10 0	..	83 9 0	..	..	54 9 10
Madhya Bharat ..	1	..	..	118 12 0	68 8 0 (Loco) 83 10 0 (Motor) 75 12 0	96 4 6	57 9 6	55 0 0	51 0 9
Mysore ..	1	265 2 9	141 11 4	74 3 10	83 6 10	61 11 5	48 3 9	62 3 0	51 6 9
Hyderabad ..	1	525 4 3	193 14 3	139 9 3	83 6 10	65 0 4	74 0 7	58 11 6	55 14 5
Travancore-Cochin ..	1	136 7 2	71 2 4	A74 12 0 B61 10 8	75 12 0	A69 0 6 B39 9 8 C57 15 0	..	55 0 3	51 2 4

MATCH INDUSTRY

Basic wages.—The minimum basic wages obtaining in important units of the industry in 1951, were as follows : Re. 0-13-6 per day in Dhubri, Rs. 1-1-0 per day in the factories at Bombay and Madras, Rs. 1-4-0 per day in the Calcutta factory, Re. 0-12-0 per day in the factory at Bareilly, Re. 0-10-0 per day in the unit at Dharmadam and Rs. 25 p.m. in the unit at Port Blair.

Dearness allowance.—In most of the units dearness allowance is paid on a basis linked to the cost of living index numbers, and often graded according to income groups. The following statement gives the minimum wage rates and the minimum dearness allowance in the different centres of the industry as in July 1951.

TABLE XCVI

MINIMUM DAILY WAGES AND MINIMUM DEARNESS ALLOWANCE IN THE MATCH INDUSTRY (JULY 1951)

Centre					Minimum basic wage	Minimum dearness allowance
					Rs. A. P.	Rs. A. P.
Madras	..	..	..	..	1 1 0	0 2 0 per rupee
Dharmadam	..	..	..	..	0 10 0	0 14 8
Port Blair	..	..	..	..	25 0 0 p.m.	30 0 0 p.m.
Bombay	..	..	..	..	1 1 0	2 4 0
Calcutta	..	..	..	..	1 4 0	1 4 0
Dhubri	..	..	..	..	0 13 6	1 4 8

Other allowances.—The unit at Madras supplies stores at pre-war prices, and the money value of the benefit to the workers amounted to Rs. 2-6-3 per day. In Calcutta also workers are supplied with cheap rations, the value of this concession being Rs. 8 per month. The factory at Dharmadam also allows certain concessions valued at Rs. 14 p.m.

Earnings.—Details regarding earnings of workers in important occupations are available in respect of 6 factories only. These are given in Table XCVII.

Bonus.—Annual bonus to workers has been paid in all the seven factories controlled by the WIMCO. since 1941-42. For the year 1950, it was stated that bonus equal to 4½ months' basic earnings was paid to the workers of these factories, subject to certain conditions.

The Madras factory paid 10 per cent. and 5 per cent. of basic wages as attendance bonus to workers who did not absent themselves for more than one and two days respectively in a month.

In four factories (at Bombay, Calcutta, Bareilly and Dhubri) there is a system of production bonus according to which bonus is paid to workers when production exceeds a certain limit. This bonus for the year 1950 amounted, on an average, to 24.41 per cent. of basic earnings at Calcutta, 45.52 per cent. of basic earnings at Bombay (for July 1951 only) and 50 per cent. of basic earnings (for 9 months of the year only) at Bareilly. Production bonus in the Assam Match Co., at Dhubri is calculated at the rate of $\frac{1}{2}$ per cent. of the basic wage for every case produced in excess of 100 cases during a working period of 17 hours. In the factory at Dharmadam (Madras) the workers in the levelling Department were paid a levelling bonus of one anna per bag over 14 bags per day.

TABLE XCVII

AVERAGE DAILY EARNINGS OF WORKERS IN MATCH FACTORIES (JULY 1951)

Jobs	Assam (Dhubri)	Bombay* (Amber- nath)	Madras (Dharma- dam)	Madras	Uttar Pradesh* (Bareilly)	West Bengal (Calcutta)
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Peeling machine-men.	5 10 0	5 11 6	2 13 1	5 3 1	..	8 2 0
2. Peeling helpers	4 12 0	5 4 11	2 5 1	4 6 10	..	7 5 0
3. Peeling waste transporters.	2 15 0	4 8 6	1 14 9	4 4 4	..	5 10 0
4. Box making drivers.	3 8 0	5 4 11	..	4 11 2	..	5 5 0
5. Box closing drivers.	3 8 0	4 11 8	..	4 12 8	4 4 6	5 6 0
6. Box closing assistants.	3 3 0	4 7 6	..	4 11 0	4 4 6	4 15 0
7. Continuous machine drivers.	4 5 0	5 9 8	..	5 0 10	5 3 4	6 13 0
8. Continuous machine feeders.	3 15 0	5 4 3	..	4 10 1	4 13 9	6 6 0
9. Box filling machine drivers.	3 11 0	5 5 6	..	4 15 3	4 7 11	5 2 0
10. Box filling machine helpers.	3 9 0	5 0 4	..	4 5 1	..	4 13 0
11. Banderolling feeders and helpers.	3 8 0	4 15 4	..	4 13 8	..	5 0 0
12. Tray dressers in friction Department.	4 12 0	5 1 5	..	4 4 1	..	4 15 0
13. Frictioning helpers.	4 4 0	4 12 11	..	4 10 10	..	6 9 0
14. Making 5 gross packets.	4 11 0	4 15 9	..	4 2 5	5 3 0	5 14 0
15. Carpenters ..	3 14 0	5 7 0	2 9 1	4 5 7	..	6 13 0
16. Boiler firemen	3 5 0	4 14 0	2 15 1	4 7 1	..	..
17. Fitters ..	4 1 0	6 9 3	2 4 1	4 7 1	..	..

*The earnings refer to June 1951.

POTTERIES AND CERAMIC INDUSTRY

The minimum daily basic wages and dearness allowance obtaining in some units in the industry are given in the statement below.

TABLE XCVIII

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN THE POTTERIES AND CERAMIC INDUSTRY (1951)

State	Unit No.	Minimum basic wage	Minimum dearness allowance
		Rs. A. P.	Rs. A. P.
Bihar	1	1 1 0	0 15 0
	2	0 9 6	0 8 0
Bombay	1	1 8 0	(consolidated wage)
	2	1 0 0	15 9 0 p.m.
Delhi	1	1 1 0	0 7 0
Madras	1	1 0 0	(consolidated wage)
Madhya Pradesh	1	1 0 0	0 14 8
	2	0 6 0	1 2 0
Madhya Bharat	1	0 11 0	1 0 0
Mysore	1	0 12 0	15 0 0 p.m.
West Bengal	1	1 0 0	0 15 4
	2	1 0 0	1 7 3
	3	1 0 0	35 0 0 p.m.

Earnings.—The average monthly earnings of workers in the different centres vary widely. For instance, the earnings of Mazdoors (male) varied from Rs. 25-7-6 p.m. in Madras to Rs. 62 in a unit in West Bengal. The earnings of Fitters varied from Rs. 45 p.m. in a unit in Bihar to Rs. 132 p.m. in a unit in Delhi. Details are given in the following table.

TABLE XCIX

AVERAGE MONTHLY EARNINGS OF CERTAIN CATEGORIES OF WORKERS IN THE
POTTERIES AND CERAMICS INDUSTRY (SEPTEMBER 1951)

State	Unit No.	Carpenters	Masons	Firemen	Fitters	Turners	Moulders	Glazers	Mazdoors	
									Men	Women
West Bengal	1	Rs. A. P. 73 13 3	Rs. A. P. 73 13 3	Rs. A. P. 73 7 0	Rs. A. P. 91 0 0	Rs. A. P. 71 7 9	Rs. A. P. 71 7 9	Rs. A. P. 61 5 3	Rs. A. P. 61 5 3	Rs. A. P. 58 3 3
	2	72 0 0	99 0 0	94 0 0	81 0 0	92 0 0	..	86 0 0	62 0 0	53 0 0
	3	67 0 0	60 8 0	67 0 0	70 0 0	..	..	..	50 0 0	44 0 0
Bombay	1	130 0 0	130 0 0	55 0 0	130 0 0	..	100 0 0	..	45 0 0	40 0 0
Bihar	1	81 12 0	69 0 0	48 0 0	48 0 0	..	48 0 0	..	42 0 0	39 0 0
	2*	60 1 0	70 8 0	57 13 6†	118 13 0	..	81 5 0	..	45 11 0†	25 13 6†
Madhya Pradesh	3	103 2 0	93 0 0	64 8 0	102 12 0	106 8 0	58 2 0	78 12 0	52 2 0	48 0 0
	1	64 3 3	67 8 6	60 0 0	93 8 0	76 0 0	56 12 9	48 3 6	40 6 0	32 14 0
Madras	2	91 0 0	78 2 0	58 0 0	67 5 9	65 14 9	83 4 9	..	41 10 6	27 0 6
	1	58 12 0	44 3 0	30 8 6	49 0 0	..	..	..	25 7 6	..
Mysore	1	56 2 0	59 0 0	..	54 10 0	51 6 0	55 8 0	46 0 0	32 0 0	30 0 0
Madhya Bharat	1	55 10 3	58 5 4	..	57 13 10	..	..	..	42 5 3	37 11 11
	1	68 12 0	48 0 0	57 8 0	132 0 0	..	97 0 8	42 7 4	45 4 0	25 6 0

*In addition rations at concessional rates are given.

†They are also given 4 ch. of free rice plus rations at concessional rates.

COIR MATS AND MATTING INDUSTRY

Basic wages.—Daily-rated workers are generally paid a basic wage of 10 annas per day. Daily-rated women workers get a basic wage of 8 annas. It would appear that the minimum earnings of a worker in this industry, when full work is available, is about Rs. 1-6-0 per day. The basic daily wage rates for different categories of workers in the industry are as follows :

Occupation								Daily basic wages
								Rs. A. P.
Dyeing coir yarn	..	..	..	..	..	..	..	0 11 6 to 0 14 -6
Drying and Sorting yarn (women)	..	..	..	..	..	..	..	0 9 6
Spooling	..	..	..	..	..	..	..	0 14 0
Warping	..	..	..	..	..	..	..	0 11 3
Dyeing	..	..	..	..	..	..	..	0 13 0
Stitching	..	..	..	..	..	..	..	2 14 0
Baling	..	..	..	..	..	..	..	1 4 0
Quilling	..	..	..	..	..	..	..	0 11 3
Weaving	..	..	..	..	..	..	..	2 8 0
Stencilling	..	..	..	..	..	..	..	1 8 0
Packing	..	..	..	..	..	..	..	0 10 0
Passing	..	..	..	..	..	..	..	1 8 0

Generally, contract labour receives slightly lower wages compared to labour directly employed. Although the contractor or *moopan* no longer makes exactions from the workers, he gets a commission varying from 5 to 10 per cent. of the wages paid to the workers in his gang for any piece of work. In certain cases he gets an extra share of the total wages paid.*

Dearness allowance.—In addition to basic wages workers in this industry have been in receipt of dearness allowance also for a number of years. This allowance was first given in November 1938 and amounted to 6½ per cent. of basic wages. The allowance was increased a number of times subsequently, till it amounted to 100 per cent. of basic wages in 1946. The dearness allowance was further increased in 1948 to 112½ per cent. or Rs. 1-2-0 per rupee of basic wages. By the award of an Industrial Tribunal it was further increased with effect from November 1950, to 118¾ per cent. of basic wages. Taking the dearness allowance of 118¾ per cent. or Rs. 1-3-0

* For details, please refer to pp. 550-555 of the January 1953 issue of the *Indian Labour Gazette*.

per rupee of basic wages as the starting point, the Tribunal worked out a sliding scale of dearness allowance; under this system, dearness allowance will be increased (or decreased) by 10 pies per rupee of basic wages, for every rise (or fall) of 10 points above 330 in the Madras City cost of living index number.

Apart from dearness allowance no other allowances are given to the coir factory workers. They do not get any other payments in kind nor are they given supplies at concession rates.

Earnings.—Certain data relating to average basic wages and average earnings of important categories of workers are given in table C.

Annual profit bonus.—By an award of the Industrial Tribunal, employers in the industry in the Alleppey area paid a bonus equal to 4 per cent. of the total earnings of each worker for the year 1948. For the year 1949, the Tribunal awarded a bonus of from 4 to 5½ per cent. of the total earnings of each worker. For the years 1950 and 1951 also, some of the employers in the industry, paid bonuses varying from 4 to 6½ per cent. of the total earnings of the workers.

TABLE C

AVERAGE DAILY BASIC WAGES AND AVERAGE EARNINGS OF WORKERS IN CERTAIN OCCUPATIONS*

	Splicing		Beaming		Mats Weaving	
	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.
1	0 1 11	0 4 3	..	..	0 6 10	0 15 3
2	0 10 2	1 6 8	..	..	0 9 9	1 5 10
3	..	..	..	..	0 10 4	1 6 8
4	0 3 1	0 6 8	0 4 11	0 10 10	1 5 9	2 15 8
5	..	..	..	..	0 13 5	1 14 0
6	0 5 5	0 12 1	0 4 7	0 10 1	0 7 6	1 0 11
7	..	..	0 4 5	0 9 7	0 7 0	0 15 3
8	0 12 10	1 10 11	0 10 8	1 6 7	0 7 11	1 0 11
9	0 6 9	0 15 3	0 12 5	1 11 9	0 8 10	1 3 10

* The data relate to a wage period in January 1952 which was a month of slump and serious under-employment. It would be remembered that since November 1951, the industry has been in the throes of a serious trade depression resulting in large scale unemployment and under-employment.

TABLE C—contd.

	Shearing		Stencilling		Packing	
	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.
1	0 4 4	0 9 8	..	..	0 2 2	0 6 6
2	..	..	..	..	..	..
3	0 15 3	2 1 9	1 0 9	2 4 7	..	..
4	..	..	..	..	..	..
5	..	..	0 4 4	0 9 7	0 12 2	1 11 4
6	..	..	0 2 6	0 6 3	..	..
7	..	..	0 3 6	0 7 8	..	..
8	0 6 2	0 14 0	..	..	..	..
9	..	..	0 4 3	0 9 6	..	..

	Dyeing		Spooling		Daily rated workers	
	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.
1	0 10 4	1 7 2	0 5 1	0 11 4	0 10 0	1 6 2
2	..	..	0 5 8	0 12 7	0 14 8	2 0 10
3	0 5 4	0 11 8	0 7 4	1 0 1	0 14 0	1 14 8
4	..	..	..	..	0 8 8	1 3 0
5	0 9 3	1 4 8	..	..	0 15 5	2 2 6
6	..	..	..	..	0 6 11	0 15 6
7	0 7 0	1 0 0	0 5 3	0 11 0	0 8 1	1 2 9
8	0 12 10	1 10 11	0 6 10	0 14 3	0 8 2	1 2 4
9	..	..	0 12 5	1 11 9	0 9 8	1 5 7

GLASS INDUSTRY

Basic wages.—There are wide variations in the basic wage rates paid for workers in the Glass Industry in the different centres, as also between different units even in the same centre. The basic minimum wage varies from Re. 1-1-0 per day to Rs. 60 p.m. (consolidated) in Bihar, from Re. 0-14-9 per day to Rs. 80 p.m. (consolidated) in Bombay, from 0-8-0 per day to Rs. 1-8-0 per day in Madhya Pradesh, from Re. 0-10-0 per day to Rs. 2-4-0 per day in the units in Uttar Pradesh and from Re. 1-0-0 per day to Rs. 45 p.m. in West Bengal.

Dearness allowance.—It would appear that most of the units pay consolidated wages and do not pay any separate dearness allowance. In units which pay a separate dearness allowance, it ranges from 5 annas per day to Rs. 30 p.m. in Bombay, from 10 annas per day to Re. 1 per day in Uttar Pradesh and from 6 annas per day to Rs. 31 p.m. in West Bengal.

Details regarding basic wages and dearness allowance in the various centres of the glass industry are given in the statement below.

TABLE CI

MINIMUM BASIC WAGE AND DEARNESS ALLOWANCE IN THE GLASS INDUSTRY
(JUNE 1952)

State (1)	Centre (2)	Minimum monthly basic wage (3)	Minimum monthly dearness allowance (4)
		Rs. A. P.	Rs. A. P.
Bihar	Harjipur	60 0 0	..
	Kandra	27 10 0	17 1 0
Bombay	Bombay	26 0 0 to 80 0 0	..
	Ogalewadi	26 0 0	30 0 0
	Baroda	20 0 0 to 23 15 6	15 0 0 to 25 0 0
	Nagpur	15 0 0	39 6 0
Madhya Pradesh	Chanda	39 0 0	..
	Madras	19 0 0	7 0 0
Orissa	Barang	40 0 0	..
Punjab	Ambala	32 0 0	6 8 0
	Amritsar	45 0 0	..

(1)			(2)			(3)			(4)		
Uttar Pradesh			Firozabad			Rs. A. P. 39 0 0			Rs. A. P. ..		
						to					
						60 0 0					
			Aligarh			35 0 0			..		
			Banaras			38 0 0			..		
			Shikohabad			22 12 0			26 0 0		
			Bahjoi			16 4 0			16 4 0		
West Bengal			Calcutta			26 0 0			9 12 0		
						to			to		
Hyderabad			Begampet			45 0 0			31 0 0		
						26 0 0			..		
Mysore			Bangalore			15 0 0			19 0 0		
Saurashtra			Morvi			23 9 0			25 0 0		
Travancore-Cochin			Trivandrum			27 0 0			13 0 0		

(Wages and allowances calculated for a month of 26 working days).

The Labour Bureau recently took up the compilation of an index of earnings of factory workers. The indices are worked out on the basis of data available in the returns under the Payment of Wages Act with 1939 as base. The index numbers are given in the following tables.

TABLE CII
INDEX NUMBERS OF EARNINGS (1939=100) BY STATES

State			Average annual earnings in 1939	Index Numbers					
				1944	1945	1946	1947	1948	1949
			Rs.						
Assam			263.7	236.2	263.5	282.7	302.0	322.7	388.7
Bihar			415.5	129.3	133.8	130.9	204.9	217.2	227.6
Bombay			370.4	235.4	223.6	220.8	267.3	314.7	336.9
Madhya Pradesh .. ..			..	258.8	286.2	250.7	325.7	390.1	437.6
Madras			175.9	192.3	204.0	243.4	337.6	371.8	438.9
Orissa			161.8	229.1	230.0	263.7	300.3	402.9	417.9
Punjab			296.0	197.8	209.8	..	234.1	256.2	345.5
Uttar Pradesh			235.6	216.7	223.7	242.2	284.0	380.9	427.2
West Bengal			248.7	170.0	176.7	193.6	222.8	282.3	333.5
Ajmer			163.7	227.1	234.3	280.9	273.3	341.1	343.2
Delhi			309.4	241.7	242.4	240.3	266.3	322.9	323.6
All States			292.3	202.1	201.5	208.6	253.2	304.0	340.3

TABLE CIII

INDEX NUMBERS OF EARNINGS (1939=100) BY INDUSTRY

Industry	Average annual earnings in 1939*	Index Numbers					
		1944	1945	1946	1947	1948	1949
	Rs.						
Textiles	284.0	220.1	217.4	217.4	269.1	326.0	369.1
Engineering ..	317.0	177.6	191.3	212.2	220.6	280.4	289.1
Minerals and Metals ..	435.1	136.3	141.0	135.2	212.3	215.1	237.8
Chemicals and Dyes ..	220.8	227.7	210.2	230.4	288.9	339.0	357.7
Paper and Printing ..	335.0	139.0	165.0	188.0	215.9	247.7	270.4
Wood, Stone & Glass ..	193.5	203.4	238.1	244.1	281.0	317.2	340.9
Skins and Hides ..	286.0	181.6	177.8	188.6	207.9	285.5	312.4
Ordnance factories ..	362.2	175.0	200.2	221.0	225.8	284.8	351.9
Mints	367.5	200.9	193.7	233.3	292.5	379.3	391.6
Miscellaneous ..	250.7	202.6	183.1	243.4	255.7	316.5	346.2
All Industries ..	292.3	205.1	205.7	211.0	257.3	308.9	345.5

2. Mines

COAL MINING

Basic wages.—The basic wage rates fixed by the Conciliation Board, Fact Finding Committee, 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, trolley-men 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.—The coal-cutter receives a basic wage of 12 annas for every 33½ c. ft. of solid coal. Loaders get a wage of 3 annas per tub of 33.75 c. ft. capacity and trolley-men 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 the table below :

* Figures worked out for the States of the Indian Union.

† For details see the *Indian Labour Year Book, 1948-49*, pp. 181-83.

TABLE CIV
RATES OF DEARNESS ALLOWANCE IN COLLIERIES IN INDIA

Scale of Dearness Allowance									
Basic wages	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.	A flat rate of 100 per cent. of basic wages for all employees.	112½	Rs. A. P.	100	..
Rs. 31 to Rs. 50	100	45 0 0	66½	30 0 0		75	33 12 0	66½	30
Rs. 51 to 100	66½	50 0 0				50	37 0 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.

Bonus.—Workers in the coal mines in Bihar, West Bengal, Orissa and Vindhya 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 1951-52 may be seen from the statement given on page 109.

Food Concessions.—Workers in the collieries in all the above regions are supplied with foodgrains at concession rates, the money value of which amounts to 6 annas per day per worker.

The figures supplied by the Chief Inspector of Mines showing the trend of average daily earnings of certain categories of workers in the important coalfields are given in Table CV.

GOLD MINING

Basic wages.—Since September 1947 the basic minimum wage for the lowest paid category of workers has stood at Re. 0-13-0 per day for surface workers, and at Rs. 1-1-0 per day for underground workers. Women workers (surface) are given a basic minimum wage of annas 9 per day and boys get a basic minimum wage of annas 8 per day.

Dearness allowance.—Daily-rated workers get a dearness allowance at the rate of Re. 0-2-3 per month per point of rise above 100 in the cost of living index number for Kolar Gold Field. According to this scale, the amount of dearness allowance paid in the months of January 1952, April 1952 and July 1952 was Rs. 39-4-0, Rs. 37-13-0 and Rs. 39-8-0 respectively.

Other allowances and bonuses.—Underground workers get a clothing allowance of Rs. 10 per annum. Annual profit bonus has been paid in all the years since 1947, the actual amount of the bonus depending on the financial position of the companies concerned. For the year 1947, all workers were paid a bonus equivalent to three months' wages. For the year 1948, bonus equivalent to 13 days' wages was granted to the workers of three out of the four gold mining companies in the area. The companies paid out a total of Rs. 6,51,617 and Rs. 4,83,478 as bonus for 1949 and 1950 respectively. The rate of bonus was equivalent to 26 days' basic wages.

Earnings.—Data regarding average annual earnings of workers in the industry for the years 1939 and 1945 onwards are given in the following table :

TABLE CVI
ANNUAL EARNINGS OF WORKERS IN THE KOLAR GOLD FIELD

Year	Average annual cash earnings per worker	Money value of other benefits (average per worker per year)	Total average earnings
	Rs.	Rs.	Rs.
1939	312-82	6-76	319-58
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*
1950	842-19	154-38	996-57
1951	863-59	242-25	1103-84
1952 (January to June)	440-44	104-44	544-88†

*Reduction due to 2 months' strike during February and March 1949.

†Decrease as the 1950 bonus has been shown in 1951 earnings.

MICA MINING

Minimum wage rates for workers in Mica works have been fixed in the States of Bihar, Madras, Rajasthan and Ajmer, under the Minimum Wages Act, 1948. The minimum wages (i.e., basic wage plus dearness allowance, etc., if any), thus fixed are : Rs. 1-4-6 (factories) and Rs. 1-5-9 (mines) per day in Bihar, Rs. 1-2-0 (factories) and Re. 1-0-0 (mines) per day in Madras, Rs. 1-2-0 per day in Rajasthan and Rs. 45 p.m. in Ajmer. The existing rates of wages and allowances for workers in the mica mines in Bihar are given below :

TABLE CVII

MINIMUM DAILY BASIC WAGE RATES, DEARNESS ALLOWANCE AND MINIMUM DAILY EARNINGS OF WORKERS IN THE MICA MINES IN BIHAR

Serial No.	Class of employees	Basic rate of wages	Cost of living allowance	Cash value of concessions in respect of supplies of essential commodities	All inclusive rate of wages
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	Dhari (Unskilled)	0 8 0	0 12 3	0 3 0	1 7 3
2	Mazdoor (Skilled)	0 9 2	0 13 10	0 3 0	1 10 0
3	Sirdar	1 2 5	1 11 7	0 3 0	3 1 0
4	Shotfirer	0 15 0	1 6 6	0 3 0	2 8 6
5	Machine Mazdoor Driller	1 0 0	1 8 3	0 3 0	2 11 3
6	Pump Khalasi	0 13 10	1 4 8	0 3 0	2 5 6
7	Fireman	0 13 10	1 4 8	0 3 0	2 5 6
8	Compressor Khalasi	0 13 10	1 4 8	0 3 0	2 5 6
9	Fitter Mistry	1 0 0	1 8 3	0 3 0	2 11 3
10	Carpenter	1 0 0	1 8 3	0 3 0	2 11 3
11	Blacksmith	1 0 0	1 8 3	0 3 0	2 11 3
12	Winch Khalasi (Haulage)	0 13 10	1 4 8	0 3 0	2 5 6
13	Compressor Driver	1 2 5	1 11 7	0 3 0	3 1 0
14	Surface Mazdoor and Watercarrier	0 7 6	0 11 3	0 3 0	1 5 9

By the award of an Industrial Tribunal,* the wage rates fixed for workers in mica mines in Madras were revised in July 1952. While all-inclusive rates of wages were fixed under the Minimum Wages Act, the award fixed basic wages and provided for the payment of a separate dearness allowance. Details are given below :

TABLE CVIII

BASIC WAGE RATES FIXED BY THE TRIBUNAL FOR WORKERS IN THE MICA MINES IN MADRAS STATE

Category	Consolidated wages fixed by the Minimum Wages Act			Tribunal's Award (Basic rate)		
	Rs.	A.	P.	Rs.	A.	P.
<i>Daily paid staff</i>						
1. Jumper Mazdoor	2	0	0	1	2	0
2. Mine or Blasting Maistris	2	0	0	1	2	0
3. Mica Maistris	1	6	0	0	12	0
4. (i) Muk and Mica mazdoors	1	6	0	0	12	0
(ii) Removal mazdoors	1	2	0	0	10	0
5. Cutters—						
Grade I	1	8	0	0	13	6
Grade II	1	4	0	0	11	0
Grade III	1	0	0	0	8	6
6. Dressers and Sorters—						
Grade I	1	8	0	0	13	6
Grade II	1	4	0	0	11	0
Grade III	1	0	0	0	8	6
7. Mica mazdoors including hard and waste round cutters	1	0	0	0	8	6
8. Blacksmith	2	0	0	1	2	0
9. Fitters	2	0	0	1	2	0
10. Engine or compressor drivers (certificate holders) ..	3	0	0	1	14	0
11. Engine or compressor driver (non-certificate holder) ..	2	0	0	1	2	0
<i>Monthly paid staff</i>						
1. Watchman	33			18		
2. Office boys	36			20		
3. Clerks	58			36		
4. Typists	60			42		

*Notification No. SRO. 1082 dated 11th June 1952 published in the *Gazette of India Extraordinary*, dated 14th June 1952.

The scale of dearness allowance awarded by the Tribunal was as follows :

Basic wage	Dearness allowance
Up to Rs. 30 p.m. 	100%
From Rs. 31 to 100 p. m. 	66 $\frac{2}{3}$ %
From Rs. 101 to 300 p.m. 	40%

Thus, as a result of the award, the lowest paid worker would get Rs. 1-1-0 per day as against Re. 1 fixed under the Minimum Wages Act.

Earnings.—The average earnings of certain categories of workers in the mica mines in Bihar and Madras are shown in table CIX.

MANGANESE MINES

Basic wages.—Workers in the manganese mines are generally paid at piece rates, although the daily-rated system also is common for certain types of work. In the manganese mines in Madhya Pradesh the daily wage rate (inclusive of dearness allowance) is Rs. 1-2-0 for men and Re. 0-14-0 for women. The minimum average rate for miners on bed-ore mines amounts to not less than Rs. 1-4-0 per day. The minimum daily rate of wages for the workers employed in the mines under the Shivrajpur Syndicate (Bombay State) amounts to Re. 1 per day. In the mines in Madras State, the minimum wages for men and women amount to Re. 1 per day and Re. 0-8-0 per day respectively. In the mines in Orissa, men workers get a basic wage of 12 annas per day and women get 8 annas per day.

Dearness allowance.—Daily-rated and piece-rated workers in the industry in the various States, with the exception of the Shivrajpur Syndicate, are not given any separate dearness allowance. In the Shivrajpur Syndicate, workers get a dearness allowance at the rate of 2½ annas per day (2 annas per day for females), for the rise of every 25 points above 150 in the Ahmedabad cost of living index number. They also get food concessions valued at Rs. 11-3-6 p.m. Workers in the mines under the control of the C.P. Manganese Ore Co., are given cheap grain concession valued at from 2 annas to 3 annas per day.

The latest available data regarding average daily earnings of workers in Manganese mines, compiled from the annual reports of the Chief Inspector of Mines are given in table CX.

TABLE CIX
AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS IN MICA MINES

	1929	1939	1944	1945	1946	1947	1948	1949	1950	1951
	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.
<i>Underground—</i>										
Miners—										
Bihar ..	0 7 3	0 7 9	0 13 3	0 15 3	1 1 6	1 3 0	1 8 3	1 7 0	1 12 3	2 1 3
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	1 13 6	2 0 3
<i>Unskilled Labour—</i>										
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	1 4 9	1 7 6
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	1 6 6	1 7 6
<i>Open Workings—</i>										
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	1 8 6	1 12 6
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	1 8 9	2 2 0
<i>Surface—</i>										
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	2 1 0	2 6 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	1 9 9	1 13 6
<i>Unskilled—</i>										
Bihar ..	0 6 3	0 5 6	0 9 9	0 11 0	0 14 3	1 1 0	1 4 3	1 5 6	1 8 0	1 10 9
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	1 4 3	1 7 0

TABLE CX

AVERAGE EARNINGS, IN DECEMBER, OF WORKERS IN MANGANESE MINES IN MADHYA PRADESH

	1929	1939	1944	1945	1946	1947	1948	1949	1950	1951
	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.
<i>Underground :</i>										
Miners ..	0 10 3	0 7 0	0 13 6	0 15 6	1 0 0	1 7 9	1 14 0	1 13 0	1 11 6	1 13 3
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	1 11 0	1 12 6
<i>Open working :</i>										
Miners ..	..	0 5 3	0 8 6	0 9 3	0 11 9	1 0 3	1 1 9	1 5 3	1 5 6	1 8 0
<i>Surface</i>										
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	2 5 6	1 15 6
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	1 4 3	1 5 0

MINERAL OIL INDUSTRY

Basic wage.—By the award of the Industrial Tribunal given in July 1952, the basic wage rates of the workers in this industry in Assam were increased. The basic minimum wage of the unskilled workers was increased from Rs. 1-2-6 per day to Rs. 1-4-0 per day. Other workers were classified into semi-skilled and skilled categories and basic minimum rate for the former was fixed at Rs. 1-10-0 per day; skilled workers were classified into 3 grades, the starting wage in these grades being Rs. 2-6-0 per day, Rs. 3-4-0 per day and Rs. 4-4-0 per day. The table below gives details of the basic wages of different categories of workers in the industry in Assam.

TABLE CXI

DAILY BASIC WAGES OF CERTAIN CATEGORIES OF WORKERS IN THE MINERAL OIL INDUSTRY (SINCE AUGUST 1952)

Category	Scale	
	Minimum	Maximum
	Rs. A. P.	Rs. A. P.
Unskilled	1 4 0	1 8 0
Semi-skilled	1 10 0	2 4 0
Skilled—Grade I	2 6 0	3 0 0
Grade II	3 4 0	4 0 0
Grade III	4 4 0	5 0 0
Apprentices	1 10 0	2 2 0

Dearness allowance.—The Tribunal recommended that the minimum dearness allowance be increased from Rs. 45-8-0 p.m. to Rs. 50 p.m. or the appropriate daily rate on the basis of a month of 26 working days. The existing rates of dearness allowance for different categories of workers are as given below :

Category	Dearness allowance
1. Daily-rated workers	Rs. 50 p.m.
2. Monthly-rated workers and staff—	
(a) For the first Rs. 100	Rs. 50
(b) for the slab between 101-150	90% of basic wages.
(c) for the slab between 151-200	45% of basic wages.
(d) for the slab over 200	22½% of basic wages.

Earnings.—As a result of the increase in basic wages and dearness allowance an unskilled worker who was previously getting a minimum monthly earning of Rs. 75-8-0, would now get Rs. 82-4-0 p.m.

Bonus.—The Industrial Tribunal awarded the payment of bonus equivalent to 3 months' wages for 1949; and 2 months' wages for 1950.

3. Plantations

Employment in plantations is one of the employments covered by the provisions of the Minimum Wages Act, 1948. The various State Governments fixed, during the years 1951 and 1952, minimum wages for the workers employed in the plantations. Details regarding the wage rates fixed are given in the table below :

TABLE CXII

MINIMUM WAGES FIXED UNDER THE MINIMUM WAGES ACT FOR WORKERS IN PLANTATIONS

State	Plantations	Minimum wages fixed for					
		Men			Women		
		Basic wage	Dearness allowance	Total	Basic wage	Dearness allowance	Total
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Assam*	Tea (a)*	0 12 0	0 3 0	1 1 0	0 11 0	0 5 0	1 0 0
	(b)	0 12 0	0 6 0	1 2 0	0 11 0	0 5 0	1 0 0
	(c)	0 10 0	0 5 0	0 15 0	0 9 0	0 5 0	0 14 0
Bihar	Tea (1) Ranchi	..	..	1 6 0	..	..	..
	(2) Purnea	0 12 0	0 7 0	1 3 0	0 10 0	0 7 0	1 1 0
Madras	Tea, coffee and Rubber	..	..	1 5 0	..	..	1 0 0
Punjab	Tea	..	..	0 11 0	..	..	0 8 6
Uttar-Pradesh	Tea	..	..	1 0 0	..	..	..
West Bengal	Tea (1) Dooars & Terai	0 12 0	0 7 0	1 3 0	0 10 0	0 7 0	1 1 0
	(2) Darjeeling	0 8 0	0 7 0	0 15 0	0 7 0	0 7 0	0 14 0
	Cinchona	0 9 3	0 15 6	1 8 9	0 6 6	0 11 6	1 2 0
Mysore	Coffee	0 10 0	0 6 0†	1 0 0	0 9 0	0 4 0†	0 13 0
Travancore-Cochin.	Tea, Coffee and Rubber	0 15 0	0 10 6	1 9 6	0 11 3	0 8 0	1 3 3
Coorg	Coffee	0 8 0	0 10 0	1 2 9	0 6 6	0 7 6	0 14 0
	Cardamom (Qbats)	0 11 0	0 10 0	1 5 0	0 8 3	0 7 6	0 15 9
	(Towns and villages)	0 8 9	0 10 0	1 2 9	0 6 6	0 7 6	0 14 0

* (a), (b) and (c) refer to (1) Nowgong, Kamrup and North Lakhimpur,

(2) Rest of Assam Valley and (3) Cooch Bihar respectively.

† Linked to cost of living.

The piece rates for tea plucking in the different areas are as follows : In Assam, 1 anna for 4 lbs. of green leaf on gardens on the South bank of the Brahmaputra and 1 anna for 5 lbs. on the north bank. In South India, the rate for plucking is 4 pies per lb. in the Anamalais, 4 to 8 pies per lb. in the Nilgiris, 5 pies per lb. in Nilgiri-Wynaad and Wynaad and 6 to 8 pies per lb. in Travancore-Cochin. It may be noted that pluckers and other piece-rated workers are also entitled to the payment of dearness allowance.

In addition to cash wages, in certain areas such as Assam and West Bengal workers are also given foodstuffs and other articles at concession rates. In South India, the practice does not exist although a few estates supply foodgrains at concession rates.

The following table compiled from the annual reports of the Controller of Emigrant Labour contains data regarding earnings of plantation workers in the Assam and Surma Valleys for the years 1938-39 and from 1947-48 onwards.

TABLE CXIII

AVERAGE MONTHLY CASH EARNINGS OF SETTLED LABOUR PER WORKER ON BOOKS

Year	Assam Valley			Cachar		
	Men	Women	Children	Men	Women	Children
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1938-39	7 15 3	6 7 5	4 9 2	6 5 6	4 5 6	2 2 2
1947-48	17 13 11	14 13 11	10 11 6	15 14 9	13 4 0	10 8 10
1948-49	19 4 3	15 3 4	9 7 0	15 13 1	10 9 6	8 3 7
1949-50	21 12 5	15 15 1	11 1 3	17 8 5	11 14 7	5 3 10
1950-51	20 6 11	17 3 9	11 10 11	16 8 1	15 1 4	10 6 0

4. Transport and Communications

RAILWAYS

Basic wages.—There have been no changes in the scales of wages of Railway employees during the year 1951. The present wage position in the Railways is briefly as follows : Four scales, viz., Rs. 30—1—35, Rs. 35—1—40, Rs. 35—1—50 and Rs. 40—1—50—2—60 are prescribed for Class IV employees in 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—E.B.—2—60 for basic tradesmen and semi-skilled artisans and Rs. 55—3—85—4—93—E.B.—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 and the minimum was Rs. 35 p.m. before June 1951. With effect from June 1951, dearness allowance was increased by Rs. 5 p.m. for all employees getting basic wages up to Rs. 250 p.m. The present position in regard to dearness allowance is as follows :

Pay range								Dearness allowance
								Rs.
Up to Rs. 50 ..	..	..	..	..	..	..	..	40
Rs. 51—100 ..	..	..	..	..	..	..	..	50
Rs. 101—150 ..	..	..	..	..	..	..	..	55
Rs. 151—200 ..	..	..	..	..	..	..	..	60
Rs. 201—250 ..	..	..	..	..	..	..	..	65
Rs. 251—300 ..	..	..	..	..	..	..	..	65
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 grainshop facilities the rate of dearness allowance is 17½ per cent. of pay plus Rs. 5 p.m. subject to the following minima :

X Area—Pay below Rs. 40 ..	..	..	..	..	..	..	..	Rs. 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.

The money value of the concessional supply of foodgrains was estimated to be about Rs. 27 to Rs. 30-6-0 p.m. in the different areas, during March 1952. 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.

TABLE CXIV

SCALES OF PAY AND RUNNING ALLOWANCES FOR RUNNING STAFF ON RAILWAYS

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. Com. mittee	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Ry. Jt. Adv. Com. mittee
	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Drivers—						
Gr. A ..	220—15—310	250—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
Shuntors—						
Gr. A ..	75—5—105	Do.	60—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—						
Grade A ..	60—3—90	60—5—90	75—105	1 4 0	1 8 0	..
Grade B ..	50—2—60	(As recommended)	60—80	1 2 0	1 6 0	..
Grade C ..	40—1—50	Do.	40—60 40—50	1 0 0	1 2 0	..
Guards—						
Grade A ..	150—7—185—8—225	Do.	..	2 0 0	As recommended.	2 6 0
Grade B ..	100—5—125—6—155—EB—0—185.	Do.	..	1 12 0	Do.	2 0 0
Grade C ..	60—4—120—EB—5—170	Do.	80—4—120—EB—5—170.	1 8 0	Do.	..
Brakemen—						
Grade A ..	60—5½—80	Do.	60—3—72—4—80.	1 0 0	1 4 0	..
Grade B ..	40—1—50—2—60	Do.	40—2—60	1 0 0	1 2 0	..

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 18th November 1950, as a result of the recommendations of the Railway Joint Advisory Committee, appointed in May 1949.

Table CXIV 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.

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.

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 CXV

SCALES OF WAGES OF CLASS IV EMPLOYEES IN THE POSTS AND TELEGRAPHS 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- $\frac{1}{2}$ -35
2. Boy peons, boy messengers, etc. ..	8-11 to 12-15	20- $\frac{1}{2}$ -25
3. Runners	12-17	30- $\frac{1}{2}$ -35
4. Carpenters, painters, and Bicycle mistries	25-45	I 35-1-50
	20-1-40	II 40-1-50-2-60
	16-1-36	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

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. Workers are classified into various categories with a graded scale for each category. In Madras, the Port Trust shore labourers who are in 'A' register are paid a retainer fee of Rs. 42 p.m. (Rs. 22 as wages, Rs. 10 as dearness allowance and Rs. 7 as house allowance and Rs. 3 as compensatory allowance) and those on 'B' register are paid 6 annas per day, when there is no work. In Bombay the minimum daily wage of a shore labourer was fixed at Rs. 2-2-0 per day, while that of 'Morpias' and 'Baroots' was fixed at Rs. 2-10-0 per day. Monthly basic wage scales of important categories of workers in the major ports are given in the following table :

TABLE CXVI

MONTHLY SCALES OF BASIC WAGES FOR SELECTED OCCUPATIONS IN THE PORTS OF BOMBAY, CALCUTTA, MADRAS, COCHIN AND VISAKHAPATNAM

Occupation	Bombay	Madras	Calcutta	Cochin	Visakha- patnam
	Rs.	Rs.	Rs.	Rs.	Rs.
1. Fitters ..	55—130 55—93	80—100 60—75 43—55 35—40	56—70 40—56	60—75 50—60 40—50	55—130
2. Turners ..	55—130	80—100 60—75 43—55	56—70 40—56	60—75 50—60 40—50	..
3. Carpenters ..	55—130	35—50 60—75 43—55	56—70 40—56	60—75 50—60 40—50	55—130
4. Boiler-makers ..	55—130	..	56—70 40—56	..	55—130
5. Blacksmiths ..	55—130	35—50 60—75 43—55	56—70 40—56	50—60 40—50	55—130
6. Painters ..	55—130 40—75	80—100 43—55 35—50 35—40	56—70 40—56	..	35—60
7. Rivetters ..	55—130	60—75 43—55	56—70 40—56	50—60 40—50	55—130
8. Hammermen ..	35—50	35—40	34—39	..	35—60
9. Watchmen ..	30—35	30—35	30—35	..	30—35
10. Firemen ..	40—45 45—55 35—60	30—35 45—70 35—50	34—39	..	35—60
11. Tindals ..	85—100 60—70 55—65	35—50 45—80	34—44	..	40—60
12. Trolleyman ..	30—35 35—40	30—35	30—35	..	30—35
13. Sweepers ..	30—35	30—35	30—35	..	30—35
14. Mazdoors ..	30—35	20—35	30—35	30—35	30—35

Dearness allowance.—In all the major ports, the rates of dearness allowance are 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., is Rs. 40 p.m.

Compensatory allowance is also paid to the workers of the Calcutta and Bombay Ports, at the same rates as are paid to Central Government employees in these stations.

6. Municipalities

The available data relating to the remuneration of municipal employees, particularly of the conservancy staff, 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. 15 p.m. in Cuttack to Rs. 35 p.m. in Bombay. A basic wage of Rs. 30 p.m. is paid in Poona, Ajmer, Delhi and New Delhi. Details regarding minimum basic wages of the conservancy staff who are generally the lowest paid workers in a municipality, are given in table CXVII. Almost all the municipalities have adopted regular monthly scales of pay for their workers. It would appear that since 1950, the basic minimum wages of workers remained the same except in a few municipalities like Madras and Simla. In the latter, the increase was due to the implementation of the recommendations of the Committee constituted under the Minimum Wages Act, 1948 by the Government of Punjab.

Dearness allowance.—Most of the municipalities pay dearness allowance to their workers. However, only in a few 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. 15 p.m. The Delhi municipality has sanctioned an *ad hoc* increase of Rs. 5 p.m. in the dearness allowance with effect from 1st June 1951 of all persons drawing pay up to Rs. 25 p.m. In some of the municipalities like New Delhi and Bangalore, it is linked to the cost of living index but any increase in the dearness allowance is announced by the Government.

Minimum monthly earnings.—Table CXVII shows the total minimum monthly earnings of the conservancy staff who form a considerable proportion of the total number of municipal workers.

7. Public Works Departments

In the C.P.W.D., monthly paid labour employed departmentally get a basic wage of Rs. 30 p.m., in addition to the usual rates of dearness allowance admissible to Central Government employees. Labour employed on a daily basis and through contractors get wages (all-inclusive) varying from Re. 0-13-0 to Rs. 2-2-0 per day depending on the localities. The all-inclusive wage rates, fixed by the Central

TABLE CXVII

MINIMUM MONTHLY WAGES, DEARNESS ALLOWANCE, ETC., OF THE LOWEST PAID CONSERVANCY STAFF IN CERTAIN MUNICIPALITIES IN JULY 1951

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. A. P.
1	Bombay ..	35 0 0	36 0 0	Rs. 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	Rs. 5 (House rent allowance)	70 0 0
4	Madras ..	18 0 0	18 0 0	Rs. 6 (Rs. 4/- as H. Rent and Rs. 2 as Unclean allowance)	42 0 0
5	Coimbatore..	17 8 0	18 0 0	..	35 8 0
6	Bangalore ..	18 0 0	15 0 0	Rs. 2 (House rent allowance) ..	35 0 0
7	Hyderabad ..	20 0 0	15 0 0	Rs. 13-8-0 (Rs. 8-8-0 interim relief and Rs. 5 H. Rent)	48 8 0
8	Ajmer ..	30 0 0	12 0 0	..	42 0 0
9	Delhi ..	30 0 0	40 0 0	Rs. 10 (Rs. 7 as H. Rent and Rs. 3 as city allowance)	80 0 0
10	New Delhi ..	30 0 0	40 0 0	Rs. 10 (Rs. 7 as H. Rent and Rs. 3 as city allowance)	80 0 0
11	Ambala ..	20 0 0	25 0 0	..	45 0 0
12	Simla ..	60 0 0*	..	..	60 0 0*
13	Lucknow ..	25 0 0	6 4 0	Rs. 2/8/- (Rs. 2 Special Allowance and Re. -/8/- H. Rent)	33 12 0
14	Kanpur ..	25 0 0	6 4 0	Rs. 7 (Rs. 5 Dear food allowance and Rs. 2 city allowance)	38 4 0
15	Patna ..	18 8 0	15 0 0	..	33 8 0
16	Calcutta ...	25 0 0	25 0 0	Rs. 5 (Rs. 3-8-0 money value of food concession and Rs. 1-8-0 House Rent)	55 0 0
17	Gauhati ..	20 0 0	(Given free ration and quarters)	Rs. 15 (Money value of free ration)	35 0 0
18	Cuttack ..	15 0 0	14 0 0	Rs. 5 (Rice at subsidised rates i.e., Rs. 17-4-0 per bag of 2 mds. instead of Rs. 22-4-0 per bag)	34 0 0
19	Indore† ..	20 0 0	20 0 0	Rs. 4 (City allowance) ..	44 0 0
20	Bhopal† ..	15 0 0	12 12 0		27 12 0

*An all-inclusive minimum wage of Rs. 60-0-0 per mensem has been introduced with effect from 1st April 1951 under Punjab Government Notification No. 1226-LP/51/481, dated the 15th February 1951.

†Relates to January 1950.

Government, for C.P.W.D. contractors' labour in the different regions in the country are as follows :

TABLE CXVIII

WAGES OF CONTRACTORS' LABOUR IN C.P.W.D.

State	Daily wage rates for	
	Men	Women
	Rs. A. P.	Rs. A. P.
Assam	1 12 0	1 4 0
Bihar	1 8 0	1 4 0
Bombay	2 0 0 to 2 2 0	1 7 0 to 1 12 0
Madhya Pradesh	0 13 0 to 1 0 0	0 10 0
Madras	1 4 0 to 1 8 0	0 10 0 to 0 14 0
Uttar Pradesh	1 12 0	..
West Bengal	1 6 0	1 0 0
Madhya Bharat	1 4 0	1 0 0
Mysore	1 8 0	1 0 0
Ajmer	1 8 0	0 13 0
Delhi	1 12 0	1 8 0

In the Public Works Departments in the States, the rates of wages prescribed for daily-rated workers vary from District to District and also between different seasons, depending upon the availability of labour and the pull of agricultural or other seasonal operations in the locality. The daily rates of minimum wages obtaining in different States for men and women mazdoors are given below :

TABLE CXIX

MINIMUM DAILY RATES OF WAGES IN P.W.D.

State	Mazdoors	
	Men	Women
	Rs. A. P.	Rs. A. P.
Madras	1 2 0 to 1 8 0	0 10 6 to 0 14 0
Uttar Pradesh	1 0 0 to 2 0 0	..

TABLE CXIX—contd.

State	Mazdoor					
	Men			Women		
	Rs.	A.	P.	Rs.	A.	P.
Mysore	1	8	0 to 1	12	0	1 0 0
Rajasthan	0	9	0 to 1	8	0	..
Madhya Bharat	1	8	0 to 1	12	0	1 0 0 to 1 4 0
Hyderabad	1	8	0 to 1	12	0	1 0 0 to 1 8 0
Bhopal	1	0	0 to 1	4	0	0 12 0 to 1 0 0
Coorg	1	12	0 to 2	0	0	1 2 0 to 1 4 0
Kutch	1	4	0 to 2	0	0	0 12 0 to 1 4 0
Vindhya Pradesh	1	0	0			0 12 0
Himachal Pradesh	1	8	0 to 1	12	0	..

Departmental workers who are monthly rated get dearness allowance at rates fixed by the respective Governments while daily workers do not get a separate dearness allowance.

8. Seamen

There has been no revision of the wage rates for seamen in India, since 1946. The following tables show the wage rates paid to different categories of seamen in the ports of Calcutta and Bombay.

TABLE CXX
SEAMEN'S WAGES IN CALCUTTA (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	33	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 CXXI
SEAMEN'S WAGES IN BOMBAY (MONTHLY)

Ratings	Wages on 16th Sep- tember 1939	Present rate	War allowance	War risk allowance (200 per cent. sub- ject to a maximum of Rs. 66)	Total
	Rs.	Rs.	Rs.	Rs.	Rs.
<i>Deck</i>					
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
<i>Engine Room</i>					
1st tindal	45	80	40	66	186
Bhandari	30	60	30	60	150
<i>Saloon</i>					
Butler	90	170	85	66	321
Chief cook	78	150	75	66	291
General servant	28	52	26	52	130

9. Employments under the Minimum Wages Act, 1948

Under the provisions of the Minimum Wages Act, 1948, as amended in 1951, all the appropriate Governments were required to fix minimum wages in the scheduled employments (listed in Part I of the Schedule), before 31st March 1952.

Among the industries in which minimum wages were fixed during 1951-52 in a number of States may be mentioned rice, flour and dal mills, plantations, public motor transport, road construction and building operations, stone breaking or stone crushing, etc. Details of the rates fixed are given in the attached statement. While in some employments all-inclusive wage rates were fixed, in certain others provision has been made for the payment of separate dearness allowance, in addition to basic wages. Generally speaking, in all the Part 'B' and 'C' States all-inclusive wage rates have been fixed, while in Part 'A' States, the practice has varied. In certain employments (e.g., plantations) differential rates of wages as between men and women have been fixed.

Details regarding the minimum wage rates, etc., fixed under the Minimum Wages Act, 1948, in the scheduled employments are given in the following statement.

TABLE CXXII
MINIMUM WAGE RATES FIXED UNDER THE MINIMUM WAGES ACT, 1948

Serial No.	Employment	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Hyderabad
1	Rice, Flour or Dal Mills	Rs. A. P. 1 8 9 to 1 11 9	Rs. A. P. 1 8 7	Rs. A. P. 1 8 9 to 2 5 0	Rs. A. P. 0 12 0 to 1 0 0	Rs. A. P. 0 12 0 to 1 0 0	Rs. A. P. 1 0 0	Rs. A. P. 1 12 0	Rs. A. P. 1 0 0	Rs. A. P. 0 13 6 to 1 2 0 (1)	Rs. A. P. 1 2 6 (2)
2	Oil Mills .. ..	..	1 8 7	1 8 9 to 2 5 0	1 2 0 to 1 4 0	1 0 0	..	1 12 0	1 0 0	1 13 6 to 1 14 9*	..
3	Road construction and Building Operations ..	..	1 4 0	1 12 0 to 2 6 0	0 9 0 to 1 0 0	0 13 0 to 1 4 0	0 12 0 to 1 0 0	1 12 0	1 0 0	1 4 0 to 2 0 0	..
4	Stone breaking or stone crushing .. ..	..	1 4 0	1 8 9 to 2 5 0	0 9 0 to 1 0 0	0 13 0 to 1 4 0	0 12 0 to 1 0 0	1 12 0	1 0 0	..	..
5	Tanneries and Leather manufactories ..	..	2 6 0	1 8 9 to 2 5 0	1 3 0 (3)	1 0 0 to 1 5 0	..	1 12 0	1 0 0	1 15 6	2 0 0*
6	Lac manufactories .. ..	..	1 4 0	..	0 15 0	..	..	..	1 0 0	..	..
7	Woolen carpet making or shawl weaving ..	..	1 12 0	..	..	1 0 0	..	1 8 0	..	..	..
8	Mica— A—Mines B—Works .. ..	.. .. ..	1 5 9 1 4 6	.. .. ..	.. .. ..	1 0 0 1 4 0	....	....	....	....	....
9	Motor Transport (a) Conductors ..	2 1 10 1 13 0 (4) to	1 12 0 to	2 2 0 to 2 14 3 1 8 9 to 2 5 0	1 4 0	1 14 8*	1 12 0	1 14 9 (5) 0 12 5 (5)	2 1 10 1 0 0 2 14 0 to 3 0 0	..	..

TABLE CXXII—*contd.*

Serial No.	Employment	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Hyderabad
10	Local Authority	Rs. A. P. 25 0 0 per month 27 0 0 per month	Rs. A. P.	Rs. A. P.	Rs. A. P. 0 12 0 to 1 0 0	Rs. A. P. 25 0 0 to 40 0 0 per month	Rs. A. P. ..	Rs. A. P. 40 0 0 to 60 0 0 p. m.	Rs. A. P. 17 8 0 to 36 4 0 per month	Rs. A. P. 10 0 0 to 52 8 0 p. m. 18 4 0 to 50 0 0 to 0 15 0	Rs. A. P. ..
11	Plantations	0 15 0 to 1 2 0 ⁰	1 6 0	..	..	1 5 0	..	0 11 0	1 0 0	..	..
12	Tobacco (including bidi manufacturers) (a) Bidi per 1000	..	0 12 0 to 2 8 0	1 14 0 to 2 8 0	0 10 0 to 1 6 0	1 2 0	1 6 0	..	1 0 0 per day	1 12 0 2 4 0 2 2 6 per day	1 4 0 (0)
	(b) Cigarettes	..	..	..	..	..	..	..	..	..	..
	(c) Cigars	..	..	..	..	2 0 0 per day	..	..	..	..	..
	(d) Curing	..	..	..	..	1 4 0 per day	..	..	..	..	..
	(e) Others	..	..	..	..	0 12 0 to 0 14 0 per day	..	..	..	..	..
13	Agriculture	..	1/8th of the harvest (7)	..	..	..	0 10 0 to 0 12 0	1 0 0 to 1 12 0	..	..	..
14	Cement	..	..	..	1 6 0	..	..	..	..	..	..
15	Potteries	..	..	..	1 0 0	..	..	..	..	..	..
16	Glass	..	..	..	1 8 0 to 1 12 0	..	..	..	..	..	..

TABLE CXXII—contd.

Serial No.	Employment	Mysore	PEVBU	Rajasthan	Saurashtra	Travancore-Cochin	Ajmer	Bhopal	Coorg	Delhi	Katoh	Vindhya Pradesh
1	Rice, Flour or Dal Mills ..	Rs. A. P. 1 0 0	Rs. A. P. 1 12 0 per day or 45 p. m.	Rs. A. P. 1 2 0	Rs. A. P. 1 4 0 to 2 0 0	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. 1 14 0 to 2 1 2	Rs. A. P. ..	Rs. A. P. ..
2	Oil Mills ..	1 0 0	..	1 2 0	1 8 0 to 2 0 0	..	..	..	..	..	..	..
3	Road construction and Building Operations.	1 0 0	1 12 0 per day or Rs. 45 p. m.	1 2 0	1 2 0 to 1 12 0	..	..	1 0 0 to 1 4 0	..	1 12 0	..	0 8 0 to 0 10 0
4	Stone breaking or stone crushing ..	1 0 0	Do.	1 2 0	1 8 0	..	..	1 4 0	..	1 12 0	..	0 8 0 to 0 10 0
5	Tanneries and Leather manufactories	1 5 1*	..	..	..	..	..	..	..	..	..	..
6	Lace manufactories	..	..	..	..	..	..	..	..	..	..	..
7	Woollen carpet making or shawl weaving	..	..	1 2 0	..	..	..	..	..	..	..	..
8	Mica— A—Mines .. B—Works ..	.. ..	.. ..	30 0 0 p. m. 1 2 0 per day	..	..	..	..	..	..	..	..
9	Motor Transport (a) Conductors ..	1 12 0* 1 8 7*	..	1 2 0	2 5 0* 1 13 0*	..	..	..	0 14 0 per day or 22 12 0 per month	2 3 9 2 0 0	..	1 4 0 per day or 30 0 0 per month
10	Local Authority ..	35 0 0* per month	..	30 0 0 per month or 1 2 0 per day	32 8 0 to 52 0 0 p. m. or 1 6 0 to 1 12 0 per day	..	47 8 0* per month 49 4 0* per month	1 0 0 to 1 4 0	..	51 0 0 to 45 0 0 p. m. 1 11 0 to 2 2 6 per day	..	0 13 0 per day

TABLE CXXII—contd.

Serial No.	Employment	Mysore	PERSU	Rajasthan	Saurashtra	Travancore-Cochin	Ajmer	Bhopal	Coorg	Delhi	Kutch	Vindhya Pradesh
11	Plantations	Rs. A. P. 1 0 0*	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. 1 0 0*	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. 1 2 9* coffee to 1 5 0* cardamom	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..
12	Tobacco (including bidi manu- factories) (a) Bidi per 1,000	1 6 0	..	1 2 0	2 0 0 to 2 8 0	1 14 0	1 2 0	1 4 0 to 1 8 0	..	..	..	1 0 0 to 1 4 0 or 1 2 0 per day
	(b) Cigarettes .. ..	..	..	..	..	..	..	..	..	..	..	..
	(c) Cigars .. ..	..	..	..	..	..	..	..	..	..	..	..
	(d) Curing	1 2 0* per day	..	..	..	..	..	..	..	..	..	..
	(e) Others .. ..	..	..	..	..	..	..	..	..	..	..	..
13	Agriculture .. ..	..	..	..	..	..	1 0 0 per day 0 12 0 to 1 0 0	..	1 2 0 per day	1 8 0 to 2 8 0	0 12 0	..
14	Cement .. ..	..	..	..	..	..	..	..	..	..	..	..
15	Potteries .. ..	..	..	..	..	..	..	..	..	..	..	..
16	Glass .. ..	..	..	..	..	..	..	..	..	..	..	..

* Includes Dearness allowance.

(1) In addition dearness allowance of Rs. 0-4-6 to Rs. 0-6-0 is given.

(2) In addition dearness allowance of Rs. 0-12-4 is given.

(3) For tanneries. In leather manufacturing wages are fixed on a piece basis.

(4) Trip allowance is also given.

(5) Excluding dearness allowance, travelling allowance, Simla compensatory allowance.

(6) Excluding dearness allowance.

(7) For harvesting paddy. (Panna District only).

CHAPTER VI

COST AND STANDARD OF LIVING

1. Family Budget Enquiries

Under the Government of India's Cost of Living Index Number Scheme, family budget enquiries were conducted in 22 centres now falling in the Indian Union during the years 1943-46. The main results of these enquiries have been published on pages 492-495 of the 1949-50 issue of the Year Book. The position regarding fresh enquiries during the year under review is discussed in the following paragraphs State by State :

Assam.—A family budget enquiry among the tea plantation employees in Assam was started in May 1951 and was completed in May 1952. The results of the enquiry are not yet available.

Bihar.—The enquiries at Patna, Muzaffarpur and Ranchi mentioned in the earlier issue of the Year Book, have been completed and reports on these enquiries are under preparation by the Office of the Labour Commissioner, Bihar.

Bombay.—The enquiry into the family budgets of working and middle classes in Bombay city has been completed and the Report is under preparation. The enquiry was conducted by the intensive method and about 300 families (150 middle class and 150 working class) selected from the card-index of the Rationing Department by the method of systematic sampling, were requested to keep accounts of day to day expenditure for four months, viz., June 1951 to September 1951. The number of families that continued to furnish their accounts till the end of the enquiry was only 133 : 82 middle class and 51 working class families.

Madras.—With the object of compiling a separate cost of living index for middle classes, an enquiry into the family budgets of 1,500 middle class families in Madras City was undertaken in January 1952 and completed in June 1952. The report on the results of the enquiry is not yet ready.

Punjab.—The family budget enquiries, mentioned in the earlier issue of the Year Book, were completed by 31st December 1951. Reports on these enquiries are not yet available.

Uttar Pradesh.—A family budget enquiry among tea plantation workers in Dehra Dun is being conducted. The enquiry is not yet over.

West Bengal.—Two more reports on enquiries into the living conditions of plantation workers* in Darjeeling and Darjeeling-Terai Districts of West Bengal have been published. For the implementation of the provisions of the Minimum Wages Act, family budget enquiries have also been conducted for some unorganised industries and three reports, viz., for the rice mill industry, motor transport industry and Bidi industry have been published. Important results of these enquiries are summarised in the following table.

TABLE CXXIII
RESULTS OF FAMILY BUDGET ENQUIRIES IN WEST BENGAL

Class covered	Period of the enquiry	Number of family budgets collected	Average family size			Average family income per week	Average family expenditure per week	Percentage expenditure on						
			Number of earners	Total no. of persons	Total in terms of adult consumption units			Food	Fuel and Light	Cloth- ing	House- hold Requi- sites	Conven- tional necessities	Miscel- laneous	House- rent
1. Tea Plantation workers in Darjeeling.	September 1948 to November 1948.	766	2,930	5,390	4,412	Rs. 24,752	Rs. 25,558	70.38	10.02	6.64	0.74	6.73	4.89	..
2. Tea Plantation workers in Darjeeling-Terai.	June 1948 to July 1948.	417	2,540	4,144	3,448	20,568	19,641	70.80	8.14	6.84	0.94	6.17	7.11	..
3. Public Motor Transport Workers in West Bengal.	December 1950 to February 1951.	219	1,380	5,420	4,320	30,480	30,083	65.26	8.70	7.84	0.55	7.96	6.75	4.94
4. Bidi workers in West Bengal.	December 1950 to March 1951.	335	1,720	4,010	3,940	20,925	21,711	70.103	7.936	7.264	0.470	7.568	4.131	2,538
5. Rice Mills workers in West Bengal.	First sub-sample from June to July 1949 and second sub-sample from January to February 1950.	987	1,880	3,590	3,020	13,829	15,001	62.91	9.43	5.89	0.43	8.85	9.88	2.61

PEPSU.—The Bureau of Economics and Statistics, Government of PEPSU conducted a family budget enquiry among industrial workers in Patiala. All the 250 families of workers permanently employed were covered in the course of the enquiry. A report on the enquiry has been issued and the important results are given below :

(1) Number of family budgets collected	250
(2) Average family size —	
(a) Total number of persons	4.44
(b) Number of earners	1.29
(c) Total in terms of adult consumption units	3.66
(3) Average monthly income of a family	Rs. 81-8-2.
(4) Average monthly expenditure of a family	Rs. 91-11-9.
(5) Group:—	
	Percentage of expenditure to total expenditure
(a) Food	60.4
(b) House Rent	3.7
(c) Clothing, shoes, umbrellas, etc.	12.2
(d) Fuel and Lighting	6.4
(e) Bedding and household requisites	3.3
(f) Miscellaneous	14.0
	100.0

Ajmer.—The enquiry at Beawar mentioned in the earlier issue of the Year Book was completed in July 1952. In all 419 budgets were collected. The data are being tabulated.

Bhopal.—A report on the enquiry at Bhopal, mentioned in the earlier issue of the Year Book, has been prepared and is under the consideration of Government.

Coorg.—For the implementation of the provisions of the Minimum Wages Act, the Labour Bureau started a family budget enquiry among plantation workers in Coorg in November 1952. The enquiry is in progress and it is proposed to collect about 400 budgets.

Vindhya Pradesh.—For the implementation of the provisions of the Minimum Wages Act, the Labour Bureau started a family budget enquiry at Satna in September 1952. The enquiry is in progress and it is proposed to cover all the working class families at Satna.

2. Cost of Living Index Numbers

(A) *Labour Bureau series.*—The Bureau has added two new series of cost of living index numbers to its list of 16 series. One of these is an interim series of cost of living index numbers for plantation workers in Madras State on base January to June 1949=100. The other is an interim series of All-India Working Class Cost of Living Index Numbers on base 1944=100. The Madras Plantation Index is based on the results of a rapid family budget enquiry conducted by the Bureau during the latter half of 1947. For this

index retail prices are collected from 4 centres. For each of the centres the index number is compiled using the common weighting diagram derived from the enquiry. A weighted average of the indices for the four centres is then calculated, the weights being the number of plantation workers in each of the four regions represented by the four centres. This weighted average represents the Madras Plantation Index.

The All-India Index is a weighted average of indices (reduced to base 1944=100 wherever necessary) for certain selected centres, the weights being the figures of 'blown-up factory employment' arrived at by distributing total State employment during 1944 (corrected for the effects of partition wherever necessary) over the centres selected within the State in proportion to factory employment at each centre during 1944. In all, cost of living indices for 24 centres have been included in the All-India Series, 15 of which are compiled by the Labour Bureau on base 1944=100 and the rest by respective State Governments on varying base periods. The centres cover all the 9 Part A States, one Part B State, viz., Mysore, and 2 Part C States, viz., Ajmer and Delhi. Thus, there is considerable scope for improvement in the geographical coverage of the All-India Index and it is hoped that the position will improve when new series of working class cost of living index numbers become available. There are other technical points also involved in the compilation of an All-India Index and the basis of the index will be under constant review with a view to effecting improvements from time to time.

There have been no major structural changes in the cost of living index numbers compiled by the Labour Bureau during the year under review. The Labour Bureau has prepared a Monograph on Cost of Living Index Numbers in India. This is at present under the consideration of Government.

(B) *State Series.*—There was no major change in the State Series of Cost of Living Index Numbers. The Government of Bihar have published 7 new series of working class cost of living index numbers on a common base, year ending July 1939=100 for Monghyr-Jamalpur, Jharia, Dehri-on-Sone, Jamshedpur, Patna, Muzaffarpur and Ranchi. The indices for Monghyr-Jamalpur, Jharia, Dehri-on-Sone and Jamshedpur are based on the results of family budget surveys conducted by the Bihar Labour Enquiry Committee, in 1938-39 and those for Patna, Muzaffarpur and Ranchi are based on the results of fresh family budget enquiries conducted recently at these places.

The Central Economic and Statistical Organisation of the Government of Madhya Bharat has published interim series of cost of living index numbers for Indore and Gwalior on base 1951=100.

(C) *Trends.*—Cost of living index numbers for various centres compiled by the Labour Bureau and the State Governments are given in Table CXXIV. It will be seen that for a majority of the centres the average recorded during 1952 was lower than that of 1951. This is borne out by the All-India Index also which stood at 141 during 1952 as compared to the average figure of 144 during 1951. During the first three or four months of 1952 there was a

TABLE CXXIV
COST OF LIVING INDEX NUMBERS DURING 1952

1	Average for the year 1951 2	Jan- uary 3	Feb- ruary 4	March 5	April 6	1952 May 7	June 8	July 9	August 10	Sept. 11	Oct. 12	Nov. 13	Dec. 14	Average for the year 1952 15
STATE SERIES														
BOMBAY														
1. Ahmedabad ..	357	337	330	314	359	362	360	360	366	368	375	371	359	355
2. Bombay ..	314	315	309	298	320	323	322	314	324	325	329	330	330	321
3. Jalgaon ..	467	400	464	442	438	443	432	439	447	440	450	443	430	447
4. Sholapur ..	428	442	426	411	440	425	411	416	427	425	426	419	415	424
MADHYA PRA- DESH														
1. Nagpur ..	391	393	382	378	377	376	375	377	380	381	381	380	378	380
MADRAS														
1. Madras ..	341	345	343	340	333	334	337	338	337	335	334	335	334	337
UTTAR PRADESH														
1. Kanpur ..	451	442	441	412	415	412	424	456	460	463	466	459	447	441
WEST BENGAL														
1. Calcutta ..	370	357	343	340	339	339	342	354	369	364	363	357	346	351

TABLE CXXIV—contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
COCHIN														
1. Ernakulam ..	386	397	388	378	379	386	389	380	388	387	386	385	385	387
2. Trichur ..	375	388	379	367	368	377	376	376	377	377	378	375	375	376
MADRAS														
<i>Base: Year ending June 1936=100</i>														
1. Visakhapatnam*	371	381	379	355	352	353	356	356	360	365	374	379	377	366
2. Eluru*	438	453	452	446	442	443	440	444	449	440	438	439	446	444
3. Bellary*	392	412	410	390	387	387	381	372	371	372	375	372	370	383
4. Cuddalore*	385	391	379	364	361	360	358	360	363	363	362	370	362	366
5. Tiruchirappally*	367	363	363	350	354	347	350	360	370	371	368	369	381	362
6. Madhurai*	367	375	358	355	354	354	353	368	380	376	377	382	381	368
7. Coimbatore*	407	410	405	407	407	401	403	400	402	401	401	402	401	403
8. Kozhikode*	453	460	455	433	421	435	441	441	444	440	434	434	434	440
MYSORE														
1. Bangalore City	345	349	347	341	352	353	351	346	345	346	340	342	343	340
2. Mysore City ..	342	343	337	324	341	347	345	345	344	344	350	349	348	343
3. Kolar Gold Fields	367	377	374	369	375	380	381	382	382	382	382	380	382	379

TABLE CXXIV—concl'd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
MADHYA PRA- DESH														
1. Akola ..	165	171	157	148	149	148	155	161	160	155	157	158	155	156
2. Jabalpur ..	168	156	155	145	144	143	148	155	157	150	150	150	149	150
ORISSA														
1. Cuttack ..	181	175	172	165	160	156	155	159	158	156	156	155	150	160
2. Betchampur ..	190	175	170	152	147	147	148	150	153	159	157	156	157	156
PUNJAB														
1. Ludhiana ..	167	161	158	148	148	149	148	149	150	150	151	152	148	151
WEST BENGAL														
1. Kharagpur ..	136	133	131	131	132	130	133	131	141	139	136	132	138	133
AJMER														
1. Ajmer ..	178	179	175	177	169	168	171	175	176	178	179	176	170	174
DELHI														
1. Delhi ..	142	142	141	136	145	148	146	143	143	145	146	143	137	143

COORG	118	121	117	110	107	Base: July-December 1948=100				108	107	107	110
I. Mercara ..							106	106	108	109			
MADRAS							Base: January-June 1949=100						
I. Plantation Con- tires ..	120	118	114	106	106	107	106	106	108	108	112	114	110
							Base: 1944=100						
ALL INDIA IN- DEX ..	144	142	140	135	141	140	140	142	144	143	144	139	141

general recession in the prices of several food articles, e.g., cooking oils, spices, pulses, etc. However, the resultant decline in cost of living index numbers was more than offset in several centres by a rise in the prices of cereals on account of removal of Government subsidy in April 1952. In this connection, mention may be made of the index numbers for Bombay City, Ahmedabad, Sholapur and Delhi. The All-India Index also went up from 135 in March 1952 to 141 in April 1952. In July and August 1952 again there was an appreciable rise in the index numbers for Kanpur, Calcutta and many other centres including those in Bombay and Bihar. The All-India Index appreciated from 140 in June 1952 to 144 in August 1952 which was the peak figure recorded during the year. During the last quarter of 1952, however, there was generally a declining tendency in the index numbers and the All-India Index came down to 139 during December 1952 though it was still higher than the lowest figure of 135 registered during March 1952.

3. Food Control and Rationing

Government's policy in regard to Food Control has been embodied in the First Five Year Plan and in this connection the following extract from the report of the Planning Commission is of interest :

"If 'food for all' is to be the effective basis of policy and if the investment targets in the Plan are to be adhered to, the basic structure of food controls has to be kept intact during the period of the Plan. It is our considered view that until the domestic production of foodgrains has been stepped up to the extent of 7.5 million tons as envisaged in the Plan, the country cannot be considered to have an adequate and assured food supply. Controls might be relaxed or their form altered after the target of additional production has been achieved and adequate transport facilities have been created to ensure the expeditious movement of foodgrains from one part of the country to another. The extent to which such relaxation or changes can be made will depend upon the investment targets that the country might then have, and the alternative demands for additional production of raw materials like cotton, jute and oilseeds".

According to the estimates of the Planning Commission, the production of foodgrains during 1951-52 was as follows :

Rice	..	..	..	..	22.8 million tons
Wheat	..	..	..	..	6.2 million tons
Millets	..	..	..	..	15.4 million tons
All cereals	..	..	..	..	44.4 million tons.

The total import of foodgrains during 1952 was 3.9 million tons as against 4.72 million tons during 1951.

An account of the recent changes in food control has also been given in the report of the Planning Commission and this is reproduced below :

"The large imports of grain in the latter part of 1951 and the early part of this year (1952) improved substantially Government's stock position in foodgrains. In March and April this year (1952) the low price of oilseeds and the difficulties in the disposal of cotton probably compelled farmers to sell more grain in order to meet their

cash requirements. To some extent, the bearish psychology created by the sharp fall in almost all prices in the first few months of this year was also responsible for some dehoarding of grains. The satisfactory procurement in the first half of this year, the accumulation of stocks with the Government and the decline in offtake from ration shops led to relaxations of control in several States in June and July. In Madras statutory rationing was withdrawn as from the 15th of June and cheap grain shops were opened instead. Procurement was temporarily discontinued. The State was divided into six zones and inter-district movements within these zones were permitted. Thereafter, statutory rationing has been suspended in Bihar, U.P., Hyderabad, Mysore, Saurashtra and Madhya Bharat and inter-district bans have been lifted or modified. These changes must be viewed as changes in food administration in response to changes in circumstances. The basic policy of keeping down food prices to a reasonable level and of ensuring that the available supplies of foodgrains are mobilised effectively for meeting the needs of the vulnerable sections of the community must remain unchanged".

In addition to the above States the Government of Orissa removed restrictions on inter-district movement of foodgrains in August 1952. In September 1952 relaxations of control were allowed in Travancore-Cochin and Madhya Pradesh also. In Travancore-Cochin, the system of procurement was modified so as to exempt small holdings from the scope of levy and to permit free movement of rice/paddy within the State after the levy collections were over. In Madhya Pradesh restrictions on the inter-district movement of foodgrains were removed till the end of October 1952.

The following table indicates the variations in the number of total rationed population from month to month during the year under review :

TABLE CXXV
VARIATIONS IN TOTAL RATIONED POPULATION

Month	Rationed population at the end of the month (Millions)		
	Under statutory rationing	Under other types of rationing	Total
November 1951	46.7	81.1	127.8
December 1951	46.8	79.8	126.6
January 1952	46.9	70.2	117.1
February 1952	46.7	71.5	118.2
March 1952	46.8	72.7	119.5
April 1952	46.2	69.5	115.7
May 1952	46.0	68.2	114.2
June 1952	39.7	73.2	114.9
July 1952	32.7	84.7	117.4
August 1952	31.9	97.2	129.1

The above figures bear out the decline in the number of persons under statutory rationing. The total rationed population also declined during earlier months of 1952 but recorded a steep rise during August 1952.

A Conference of Food Ministers of States was held in New Delhi in February 1952 to review the food position and draw up the Basic Plan of distribution for 1952. The Conference resolved that in view of the difficult supply position of rice, the utmost austerity should be observed in its consumption in those areas where rice is not the main item of diet and they recommended several measures also for adoption in the States where rice is not the main article of food. The Government of India decided to discontinue the existing schemes of food bonus and subsidy with effect from 1st January 1952 and 1st March 1952 respectively. It was, however, decided to supply imported milo and coarse and broken rice to State Governments at subsidised rates. A Central Foodgrains (Licensing and Procurement) Order, 1952 was promulgated on the 8th July 1952 which would enable the State Governments to requisition foodgrains from the dealers at reasonable price, should, as a result of relaxation of controls the prices of foodgrains rise and lead to hoarding. The Order authorised the State Governments to acquire stocks at a price not exceeding the procurement price prevailing on the 30th April 1952 or the price fixed by the State Government at the time of decontrol plus a margin of 10 per cent. The Order was subsequently amended so as to make only such of its provisions applicable as may be considered necessary from time to time.

Scarcity conditions were reported in March 1952 in the Rayalaseema region of Madras, in the eastern districts of U.P. and in parts of Punjab, Bombay, Hyderabad, Mysore, Madhya Bharat, Saurashtra, Rajasthan, Kutch and Ajmer. Steps to relieve distress in the affected areas included the opening of test works, granting of agricultural loans, distribution of gratuitous relief and supply of cheap grains. Even during September 1952 scarcity conditions continued to prevail in several States though the acuteness had abated in most of the areas except parts of Madras, Madhya Pradesh and Bombay.

CHAPTER VII

HEALTH AND SAFETY

1. Health of the Industrial Worker

The problems of health of the industrial worker may be viewed from two angles ; firstly, the health hazards common to all citizens and secondly the occupational health risks to which workers are exposed in certain industries. As a citizen, the medical needs of an industrial worker 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). Recently the Planning Commission has, in its report given a picture of the over-all health conditions prevailing in the country. According to this report the state of health is low and the whole programme of health development is bound up with a broader programme of social improvement*. 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"†.

The conditions of work of the industrial worker should, according to the report of the Planning Commission, be such as to safeguard the workers' health and protect him against occupational hazards‡. It is in recognition of this need that the Planning Commission has recommended among other things, (i) the establishment of a National Museum of Industrial Health, Safety and Welfare, (ii) the appointment of full time medical inspectors on the staff of the Factory Inspectorates, (iii) short courses of instruction in industrial health for the existing doctors in factories and also to the medical inspectors and (iv) the organisation of investigations and surveys with a view to collecting objective information on occupational diseases and other health problems and assessing and evaluating the potential hazards in industrial processes.††

Some details about health conditions of factory workers, miners and plantation workers have been given in the previous issues of this Year Book. Additional information available since the compilation of the last Year Book is given in the following paragraphs.

Elsewhere in this Year Book§ a reference has been made to the question of absenteeism among industrial workers. In table XXXVIII, the causes of absenteeism have been analysed. It will be seen

* The First Five Year Plan, p. 490.

† Report of the *Health Survey and Development Committee*, Vol. I, pp. 73-74.

‡ The First Five Year Plan, p. 570.

†† Ibid, p. 587.

§ Pages 46—51.

from that table that absenteeism on account of sickness or accident accounts for more than one-fifth and one-third of the total in the Cement and Match industries respectively (All-India); it is also high in respect of cotton textile industry in Madras and engineering industry in Mysore.

The Department of Industrial Health, Tata Industries Ltd., has published the following figures regarding the number of industrial workers suffering from venereal diseases in three cotton mills in Bombay city.

TABLE CXXVI
VENEREAL DISEASES AMONG INDUSTRIAL WORKERS, 1951

Mill	Average mill attendance	Cases of		Total cases	Rate per 1,000
		Venereal sores	Gonococcal infections		
Swadeshi Mill, Kurla, Bombay	5,602	26	12	38	6.7
Tata Mills, Parel, Bombay	4,270	41	20	61	14.2
Tata Oil Mills, Sewri, Bombay	1,138	3	3	6	5.2

Some statistics about sickness of workers employed in two factories (in Bombay and Calcutta) of Lever Brothers (India) Ltd., are available and are given below. The statistics are for the year 1951.

The proportion of various types of cases of illness in the Bombay factory to the total was as follows : (i) Influenza, colds and respiratory diseases—25.1 per cent. ; (ii) Diarrhoea, dysentery and other diseases of digestive system—26.0 per cent. ; (iii) Rheumatic group—5.3 per cent. ; (iv) Malaria—0.8 per cent. ; (v) Injury (not at work)—7.8 per cent. ; (vi) Infectious diseases—0.8 per cent. ; and (vii) Unclassified diseases—34.2 per cent. The following statement gives the distribution of time lost on account of the various groups of illness :

TABLE CXXVII
TIME LOSS ON ACCOUNT OF ILLNESS

Diseases	Percentage of total time lost due to cases in each group	Average number of days lost per case
Respiratory diseases	40.1	6.2
Digestive diseases	26.9	6.0
Malaria	5.4	7.8
Geneto Urinary diseases	0.2	6.0
Infectious diseases	1.1	11.7
Injury not at work	2.7	6.4
Unclassified	23.4	7.4

The Bombay factory, which had an average working population of 2,898 reported 10,270 cases of illness during the year, i.e., 856 cases on an average per month. The average number of lost time illnesses per month was 318, i.e., 37.1 per cent. of the total reported illness. About 2,052 mandays were lost on account of illness per month and the average number of days lost per worker was 0.7.

The Calcutta factory, which, on an average, employed 1,065 persons in 1951 reported 7,951 new cases of illness and 2,008 of accidents. The average daily attendance in the dispensary was 65, i.e., 6.1 per cent. of the average number of persons employed. The following statement analyses the cases of illness according to diseases and gives the distribution of time lost for various groups of diseases :

TABLE CXXVIII

DISTRIBUTION OF TYPES OF ILLNESS CASES PER 100 SICK ABSENCES AND
DISTRIBUTION OF TIME LOST FOR VARIOUS GROUPS OF DISEASES

Groups of diseases	No. of cases per 100 cases of sick ab- sences	Percentage of total time lost due to sick absences	Average number of days lost per case
Common cold, rhinitis, sore throat, influenza, etc.	37.51	24.1	3.62
Bronchitis, pneumonia, etc.	6.14	9.51	12.24
Diarrhoea, dysentery, enteritis and other digestive diseases.	28.54	28.3	7.8
Malaria	5.85	6.0	7.4
Infectious diseases	2.3	4.06	20.2
Venereal diseases and dermatitis ..	6.02	5.28	8.8
Injury not at work	4.66	4.02	3.2
Unclassified	9.40	16.13	14.52

A large number of cases of illness was of short duration, i.e., one to three days, as can be seen from the following figures :

	1 to 3 days	4 to 7 days	8 to 14 days	15 to 21 days	Above 21 days
Percentage of sick absences ..	48.64	17.52	10.92	5.25	17.67

Sickness and accidents were responsible for 21.62 per cent. of the total time lost due to all types of absences. On an average, 13.69 per cent. of mandays lost were due to all types of absences, while 2.95 per cent. were due to sick absences. Non-occupational sicknesses and

injury were responsible for 93.7 per cent. of the total time lost due to sickness and accidents while the remaining 6.3 per cent. was due to occupational injuries.

Recently the Regional Office of the Employees State Insurance Corporation at Kanpur conducted a survey of sickness among industrial workers at Kanpur*. In the course of this survey information was collected regarding the incidence and frequency of sickness among industrial workers in Kanpur during 12 months, medical treatment usually availed of by them, treatment preferred by them and also as to how they managed to meet their normal expenses during periods of sickness.

The survey was confined to persons employed in factories using power and employing 20 or more workers and was conducted on a random sample basis. The total number of persons contacted during the survey was 2,400 forming about 2.6 per cent. of the total number of workers in Kanpur. Women workers were not included in the sample. The following statement shows the frequency distribution of duration of spells of sickness of workers :

Duration of Spells							Percentage to the total
2 days sickness	..	..	..	..	..	..	8.7
3 to 7 days sickness	..	..	..	..	..	..	37.1
8 to 14 days sickness	..	..	..	..	..	..	18.5
15 to 21 days sickness	..	..	..	..	..	..	16.3
22 to 28 days sickness	..	..	..	..	..	..	1.5
Over 28 days sickness	..	..	..	..	..	..	17.9

During a period of 12 months, 59 per cent. of the insured labour population fell ill and the average number of days of sickness came to 13.8 per person contacted and 23.4 per person actually falling ill.

The frequency rate of spells of sickness in different industries was as follows :

Industry							Spell of Sickness per person
Transport	..	..	..	..	..	..	1.33
Leather and Rubber	..	..	..	..	..	..	1.17
Food, Beverage and Tobacco	..	..	..	..	..	..	1.00
Chemical and Chemical Products	..	..	..	..	..	..	1.00
Engineering	..	..	..	..	..	..	1.00
Textiles	..	..	..	..	..	..	0.94
Metallic Minerals	..	..	..	..	..	..	0.50
Miscellaneous	..	..	..	..	..	..	0.78

*For further details see *U. P. Labour Bulletin*, April 1952 issue, pages 238-39.

The enquiry revealed that 65.4 per cent. of the workers received treatment from private practitioners, 26.4 per cent. from mill dispensaries and 8.2 per cent. from public hospitals and dispensaries. The general belief of the workers seemed to be that no body cared for them in public hospitals and that in mill dispensaries they did not get the right type of medicines.

The average expenditure of a sick person on self came to about Rs. 44 and the average expenditure of an industrial worker on account of sickness of self and family was about Rs. 26 and Rs. 47 respectively. Another important fact borne out by the enquiry was that the worker's savings carried him only about half way. For more than 50 per cent. of the expenditure a worker had to beg or borrow. More than one third of the workers borrowed on generally very exorbitant rates of interest varying from 6 per cent. to 300 per cent. per annum, the former being only an exception.

Plantation Workers.—Some information is available in respect of health of tea plantation workers in Assam for the year ending 30th September 1951 and the same is reproduced below* :

TABLE CXXIX

HEALTH OF THE TEA PLANTATION WORKERS IN ASSAM

					Adults	Children	Total
Mean annual strength	..	..	..	..	5,06,373	5,12,124	10,18,497
Deaths from :							
(i) Respiratory diseases	..	..	..	..	1,166	699	1,835
(ii) Diarrhoea	..	..	..	..	566	740	1,306
(iii) Dysentery	..	..	..	..	470	436	906
(iv) Malarial fever	..	..	..	..	352	512	864
(v) Anaemia or ancylostermiasis	..	..	..	..	495	320	815
(vi) Kalaazar	..	..	..	..	258	191	449
(vii) Influenza	..	..	..	..	70	71	141
(viii) Small-pox	..	..	..	..	99	36	135
(ix) Cholera	..	..	..	..	42	21	63
(x) Beri-beri	..	..	..	..	39	43	82
(xi) Other causes	..	..	..	..	3,805	3,549	7,354
Total					7,362	6,588	13,950
Deaths.....Ratio per mille	1951	..	..	..	14.54	12.86	13.88
	1950	..	..	..	16.45	15.82	16.14

*Source : Annual report on the working of *Tea Districts Emigrant Labour Act* (XXII of 1932) for the year ending 30th September 1951—*Vide Statement VI*. The above statement does not include figures for 48 gardens in Sibsagar District which did not submit the returns (for 1951 figures only).

The birth rates per mille, according to the same reports, were 23.91 and 23.88 in 1949-50 and 1950-51 respectively.

In this connection the following figures, derived from the monthly reports of the BCG Team for the period March 1950 to 31st December 1951 (when the campaign in the Tea estates in Assam and West Bengal came to an end) may be of interest :

TUBERCULIN TESTING AND BCG VACCINATIONS IN TEA ESTATES
OF ASSAM AND WEST BENGAL

	Tested	Positives	Vaccinated	Percentage of	
				Positives	Vaccinated
Assam	8,31,780	4,44,120	3,58,551	53.4	43.1
West Bengal	2,96,001	1,17,999	1,15,032	39.8	38.8

Industrial Hygiene Unit.—A reference has been made in the previous issue of the Year Book to the work of the Industrial Hygiene Unit under the Technical Co-operation Programme. The unit is to assist the Chief Adviser of Factories in initiating intensive surveys in industrial hygiene problems in certain groups of industries. With the help of this unit investigations into the health hazards in the mining and processing of mica in the Giridih and Kodarma areas and in factories manufacturing refractories in Bihar were carried out by the Chief Adviser of Factories. The report on these investigations is at present under print. A separate report on the health hazards in refractories is being prepared in collaboration with the Chief Inspector of Factories, Bihar.

The Chief Adviser of Factories is also considering the possibility of undertaking a study of Thermal Environment in Industry and Determination of Comfort ranges in relation to work with the help of an expert whose services are to be loaned under the U.S. Technical Co-operation Administration Programme. A beginning was also made in the establishment of a small industrial hygiene laboratory under the Chief Adviser of Factories. In this laboratory it will be possible to undertake analysis of samples obtained from factories.

In Bihar, the Factory Inspectorate paid special attention to the problem of disposal of trade wastes and in particular to the wastes and effluents of sugar factories. A number of sugar factories acted according to the advice tendered by the Inspectorate and made suitable arrangements for disposal of wastes and effluents. In the same State, investigations were conducted into the increased incidence of miscarriage among women labourers and the employment of children in bidi, shellac and mica factories.

Safety Propaganda.—The following information relating to the organisation of the Chief Adviser of Factories may be of interest. Three posters entitled, (i) Choose yourself Goggles or Eternal Darkness, (ii) Stop, See whether everything is clear before starting machinery, and (iii) Fly has 8,000 eyes—You protect your two, were

printed and distributed through the normal administrative channels. The Chief Adviser of Factories has recently decided to issue three more posters entitled : (i) *A little disorder can lead to a big fall—keep place tidy*, (ii) *Falling objects cause over, 1,000 accidents—Keep things the safe way* and (iii) *To lift a load, Rightway, Wrong way. Avoid Sprain*. These three posters will be printed in nine languages. Besides printing of posters, a booklet entitled 'Occupational Diseases—a guide to notification and Recognition' prepared with the assistance of Dr. Harry Heimann, the Medical Expert of the Industrial Hygiene Unit, has been published by the Chief Adviser of Factories. This booklet is meant primarily for the use of medical personnel and will serve as a reference book. It will also be of considerable help to factory managements and attending medical practitioners on whom the responsibility for notification of Occupational Diseases rests.

In Bombay State, the factory inspectorate carried on a number of activities regarding safety propaganda. Important among these are : (i) preparation of a 35 m.m. film on safe working in Engineering factories, with commentaries in three regional languages. The film is shown not only in various districts through the State's publicity organisation but also in the cinema houses. It may be mentioned here that Bombay Government had already produced in 1939-40, a 16 m.m. film on some of the dangers in textile mills, (ii) Exhibition of models of safety guards, safety posters, etc. in conjunction with the Safety First Association, Bombay in industrial exhibitions, (iii) Distribution of safety posters received from the Chief Adviser of Factories for display in the factories, (iv) Encouraging the formation of safety committees in factories and issue of circulars in regard to prevention measures to be adopted in the case of accidents in factories.

2. Occupational Diseases

Information regarding the incidence of occupational diseases 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 but this power has been sparingly used. With the application of the Indian Workmen's Compensation Act, 1923, to Part B States, the list in Schedule III has been adopted by these States. The Government of Madras is considering the question of including 'Silicosis' in Schedule III of the Workmen's Compensation Act. The Government of Hyderabad has recently included 'Miners' Phthisis or Silicosis' to the Schedule and has also notified the requisite rules, etc., in this connection.

Indian Workmen's Compensation Act, 1923.—The provisions of the Workmen's Compensation Act relating to compensation for occupational diseases have been inadequately invoked and the number of cases of such diseases, which are reported, is very small. During the year 1951 some cases of occupational diseases under the Workmen's Compensation Act were reported from the States of Bombay, West Bengal and Mysore*. In Bombay, 2 cases of lead poisoning and chemical Dermatitis resulting in temporary disablement occurred : the total amount of compensation paid was Rs. 328. In West Bengal, two new cases of alleged lead poisoning were filed during the year. Mysore

* In the case of Mysore, the period covered is from 1st April 1951 to 31st March 1952.

State has recorded in all 90 cases of Silicosis of which 81 resulted in permanent disablement and the remaining 9 in death. The amount of compensation paid in the 9 cases of death was Rs. 24,600 and in the case of 81 workers permanently disabled Rs. 1,34,624*. The U.P. Report on the subject states : "This conspicuous absence (of occupational diseases) does not mean that there may have been no cases of occupational diseases. May be that owing to lack of a suitable agency for reporting such diseases and proper diagnosis, cases of occupational diseases do not come to light and pass unnoticed and unsuspected."

The Factories Act, 1948.—The Factories Act, 1948, makes it obligatory on factory managers to give information regarding certain occupational diseases (specified in the schedule) contracted by their employees and on medical practitioners attending on persons suffering from such diseases to report the same to the Chief Inspector. The returns under the Factories Act, 1948, for the year 1951 report 21 cases of suspected lead poisoning in Bihar and 91 cases of Chrome Ulceration and one case of lead poisoning from Bombay. No other State reported any occupational disease during the year. All the cases of suspected lead poisoning in Bihar occurred only in one factory. Details of the cases notified in Bombay in 1950 and 1951 are shown in the following statement :

Disease	Industry	No. of cases reported	
		1950	1951
Lead Poisoning ..	(TOTAL)	38	1
	1. Coach Painting	8	1
	2. Paint Manufacturing	3	..
	3. Battery Manufacture	7	..
	4. Smelting	18	..
	5. Type Setting	2	..
Chrome Ulceration	(TOTAL)	33	91
	6. Manufacture of Dichromates	33	91
	GRAND TOTAL	71	92

The decrease in the number of cases of lead poisoning in Bombay State seems to be due to (i) the absence of fresh cases since last year when workers were put off duty and (ii) the care taken by managements who provided better washing facilities and exhaust arrangements. The only case of lead poisoning reported was from the same railway workshop as in the previous year. In sharp contrast to the decline in the number of cases of lead poisoning cases of chrome ulceration have increased three fold. These 91 cases occurred among about 620 workers which works out to an incidence rate of about 15 per cent.

* All the 90 cases in Mysore State were from Kolar District where the gold mines are located.

Enquiries and Investigations.—In Bombay State an enquiry was conducted during the year to ascertain whether lead poisoning was present among compositors. Over 500 compositors in Ahmedabad were examined for this purpose and no case of plumbism was detected. Sixteen workers in a dichromate factory in the State were also clinically examined to see whether they were subject to lung cancer and an X-ray plate of the chest taken. In two cases, "streaking" was observed which in the opinion of the radiologist might have been caused by chronic bronchitis. The examination of workers for glass blowers cataract which was begun in 1950 (reported in the previous Year Book) was completed early in 1951. Black spots were observed on the posterior pole of the lense. This abnormality was found also among workers not exposed to heat and appeared to be remnants of the hyaloid membrane and not due to cataract.

In West Bengal, the All-India Institute of Hygiene and Public Health, Calcutta, conducted the following investigations in the field of industrial health: (i) Investigation into the incidence of lead poisoning: The investigations reported in the previous issues of the Year Book were continued during the year under review. In all, 262 workers of nine factories exposed to lead hazards in some form or other were examined. Twenty-one control cases doing similar work but not exposed to lead were also examined for comparison. In no case was any acute case of lead poisoning encountered but 35 per cent. of the workers showed abnormal amounts of lead in blood, 27 per cent. showed high basophilic aggregation in red cells, and 40 per cent. of the workers were seen to excrete lead in abnormal amounts. From these findings it was concluded that sub-acute poisoning is perhaps the rule in Indian industries. According to the Institute this is probably due to one or more of the following reasons:

- (a) The Indian labour being of a mobile nature always gets a chance of deleading during their visit to rural areas during the harvest time.
- (b) The difference in the dietary habits of Indians compared to those of the West.
- (c) India being a tropical country, there is always a tendency to work with all the doors and windows open for better ventilation, with the result that the high concentration of air-borne hazards like lead gets diluted quickly. It takes longer time for the workers to accumulate sufficient lead in the body for the signs and symptoms to develop.

(ii) Investigation into the influence of diet on the retention of lead in the body: With a view to finding out the relation between the diet of an Indian worker and the retention of lead in the body an experiment was carried out with 45 albino rats. The 45 rats were divided into two groups—(i) experimental and (ii) control. Each of these groups was again sub-divided into 3 sub-groups. Animals of these three sub-groups were kept respectively on medium protein, medium carbohydrate; high protein, low carbohydrate; and low protein, high carbohydrate diet. Each of the animals of the experimental group was administered 20.75 mg. of lead through 38 alternate day intraperitoneal injections of a solution of lead acetate. The three sub-groups of animals of the control group corresponding to the sub-groups of the

experiment were kept on similar diet but without administration of lead. At the end of the experiment the animals were killed and their long bones and liver analysed for lead. The results showed that the lead deposited in bones of the low protein (high carbohydrate) sub-group was significantly lower than that in the other two sub-groups, indicating that perhaps high carbohydrate (low protein) diet helps in eliminating lead while high protein diet helps in the deposition of lead in bones.

(iii) Industrial Dermatitis : A fact finding survey was made in some industries in the industrial areas around Calcutta regarding the incidence of industrial dermatitis. It was observed that occupational dermatitis is to be found in a fair number of industries using mineral oils, acids, lubricating oils, alkalis and solvents.

(iv) Toxicity of Industrial Dusts : The study of the wider aspect of the problem of incidence of pneumoconiosis among industrial workers and miners, reported in the 1949-50 issue of the Year Book was continued. A chemical and X-ray examination of 12 important Indian rocks and minerals showed that the free silica content is found to lie within a range of 2 to 75 per cent. It is obvious from these rates that in those mines where the rock dust inhaled by the miners contains a high percentage of silica content there is every possibility of silicosis occurring.

(v) Comfort Range in Tropical Calcutta : A preliminary study on the correlation of comfort with physical environmental conditions was conducted over a period of one year by taking observations twice a week throughout a year at Calcutta. Dry bulb temperature of the environmental air, both inside enclosed working rooms and out in the open air, and the effective temperature index showed the maximum correlation to comfort. This study revealed some useful information with regard to control of the thermal working conditions in factories and mines. Whenever the air temperature is over 85°F, the workers' efficiency would fall and they would feel more and more uncomfortable. When the industrial process requires some humidification as in textile mills, it is now known as a result of this experiment, just how much moisture can be sent into the working room air without unduly affecting the health of the workers. The effective temperature should not be allowed to exceed 80°.

(vi) Energy Requirement of Workers in Different Jobs in Jute Industry : This work which had been going on for some time in co-operation with the Physiology Department of the Harvard School of Public Health, Boston, Mass., was completed with 50 workers doing different jobs in jute industry. The workers examined were found in general to spend less calories of heat for the heavy work than expected. It has, therefore, been surmised that the Indian worker, perhaps as a process of acclimatisation, conserves his working capacity.

(vii) Chloride and Water Metabolism : A study of the metabolism of sodium chloride and water at rest and exercise in different seasons, was undertaken. The results of the study showed that for sedantary work in shade, the requirements would be a daily consumption of about 3,500 to 4,000 c.c. of water and 0.5 ozs. of salt in a fairly moist climate such as is encountered in Calcutta.

Besides these investigations, the Government of India instituted at the instance of the Indian Council of Medical Research the first

mobile X-ray unit in India at the All-India Institute of Hygiene and Public Health, Calcutta. During the first year of its service, viz., 1951, the mobile van toured in and around the industrial areas of Calcutta and 16,000 X-ray pictures were taken. The workers who were X-rayed, whether found normal or positive with disease, were informed directly and confidentially about the result without any prejudice to their employment. The service was free of charge.

The Assistant Director of Health Services (Industrial Hygiene) West Bengal, conducted a rapid health survey of workers in Bidi factories at Aurangabad and Dhulian in Murshidabad district. For purposes of health examination the workers were divided into two age groups, viz., (a) between 16 and 35 and (b) between 10 and 15. In group (a) 90 bidi workers and 115 non-bidi workers were examined. Out of the former, 9 per cent. showed signs of chronic bronchitis; in the non-control group the percentage of workers showing signs of chronic bronchitis was, however, only 3.5. In group (b), i.e., in the age group between 10 and 15, 52 bidi workers were examined. Of these, 10 per cent. showed definite signs of chronic bronchitis.

In Bihar, preliminary work for a survey of 'Incidence of Silicosis' in Refractories, Mica Mines and Factories in the State was completed with the assistance of Dr. Heimann of the Industrial Hygiene Unit under the control of the Chief Adviser of Factories, Government of India, and further work was expected to be taken up.

In Mysore State, a scheme for starting a Bureau of Industrial Hygiene was under the consideration of the State Government.

The Technological Research Laboratories of the Indian Central Jute Committee, Calcutta, analysed some samples of jute dust, at the instance of Dr. A. C. Ukil of the Tuberculosis Association with a view to determining the occurrence of occupational diseases such as Silicosis and pulmonary Tuberculosis caused by the constant inhalation of dust. Two samples of jute dust were separately collected from two regions in a jute mill, namely, the dust floating at man-height and that from the floor. The conclusions reached by the study were "..... continuous inhalation of this highly silicosis dust of jute in the mill atmosphere by the workers is liable to cause silicosis, which may ultimately turn into tuberculosis under poor living conditions, though no statistical data are available."*

3. Industrial Accidents

Statistics relating to accidents in factories, mines, railways and docks are collected annually under the provisions of the Factories Act, Mines Act, Indian Railways Act and the Indian Dock Labourers Act. Returns under the Workmen's Compensation Act, which cover a wider field, give information relating to the number of accidents for which compensation has been paid and the amount of compensation paid. The available information on the subject is presented in this section.

Factories.—Under the Factories Act, all accidents which cause death or bodily injury whereby any injured person is prevented from attending to work for 48 hours or more following the accidents, are to be reported to the Inspector of Factories. Annual statistics of

*For further details see the *Indian Textile Journal*, September 1952 issue, p. 749.

accidents are compiled from such reports by the Chief Inspectors of Factories and are incorporated in their annual reports on the working of the Factories Act. Consolidated all-India statistics on the subject are published by the Labour Bureau in an annual publication entitled "Statistics of Factories".

The following table shows annual figures relating to the number and frequency rates of fatal and non-fatal accidents in factories in all the 9 Part A States, 3 Part C States (Delhi, Ajmer and Coorg) and Andaman and Nicobar Islands :

TABLE CXXX
ACCIDENTS IN FACTORIES, 1947-51

Year	Fatal Accidents		Non-fatal accidents		Total Accidents	
	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed
1947	214	0.09	58,567	25.74	58,781	25.84
1948	259	0.11	67,805	28.73	68,064	28.84
1949	250	0.10	75,366	30.96	75,616	31.06
1950	248	0.10	72,168	29.11	72,416	29.21
1951	234	0.09	75,713	29.84	75,947	29.93

The above figures reveal that during 1951 there was a decline in both the number and frequency rate of fatal accidents and an increase in both the number and frequency rate of non-fatal accidents, as compared with the previous year. The total number of accidents during 1951 was the highest recorded during the post-war period though the overall frequency rate during 1951 was slightly lower than the peak figure registered during 1949.

Table CXXXI shows the statistics of accidents for 1951 by States.

TABLE CXXXI
ACCIDENTS IN FACTORIES IN 1951 CLASSIFIED ACCORDING TO STATES

States	Fatal		Non-fatal		Total	
	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed
Assam	8	0.12	908	13.94	916	14.06
Bihar	29	0.15	5,130	26.70	5,159	26.85
Bombay	58	0.08	28,881	37.62	28,939	37.40
Madhya Pradesh ..	13	0.12	1,805	16.26	1,818	16.38
Madras	28	0.07	6,622	15.86	6,650	15.93
Orissa	1	0.06	153	8.90	154	8.96
Punjab	6	0.12	906	18.80	912	18.92
U. P.	29	0.14	5,970	29.48	5,999	29.62
West Bengal	54	0.08	20,726	31.65	20,780	31.73
Ajmer .. ..	..	..	3,229	201.47	3,229	201.47
Delhi	7	0.16	1,320	30.96	1,327	31.12
Andaman & Nicobar Islands.	1	0.61	63	30.49	64	30.10
Total	234	0.09	75,713	29.84	75,947	29.93

As during the previous year the frequency rate of non-fatal accidents was highest in Ajmer and lowest in Orissa. Most of the accidents in Ajmer were reported from Railway workshops. The frequency rate of non-fatal accidents in Bombay was also much higher than the over-all average for all States. As compared to the previous year, Assam, Bombay, West Bengal, Ajmer and Andaman and Nicobar Islands recorded an appreciable rise in the frequency rate of non-fatal accidents whereas Bihar, Madhya Pradesh, Madras and Punjab registered an appreciable fall. In other States, variations in rates were not material. So far as fatal accidents are concerned, there was a large increase in both the number and the frequency rate of such accidents in Bihar during 1951 as compared to 1950, whereas Madras recorded a significant decline. There was an appreciable reduction in the number of fatal accidents in West Bengal and Uttar Pradesh also.

Table CXXXII classifies accidents in factories in 1951 according to major industry-groups.

TABLE CXXXII

ACCIDENTS IN FACTORIES CLASSIFIED BY INDUSTRIES, 1951

Industry Group	Fatal		Non-Fatal		Total	
	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed
01. Processes allied to agriculture (Gins and Presses)	7	0.08	201	2.25	208	2.33
20. Food except beverages	53	0.16	3,970	11.83	4,023	11.99
21. Beverages ..	1	0.16	52	8.58	53	8.74
22. Tobacco ..	1	0.01	393	3.21	394	3.22
23. Textiles ..	49	0.05	25,652	24.55	25,701	24.60
24. Footwear, other wearing apparel and made-up goods	..	..	89	8.56	89	8.56
25. Wood and cork except Furniture	5	0.21	369	15.16	374	15.37
26. Furniture and Fixtures	..	..	40	5.60	40	5.60
27. Paper and paper products	6	0.26	468	20.86	474	21.12
28. Printing, publishing and allied industries	..	..	393	5.52	393	5.52
29. Leather and leather products (except footwear)	..	..	76	4.75	76	4.75

TABLE CXXXII—contd.

ACCIDENTS IN FACTORIES CLASSIFIED BY INDUSTRIES, 1951—contd.

Industry Group	Fatal		Non-Fatal		Total	
	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed	Number	Rate per 1,000 workers employed
30. Rubber and rubber products	1	0.04	1,046	46.47	1,047	46.51
31. Chemicals and chemical products	16	0.21	2,034	26.07	2,050	26.28
32. Products of petroleum and coal	2	0.18	897	80.58	899	80.76
33. Non-metallic mineral products (except products of petroleum and coal)	15	0.14	1,503	13.58	1,518	13.72
34. Basic metal industries	17	0.18	5,020	52.77	5,037	52.95
35. Metal products (except machinery and transport equipment)	1	0.02	1,346	23.58	1,347	23.60
36. Machinery (except electrical machinery)	11	0.11	3,113	31.97	3,124	32.08
37. Electrical machinery, apparatus, appliances and supplies	3	0.10	558	19.39	561	19.49
38. Transport equipment	18	0.10	24,070	130.44	24,088	130.54
39. Miscellaneous industries	11	0.17	3,001	46.15	3,012	46.32
51. Electricity, gas and steam	11	0.51	1,352	62.34	1,363	62.85
52. Water and sanitary services	5	1.16	50	11.64	55	12.80
83. Recreation services (Cinema Studios)	1	0.25	17	4.21	18	4.46
84. Personal services (Laundries, dyeing and cleaning)	..	..	3	2.28	3	2.28
Total	234	0.09	75,713	29.84	75,947	29.93

The highest frequency rate of non-fatal accidents was recorded by the Transport Equipment Industry which also recorded the lowest ratio of fatal accidents to non-fatal accidents. Other industries which

accorded a high frequency rate of non-fatal accidents were Products of petroleum and coal, electricity, gas and steam, basic metal industries, rubber and rubber products and miscellaneous industries. Though the textile industry accounted for the largest number of non-fatal accidents, the frequency rate of non-fatal accidents for the industry was appreciably lower than the overall average for all industries. The frequency rate of fatal accidents was highest in "water and sanitary services" where the ratio of fatal to non-fatal accidents was also the highest. The largest number of fatal accidents was, however, in the Food (except beverages) Industry.

An analysis by causes of the accidents which occurred in factories during 1951 is given in table CXXXIII.

TABLE CXXXIII

ACCIDENTS IN FACTORIES CLASSIFIED BY CAUSES, 1951

	Fatal	Non-Fatal	Total
1. Prime movers	1	84	85
2. Machinery moved by mechanical power			
(a) Transmission machinery	29	1,453	1,492
(b) Lifting machinery	5	208	213
(c) Machine tools for metal working	2	3,468	3,470
(d) Wood working machinery	5	645	650
(e) Other machinery moved by mechanical power ..	15	11,240	11,255
3. Machinery not moved by mechanical power ..	1	633	634
4. Transport (whether moved by power or not)			
(a) Railways	8	194	202
(b) Others	4	752	756
5. Electricity	18	245	263
6. Explosives	17	112	129
7. Fires	3	285	288
8. Gassing	7	155	162
9. Molten metals and other hot or corrosive substances	21	4,467	4,488
10. Hand tools	2	6,985	6,987
11. Falling bodies	19	10,736	10,755
12. Persons falling	34	4,686	4,720
13. Stepping on or striking against objects	3	6,359	6,362
14. Handling goods or articles	2	8,503	8,505
15. Others	38	14,493	14,531
Total	234	75,713	75,947

About 22.5 per cent. of the total number of accidents were caused by "Machinery moved by mechanical power" and 14.2 per cent. by "Falling Bodies". These were the two most important causes of accidents. Other causes which accounted for a considerable number of accidents were "Handling of goods or articles", "Hand tools", "Stepping on or striking against objects", "Persons falling" and "Molten metals and other hot or corrosive substances". Compared with the previous year, there was an appreciable decline in the number of accidents, both fatal and non-fatal, caused by "Falling bodies" and an increase in the number of such accidents caused by "Machinery moved by mechanical power".

Mines.—The Annual Reports of the Chief Inspector of Mines in India contain detailed statistical and other information regarding accidents in mines. A 'minor' accident is one in the case of which absence from work on account of the accident 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. At present notices of minor accidents received by the Chief Inspector of Mines represent a fair proportion of minor accidents in coal mines and only an insignificant proportion of minor accidents in other mines. Since statistics of minor accidents are thus incomplete, statistics of only fatal and serious accidents in mines are presented in the following table :

TABLE CXXXIV

ACCIDENTS IN MINES, 1947 TO 1951

Year	FATAL		SERIOUS	
	Number	Rate per 1000 workers	Number	Rate per 1,000 workers
1947	263	0.65	1,450	3.56
1948	272	0.69	1,295	3.27
1949	271	0.64	1,558	3.70
1950	273	0.60	2,033	4.47
1951	425	0.77	2,568	4.70

It appears from the above table that the number of both fatal and serious accidents rose appreciably during 1951. Of the 425 fatal accidents, as many as 169 were caused by 'Fall of roof' and 66 by 'Fall of side'.

Table CXXXV shows the fatal and serious accident rates in respect of some of the principal types of mines for recent years :

TABLE CXXXV

ACCIDENT RATES (PER 1,000 WORKERS EMPLOYED) IN VARIOUS TYPES OF MINES

Year	Coal		Mica		Manganese		Iron Ore	
	Fatal	Serious	Fatal	Serious	Fatal	Serious	Fatal	Serious
1947 ..	0.74	4.05	0.35	0.72	0.07	0.46	0.60	2.70
1948 ..	0.82	3.83	0.16	0.38	0.18	1.43	0.14	2.82
1949 ..	0.75	4.44	0.55	0.79	0.13	1.38	0.19	1.26
1950 ..	0.72	5.23	0.29	0.97	0.03	1.57	0.12	3.34
1951 ..	0.90	5.50	0.40	1.20	0.23	1.10	0.30	3.20

The above figures show that the accident rates in coal mines both fatal and serious are higher than in other mines.

Accident rates separately for underground and above ground workers for the year 1951 are presented in Table CXXXVI :

TABLE CXXXVI

ACCIDENT RATES (PER 1,000 WORKERS EMPLOYED) FOR UNDERGROUND AND ABOVEGROUND LABOUR IN MINES, 1951

Type of mines	FATAL			SERIOUS		
	Under-ground	Above ground	Overall	Under-ground	Above ground	Overall
Coal	1.59	0.20	0.90	8.40	2.50	5.50
Mica	0.53	0.29	0.40	1.50	1.10	1.20
Manganese ..	3.75	0.18	0.23	2.50	1.00	1.10
Iron Ore ..	..	0.30	0.30	..	3.20	3.20
Copper	0.88	..	0.54	19.90	2.10	12.90
All Mines ..	1.57	0.23	0.77	8.30	2.20	4.70

The figures reveal that accident-rates for underground workers are higher than those for above ground workers.

Railways.—Statistics relating to accidents to railway servants are published in the Annual Report of the Railway Board and relate to the financial year. These statistics from 1947-48 onwards are presented in Table CXXXVII :

TABLE CXXXVII

ACCIDENTS ON RAILWAYS

Year	No. of accidents on Railways excluding workshops, etc.		No. of accidents on Railway workshops, new works not opened for traffic, lines under construction, etc.		Estimated accident rate per 1,000 persons employed on Railways, Railway workshops, etc.	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
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
1950-51	199	25,370	7	16,661	0.22	45.53
1951-52	185	23,893	6	17,959	0.21	45.03

Only those cases of accidents where the incapacity lasts for more than 48 hours are included in the statistics. From 1951-52 non-fatal accidents are being classified as 'serious' and 'minor' as shown below :

						Non-fatal accidents on railways excluding workshops, etc., during 1951-52	Non-fatal accidents in Railway Workshops, during 1951-52
Serious .. ..	..	..	..	..	..	873	513
Minor .. ..	..	..	..	..	..	23,020	17,446
Total ..						23,893	17,959

The serious accidents are taken to be those which result in 'grievous hurt' as defined in Section 320 of the Indian Penal Code. The figures show that the declining tendency in the rates of both fatal and non-fatal accidents, noticed since 1949-50, continued during 1951-52 also.

The number of non-fatal accidents in Railway Workshops, etc., continued to be large, whereas most of the fatal accidents were accounted for by Railways other than workshops, etc.

A classification of the accidents on Railways (other than workshops, etc.), during 1951-52 according to broad categories is given in Table CXXXVIII :

TABLE CXXXVIII
ANALYSIS OF ACCIDENTS BY CATEGORIES, 1951-52

Categories	Number of accidents	
	Fatal	Non-fatal
(a) In accidents to trains, rolling stock, permanent way, etc.	12	153
(b) In accidents caused by the movement of trains and railway vehicles exclusive of train accidents.	145	5,400
(c) In accidents on railway premises in which the movement of trains, vehicles, etc., was not concerned.	28	18,340
Total ..	185	23,893

A detailed analysis of accidents according to primary causes under each of the above three categories is also given in the Report of the Railway Board.

Docks.—Under the Indian Dock Labourers Regulations, 1948, it is the responsibility of the Port Authorities to report every accident occurring during the process of loading and unloading of cargo to the Inspector of Dock Safety. The Port Authorities have issued instructions to the stevedores and shipping agents laying down the procedure for reporting accidents involving stevedore labour direct to the Inspectors. The information, thus available, is processed and published by the Chief Adviser, Factories in his annual report on the working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948. An analysis of the reported accidents by causes for the years 1950 and 1951 is given in Table CXXXIX. It has not been possible to calculate the rates of accidents because reliable figures of the number of persons employed in the processes of loading and unloading cargo are not available owing to the unregulated nature of their employment. The number of fatal accidents as well as total number of accidents was slightly higher in 1951 than in 1950. 'Handling goods' accounted for the largest number of accidents although there was no fatal accident under this category in both the years. Eleven out of the twenty fatal accidents during 1951 came under the category 'Persons falling'.

A number of other accidents came to the notice of the Inspectors which had to be technically considered as 'non-reportable', because the persons involved were not actually engaged in 'processes' as

TABLE CXXXIX
ACCIDENT CAUSATIONS ON DOCKS FOR THE YEARS 1950 AND 1951

Causations	TOTAL NUMBER OF ACCIDENTS									
	Bombay		Calcutta		Madras		Cochin		Visakhapatnam	
	1950	1951	1950	1951	1950	1951	1950	1951	1950	1951
(1) Lifting machinery	13	13	3	4	..	1 (1)	..	..	..	16 (1)
(2) Transport	42	21	20	8 (1)	7	7	1	..	4	74 (1)
(3) Struck by falling bodies ..	154 (1)	169 (2)	272 (8)	259 (1)	37	30	3	5	7	474 (9)
(4) Persons falling	46 (3)	30 (2)	146 (2)	196 (6)	45	49	3	9 (3)	11	251 (5)
(5) Handling goods	172	187	372	309	145	106	1	11	12	702 (11)
(6) Stepping on or striking against objects.	24	35	49	69	19	24	..	..	2	92 (1)
(7) Use of Hand tools	7	8	19	21	..	..	..	..	..	26 (1)
(8) Miscellaneous	39	44	171 (3)	217 (1)	52 (1)	38	5	11 (2)	7	274 (4)
Total	497 (4)	507 (4)	1,953 (13)	1,083 (9)	305 (1)	345 (1)	13	36 (5)	41	1,909 (18)
										2,002 (20)

Source :—Annual reports of the Chief Adviser, Factories, on the working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948.

N.B.—Figures in brackets indicate fatal accidents.

defined in the Indian Dock Labourers Act and Regulations. The figures of such 'non-reportable' accidents during the years 1950 and 1951 in the various Ports are given below :

TABLE CXL
NON-REPORTABLE ACCIDENTS IN PORTS

Ports	1950		1951	
	Number of fatal accidents	Total number of accidents	Number of fatal accidents	Total number of accidents
Calcutta .. .. .	..	255		474
Bombay	6	527	6	757
Madras .. .. .	..	159	3	294
Visakhapatnam	1	41	..	49
Cochin .. .. .	..	3	1	12
Total ..	7	985	10	1,586

It will be seen that there was a large increase in the number of 'non-reportable' accidents during 1951.

Compensation for accidents.—The Workmen's Compensation Act, 1923 provides for payment of compensation to workers in case of injury arising out of and in the course of employment. The provisions of the Act apply to employees drawing less than Rs. 400 p.m. Statistics received from States on the number of compensated accidents and the amount of compensation paid for the year 1951 are presented in Table CXLI. These statistics do not cover Railways, Posts and Telegraphs and the C.P.W.D. It may be mentioned that the number of compensated accidents is much less than the total number of accidents which take place because only those accidents in which the incapacity lasts for more than 7 days are to be compensated and even here there are some evasions due to the ignorance of workers.

Prevention of Accidents.—The organisation of the Chief Adviser, Factories, has been endeavouring to promote industrial safety by educating both employers and workers in regard to the value of measures laid down in the Factories Act for the health, safety and welfare of the workers. A training course for Factory Inspectors was organised by the Department from 15th November to 23rd December 1951, in New Delhi. The course was attended by 19 Inspectors from the various States. The trainees had the benefit of lectures by the members of the Industrial Hygiene Unit from the U.S.A. The

TABLE CXLI
COMPENSATED ACCIDENTS AND THE AMOUNTS OF COMPENSATION PAID BY STATES

State	Number of cases of accidents for which compensation was paid				Amount of compensation paid (Rs.)			
	Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
Assam	34	24	812	870	25,091	14,259	9,752	49,102
Bihar	226	400	4,448	5,074	3,80,742	1,81,273	1,36,829	6,98,844
Bombay	76	1,251	11,847	13,174	1,97,221	5,17,868	3,17,637	10,32,116
Madhya Pradesh	32	127	2,223	2,382	51,035	52,244	28,482	1,31,761
Madras	59	242	3,659	3,960	88,488	1,08,907	84,780	2,82,175
Orissa	..	..	..	..	..	..	..	..
Punjab	63	82	654	799	1,54,284	40,476	16,021	2,10,781
Uttar Pradesh	102	240	1,632	1,974	1,84,293	1,44,569	33,668	3,62,530
West Bengal	172	1,434	12,659	14,265	3,57,139	8,11,591	3,00,309	14,69,039
Ajmer	6	8	657	671	11,000	7,850	7,336	26,186
Coorg	2	2	..	4	4,310	734	..	5,044
Delhi	27	95	256	378	74,265	56,137	7,796	1,38,198
Andaman and Nicobar Is.	3	5	23	31	5,100	3,395	1,175	9,670
Total	802	3,910	38,870	43,582	15,32,968	19,39,293	9,43,185	44,15,446

course also included visits to important factories in Calcutta and Bombay, where the trainees had the opportunity of seeing practical measures taken to ensure the safety, health and welfare of workers.

Organisation of safety committees continued to be encouraged by several States. In Bihar such committees continued to do valuable work. Safety campaigns were conducted in a large number of factories and a no-accident inter-departmental competition was also carried out in one factory with good results. In Hyderabad an Enquiry Committee consisting of the Chief Inspector of Factories and Boilers, Labour Commissioner and the Assistant Director of Public Health was appointed by Government to enquire into accidents which occurred in one factory. The Committee made several recommendations which were accepted by Government. As the recommendations were considered useful for other industrial concerns also, instructions were issued to all other big concerns to implement the recommendations. In Delhi, it has been reported that improved fencing and guarding arrangements for dangerous machinery continue to receive special attention so as to reduce the frequency rate of industrial accidents. Various other States also continued their efforts to implement the provisions of the Factories Act regarding safety.

In the annual report of the Chief Inspector of Mines in India for the year 1950 it was stated that the causes and circumstances of nearly all fatal accidents and serious accidents of importance were investigated. Many inspections were also made at the invitation of mine-owners, superintendents and managers desirous of obtaining advice on safety matters. Several recommendations for the prevention of accidents have also been made in the report.

For prevention of accidents in Docks, the Office of the Chief Adviser, Factories issued two bulletins during 1951 illustrating some of the common causes of accidents at the docks and measures to prevent them. The Bulletin included sketches illustrating the proper methods of carrying out certain dock operations. Copies of these Bulletins were distributed to Port Authorities, Stevedore's Associations and Shipping Agents and were well received. The Chief Adviser, Factories in his annual report for the year 1951 on the working of the Indian Dock Labourers Act, 1934 and the Indian Dock Regulations, 1948 has pointed out that the facilities available at the various ports for testing and annealing cannot be said to be adequate and that in spite of a general improvement in the provisions of fencing of breaks, dangerous corners and other dangerous parts or edges of docks, wharves or quays, the maintenance of floors of wharves and transit sheds at certain Ports cannot be said to be satisfactory. It has also been reported that schemes for improving lighting of docks are on hand. The average number of inspections of docks and ships and other visits by each Inspector was 761 during 1951, as against 650 during the previous year. The Inspectors are reported to have spent considerable time in investigating important accidents and dangerous occurrences as well as in discussions with Port officials and other parties concerned, with a view to suggesting measures for securing higher standards of compliance with the Regulations.

CHAPTER VIII

INDUSTRIAL HOUSING

A somewhat detailed account of the housing schemes of the various State Governments and the extent of housing provided by the industrial employers in the important States was given in the previous issue of the Year Book. In this chapter, therefore, it is proposed to discuss only the developments in regard to the housing schemes of the Central and State Governments during the year and to briefly describe the housing conditions in major industries.

1. Subsidised Industrial Housing Scheme of the Government of India

Details of the Industrial Housing Scheme of the Government of India formulated in 1949 were given in the previous issues of the Year Book. During 1950-51 and 1951-52 a total amount of Rs. 268 lakhs was advanced as loan to State Governments for construction of houses for industrial workers. Early in 1952 a new policy was announced whereby the Central Government were prepared to pay a subsidy of 20 per cent. of the cost of construction, including the cost of land, provided the balance was met by the employers who would also let out the houses to genuine workers at rent also suggested under the earlier scheme. The houses thus constructed were to remain the property of employers. The response from the employers to the scheme was not encouraging and the Ministry of Works, Housing and Supply prepared a revised scheme under which the subsidies were substantially increased. The scheme was finalised in September 1952. The Planning Commission have also incorporated the scheme in their First Five Year Plan. The scheme contemplates the building of houses principally for industrial workers through the agency of State Governments, Statutory housing boards where they exist, employers and registered co-operative house building societies of industrial workers. The Central Government will render financial assistance in the form of subsidies and loans on relatively easy terms. Tenements proposed to be built under the scheme are of two types : (i) in cities of moderate size where land values are not unduly high, single storeyed tenements with one living room 12'x10', a Kitchen and a lobby 12'x6' and a bathing space 4'x4' with a water tap ; a water flushed latrine to be shared by two tenements or a service latrine for each tenement will also be provided ; (ii) in large cities where land values are high, tenements will be provided in multi-storeyed buildings ; the living room and the Kitchen and lobby will have a floor space of 12'x10' and 10'x6' respectively ; three lavatories, two bath rooms, two washing places and a staircase will be provided for eight tenements. The estimated standard cost of the two types of tenements including cost of land is Rs. 2,700 and Rs. 4,000 respectively. The State Governments or housing boards can modify the specifications to suit local conditions. If an employer or a co-operative house building society of workers desires to modify the specifications substantially, permission of the Central Government should be obtained.

In regard to the housing schemes undertaken by State Governments or statutory housing boards, the Central Government will grant subsidies to the extent of 50 per cent. of the actual cost of construction including cost of land. In the case of schemes undertaken by employers and co-operative societies of industrial workers the subsidy will be to the extent of 25 per cent. only. The Central Government will also grant loans to the State Governments (a) to the extent of 50 per cent. of the cost of construction including the cost of land, and (b) to the extent of 37½ per cent. of the cost in respect of schemes undertaken by co-operative societies of industrial workers. The loans carry interest at the rate of 4½ per cent. and are repayable in 25 years in the case of the State schemes and 15 years in the case of co-operative societies. Employers will be granted loans to the extent of 37½ per cent. of the cost of construction but these loans will carry interest at 4½ per cent. and will be repayable in 15 years.

After taking into consideration the sinking fund to be created for the repayment of loans, interest charges, maintenance charges and municipal rates and taxes the standard rent has been fixed at Rs. 10 per month for single storeyed tenements and Rs. 17-8-0 per month for tenements in multi-storeyed buildings.

A sum of Rs. 716.625 lakhs was provided in the budget for 1952-53 and it was proposed to utilise Rs. 324 lakhs of this amount for subsidies and Rs. 392.625 lakhs for loans under the housing scheme. A programme for the construction of 28,500 tenements was also drawn up. Of these, 11,500 tenements were to be constructed by State Governments and housing boards, 8,000 in single-storeyed tenements and 3,500 tenements in multi-storeyed buildings; and 17,000 by employers and co-operative societies, 12,000 in single-storeyed and 5,000 in multi-storeyed buildings.

The management of housing estates constructed by employers under the scheme will vest in a committee consisting of representatives of employers and workers concerned with an official chairman nominated by the regional housing board or the Labour Commissioner.

Applications for financial aid under the scheme together with complete plans and specifications of the buildings were invited by the Ministry of Works, Housing and Supply.

For the financing of the scheme the Planning Commission has recommended the utilisation of the provident fund deposits. It is expected that the contribution of the employers and workers to the provident fund scheme will amount to Rs. 15 or 16 crores every year, out of which, after meeting the cost of administration and withdrawals, a substantial amount will be available for investment. Subsidies to the extent of about Rs. 2 crores every year are expected from the Central Revenues. The Planning Commission has, therefore, suggested a provision of Rs. 38.5 crores during the period of the plan for grants and loans by the Central Government for the housing scheme.

The Planning Commission has also recommended the setting up of a Central Housing Board and Regional Housing Boards in each State. The housing boards should be statutory autonomous bodies

appointed by Government and should be responsible for implementing the housing programme. The following will be the principal functions of the housing boards as indicated by the Commission.

Central Housing Board.—(i) to administer the Central Housing Fund ; (ii) to activate housing programmes ; (iii) to administer such housing projects as are directly entrusted to it by the Central Government ; (iv) to lay down principles for the guidance of the Regional Boards, regarding selection and development of sites for housing schemes and fixation of priorities in the allotment of tenements ; (v) to advise on rationalisation on building legislation (*sic*) and to prepare model building bye-laws for adoption by regional and local authorities ; (vi) to suggest action in regard to slum clearance and improvement in environmental conditions of housing ; and (vii) to recommend from time to time any legislation or amendment of existing legislation which has a bearing on the problems of housing, town and village planning, fixation of rent and such allied subjects.

Regional Housing Boards.—(i) to administer the Regional Housing Fund ; (ii) to activate the State building programme ; (iii) to collect information regarding housing needs of different classes of people and to undertake surveys for the purpose ; (iv) to undertake the construction of houses in selected areas according to approved plans ; (v) to allot tenements to workers* and to low income groups in accordance with the policy laid down by the Central Housing Board ; (vi) to establish new townships and industrial suburbs and to prepare Master Plans for the same ; (vii) to undertake and encourage slum clearance and improvement of existing conditions of housing within their jurisdiction ; (viii) to undertake maintenance of houses and other properties belonging to the board and to realise rents from the same ; (ix) to encourage self builders both in the shape of co-operatives and individuals ; (x) to organise building trades and to provide facilities for vocational training for building labour ; (xi) to guarantee loans taken by private builders for house building, provided adequate securities are furnished ; and (xii) to organise training for building labour generally and in specialised types of work, such as laying patent stone floors, reinforced cement concrete roofs and beams, etc.

2. Housing Schemes of the State Governments

Bihar.—Details of the Bihar Industrial Housing Scheme were given in the previous issue of the Year Book*. In addition to the loan of rupees fifteen lakhs advanced to the Tata Locomotive and Engineering Co. in 1950-51 under the scheme, a further sum of Rs. 25 lakhs was advanced in 1951-52. The company has constructed a total of 461 quarters. Of these, 151 are two-roomed quarters, 212 one-roomed quarters and 98 modified two-roomed quarters. The average estimated cost of the above types of quarters is Rs. 4,765, Rs. 3,632 and Rs. 4,600 respectively excluding the cost of ancillary services such as roads, drainage, electricity, etc. Under the Industrial Housing Scheme of the Government of India the State Government sanctioned an advance of Rs. 5,66,460 to an engineering firm for the construction of 108 double storeyed houses providing the necessary amenities.

Bombay.—The Bombay Housing Board has completed 6,860 tenements at a total cost of about Rs. 363 lakhs for industrial workers and other low income groups. Some of the tenements were sold or transferred to other bodies like the Railway Board and the Police Department as there was no sufficient response from persons for whom they were originally built. The present number of tenements is 1,547 for industrial workers and 3,733 for other low income groups in Bombay and Ahmedabad. There are two-room and three-room tenements with a kitchen in each case and a few hostel type blocks at Worli for single workers. The rents of tenements are economic rents only and for industrial workers subsidised rents are charged. In 1950-51 the Government of Bombay received an interest free loan of Rs. 75 lakhs under the Government of India's Industrial Housing Scheme of 1949.

The housing scheme of the Bombay Government so far as industrial workers were concerned was brought under the Government of India's Scheme. Table CXLII gives the details of the tenements constructed by the Bombay Housing Board under the Industrial Housing Scheme.

Available information regarding the number of houses built by the employers was given in the previous issue of the Year Book*.

Madhya Pradesh.—The Madhya Pradesh Housing Board has completed all preliminary work in connection with the building of houses for industrial workers at Jabalpur, Pulgaon, Achalpur and Nagpur. Plans and estimates have been prepared and sites for the construction of the quarters have been selected at Nagpur and Jabalpur. The Government of India's interest free loan of 20 lakhs to the State Government has been handed over to the Board. The Board has already started the construction of quarters at Jabalpur. Work in other places will also start soon. The Board has also decided to construct 1,500 single-room tenements under the new subsidised Housing Scheme of the Government of India.

Orissa.—Under the Industrial Housing Scheme of the Government of India 234 units of two-room quarters were constructed in Orissa up to 31st March 1952. Under the post war plan of the Government of Orissa 100 quarters have been constructed by municipalities in the State.

Punjab.—The Government of Punjab received a loan of Rs. 5 lakhs under the Industrial Housing Scheme of the Government of India in 1951-52 and the State Government also contributed to the Housing Scheme a sum of Rs. 2½ lakhs. A plot for the construction of houses has been selected at Islamabad in Amritsar and the necessary plans for 100 double-room and single-room quarters have been drawn up. The scheme has now been merged with the New Subsidised Housing Scheme of the Government of India under which it is proposed to build a total of 350 houses, 200 in Amritsar and 75 each at Batala and Ludhiana.

Uttar Pradesh.—The Housing Board† for the Sugar industry approved plans and estimates for single and double-room quarters for sugar factory workers. The estimated cost of a single-room quarter

* See pp. 293-94.

†For details of the U.P. Sugar and Power Alcohols Industries Labour Welfare and Development Fund Act, see Chapter II, pp. 88—90.

TABLE CXLII
TENEMENTS BUILT BY THE BOMBAY HOUSING BOARD FOR INDUSTRIAL
WORKERS

Housing colony	Type and number of tenements				Subsidised rent per month
	Dormitory	One room	Two room	Three room	Total
<i>Bombay</i>					
Worli ..	27 (a)	59 (b)	168 (c)	32 (d)	286 (a) Rs. 10. (b) Rs. 15. (c) Rs. 31 to Rs. 51. (d) Rs. 49 to Rs. 67.
Worli--foot of hill ..	..	..	192	..	192 Rs. 37.
Worli--neighbourhood ..	..	..	283	..	283 Rs. 25 to Rs. 46.
Sewri--Wadala ..	..	306	..	..	306 Rs. 20 to Rs. 34.
<i>Ahmedabad</i>					
Rakhial ..	36 (a)	..	84 (b)	24 (c)	144 (a) Rs. 13. (b) Rs. 30-4-0 (c) Rs. 39-5-0 to Rs. 43-12-0
Aswara ..	..	..	336	..	336 Rs. 23.
Total ..	63	365	1,063	56	1,547

was Rs. 2,040 and of a double-room quarter Rs. 3,805. Out of the total housing account in the Fund, a sum of Rs. 39,07,468 was allotted to various sugar factories for construction of workers' quarters. All sugar factories receiving Rs. 70,000 or more under the scheme were required to construct quarters in the shape of a colony. So far 30 sugar factories have started construction of 520 quarters.

A sum of Rs. 75 lakhs was made available to the U.P. Government under the New Subsidised Industrial Housing Scheme of the Government of India. Of this amount Rs. 60 lakhs are being spent for the construction of houses for industrial workers in Kanpur and Rs. 15 lakhs in Lucknow. The Development Board, Kanpur has been entrusted with the work of construction of quarters worth Rs. 20 lakhs in Kanpur and the P.W.D. with the remaining Rs. 40 lakhs. The Development Board submitted plans and estimates for the construction of 1,683 quarters at a cost of Rs. 45,57,600 out of which 744 quarters are to be constructed by March 1953 at Rs. 2,700 per quarter. The quarters are to be built in 93 double storey blocks of eight quarters each. Each quarter will provide a living room 12'x10', a verandah-Kitchen 12'x8', bathing space 4'x4', one water flushed lavatory for two tenements, a water tap and two electric points. Each quarter on the ground floor will have a court-yard 15'x12' and the quarters on the first floor will have access to the terrace.

The Development Board, Kanpur has besides provided two sites for the construction of 1,356 quarters in Kanpur by the P.W.D. It is also proposed to take up a scheme for the construction of quarters at Kanpur, Agra, Ferozabad and Hathras in 1953-54.

With a view to improving the existing slums the Government of U.P. provided a sum of Rs. 50,000 during the year and the Development Board, Kanpur to which the work was entrusted carried out improvements in 9 *ahatas* in Kanpur selected by the Labour Commissioner by providing water taps, latrines, urinals, pavements, light points, white washing, etc.

Hyderabad.—The Government of Hyderabad propose to build 10,000 houses in different places in the city under the Industrial Housing Scheme of the Government of India. Three hundred houses have already been completed in a labour colony in Mushirabad.

Madhya Bharat.—The housing scheme under the Five Year Plan of the Government of Madhya Bharat was integrated with the subsidised Industrial Housing Scheme of the Government of India and it was proposed to build 500 houses at Indore, 300 at Gwalior and 100 at Ujjain under the new scheme by March 1953.

Mysore.—Details regarding the proposed constitution of a labour housing corporation were given in the previous issue of the Year Book*.

PEPSU.—Under the Five Year Development Scheme of the Government of PEPSU, 30 houses have been constructed for industrial workers in Patiala.

* See page 290.

Please also see Chapter II, pp. 83-84.

Saurashtra.—The report of the Industrial Housing Enquiry Committee appointed by the Government of Saurashtra is still awaited. Under the subsidised Industrial Housing Scheme of the Government of India the State Government propose to build 900 houses in important industrial centres.

3. Housing of Labour in Major Industries

(i) FACTORY INDUSTRIES

In the cotton textile industry in Bombay and Ahmedabad only a small proportion of the workers is provided with houses and these generally consist of single-room tenements. In Delhi and Calcutta, however, about 40 per cent. of the workers are provided with accommodation. In some of the other centres such as Gwalior, Nagpur, Kanpur, Madras, Madura and Bangalore the employers have provided housing colonies comprising self-contained units for some of their workers. The proportion of workers housed in these colonies, however, is small compared to their total complements. The jute mills in and around Calcutta have provided houses to nearly half of their employees; but the accommodation generally consists of back-to-back barracks and the floor space available to a worker and his family is often less than 100 sq. ft. Some of the larger units in the woollen textile industry such as those at Kanpur and Dhariwal have built workers' colonies but the smaller units and the units in the silk textile industry do not generally provide houses for their employees.

As a rule the small units in the engineering industry do not provide housing accommodation to their workers. The Tata Iron and Steel Company have built 12,000 houses for their employees and have besides a number of houses under construction. Some of the dock-yards in the country provide houses to a small proportion of the workers, generally 4 to 10 per cent. The Scindia Shipyard at Visakhapatnam houses about 25 per cent. of their workers in a special housing colony.

The cement factories in India provide houses to their employees on a much larger scale than other factory industries and the type of houses provided are also superior. The proportion of workers housed varies from 10 to 100 per cent. In the sugar industry the employers provide housing for about 30 to 50 per cent. of their labour force. In the factory industries such as paper, matches, chemicals, tanneries, etc., only the larger units provide housing and that too only to a small proportion of their labour force*.

Available information in regard to the housing facilities provided by employers in the factory industries is given in Table CXLIII.

(ii) MINES

In the coal mines, housing accommodation provided by the mine owners should conform to the standards prescribed by the Mines Boards of Health where they exist. At present there are Mines Boards of Health for the Jharia, Raniganj, and the Hazaribagh coal-fields. The minimum accommodation prescribed by the Jharia and

For details, please see the *Indian Labour Year Book*, 1949-50, pp. 274-279.

TABLE CXLIII
HOUSING IN FACTORY INDUSTRIES

Industry	Number of employees getting Rs. 200 or less	Number of employees housed	Percentage of employees housed
Cotton textile	6,64,972	65,000	9.8
Jute	3,18,538	1,27,400	40.0
Woollen textile	16,994	3,240	19.1
Iron and Steel	46,000	14,000	30.4
Cement	29,000*	9,230†	31.8
Sugar	23,000	11,200	48.7
Paper	23,000	8,300	36.1
Matches	20,827	2,000	9.6

Hazaribagh Mines Boards of Health is 50 sq. ft. floor area and 500 c. ft. of air space for each adult and by the Asansol Board (for Raniganj) 32 sq. ft. and 360 c. ft. Half the floor area and cubic space is prescribed for each child. The number of houses so far constructed by the colliery owners under the jurisdiction of the Jharia, Asansol and Hazaribagh Mines Boards of Health is 37,386; 16,110; and 1,442 respectively. The collieries in Hyderabad have constructed 6,889 units of accommodation. It is reported that there is overcrowding at most of the collieries.

The Coal Mines Welfare Fund has prescribed improved types of quarters for the workers and the Mines Boards of Health have recommended their adoption.

The Coal Mines Welfare Fund Organisation has provided townships for the miners at Bhuli and Bijoy nagar. Of the 1,566 houses built at Bhuli only about a third were occupied by colliery workers but it is expected that when the road connecting the township with the group of larger collieries on the Bansjora side is completed the rest of the houses will be occupied by colliery workers. In the State Railway collieries, 294 houses were completed and 263 of these were placed at the disposal of the collieries. Under the subsidised housing scheme of the Coal Mines Welfare Fund Organisation the building of 243 houses by 12 collieries was sanctioned. Of these, 54 houses were completed and 39 were under construction.

In order to bring their standard of houses for miners in line with that prescribed by the Coal Mines Labour Welfare Fund, the Jharia, Raniganj and Hazaribagh Mines Boards of Health have decided to adopt the plans and specifications prescribed by the Fund and requested the respective State Governments to approve the necessary

* Relates to 17 out of 19 units.

† Relates to 15 units.

amendments to their bye-laws. With a view to creating a machinery for the regulation and control of housing in coalfields in States other than Bihar and West Bengal, the Government of India have requested the State Governments concerned to examine the possibility of constituting Mines Boards of Health in those States.

In the other mining industries such as Mica and Manganese, housing conditions are generally unsatisfactory and little or no provision is made by the employers to provide housing for the workers. In the workers' housing colonies in the Kolar Gold Fields 12,436 houses were provided, up to the end of December 1950. During 1951, 235 new houses were constructed and 53 *Tattie* houses were replaced.

(iii) PLANTATIONS

At the third session of the Industrial Committee on Plantations held in November 1950 it was agreed that some relaxation in the standards recommended by the Industrial Housing Sub-Committee of the Standing Labour Committee should be allowed for houses constructed for plantation labour. A single-room housing plan was accepted for South India and a two-room housing plan largely in accord with the recommendations of the Industrial Housing Sub-Committee was adopted for North India generally. It was also agreed that the employers in the plantation industry would construct houses for at least 8 per cent. of the labour population every year*.

(iv) RAILWAYS

On 31st March 1951 there were 2,74,530 units of residential quarters for the use of Class III and Class IV employees of Indian Government Railways. During 1951-52, 6,458 quarters were constructed on Indian Railways as shown in the table below :

TABLE CXLIV

NUMBER AND TYPES OF QUARTERS BUILT FOR RAILWAY EMPLOYEES

Railway	Number of quarters				
	A type	B type	C type	D type	Total
Assam	1,641	112	..	..	1,153
Bengal Nagpur	227	6	1	..	234
Central	874	74	2	..	950
East Indian	439	101	..	..	540
Eastern Punjab	133	31	..	..	164
Jodhpur	207	7	..	..	214
Oudh Tirhut	900	..	..	..	900
Southern†	915	128	20	46	1,119
Western	1,150	34	..	..	1,184
Total	5,886	503	23	46	6,458

* For details regarding the number of houses built see the previous issue of the *Year Book*, pp. 296-307.

† Excludes 264 two-room and 163 three-room tenements purchased from the Bombay Housing Board.

(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 Bundar are the largest. The Antop village labour colony consists of 571 cottages and at Wadi Bunder 687 tenements have been provided in *chawls*. 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.

(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 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 46 per cent.; the Simla Municipality to 36 per cent. of sweepers; the Kanpur and Patna Municipalities to about 33 per cent. and the Calcutta Municipality to 36 per cent. of its workers.

(vii) SEAMEN

The Indian Sailors' Home in Bombay can accommodate 500 men. The New India 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. The first unit of the new hostel for seamen in Behala with accommodation for 260 seamen is expected to be ready for occupation by June 1953. In Madras a small hostel with sleeping accommodation for about 50 to 60 seamen is being run in a hired building by the local Seamen's Welfare Committee.

4. Housing Schemes of Workers' Organisations

As a result of the assistance and encouragement given by the Textile Labour Association, Ahmedabad, 15 co-operative Housing societies have been formed to provide housing accommodation to the workers on the basis of tenant-ownership.

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 workers.* 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 second world war that the Government of India started taking active interest in promoting welfare schemes for industrial workers. Efforts in this direction were redoubled with the achievement of Independence and the emergence of India as a Republic wedded to the idea of a welfare State. The institution of labour welfare funds in coal and mica mines and of provident funds in the major industries, the initiation of social security and industrial housing schemes and the radical revision of the law regulating conditions of work in factories, mines and plantations are prominent among the measures taken to promote the welfare of the working classes.‡

LABOUR WELFARE FUNDS

For financing welfare activities in Government undertakings an experimental scheme for constituting labour welfare funds was formulated in 1946. Details regarding the scheme were given in the *Indian Labour Year Book, 1947-48*.§ There are now 221 central undertakings which have constituted labour welfare funds. Government contribution forms about 45 per cent. of the total income of the fund, the employees' contribution about 34 per cent. and income from miscellaneous sources about 21 per cent.

ACTIVITIES OF THE STATE GOVERNMENTS

Assam.—The Government of Assam have taken steps to implement a welfare scheme for tea garden and ex-tea garden labourers

*Report of the *Royal Commission on Labour In India*, p. 261.

†Report II of the *I.L.O., Asian Regional Conference*, p. 3.

‡Details are given in other relevant sections.

§P. 189.

by giving financial aid to some private organisations engaged in training the workers in various arts and crafts.

Bihar.—The Government of Bihar have set up three labour welfare centres at Jamshedpur, Katihar and Dalmianagar each under the charge of a Labour Welfare Officer. Welfare activities provided in these centres include libraries and reading rooms, social education classes, indoor and outdoor games, sewing classes for women, etc. Several voluntary welfare centres have also been started by the employers at Jhinkpani, Kumardhubi, Hasanpur, Muktapur, Darbhanga and Marhowrah providing a library and reading room, radio and indoor games.

Bombay.—As early as in 1939 the Government of Bombay started taking active interest in providing welfare facilities for industrial workers. The Deputy Commissioner of Labour (Welfare) is at the head of the Labour Welfare Department of the Government. At present the Department runs 54 labour welfare centres, a school for the training of labour welfare workers and four Government Industrial Training Workshops. The school for the training of labour welfare workers is located at Bombay and two of the Industrial Training Workshops are located in Ahmedabad and one each in Bombay and Sholapur. The labour welfare centres are of four types and are located in important industrial centres as shown below :

TABLE CXLV

LABOUR WELFARE CENTRES IN BOMBAY

Location	Number of Centres				
	A type	B type	C type	D type	Total
Bombay	3	..	13	2	18
Thana .. .. .	..	..	1	..	1
Ambernath .. .. .	..	..	1	..	1
Poona .. .. .	..	1	..	..	1
Ahmedabad	1	..	8	..	9
Nadiad .. .. .	..	1	..	..	1
Viramgaum .. .. .	..	1	..	..	1
Broach .. .. .	..	1	..	..	1
Surat .. .. .	..	1	..	..	1
Baroda .. .. .	..	1	..	..	1
Sholapur	1	..	8	..	9
Barsi .. .. .	..	1	..	..	1
Jalgaon .. .. .	..	1	1	..	2
Chalisgaon .. .. .	..	..	1	..	1
Amalner .. .. .	..	..	1	..	1
Dhulia .. .. .	..	1	1	..	2
Hubli .. .. .	..	1	1	..	2
Gadag .. .. .	..	1	..	..	1
Total	5	11	36	2	54

Details regarding the organisation of each type of centre and the amenities provided therein were given in the previous issue of the Year Book.* Lady welfare workers conduct sewing and embroidery classes at the centres. Special *charkha* classes, literacy classes, entertainment programmes, outings and excursions are also organised for the benefit of women workers.

Madhya Pradesh.—The Government of Madhya Pradesh have opened a labour welfare centre at Nagpur. Through the efforts of the labour office labour welfare centres have also been started by the employers in the Empress Mills, Nagpur; Model Mills, Nagpur; Vidarbha Mills, Achalpur; Burhanpur Tapti Mills, Burhanpur; and Berar Manufacturing Co., Badnera.

Madras.—The Government of Madras have under consideration a scheme for setting up a demonstration centre at Kullakamby in the Nilgiri district for basket making for the benefit of the workers in tea plantations.

Orissa.—The Government of Orissa issued instructions to the Labour Commissioner to explore the possibilities of starting labour welfare centres by co-ordinating the resources of different industrial undertakings in each locality. Financial stringency precluded the Government of Orissa from organising model welfare centres at their own cost. One welfare centre has been started by the employers at Chandbali in the Balasore district and steps are being taken to start similar centres in other places. The activities of the welfare centre include the education of the workers in trade unionism, library, radio and sports. It is also proposed to open night schools and provide medical facilities.

Punjab.—The State Labour Advisory Board has recommended that labour welfare centres should be set up in the first instance at Amritsar, Batala, Dhariwal, Ludhiana, Jagadhri and Ambala. Buildings for housing the welfare centres have been acquired at Ambala, Batala and Dhariwal. It is proposed to provide radio sets, cinema shows and musical entertainments as well as classes for adult education, sewing classes and *charkha* classes at these centres.

Uttar Pradesh.—As early as in 1937 the Government of Uttar Pradesh organised four labour welfare centres in Kanpur for the benefit of industrial workers. The labour welfare activities of the Government progressively increased in extent and scope and in 1952 there were 42 labour welfare centres in the State of which 36 are regular and 4 seasonal. The seasonal centres are located at Khatauli, Ram Koila, Balrampur and Raja-ka-Sahaspur and are meant for the workers in the sugar industry. Three of the regular

*See the *Indian Labour Year Book, 1950-51*, pp. 300-2.

centres have been specially organised for tea garden labour. The distribution of the welfare centres is as follows :

TABLE CXLVI

LABOUR WELFARE CENTRES IN U.P.

Location	Number of Centres			
	A Class	B Class	C Class	Total
Kanpur	5	4	4	13
Lucknow	1	2	..	3
Bareilly .. .. .	..	1	1	2
Moradabad	1	..	..	1
Saharanpur	1	..	1	2
Ghaziabad .. .. .	..	1	..	1
Banaras	1	..	..	1
Mirzapur .. .. .	..	1	..	1
Agra	1	..	..	1
Ferozabad .. .. .	..	1	1	2
Aligarh .. .. .	..	1	1	2
Hathras .. .. .	..	1	1	2
Allahabad .. .. .	..	1	..	1
Roorkee .. .. .	..	..	1	1
East Hoptown Tea Estate, Dehra Dun ..	..	..	..	1
Udaibagh Tea Estate, Dehra Dun ..	..	..	..	1
Harbanswala Tea Estate, Dehra Dun ..	..	..	..	1
Total	10	13	10	33

The organisation and activities of each class of centre were described in the previous issue of the Year Book.* Briefly, the activities of the welfare centres comprise medical facilities, maternity clinics, educational facilities, sewing, knitting and embroidery classes, physical culture and recreation. The activities of the special centres organised for tea garden labour include reading room and library, indoor and outdoor games, entertainments and sewing, knitting and industrial classes.

*See pp. 302-4.

Hyderabad.—The Government of Hyderabad runs a labour welfare centre at Azamabad providing educational and recreational facilities to industrial workers. As a result of the efforts of the Labour Welfare Committee, Aurangabad, the management of the Aurangabad Mills has opened a labour welfare centre which provides a reading room, a radio set and indoor and outdoor games for the workers.

Madhya Bharat.—The Government of Madhya Bharat runs two labour welfare centres at Indore and Gwalior through the agency of the representative trade unions in these places. A grant-in-aid of Rs. 12,000 and Rs. 6,000 respectively per year is given to the unions for the purpose. The centres provide educational and recreational facilities to the workers and their families. It is also proposed to open similar centres at Ujjain and Ratlam.*

Mysore.—The Government of Mysore have opened two recreational centres in Bangalore, one in Cottonpet and the other in Chamarajapet. Each of these centres provides a well-equipped library, a reading room, a gymnasium and facilities for sports.

Rajasthan.—A section for the uplift of women workers in Rajasthan has been set up in the Labour Department of the State under the charge of a Lady Welfare Officer. Welfare Days for women were organised at Jaipur, Kishangarh, Lakheri, Bhilwara and Pali. On these days women workers were given lessons in health and hygiene and the care of babies. To organise welfare activities on a larger scale it is proposed to organise Welfare Weeks in these centres.

Coorg.—The Coorg Government have organised a labour welfare centre at Pollibetta, an important coffee growing centre in the State.

Delhi.—A scheme for the opening of two labour welfare centres in the State is under consideration.

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

A somewhat detailed account of the welfare facilities provided by the cotton textile industry in the important centres was given in the 1949-50 issue of the Year Book.† Nearly all the cotton mills in the country have provided dispensaries under the charge of qualified doctors and some have provided well-equipped hospitals. Several mills have provided separate maternity homes or wards. Crèches for the workers' children are provided by most mills although the standards vary considerably. Facilities for indoor and outdoor games, co-operative societies, schools for the education of workers and their children and provident fund or gratuity schemes exist

*These have now been started.

†Please see the *Indian Labour Year Book, 1949-50*, pp. 289-93.

in several mills. The facilities for labour welfare provided by the Empress Group of Mills, Nagpur, the Delhi Cloth and General Mills and the Birla Cotton Mills, Delhi, the Jiyajee Rao Cotton Mills, Gwalior, the Buckingham and Carnatic Mills, Madras, the Bangalore Woollen, Cotton and Silk Mills and the Madura Mills Company are well in advance of the rest and are specially noteworthy.

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 five labour welfare centres at Hazinagore, Kankinarras, Serampore, Titaghur and Bhadreswar. These centres provide both indoor and outdoor recreational facilities for workers. Inter-mill football tournaments and sports competitions are regularly organised. The Association also maintains five primary schools attached to the welfare centres. The women's welfare society started at Titaghur in 1946 organises socials and entertainments in the different mills in rotation. It also organises Health Week-Ends and Baby Shows.

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. There are two general hospitals and three maternity hospitals. Seven mills have provided maternity clinics. Crèches and canteens have been provided in 51 and 45 mills respectively.

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. The New Egerton Woollen Mills, Dhariwal, the Kanpur Woollen Mills, the Raymond Woollen Mills and the Mahalakshmi Woollen Mills, Bombay maintain well-equipped dispensaries under the charge of qualified doctors. Only some of 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 Bangalore Woollen, Cotton and Silk Mills, the Kanpur Woollen 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 Company at Jamshedpur. A 400-bed hospital, including a large maternity ward, provides free medical treatment to the employees and their families. Six adequately staffed and equipped maternity clinics and child welfare centres have also been established. A number of rest houses are provided for women workers and crèches scattered over the plant to take care of the babies while their mothers are at work. The company maintains 3 High Schools, 10 Middle Schools, 25 Primary Schools and a few Night Schools besides giving financial assistance to a number of other schools. About 25,000 children attend the Company's schools. Two large canteens run by the Company cater to about 21,000 persons a day and serve, besides tea and snacks, about 6,400 full meals a day. The welfare department arranges for games and tournaments of all kinds for which purpose large play grounds are maintained. Free film shows in the open are regularly held in different parts of the town and about 5,000 persons attend each show.

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. Canteens are provided by most of the dockyards and co-operative societies exist in the Bombay Port Trust, the Mazagaon 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. The Indian Naval Dockyard has also organised a welfare centre.

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. 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. Provident Fund schemes have been instituted in some mills but generally admission is restricted to permanent employees or those in the higher wage groups.

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 provisions for crèches. A few of these are housed in *pucca* buildings properly equipped with cradles, etc., and are staffed by trained nurses.

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 187 have provided play-grounds for the workers; 279 mines have provided schools for children and 13 run adult education centres. In Madras 6 mica mines maintain play-grounds 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. 35,62,176 during the year 1951. The Kolar Gold Field Hospital provides 250 beds. It has two operation theatres, two X-ray plants, bacteriological and pathological laboratories, etc. Five maternity clinics with a total of 75 beds are being maintained by the company. During the year 1951, 2,731 of a total of 3,306 births in the mining area took place in the Mines' Maternity Homes. The average daily attendance in the canteens in the Mysore Mines was 1,535 workers. There are in the mining area 46 schools of which 5 are maintained by the Government and the remaining either by the

companies or by private institutions with financial assistance from the companies. Over 9,000 employees' children were studying in these schools in 1951. Thirteen night classes for adult workers are also run by the company. Eleven recreation clubs, each providing radio, reading rooms and facilities for indoor and outdoor games, are maintained for the employees.

(iii) PLANTATIONS

All tea gardens in Assam and West 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. Others 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. 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. In the large tea estates in Assam a playground is provided for the workers but only in very few estates is it utilised. In South India, only rarely are facilities for recreation provided for the workers.

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 West Bengal is the payment of maternity benefit on a 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.

(iv) RAILWAYS

The Railways maintain hospitals and dispensaries for the medical care of their employees. Table CXLVII shows the number and distribution of hospitals and dispensaries provided on Indian Railways during the year 1951-52 and the cost of medical and health services.

The question of transferring the Railway Schools to the State Governments was taken up but as the majority of the State Governments expressed their inability to take over the schools owing to financial stringency it was decided that the Railways should continue to provide educational facilities in Railway colonies until responsibility in this respect is assumed by the States.

TABLE CXLVII

MEDICAL AND HEALTH SERVICES ON RAILWAYS, 1950-51

Railways	Number of hospitals, dispensaries, etc., provided				Cost of medical and health services during the year	
	Hospitals	Beds	Dispensaries	X-ray equipment*	Total	Per head of staff
					Rs.	Rs.
Assam ..	8	204	43	2	30,95,000	64.56
B.N. ..	10	244	53	5	40,76,000	33.82
Central ..	11	463	50	8	51,26,675	30.50
E.I. ..	13	674	73	11	62,47,000	28.06
E.P. ..	9	202	14	2	21,46,879	41.07
Oudh Tirhut ..	3	203	18	3	14,61,016	27.44
Southern ..	12	426	59	4	26,54,000	19.95
Western ..	8	249	65	10	30,93,204	27.73
Total ..	74	2,665	375	45	2,78,89,774	31.10

In March 1952, there were 301 grainshops on the Indian Railways besides 82 mobile grainshops. These shops served in all 5,37,000 members of the staff of whom 2,29,000 were issued articles at concessional rates and the rest, having opted for full dearness allowance in cash, were issued articles at controlled rates. The number of canteens serving light refreshments and in some cases cooked meals to workers increased from 66 to 94 and the average number of persons patronising these canteens also increased from 63,000 per day to 1,06,000.

The compulsory savings and the voluntary provident fund schemes had a total membership of 8,86,000 during the year ending March 1952 and their total contributions amounted to Rs. 1,28,71,000.

*Several of the Railway hospitals have, besides, electrocardiogram and electro-medical and physio-therapy equipment.

(v) POSTS AND TELEGRAPHS

The Posts and Telegraphs Department devotes special attention to the organisation of staff welfare. About 150 co-operative societies have been organised throughout the Indian Union. Some of these are credit societies while others sell consumer goods. The Department has also organised 18 grainshops, 15 in Bombay, 1 in Ahmedabad and 2 in Calcutta. As many as 181 canteens are being run for the benefit of the Posts and Telegraphs employees. Twentyfour night schools are being conducted for Class IV employees. There are 224 Rest Houses and 7 Holiday Homes spread throughout the country. A special dispensary exclusively for the benefit of Post and Telegraph workers and their dependants has been set up at Ambala. About 310 Recreation Clubs cater to the recreational needs of the staff. Regional and All-India athletic meets are arranged every year.

(vi) 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. In Bombay a maternity home with 13 beds and a clinic for women and children is maintained where ante-natal and post-natal treatment is given. All ports have provided canteens for their workers. 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. The Bombay and Calcutta ports have provided primary schools for the education of the workers' children. 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 all the major Ports. The Bombay Port Trust runs nine play centres in the residential localities providing indoor and outdoor games. A circulating library, 5 reading rooms and Sewing and Handicrafts classes are some of the other welfare activities undertaken by the Bombay Port Trust.

(vii) 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 fifteen welfare centres providing for indoor and outdoor games, education facilities, film shows, etc., for the workers. A nursery school and also a maternity centre are maintained. Maternity Homes are also provided by the Corporations of Bangalore and Madras. The Madras Corporation runs a number of night schools for adult education in the labour areas. Poor children studying in Corporation Schools are given free midday meals. The Calcutta Corporation also maintains night schools. The Hyderabad, Madras, Bombay and Delhi municipalities have provided crèches for the workers' children. Provident fund schemes exist in nearly all municipalities.

(viii) SEAMEN

The Bombay Port Trust makes an annual grant of Rs. 3,000 towards a prophylactic clinic in Alexandra Docks, 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. The Canteen for seamen opened by the Government of India in the Fort area in Bombay is now being run by the Indian Coffee Board. In the same premises the Maritime Union of India has started a laundry for seamen and they also propose to start a co-operative stores.

ACTIVITIES OF WORKERS' ORGANISATIONS

A substantial part of the revenue of the Textile Labour Association, Ahmedabad, is being spent on social activities designed for the betterment of its members. The Association conducts 25 cultural and social centres which provide meeting places for the workers for group discussions. A reading room and a library is also provided in each centre. The Association conducts 75 grant-in-aid reading rooms and circulating libraries and 9 gymnasiums in the main labour wards of the city.

The Association conducts one Allopathic, one Homeopathic and three Ayurvedic dispensaries and a Maternity Home for the Working classes. Nine educational institutions are managed by the Association. Of these, 6 are special schools, two are study Homes and the ninth a Girls' Hostel. Scholarships amounting to Rs. 8,130 were awarded to 199 students in High Schools during the year. The Association also conducts four vocational training classes.

The Association started a Co-operative Bank in 1949 the working capital of which amounted to Rs. 14,31,000 on 31st March 1952. The number of share-holders was 24,256 and the paid-up capital Rs. 4,48,760. Five co-operative credit societies and seven co-operative consumers' societies were also started during the year.

2. Social Education

Schemes of social education were in operation in all Part A and Part B States and in a few of the Part C States. The States of Bombay, Madhya Pradesh, Bihar and Mysore have made commendable progress in regard to the organisation of social education.

In order to popularise the idea of social education, the Government of India requested the State Governments to celebrate 1st November 1951 as the Social Education Day. Statistics regarding adult education in India during 1950-51 are given in the following table.

TABLE CXLVIII
ADULT EDUCATION IN INDIA, 1950-51*

State	Number of Regular Schools/Literary Centres			Number of Adults on Rolls			Number made Literate	
	For Men	For Women	Total	Men	Women	Total	Men	Women
Assam ..	1,256	110	1,366	36,916	3,235	40,151	26,088	1,807
West Bengal ..	786	46	832	34,208	1,736	35,944	15,796	569
Bihar ..	2,897	13	2,910	1,11,173	718	1,11,891	64,164	490
Bombay ..	7,541	1,371	8,912	1,53,075	26,625	1,79,700	1,14,590	25,440
Madhya Pradesh ..	28,552	3,739	32,291	3,49,004	1,05,184	4,54,188	1,50,094	38,776
Madras ..	1,140	27	1,167	30,149	1,266	31,415	N.A.	N.A.
Orissa ..	508	5	513	31,164	629	31,793	24,769	90
Punjab ..	141	22	163	6,921	887	7,808	6,454	1,371
Uttar Pradesh ..	1,243	96	1,339	35,912	1,899	37,811	36,034	1,617
Hyderabad ..	256	24	280	6,180	509	6,689	5,404	396
Jammu and Kashmir ..	119	1	120	2,380	20	2,400	N.A.	N.A.
Madhya Bharat ..	1,163	..	1,163	15,146	..	15,146	13,751	..
Mysore ..	2,126	270	2,396	43,811	3,284	47,095	33,469	2,462
P. E. P. S. U. ..	152	14	166	1,772	115	1,887	N.A.	N.A.

	387	17	404	8,732	255	8,987	3,800	170
Rajasthan†
Saurashtra	161	6,581	85	6,686	5,111	55
Travancore-Cochin	124	2,738	760	3,498	2,675	530
Ajmer	10	51	1,538	137	1,675	953	96
Andaman & Nicobar Islands
Bhopal
Bilaspur	1	76	..	76	37	..
Coorg	1	30	..	30	30	..
Delli	128	506	4,492	3,507	7,999	3,209	1,573
Himachal Pradesh
Kutch	12	215	..	215	215	..
Manipur
Tripura	2	27	8	35	12	2
Vindhya Pradesh
Total	48,985	5,895	54,880	8,82,240	1,50,859	10,33,099	5,06,655	75,404

* Figures are provisional.

† Figures relate to the year 1949-50.

Adult literacy classes form one of the main features of welfare work organised by several State Governments and industrial employers in labour welfare centres. The Governments of Bombay and Mysore have taken special steps to promote literacy among industrial workers. The scheme of Universal Literacy among industrial workers of the Government of Bombay aims at making all the perennial factory workers within the age limit of 15 and 40 literate. To this end Workers' Literacy Boards were set up in the districts of Ahmedabad, Sholapur, Khandesh and Dharwar. The progress in the work of the Boards during 1951-52 is shown in the following table.

TABLE CXLIX

LITERACY CLASSES FOR INDUSTRIAL WORKERS IN BOMBAY, 1951-52

District	No. of Classes Started	Number of workers examined	Number of workers passed
Ahmedabad	470	4,904	4,092
Sholapur	248	3,741	3,342
Khandesh	99	917	791
Dharwar	155	2,355	2,250
Total ..	972	11,917	10,475

The Government of Mysore have a special Adult Education Scheme for factory and labour areas and the following table shows the progress of the scheme during 1951-52.

TABLE CL

ADULT EDUCATION IN LABOUR AREAS IN MYSORE, 1951-52

District	No. of classes started	No. of persons made literate	No. of libraries working in the labour areas
Mysore city	5	10	..
Hassan	1	6	1
Bangalore city	32	566	5
Bangalore district	4	93	..
Tumkur	2	10	1
Chickmagalur	4	43	1
Bhadravati	37	162	5
Total ..	85	890	13

3. Coal Mines Labour Welfare Fund

The Coal Mines Labour Housing and General Welfare Fund was constituted under the Coal Mines Labour Welfare Fund Act, 1947.* The activities of the Fund so far as housing for coal miners is concerned, have been described in the Chapter on Industrial Housing.† The following welfare activities were financed by the Fund during 1951-52.

HOSPITAL AND MEDICAL FACILITIES

The Central Hospital at Dhanbad was completed and formally opened on 6th December 1951. The hospital has two surgical operation theatres, one gynecological operation theatre, two labour rooms and one plaster room. It has 11 wards and 122 beds. The number of beds can be increased to 182 without further alteration or addition to the buildings. Accommodation has been provided for a casualty wing, a male general out-patient wing, a female general out-patient wing and separate wings for eye, ear, nose, throat and venereal cases. The pathological and radiological departments have arrangements for blood transfusion and electro-therapeutics. The sanctioned staff of the hospital includes a number of specialists.

Medical facilities provided at the hospital are available to the workers and their dependants. The number of cases treated in the hospital since its opening until the end of March 1952 was the following :

<i>In-patients—</i>								
Men	..	..	..	..	..	..	..	2,606
Women	..	..	..	..	..	..	..	842
Children	..	..	..	..	..	..	..	274
<i>Out-patients—</i>								
Men	..	..	..	..	..	..	..	993
Women	..	..	..	..	..	..	..	379
Children	..	..	..	..	..	..	..	397

The foundation stone of the Central Hospital near Asansol was laid on 7th December 1951. The construction of the nurses hostel was started. Tenders for the main hospital building were under consideration.

The Organisation has set up four Regional Hospitals and maternity centres in Jharia and Raniganj coalfields providing 12 general and 6 maternity beds in each. These hospitals treated 19,275

* For provisions of the Act see Chapter II, pp. 87—88.

† Pp. 283-84.

in-patients and 41,672 out-patients during the year ending 31st March 1952 as shown below :

TABLE CLI
NUMBER OF PERSONS TREATED IN THE REGIONAL HOSPITALS

Hospital	Number of cases treated							
	In-patients				Out-patients			
	Men	Women	Children	Total	Men	Women	Children	Total
Katras ..	3,709	1,749	661	6,119	6,399	6,186	3,508	16,093
Tisra ..	2,575	552	435	3,662	3,774	3,784	2,751	10,309
Searsol ^e ..	4,897	673	5	5,575	4,818	3,828	1,055	9,501
Chora ..	3,156	550	313	3,919	2,854	1,520	1,395	5,769
All hospitals	14,337	3,524	1,414	19,275	17,645	15,318	8,709	41,672

Proposals for establishing Regional Hospitals in the Bokaro, Pench Valley and Korea coalfields are under consideration. A dispensary has been provided at Bhuli for the benefit of miners residing in the township there. The construction of a dispensary in the Nugma coalfield has been sanctioned. In smaller coalfields where the number of workers employed does not justify the setting up of separate hospitals the Coal Mines Welfare Organisation endeavours to improve existing facilities. It was decided to construct a 10 bed maternity block as an adjunct to the Government hospital at Chanda exclusively for the use of the wives of miners.

The Organisation maintains an ambulance van at each of the four Regional Hospitals besides two vans in the Pench Valley and one in the Chanda coalfield. X-ray units have been supplied by the Fund to the Barqui Hospital and the Giridih hospital. The question of supplying X-ray units to the Kurasia and M.S.M. Railway Collieries in the Korea and Talcher coalfields were under consideration. Preliminary arrangements were made for starting a blood bank at Asansol. Substantial contributions for leprosy and blind relief were made by the fund to the Asansol Leprosy Relief Association and the All-India Blind Relief Society, Delhi.

SANITATION

Grants-in-aid amounting to Rs. 36,901 and Rs. 48,837 were paid to the Jharia and Asansol Mines Boards of Health for extended sanitary services. It was decided to stop these grants from 1952-53.

ANTI-MALARIA OPERATIONS

Malaria control operations continued in the Jharia, Raniganj, Hazaribagh, Assam, Pench Valley, Chanda, Talcher and Sambalpur coalfields throughout the year. Anti-malaria operations in the Korea coalfield were conducted by the B.N. Railway until 1st March

1952 and thereafter by the anti-malaria section of the organisation. The Singareni Collieries Co., conducted anti-malaria operations in collieries in Hyderabad on payment of a grant-in-aid by the Fund. Malaria control operations included insecticide spraying, examination of blood slides and suppressive treatment with paludrine. The following table shows comparative figures of morbidity rates and spleen index.

TABLE CLII

SPLEEN RATE AND MALARIA MORBIDITY IN COALFIELDS

Coalfield	Spleen rate (per cent.)		Morbidity rate (per thousand)		
	1947	1951	1947	1950	1951
Jharia	7.2	4.9	168.70	72.20	57.09
Raniganj	8.4	4.5	371.68	116.93	85.65
Hazaribagh	22.6	6.3	204.25	73.65	60.23
Pench Valley	22.0	3.6	273.79	110.75	98.93
Margherita	11.1	2.3	465.40	30.06	30.71
Talcher .. ..	..	..	..	269.14	202.27
Chanda .. ..	..	..	..	505.31	422.24

PIT-HEAD BATH AND CRÉCHES

The total number of pit-head baths completed up to 31st March 1952 was 92 and the number under construction 97; the number of crèches completed was 119 and the number under construction 103. The second batch of crèche attendant trainees consisted of 37 persons of whom 33 completed their training. The third batch consisted of 47 trainees. Forty-eight crèche attendants secured employment in different collieries.

MOBILE CINEMA

During 1951-52, 145 cinema shows were given in the Jharia coalfield, 32 in the Raniganj coalfield, 163 in the Madhya Pradesh coalfield and 27 in the Talcher coalfield.

MINERS INSTITUTES

In addition to the four miners institutes sanctioned last year, the construction of 16 more institutes was sanctioned. Of these, three institutes were completed and 12 were under construction at the end of the year. Each miners institute comprises a women's welfare centre and a children's education centre under the charge of a Field Worker and a Sevika and an adult education centre and a children's park under the charge of an Instructor. The activities

of the Institute include sewing and knitting classes, training in crafts, talks on health, hygiene and sanitation, education of the miners' children, social education, etc. The children's parks provide sea-saws, swings, etc. One of the rooms of the Institute is used as a canteen for selling tea and snacks to workers attending the Institute.

CENTRES FOR THE WELFARE OF WOMEN AND CHILDREN

Twentyfour women's welfare centres were functioning during the year. The activities of the centres include the training of women in handicrafts, talks on health and sanitation, provision of recreational facilities for women and children and the imparting of primary education to the miners' children.

There were 470 Kamins and 1,503 children on the rolls on 31st March 1952 and the average daily attendance during the year was 12 Kamins and 37 children in each centre.

FINANCES OF THE FUND

The welfare cess continued to be levied at the rate of 6 annas per ton of coal and coke despatched from the collieries and was apportioned between the General Welfare Account and the Housing Account in the ratio 7 : 2. The receipts and expenditure of the Fund since its inception are given in the following table :

TABLE CLIII

RECEIPTS AND EXPENDITURE OF THE COAL MINES WELFARE FUND

Year					General Welfare Account		Housing Account	
					Receipts	Expenditure	Receipts	Expenditure
					Rs.	Rs.	Rs.	Rs.
1944-45	..	..	..	..	70,867	2,01,452	..	..
1945-46	..	..	..	..	58,29,343	2,25,284	..	..
1946-47	..	..	..	..	43,42,500	57,15,531*	40,00,000*	..
1947-48	..	..	..	..	50,70,964	22,93,034	11,18,862	6,46,485
1948-49	..	..	..	..	63,05,351	41,07,528	16,73,673	18,52,417
1949-50	..	..	..	..	47,11,298	55,22,048	66,99,159	30,26,547
1950-51	..	..	..	..	51,97,793†	37,07,383†	78,19,114†	11,80,394
1951-52	..	..	..	..	79,32,074	47,71,451	21,40,972	14,36,677
Total					3,94,60,190	2,65,43,711	2,34,51,780	81,42,520

* Ad hoc transfer from General Welfare to Housing Account.

† Revised.

4. Mica Mines Labour Welfare Fund

The Mica Mines Welfare Fund Advisory Committees for Bihar and Madras were re-constituted during the year on the expiry of their three year terms. Two more Advisory Committees, one for Rajasthan and another for Ajmer, were also constituted in January 1952.

In Bihar, pending the establishment of a Central hospital at Karma, the reservation of ten beds at the Kodarma hospital for mica miners on payment of a grant of Rs. 13,000 a year was continued and 2,931 cases of mica miners were treated at the hospital. The fund also maintained three dispensaries at Dhab, Dhorakola and Ganpatbaghi and two mobile medical units at Kodarma and Dhorakola. The number of cases treated during the year at the dispensaries at Dhab and Dhorakola were 10,260 and 6,763 as against 7,225 and 5,919 during the previous year. At the Ganpatbaghi dispensary 7,334 cases were treated during the year as against 652 during the last quarter of the preceding year when it was started. The mobile medical units served workers and their families who could not take advantage of the dispensaries on account of distance and lack of proper communications. These units treated 6,369 cases during the year.

The central hospital building at Karma was under construction. Efforts were also being made to construct the Funds' own buildings for the dispensary and maternity and child welfare centres at Dhab, Dhorakola and Ganpatbaghi.

To fight the scourge of malaria in the mines areas paludrine tablets were distributed to all workers and the incidence of the disease was considerably reduced. A scheme for DDT spraying in selected areas through the agency of the mobile units was also under consideration.

A scheme for expediting the sinking of wells in the mines areas under which mine owners who sink wells at approved sites under the Fund's supervision could claim a subsidy of 75 per cent. of the cost subject to a maximum of Rs. 7,500 per well, was sanctioned. Applications for the sinking of 28 wells were received. Sanction was accorded in case of 13 wells and consideration of the remaining applications were deferred until additional funds were budgeted.

The mobile shop was discontinued from 1st September 1951 as consumer goods were available near all the mines. The mobile cinema gave 120 shows during the year. Of the four multi-purpose centres sanctioned by Government only one could be started owing to non-availability of suitable accommodation. The one started at Dabour provided educational and recreational facilities for children, training in sewing, knitting, etc., for women and social education through audio-visual methods for adults. The average number of children, women and adults who attended the centre was 64, 11 and 24 respectively per day.

In Madras, the three dispensaries at Kalichedu, Talupur and Sydapuram continued to work satisfactorily. The average daily attendance at these dispensaries was 73, 71 and 59 respectively.

Serious cases were sent by the Ambulance to the Government Headquarters hospital at Nellore. The Fund continued to contribute Rs. 1,000 for the reservation of three beds for mica miners at the Headquarters hospital at Nellore and Gudur. The four maternity centres conducted 453 maternity cases during the year. The anti-malaria operations started in January 1951 were continued. Besides DDT spraying in the villages and the mines, quinine tablets were distributed to workers and their families. The medical unit of the Fund rendered assistance to the State Health Department to combat a severe outbreak of cholera in the mining area in July-August 1951.

The five radio centres provided proved very popular with the workers particularly during their lunch recess. One more radio centre was opened during the year at Palamani. The annual sports and tournaments had to be postponed till April 1952 but they were organised on a much larger scale than in the previous years.

All the five elementary schools run by the Fund received recognition during the year and the following were the number of boys and girls on the rolls :

School						Number of pupils on rolls		
						Boys	Girls	Total
Kalichedu	..	..	..	..	..	95	28	123
Talupur	..	..	..	..	..	105	34	139
Jogipally	..	..	..	..	..	48	18	66
Tellabodu	..	..	..	..	..	34	19	53
Palamani	..	..	..	..	..	34	6	40
Total						316	105	421

At these centres adult literacy classes were also organised and special efforts were made to make them effective and useful. Twentyfour children of mica miners studying in high schools and colleges were given financial help and a sum of Rs. 891-8-0 was spent on scholarships.

The Mica Mines Welfare Fund Advisory Committee for Rajasthan has decided to open in the mines areas in the States eight multi-purpose welfare centres providing medical, educational, and recreational facilities to men, women and children.

The following were the receipts and expenditure of the Fund during 1951-52. The estimates of receipts and expenditure for 1952-53 are also given below.

<i>Receipts</i>	<i>Rs. A. P.</i>	<i>Expenditure</i>	<i>Rs. A. P.</i>
1951-52 Opening balance on 1st April 1951	75,56,946 0 8	Bihar ..	1,80,712 1 0
Receipts dur- ing the year	34,66,163 10 0	Madras ..	96,594 12 3
		Balance on 31st March 1952	1,07,45,802 13 5
	1,10,23,109 10 8		1,10,23,109 10 8
1952-53 (esti- mates)	30,00,000 0 0	Bihar ..	19,00,000 0 0
		Madras ..	6,00,000 0 0
		Rajasthan ..	50,000 0 0
		Ajmer ..	10,000 0 0
			25,60,000 0 0

CHAPTER X

AGRICULTURAL LABOUR

The expression 'agricultural workers' denotes those rural workers who are employed on wages in agricultural occupations.* In the census of 1951, out of a total rural population of 295 million, 249 million are shown as being engaged in agriculture. The Census classified the agricultural population into four classes, namely, (1) cultivators of land wholly or mainly owned; (2) cultivators of land wholly or mainly unowned; (3) cultivating labourers; and (4) non-cultivating owners of land. The following figures will be of interest :

	Males	Females
Cultivators of land wholly or mainly owned and their dependents	8,51,15,449	8,22,31,052
Cultivators of land wholly or mainly unowned and their dependents.	1,62,56,195	1,53,83,524
Cultivating labourers and their dependents	2,23,95,852	2,24,16,076
Non-cultivating owners of land, agricultural rent receivers and their dependents.	24,38,190	28,86,111

Plantation workers who number about 1.2 million, constitute a distinct class of agricultural workers. The Census of 1951 shows wide variations in different parts of the country in the proportion of the agricultural population. Among the States in which agricultural workers constitute substantial sections of the agricultural population are—Travancore-Cochin (37%), Bhopal (31%), Madras (28%), Madhya Pradesh (27%), Bihar and Hyderabad (25%) and West Bengal (21%). Bombay, Orissa, Punjab, Madhya Bharat and PEPSU have an agricultural labour population varying between 12 to 15 per cent. Among the larger States, Uttar Pradesh has the lowest percentage (8%).

Agricultural workers are broadly classified into two groups, namely, casual workers and attached workers, the former constituting about 89 per cent. of the total number. According to the Agricultural Labour Enquiry undertaken by the Ministry of Labour, 'attached' workers in this enquiry were defined as those who had continuous employment for one month or more at a time. The proportion of 'attached' workers is highest in some States, being 24 per cent. in the Punjab, 22 per cent. in Bihar and 20 per cent. in U.P. as compared, for instance, to about 6 per cent. in West Bengal. Recent enquiries suggest that the period of unemployment for agricultural workers ranges from three to six months interspersed in different seasons during the year.

* Source : *The First Five Year Plan*, p. 203.

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.

1. 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. Some operations like winnowing are performed at night or at other times when wind is blowing. It is usual to employ women and children for lesser number of hours. Workers are employed in lift irrigation in shifts of one or two hours at a time. Two sets of workers are usually employed for this work, one for lifting the water and the other for canalising it through the channels to the fields. The 'attached' agricultural labourers generally work for longer hours than the casual workers.

2. Agrarian Legislation

Recently considerable legislation has been enacted with a view to improving the conditions of the peasantry. The Government of India have constituted a Central Committee for Land Reforms for ensuring the implementation of the recommendations on land policy contained in the Five Year Plan. The Committee consists of Members of the Planning Commission and the two Ministers attached to the Ministry of Food and Agriculture.

Assam.—In Assam, the Assam State Acquisition of Zamindaris Act was passed in 1951 and it is proposed to take over zamindaris under the Act from 15th April 1953.

The Government have also brought forward a Bill to amend "the Assam Adhiars Protection and Regulation Act, 1948". The original Act provides for the right of occupation only to those 'adhiars' (crop sharers) who were in cultivating possession of any land during the agriculture year immediately preceding the date of the operation of the Act. The present Bill seeks mainly to confer such right of occupation on all 'adhiars' who cultivate any land even after the commencement of the Act. It also seeks to add a new clause providing for a written receipt for the amount of grain delivered to the landlord by the 'adhiar'. It has been decided to undertake a census of land-holdings and cultivators in the State during 1953. Suitable land management legislation is also proposed to be enacted in accordance with the recommendations of the Planning Commission.

Bihar.—The Bihar Land Reforms Act, 1950 aims at consolidating and amending the law relating to the transfer to the State of the interest of the proprietors and tenure-holders and providing for the constitution of a Land Commission to advise the State Government

on its agrarian policy. The Government have decided to take over all the estates and tenures with a gross annual income of Rs. 50,000 and over, during the first phase of the implementation of the Bihar Land Reforms Act. According to the Act, the State Government may, from time to time by notification, declare that the estates or tenures of a proprietor or tenure-holder have passed to and become vested in the State. The Act has also provided for the appointment of Compensation Officers to prepare a Compensation Assessment Roll with a view to working out the gross assets and net income of each proprietor in the manner prescribed. Two of the Sections 4(b) and 23(f) of the Bihar Land Reforms Act of 1950 have been declared by the Supreme Court as unconstitutional and void but severable from the main Act.

The Government of Bihar also promulgated an Ordinance entitled "The Bihar Emergency Cultivation and Irrigation (Temporary Provisions) Ordinance, 1950" to provide for emergency cultivation of cultivable land lying fallow continuously for one year and irrigation of certain lands in the State of Bihar.

Bombay.—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 of 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 State Government amended in 1951 the Bombay Tenancy and Agricultural Land Act, 1948, in the following respects :

- (a) Where a lower rate of the maximum rent is fixed, the landlord shall be entitled to reduce, in proportion to the rate so lowered, any contribution which he is liable to make towards the cost of cultivation.
- (b) The prohibition of the transfer of land by way of possessory mortgage in favour of non-agriculturists shall not be applicable to co-operative societies.
- (c) *Most of the non-ryotwari* tenures prevailing formerly in various parts of the State have been abolished by various Acts, viz., the Bombay Malaki Tenure Abolition Act, 1949, the Bombay Talukadari Tenure Abolition Act, 1949, the Panch Mahal Mehwasi Tenure Abolition Act, 1949, etc. The Ryotwari tenure has now become almost universal in the State.

The Government have also passed the Bombay Land Tenures Abolition (Compensation, Application and Extension of Date) Amendment Act, 1952. The amendment has fixed 31st March 1952 as the last date on or before which applications for compensation should be made under the four enactments abolishing such decrepit tenures as Malaki, Talukadari, Khoti Paragana and Kulkarni Watans.

Madhya Pradesh.—A number of Bills have been published by the Madhya Pradesh Government which seek to amend the Madhya Pradesh Abolition of Rights (Estates, Mahals, Alienated Lands) Act, 1950, the Central Provinces Tenancy Act, 1920, the Berar Regulations of Agricultural Leases Act, 1951 and the Central Provinces State's Land Tenure Order, 1949. One of the Bills provides that the conferral of the *malik makbuza* rights or rights of an occupant consequent on the passing of the abolition of Proprietary Rights Act, 1950, shall be made, without the charging of any premium on those absolute occupancy tenants and occupancy tenants who apply for them. Under the original Act of 1950 they were required to pay to the Government an amount equal to three times and four times the annual rent respectively. Another Bill seeks to amend the Central Provinces Tenancy Act with a view to providing greater protection to sub-tenants. The Berar Regulation of Agricultural Leases Act, 1951 is sought to be amended by another Bill which provides that persons of the age of seventy and above shall be given the same concessions in the case of personal cultivation as minors, etc. Another Bill which seeks to amend the same Act provides for greater security of lease to the tenants.

Madras.—In Madras, the State Government have enacted the Madras Estates (Abolition and Conversion into Ryotwari) Act, 1948, which provides for the acquisition by Government of about 2,800 *Zamindari* estates and 3,500 'Inam Estates' comprising about 14 million acres of land. The State Government have already taken over almost all the *Zamindari* estates and about 3,200 Inam Estates. They have appointed Managers under the Collectors and the Board of Revenue for the administration of the estates taken over with a view to providing immediate relief to ryots until all estates were taken over. An Act called the Madras Estates Land (Reduction of Rent) Act was passed in 1947 under which the existing rates of rents were reduced to the level of assessments in the neighbouring ryotwari areas. The State Government amended in 1951 the Malabar Tenancy Act, 1929, with a view to affording fixity of tenure and increasing the tenants' share of the produce and fixing rent for all holdings. The Governor of Madras also promulgated a new Tanjore Tenants and Pannaiyals (Farm Labour) Protection Ordinance, 1952.

Orissa.—The Orissa Government have also passed an Act called "The Orissa Agricultural Act, 1951" which seeks to organise agriculture on scientific lines. The Bill envisages the establishment of statutory bodies with necessary powers to ensure goods estate management by the proprietors and good husbandry by the tenants. It also provides for the execution of schemes of permanent improvements and for the consolidation and prevention of fragmentation of holdings. A fund known as the Agricultural Improvement Fund to which an annual contribution of Rs. 1 lakh will be made by the State Government under section 61 of the Bill is proposed to be established. Under the Act, the administration of the permanently settled estates of Ganjam and Koraput Districts as also the Kasipur estate in Kalahandi District will be taken over by the State Government.

The Government have also passed a Bill extending the Orissa Tenancy Protection Act, 1948 by another year.

The Orissa Estates Abolition Act, 1952, provides for the abolition of all the intermediary interests between the State and ryot. In the Act there is provision for payment of compensation to the outgoing Zamindars on a slab system ranging from 3 to 15 times the net income of an estate.

With a view to empowering the Government to remove certain difficulties which may arise in giving effect to the provisions of the Orissa Estates Abolition Act, 1952, Orissa Assembly has passed the Orissa Estates Abolition (Amendment) Bill, 1952.

An Act known as Orissa Tenants Protection Act was passed in 1948 providing temporary protection for certain classes of tenants. According to Section 3, a person who was cultivating land on 1st September 1947, could not be evicted by the landlord in spite of provision contained in any other law. It was also laid down that no ryot holding land on produce rent in the districts of Cuttack, Puri and Balasore and having occupancy right in his holding could be made to pay more than one-third of the gross produce or the value of it as rent. Similarly in the districts of Ganjam and Koraput, the ryots holding land on produce rent were not bound to pay more than one-sixth of the gross produce of the land or its cash value. The Act does not apply to the district of Sambalpur. The Act is being extended year after year.

The Punjab.—The Punjab Tenants (Security of Tenure) Bill, 1950 has now become an Act. The object of the Act is to give immediate relief to the tenants-at-will pending the recommendations of the Land Reforms Committee which has been set up to review the existing tenure, rents and agricultural conditions in general. The Punjab Legislative Assembly has passed the Punjab Occupancy Tenants (Vesting of Proprietary Rights) Bill, 1952 to re-enact the Punjab Occupancy Tenants (Vesting of Proprietary Rights) Act, 1951 in a modified form so as to enable the Occupancy Tenants to acquire proprietary rights in the *Shamilat* (common land) lands also on payment of such compensation as determined under the Bill. The Punjab Tenants (Security of Tenure) Act, 1951, has since been amended by the Parliament reducing the permissible limit to 50 standard acres or 100 ordinary acres, besides fixing the tenure of a tenant at will, at five years.

Uttar Pradesh.—The U.P. 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. The Act provides for the abolition of the Zamindari system which involves intermediaries between the tiller of the soil and the State and for the acquisition of their rights, title and interest and to reform the law relating to land tenure consequent upon such abolition and acquisition. Nearly two million Zamindars in the State will cease to be owners of their lands and their rights over 370 lakh acres of land will cease to exist. The Act contemplates the constitution of *Gaon Samaj* for each village or circle except such areas

of forest and waste lands as are in the opinion of the Government more than ordinary requirements of the *Gaon Samaj*. The *Gaon Samaj* shall consist of all adults who reside in that circle or held land as *bhumidars*, *sirdars*, *asamis* or *adhivasis* in that circle. A *Gaon Sabha* shall be charged, on behalf of the *Gaon Samaj*, with the general management and control of all lands vested in the *Gaon Samaj*. The duties and functions of the *Gaon Sabha* shall include among others :

- (1) the development and improvement of agriculture,
- (2) the preservation, maintenance and development of forests and trees,
- (3) co-operative farming,
- (4) the consolidation of holdings ; and
- (5) the development of cottage industries.

The *Gaon Panchayat* shall, on behalf of the *Gaon Sabha*, perform the functions and possess the powers conferred upon it under the Act and the rules framed thereunder. The Act also provides for the establishment of co-operative farming on modern lines. There will be two kinds of co-operative farms :

- (1) Small co-operative farms of 30 acres or more constituted by voluntary agreement among ten or more holders.
- (2) A co-operative farm comprising the uneconomic holdings in a village. The latter type can be established if two-thirds of the holders of the uneconomic holdings in a village apply for the registration of such a farm ; by their doing so the remaining one-third will have to join. A landless labourer can be admitted as a member of the co-operative farm.

The Act recognises four classes of tenure holders :

- (1) *Bhumidars* ;
- (2) *Sirdars* ;
- (3) *Asamis* ; and
- (4) *Adhivasis*.

The land held by them shall be deemed to be settled by the State Government. All *bhumidars* and *sirdars* in any village shall be jointly and severally responsible to the State Government for the land revenue payable by them in respect of lands situated in any village which shall be deemed to be the land revenue assessed on that village. The U.P. Land Reforms (Supplementary) Bill is to be made into an Act to supplement the provisions of the U.P. Zamindari Abolition and Land Reforms Act, 1950. The Bill seeks to give protection to persons in the cultivatory possession of lands of *Bhumidars* and *Sirdars*.

West Bengal.—The West Bengal Legislative Assembly has passed a Bargadars' (Crop Sharers') Act, 1950, with a view to regulating certain rights of *bargadars vis-a-vis* the owners of the lands. A

bargadar means a person who under the system generally known as *adhi*, *barga* or *bhag*, cultivates the land of another person on condition of delivering a share of the produce of such land to that other person but shall not include any such person if he has been expressly admitted to be a tenant by the owner in any document executed by him or executed in his favour and accepted by him, or if he has been held to be a tenant by a Civil Court. According to this Act the produce of any land cultivated by a *bargadar* shall be apportioned between the *bargadar* and the owner of such land in accordance with the following principles :

- (a) If the *bargadar* and the owner whose land he cultivates agrees in writing to any mode of division, such mode of division will be adopted.
- (b) If there is no agreement as aforesaid,
 - (i) the *bargadar* or the owner, as the case may be, who supplies any seed for growing any crop shall be entitled to an amount of produce equivalent to the quantity of seed supplied ;
 - (ii) the *bargadar* and the owner of the land shall each be entitled to one-third of the balance of the produce which remains after deducting the amount of seed ;
 - (iii) the remaining produce shall be divided between the *bargadar* and the owner in such proportion as would be fair and reasonable having regard to their respective contributions to the cost of cultivation including in particular the supply of plough-cattle, plough and other agricultural implements, manure and cost of irrigation of the land. As between the *bargadar* and the owner whose land he cultivates, the *bargadar* shall have the prior right to supply plough-cattle, plough, other agricultural implements or manure or to bear any other expense of cultivation.

The Act envisages the setting up of one or more *Bhag Chas Conciliation Boards* which will have exclusive jurisdiction in regard to such matters as the division of the produce between the *bargadar* and the owner, the delivery of the produce, priority of right to supply plough cattle, agricultural implements, etc., and the termination or restoration of lands by *bargadars*.

Hyderabad.—Agrarian legislation has received impetus in some of the Part B States as well. In Hyderabad State, the Hyderabad Tenancy and Agricultural Lands Act of 1950 promulgated on the 10th June 1950, has been in operation since then. The Act has been designed to give effect to the recommendations of the Agrarian Reforms Committee set up by the State Government in June, 1949. The Act is very comprehensive in its scope and its main objectives include elimination of intermediaries between the tillers of the soil and the State, abolition of tenancy as an institution, amelioration of the condition of tenants in the meantime, prevention of concentration and accumulation of lands, preservation of agricultural lands in the hands of agriculturists by prohibiting alienation to non-agriculturists, establishment and encouragement of co-operative farming

and lastly, limitation of the size of holdings by insisting upon personal and efficient cultivation on pain of neglected or improperly cultivated lands being taken over under Government management. The Act effectively secures to all agricultural tenants, security of tenure and the benefit of reasonable rent. A statutory maximum rate of rents has been prescribed at 1/3 of the crop for all irrigated lands (excepting lands under wells) and 1/4 for all other classes of lands. Rent in the shape of service or labour is completely prohibited as also all exactions of landholders over and above the lawful rent payable. Contravention of this rule is a cognizable offence. Apart from the rights conferred on all tenantry in general, higher rights have been given to tenants classified as "protected tenants". By virtue of a statutory presumption raised in the Act, all tenants holding lands on the day the Act came into operation have been enabled to acquire the status of protected tenants. The number of protected tenants under the Act is about 7 lakhs spread over the 22,000 and odd villages in the State. The most important right of a protected tenant is the right of purchasing the land at a concessional price, namely, three times the value of the annual gross produce. Though concerned primarily with agricultural tenants, the Act also tries to improve the condition of agricultural labour in some particulars. For instance, agricultural labour as also artisans are given freedom from eviction from house-sites and the first option of purchasing the same in cases where they build houses or tenements on sites belonging to landholders. In this matter agricultural labour are vested with the same rights as agricultural tenants. The Act authorises the Government to assume the management of lands, which in their opinion, are neglected or improperly cultivated for two consecutive years. This provision is directed towards the solution of the problem of large holdings. A vigorous campaign in this regard has been taken in hand. When lands are taken over under Government management, it is proposed to distribute the land to landless tenants and agricultural labour for cultivation. To give lands to such persons on a permanent basis, power to acquire the ownership of the lands taken over under Government management is also being taken up by the Government through an amendment to the Act.

The Rajpramukh has promulgated an Ordinance which declares void all sales of land since March 1952 by landlords to persons other than "protected tenants". It also restores the possession of lands to all tenants who have been ejected from their lands since that time. The Ordinance lays down that no court shall entertain petitions from landlords for eviction of tenants and such petitions as are pending before the Courts shall be stayed.

The *Jagirs* and *Sarf-i-Khas* (Nizam's Crown Lands) comprising 33,729 sq. miles have been acquired by the State Government under the Hyderabad (Abolition of Jagirs) Regulation, 1949 and the Hyderabad Jagirs (Commutation) Regulation, 1950.

Jammu and Kashmir.—The Government of Jammu and Kashmir have enacted the Big Landed Estates Abolition Act. It came into force on the 22nd October 1950. It seeks to remove intermediaries between the tillers of the soil and the State. It also provides for the abolition of big landed estates and the transfer of land held by such

proprietors to actual tillers. The land reforms in Jammu and Kashmir which have been in force since July 1950 have benefited nearly three-fifths of the peasantry cultivating about 700,000 acres out of the total cultivable area of about 22 lakh acres in the State.

Madhya Bharat.—The Madhya Bharat Zamindari Abolition Act having received the assent of the President came into force on the 25th June 1951. More than 8,600 Zamindari villages covering an area of 18,636 sq. miles have been taken over by the Government with effect from 2nd October 1951. The number of Zamindars who will be affected by this measure is nearly 1,02,232. The amount of compensation payable to Zamindars is eight times the net income and to be paid in instalments (running over a period) not exceeding ten years. Simple interest at $2\frac{1}{2}$ per cent. per annum is also payable to Zamindars on the amounts of compensation from the date of vesting to the date of payment. Besides this, every Zamindar who earns his livelihood wholly or mainly from agriculture and who pays Rs. 3,500 and less as annual land revenue will be paid Rehabilitation Grant on a sliding scale ranging from one to 12 times the net income. Lands held by Zamindars as *Khud Kashtra* and personally cultivated by them as also lands in possession of their tenants would be held by them on *Pakka* tenancy. The sub-tenants will be treated as *Pakka* tenants if they pay a particular amount to be determined by the Tahsildar to the recorded tenant.

The Patiala and East Punjab States Union.—The question of tenancy and agrarian reforms has been receiving the attention of the State Government. An Ordinance was promulgated on the 25th August 1949, for conferring permanent rights on occupancy tenants by partitioning land between *Biswedars* and occupants. It is, however, applicable only to a small percentage of cultivable land. The question of unifying different systems of land tenure in the different regions is yet to be settled. To achieve this object, the Government of India, at the instance of the P.E.P.S.U. Government, has set up a Committee to examine the prevailing tenancy relationships in land and to recommend such changes as are necessary. The P.E.P.S.U. Agrarian Reforms Committee has since submitted their Report. The main recommendations of the Committee are :

- (i) Occupancy tenants should be made full proprietors of their holdings with liability to pay land revenue plus arrears of land revenue for the period for which the rent had not been paid by them to their landlords.
- (ii) All arrears of rent due from tenants who were ejected in or after 1941 for non-payment of rent should be liquidated.
- (iii) The maximum holdings for self cultivation by landlords whose lands are being tilled by tenants-at-will be fixed at 100 acres in plains and 40 acres in the hilly tract of Kandaghat.
- (iv) Tenants should be granted security of tenure and also the option to become full proprietors by paying the landlords 100 times the land revenue or Rs. 80 per bigha as compensation.

- (v) The maximum level of rents should be fixed at one-third of the produce.
- (vi) *Ala-Malkiat* (superior proprietary) rights in the lands, wherever existing, may be abolished by paying compensation at 8 times the annual rents.

The PEPSU Government have conferred occupancy rights on all tenants in lands the proprietary rights of which were vested in the rulers of erstwhile States of Kapurthala and Faridkot. These tenants will now be dealt with under the provisions of the Abolition of Biswedari Ordinance and on payment of the usual compensation of the share of the landlord can become full proprietors of their holdings.

The Rajpramukh of PEPSU promulgated two Ordinances which aim at bringing the uncultivable land in the State under the plough. The first, the PEPSU Utilisation of Land Ordinance empowers the Government to take possession of lands which remained uncultivated for two or more years. The second, the PEPSU Reclamation of Land Ordinance empowers the Government to take possession of waste lands with a view to their reclamation.

Rajasthan.—The Rajpramukh of Rajasthan has promulgated an Ordinance under which no landlord shall recover or be deemed entitled to recover as rent for any land in the unsettled areas of the State, a portion exceeding one-fourth of the gross produce. Those tenants who are paying rents lower than the maximum laid down by the Ordinance will continue to pay the same rent as before.

The Rajasthan Tenancy Bill, 1952 has been published for eliciting public opinion. The Bill aims at consolidation of the various types of land tenures in Rajasthan and classified tenants in (i) Khatedar, (2) Gair-tenants and (3) Shikmi or Sub-tenant.

The Rajasthan Jagirdari Abolition Bill,* 1951, seeks to abolish the class of intermediaries like Jagirdars and to confer proprietary rights on the tillers of the soil besides regularizing the law relating to ejection of tenants and preventing indiscriminate fragmentation of holdings.

Saurashtra.—The Government of Saurashtra have placed on the Statute Book two Acts, viz., the Saurashtra Land Reforms Act, 1951, and the Saurashtra Barkhali Abolition Act, 1951. The State Legislative Assembly have also passed the Saurashtra Estates Acquisition Bill, 1951, which on receiving the assent of the President, will become an Act. The three Acts combined cover all agricultural and non-agricultural lands and assets of the *Garasadars* and *Barkhalidars*. The Land Reforms Act deals with agricultural land of all categories of *Garasadars* and provides for the allotment of land for personal cultivation to them, grant of occupancy rights to tenants, payment of compensation to *Garasadars* in respect of land over which their rights, titles and interests are extinguished and also provides for the payment of rehabilitation grants to small *Garasadars*. The lands held by *Barkhalidars* are to revert to the State without compensation, but they will be given cash annuity for the purposes of rehabilitation. The Saurashtra Estates Acquisition Bill, 1951, follows the lines of the Bombay Talukadari Tenure Abolition Act, 1949.

* The bill received the assent of the President on 13th February 1952.

Ajmer.—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 to this Act, a landlord is prohibited from ejecting a tenant from his holding and from evicting him from his residential house. He cannot compel the tenant to render service with or without remuneration. The Act also provides special measures to prevent and regulate agrarian disputes and allows relief in respect of rents and impositions.

Himachal Pradesh.—The Himachal Pradesh Assembly has passed the Punjab Tenancy (Himachal Pradesh Amendment) Bill and the Himachal Pradesh Rights and Restoration Bill. The former Bill provides for checking the ejectment of tenants by landlords and the payment of rent in kind to the landlord at one-fourth of the whole produce. The latter Bill seeks the restoration of land to ejected tenants and to confer on them the right to purchase land under their cultivation when offered for sale.

3. Welfare Measures

The existence of large numbers of agricultural workers who lack sustained employment and frequently suffer from social handicaps is regarded as a source of serious weakness and even of instability in the present agrarian system.

In order to remove the social and economic causes which account for the present condition of agricultural workers, the Planning Commission in their Five Plans* have programmes relating to agricultural production, land reforms, re-organisation of the Village on Co-operative lines, development of village industries and construction of new works. These will, it is expected, assist agricultural workers in obtaining fuller employment. The Central Government's plan sets aside a sum of Rs. 2 crores specially for resettlement schemes for landless agricultural workers. The following are among the measures which the plan recommends for the welfare of agricultural workers.

- (1) Grant of occupancy rights in house sites in existing villages and in village extensions; an effort being also made, wherever possible, to provide small allotments for kitchen gardens;
- (2) The movement of gifts of land should be supported through special assistance for landless workers selected for the allotment of gifted land. Gifts of land should be made a permanent feature of rural development;
- (3) Labour co-operatives should be organised to the maximum extent possible and they should be the agency for the construction of local irrigation and other works;
- (4) Blocks of newly reclaimed land as well as culturable waste land should be set apart, wherever possible, for the settlement on co-operative lines of groups of landless agricultural workers and of holders of small, uneconomic plots of land.

*The First Five Year Plan, pp. 205-207.

- (5) Financial assistance should be afforded to co-operative groups of landless workers for such purposes as house building, purchase of bullocks and implements and for ancillary industries for which they receive training ;
- (6) Special assistance by way of educational stipends and for vocational and technical training should also be given, as is already being done in most of the States ;
- (7) Rural extension workers should be made responsible for attending to the problems of welfare and employment of agricultural workers equally with those of farmers and the obligations of the village panchayat for the welfare of agricultural workers should be specially emphasised.

Welfare measures to improve conditions of rural communities, and agricultural workers in particular, have received an impetus in recent years in various States. A brief account of activities undertaken in the States is given below :

Assam.—The Government of Assam have undertaken schemes of rural uplift designed for the general improvement of agricultural, ex-tea garden and other labour. The question of fixing minimum wages for agricultural workers in Cachar district to ensure income security is also under consideration.

Bihar.—The State Government have undertaken implementation of rural reconstruction schemes like distribution of improved seeds, manures, fertilisers and agricultural implements and setting up of demonstration plots, sinking of wells, etc. The establishment of grain *golas* for the benefit of aborigines in Santal Parganas and Chota Nagpur Division is under consideration. The construction of approach roads, and intensification of minor irrigation schemes are other items of development receiving the attention of the State Government.

Bombay.—The construction of approach roads, provision of primary schools, establishment of medical and public health units, organisation of mobile hospitals, and construction of wells has been undertaken in Bombay.

Villages with a population of 500 and above are provided with approach roads. Bloc grants are made to local authorities for road construction, a programme having been chalked out in this respect by the District Rural Development Boards. A five year plan for providing compulsory primary education to children of 6 to 11 years of age, up to the 4th standard, has been worked in all villages with a population of 1,000 and above. Twenty-one combined medical and health units have been set up in the districts of Surat, Satara, Belgaum, Sholapur, Bijapur, Poona, Ahmednagar, Ratnagiri and Thana for providing health and maternity and child welfare service for a group of villages covered by a centre in each taluk. There are three mobile hospitals equipped for treatment of infectious diseases like cholera and plague in rural areas. As for rural water supply, villages in backward areas inhabited by aboriginal and hill tribes with a population of 100 and above have been provided with wells.

Madras.—In Madras State the Rural Welfare Scheme (popularly known as the Firka Development Scheme) has been launched in 84 firkas and centres for stimulating initiative among the villagers to organise their economic and social life on co-operative lines. The Agricultural Department has established grading stations for improving markets for agricultural products, and arranged for supply of implements, pumping sets and mechanical cultivation units.

Educational facilities in the form of various kinds of scholarships are granted to workers' children. There are Farm Labourers' Schools in the State for the benefit of workers. Grants are also made to reading rooms which are meant for the socio-economic uplift of labour.

The grant of land to landless workers is another important item of welfare. Landless workers are eligible for a land grant up to a maximum of 5 acres of wet or 10 acres of dry land, and come third in order of priority in respect of assignments of land. There are also a good number of land colonisation societies with the set purpose of settling landless workers.

The Madras Agriculturists Relief Act, 1938, has resulted in the wiping off of old debts to some extent.

Orissa.—A Welfare Department has been set up in Orissa in pursuance of a recommendation contained 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. Grant of lands to aboriginals for cultivation has been given top priority. Scheduled tribes on hills are being brought down gradually to colonies established at the cost of Government. Steps have been taken to eradicate 'Gothi' or bonded labour and this system is gradually disappearing.

West Bengal.—Village panchayats are being formed in certain areas under executive orders as an experimental measure for promoting the welfare of rural communities and agricultural workers.

Hyderabad.—The Government of Hyderabad has enacted the "Vatti and Begar Regulation, 1358" for protecting the interests of labour in rural areas. It prohibits *vatti* or *begar* which term includes the requisitioning of services or property by Government Officers or others.

A scheme of rural reconstruction for the supply of seeds, manures, fertilizers and implements to cultivators, conciliation of debts, licensing of money lenders, regulation of weights and measures, widespread extension of cottage industries and village panchayats, consolidation of fragmented holdings, provision of educational and health services to agricultural workers has been organised by the Government of Hyderabad through the Departments concerned in most of the villages of the State.

The State Government have sanctioned the establishment of a Land Mortgage Bank in the State with a view to affording relief to ryots and tenants. It has also been decided to establish Land Mortgage Societies at eight places in the State.

In the villages selected for the Agricultural Labour Enquiry conducted by the State Government in collaboration with the Ministry of Labour, Government of India, in 1950-51, medical relief is being provided by supplying medicines and first aid boxes, distributing quinine pills administering plague and cholera inoculations, vaccinations, etc. Lectures on health with demonstrations by Magic Lanterns are also being organised.

Mysore.—In the villages selected for conducting the agricultural labour enquiry in Mysore, the general cleaning of villages, construction of wells and roads, provision of drains, removal of manure heaps to distant places, intensive use of improved implements and fertilisers, digging of compost pits, supply of various kinds of vegetables, seeds of improved quality, opening of schools and organisation of scout packs were undertaken by the State Government.

Saurashtra.—The State Government made grants-in-aid, amounting to Rs. 1,09,500 in 1949-50, to hostels, for opening of cultural centres, construction of wells, award of scholarships, etc., to improve the condition of backward classes. An amount of Rs. 3,90,000 was sanctioned for the year 1951-52 and of this Rs. 1,00,000 has been earmarked for financing a housing scheme.

In the year 1950-51 there were about 2,143 primary schools in the rural areas.

Travancore-Cochin.—The promotion of proper employer-employee relationship in agriculture has received special attention of the Travancore-Cochin Government. A committee consisting of representatives of employers and workers has been constituted at Kuttanad. There were two tripartite conferences of the representatives of employers, workers and Government at which wage rates for certain classes of agricultural workers were fixed.

There is also a mobile dispensary for administering medical aid to agricultural workers during the harvesting season.

Ajmer.—The Bombay Agricultural Debtors Relief Act, 1947, and the Bombay Money Lenders Act, 1946, have been extended to Ajmer to provide relief to Agricultural classes.

Coorg.—The Government of Coorg has extended educational facilities to children of backward classes by supplying food, clothing, books and scholarships. There is a Rural Development Officer to look after their welfare and to evolve schemes for general improvement.

Cottage industries like the manufacture of palm gur and bee-keeping have also been organised in rural areas.

There are facilities for free medical examination of children and adolescents under the age of 18 who wish to take up employment in agriculture.

4. Housing

Some of the Governments have taken steps to provide housing facilities. In Madhya Pradesh, the C. P. and Berar Abolition of Property Rights (Estates, Mahals, Ahevated Lands) Act, 1950, provides for lease of house sites in the village Abadi to agricultural workers. The Government have a plan for making available house sites to 5,000 families free of rent. Most of these sites will be available to agricultural workers who have to construct houses at their own expense.

The Madras Government have a scheme for provision of house sites by acquisition of private land and their allotment to Harijans, who are mostly agricultural workers. About 46,000 house sites at a cost of Rs. 24,23,546 were granted by the end of March 1950. In addition, 49,208 sites were sanctioned by assigning government lands. These house sites were provided free to those who could not afford to pay, the area of the site being restricted to 3 cents per family in wet areas and 5 cents in dry areas.

In Travancore-Cochin, a Housing Board has been set up. It has plans for constructing 100 houses in rural areas for agricultural workers the cost of construction to be recovered by the Government in easy instalments extending over 25 years.

The Government have also selected 8 centres for constructing 130 small houses, each consisting of two rooms, a kitchen and a verandah. Government lands are allotted free of cost to labourers, when they are available. The estimated expenditure for 1950-51 was about Rs. 2,50,000 under this account.

5. Agricultural Labour Enquiry undertaken by the Government of India

The Government of India in the Ministry of Labour undertook in close collaboration with the State Governments, an All-India enquiry into the conditions of agricultural workers. The enquiry covered all the States in the Indian Union except Andaman and Nicobar islands.

The object of the enquiry was to collect data on employment, earnings, cost and standard of living and indebtedness of agricultural workers with a view to considering what protective and ameliorative measures, including the fixation of minimum wages under the Minimum Wages Act, 1948 should be undertaken to improve their condition. As no such enquiry had been conducted before on an All-India scale it was recommended that the enquiry should proceed by gradually expanding stages and the first stage should be a preliminary enquiry in a few villages in some of the States with a view to testing the questionnaires, collecting data for sampling, amplifying the instructions and getting an idea of the time taken and the nature of the field organisation required. The preliminary enquiry was conducted from June to November 1949 in 27 villages; 2 in Assam, 5 in West Bengal, 4 in Bihar, 2 in Orissa, 8 in Uttar Pradesh, 2 in Madhya Pradesh, 3 in Madras and 1 in Mysore. Eight

reports* on the conditions of agricultural workers obtaining in one village in each State in which the preliminary enquiry was conducted have been published. The limitations of the preliminary enquiry were placed before the State Supervisors and also before the Departmental Committee of Economists and Statisticians. It was decided that during the main enquiry, the data collected should relate to the 'Current year' as far as possible. Due to limited resources of men, money and time it was not considered possible to conduct the main enquiry in all the 5,60,000 villages in the Indian Union. It was, therefore, decided to restrict it to 813 villages selected on the principle of stratified random sampling. For the purpose of the enquiry, the Indian Union was divided into 23 units, each unit being split into a number of zones, the zoning in each case being based on various factors affecting general economic conditions like the nature of the soil, extent of land utilisation, system of land tenure, rainfall, systems of cropping, irrigation facilities and density and character of the rural population, specially of the agricultural workers. The zones suggested by the State Governments concerned on economic and geographical considerations were usually accepted by the Ministry of Labour. The period of the enquiry was a year and the data collected also referred to the same period, viz., 1949-50.

For selecting villages, the State Governments were requested to furnish village lists. These were collected by Supervisors and brought up-to-date as far as possible. From these, special areas like forests and plantations were excluded. Villages were listed according to districts and tehsils in each zone, given consecutive serial numbers and the requisite numbers allocated to each zone were drawn up with the help of Kendall and Smith Random Numbers. The selection was done in the Ministry of Labour. As it was felt that no village with a population of less than 100 would contain agricultural labour families of sizeable magnitude, instructions were given that in cases where the village selected was uninhabited or had a population of less than 100 persons, the village next on the list conforming with the requirements should be substituted for the enquiry. The frame for the second stage was built on the enquiry itself. All the families were listed and information on employment structure gathered in the General Family Schedules. From these, agricultural labour families were delimited. An agricultural labour family, for purposes of the enquiry, was defined as one in which either the head of the family or 50 per cent or more of the earners reported agricultural labour as their main occupation. From this list 50 per cent families were selected at random for the intensive family survey.

A comprehensive questionnaire was drawn up in consultation with the State Governments, Economists and experts on the subject which was revised after discussions at a conference of State Supervisors, who conducted the preliminary enquiry. It consisted of three parts. The first part—General Village Questionnaire—was intended for collecting information on the general economic conditions of the

* Reports on the conditions of Agricultural Workers in Vandalur (Madras), Dorwan (Bihar), Archikarahalli (Mysore), Brindabanpur (West Bengal), Khapri (Madhya Pradesh), Khuntuni (Orissa), Magurpara (Assam) and Khalispur (Uttar Pradesh). All these reports are priced publications and can be obtained from the Manager of Publications, Civil Lines, Delhi.

villages covered by the enquiry, systems of land tenure, employment structure of families, land utilisation, prevailing wages rates, wholesale and retail prices of important items of consumption and the existence, if any, of forced and imported labour. The second part—the General Family Questionnaire—was intended for gathering information pertaining to employment and the size and earning strength of all families in the villages selected for the enquiry. Data on housing, size of holdings, employment of outside labour, livestock and implements were also collected in the General Family Schedules. The third part—the Intensive Family Questionnaire—was confined to a representative sample of families of agricultural workers selected at random from amongst such families. Information pertaining to employment and earnings, unemployment, forced labour and net income and expenditure of the agricultural workers on important items of consumption and indebtedness were collected during this stage. This questionnaire consisted of three parts: For III-A, Form III-B and Form III-C. The field staff were required to collect data for each month of the current year in Form III-A. A consolidated annual return was compiled in Form III-B on the basis of the aforesaid monthly returns in accordance with the recommendations of the International Labour Organisation 'Methods of Family Living Studies, 1949'. The data in Form III-C, were collected by an intelligent local resident or a village official or teacher as the case may be. The Deputy Investigators, each of whom had to look after about 4 villages every month, could not collect the required data in this form. In addition to the above, the Supervisors were asked to prepare descriptive notes on each selected village and also to collect useful background material appertaining to it. In order that the village notes might be prepared on uniform lines, an outline showing what information these notes should contain, was also furnished to the investigating staff.

The number of villages selected in each State was as follows :

State								No. of villages
PART A								
Assam	..	..	..	..	..	..	..	32
Bihar	..	..	..	..	..	..	..	80
Bombay	..	..	..	..	..	..	..	53
Madhya Pradesh	..	..	..	..	..	..	..	60
Madras	..	..	..	..	..	..	..	84
Orissa	..	..	..	..	..	..	..	45
The Punjab	..	..	..	..	..	..	..	29
Uttar Pradesh	..	..	..	..	..	..	..	120
West Bengal	..	..	..	..	..	..	..	59

State							No. of villages
PART B							
Hyderabad .. .. .	..	..	..	..	..	..	34
Jammu and Kashmir .. .. .	..	..	..	..	..	..	16
Madhya Bharat .. .. .	..	..	..	..	..	..	24
Mysore .. .. .	..	..	..	..	..	..	24
The Patiala and East Punjab States Union .. .. .	..	..	..	..	..	..	16
Rajasthan .. .. .	..	..	..	..	..	..	37
Saurashtra .. .. .	..	..	..	..	..	..	12
Travancore-Cochin .. .. .	..	..	..	..	..	..	16
PART C							
Ajmer .. .. .	..	..	..	..	..	..	9
Bhopal .. .. .	..	..	..	..	..	..	8
Bilaspur .. .. .	..	..	..	..	..	..	2
Coorg .. .. .	..	..	..	..	..	..	4
Delhi .. .. .	..	..	..	..	..	..	9
Himachal Pradesh .. .. .	..	..	..	..	..	..	12
Kutch .. .. .	..	..	..	..	..	..	4
Manipur .. .. .	..	..	..	..	..	..	4
Tripura .. .. .	..	..	..	..	..	..	4
Vindhya Pradesh .. .. .	..	..	..	..	..	..	14

In all, the following materials were collected :—

(i) General Village Schedules	813
(ii) Descriptive Village Notes	813
(iii) General Family Schedules	1,04,000
(iv) Intensive Family Schedules—	
Form III-A Schedules	1,50,000
Form III-B Schedules	12,500
Form III-C Schedules	21,000
(v) Monthly Wage Statements	12,400
(vi) Monthly Price Statements	12,700

The report on the first stage has since been published in two volumes and is entitled "Agricultural Wages in India".* The data relating to the 2nd stage—the General Family Survey—have also been statistically processed. The report on the third stage—the Intensive Family Survey—will be taken up after the tabulation of the data which is now in progress.

6. Wages and Earnings

The Ministry of Labour, Government of India conducted a comprehensive agricultural labour enquiry all over India with a view to collecting detailed information regarding rates of wages, etc., prevailing in the agricultural sphere. The results of the survey in regard to the wage-rates prevailing in the year 1949-50 have been published in the year 1952 in a report entitled "Agricultural Wages in India." The enquiry has revealed that there is little uniformity in regard to agricultural wages and methods of payment and these

* The publication is available from the Manager of Publications, Civil Lines, Delhi @ Rs. 6-8-0 and Rs. 6-10-0 for Volumes 1 and 2 respectively.

vary not only from State to State but from district to district and even from sub-division to sub-division within the same district. For doing the same work low caste workers, women and children are often paid less than high caste workers and men. Largely as a result of this enquiry many State Governments have taken steps to fix minimum wages for agricultural workers in their States as required under the Minimum Wages Act, 1948. These States are : U.P., Bihar, Orissa, Punjab, Ajmer, Coorg, Delhi, Kutch and Bilaspur. The minimum wages fixed for agricultural workers in these States are as follows :

State	Wage rates
U.P.*	{ Re. 1 per diem or Rs. 26-0-0 per month (without perquisites) for adults. Re. 0-10-0 per diem or Rs. 16-0-0 per month (without perquisites) for children.
Orissa	Re. 0-10-0 to Re. 0-12-0 per diem for adults.
Punjab	Re. 1-0-0 to Rs. 1-12-0 per diem for adults.
Ajmer	Re. 0-12-0 to Re. 1-0-0 per diem for adults.
Coorg	Rs. 1-2-0 per diem for adults.
Delhi	Rs. 1-8-0 to Rs. 2-8-0 per diem for adults.
Kutch	Re. 0-12-0 per diem for adults.
Bilaspur	Rs. 1-4-0 to Rs. 1-8-0 per diem for adults in the case of casual labour and Rs. 15-0-0 per month for attached labour.

In the case of Bihar, the Government† have fixed the following minimum rates of wages under the Minimum Wages Act, 1948 for certain occupations in Agriculture for the whole of the district of Patna.

Name of agricultural operations (1)	Areas irrigated by canal, lift irrigation, tube-well or pump of the Irrigation Department (2)	Other areas (3)
Ploughing, embanking, harrowing, manuring, sowing, weeding, irrigating, threshing, winnowing, etc. Uprooting (for one Katha of paddy).	1 seer 14 ch. of rice or wheat and $\frac{1}{2}$ seer satoo or 2 seers 13 ch. paddy and $\frac{1}{4}$ seer satoo per day.	1 seer 12 ch. of rice or wheat and $\frac{1}{2}$ seer satoo or 2 seers 10 ch. paddy and $\frac{1}{4}$ seer satoo per day.
Transplanting ..	3 seers 12 ch. of rice or wheat and 1 seer satoo or 5 seers 10 ch. paddy and 1 seer satoo.	3 seers 8 ch. of rice or wheat and 1 seer satoo or 5 seers 4 ch. paddy and 1 seer satoo.
Harvesting paddy ..	2 seers 6 ch. of rice or wheat and 10 ch. satoo or 3 seers 8 ch. paddy and 10 ch. satoo per day.	2 seers 3 ch. of rice or wheat and 10 ch. satoo or 3 seers 5 ch. paddy and 10 ch. satoo per day.
	One in sixteen bundles of harvested crop.	One in sixteen bundles of harvested crop.

The wage rates of the agricultural workers prevailing in the various States up to September 1951 have been shown in the previous issue of the Year Book.

The following tabular statement gives the wage rates of agricultural workers in the month of September 1952 in respect of 9 States and in the month of July 1951 in respect of 4 States.

* Comprising of 12 districts in the State, i.e., Banda, Hamirpur, Jalaun, Barabanki, Rae Bareli, Partabgarh, Jaunpur, Sultanpur, Faizabad, Azamgarh, Balia and Ghazipur.

† Vide Notification No. W3-10115/51-L-205, dated 30th November 1951.

TABLE CLIV
AGRICULTURAL WAGES (DAILY) IN SOME STATES

State and Centre	Month and year	Normal daily working hours	Field Labour			Other Agricultural Labour		
			Men	Women	Children	Men	Women	Children
			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
ASSAM	..	8	4 12 0	3 12 0	2 0 0	..	..	..
			2 0 6	3 12 0	..	..	..	..
			2 0 0	1 8 0	1 0 0	1 8 0	..	..
BIHAR	..	8	1 8 0	1 8 0	1 8 0	1 4 0	0 14 0	0 12 0
			1 4 0	0 12 0	0 12 0	1 4 0	0 12 0	0 12 0
			1 4 0	0 8 0	0 8 0	0 12 0	0 8 0	0 8 0
BOMBAY	..	8	1 8 0	0 12 0	Not engaged	1 8 0	0 12 0	Not engaged
			1 8 0	1 0 0	0 8 0	1 4 0	1 0 0	0 12 0
			2 0 0	2 0 0	1 0 0	2 0 0	2 0 0	1 0 0
Tulsigiri (Bijapur)	..	8	1 8 0	1 0 0	0 12 0	1 8 0	1 0 0	0 12 0
			1 8 0	1 0 0	0 12 0	1 8 0	1 0 0	0 12 0
			3 0 0	2 4 0	1 8 0	2 0 0	1 8 0	1 0 0

TABLE CLIV—*contd.*

State and Centre	Month and year	Normal daily working hours	Field Labour			Other Agricultural Labour		
			Men	Women	Children	Men	Women	Children
			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
MADRAS								
The Cincars ..	..	8	1 11 8	1 0 0	0 11 6	1 5 2	1 1 0	0 11 4
Deccan ..	..	8 to 10	1 7 9	1 7 5	1 0 4	1 9 3	1 4 8	0 13 0
Carnatic ..	..	6	1 7 0	1 3 2	1 3 7	1 8 0	1 3 0	1 0 0
Central ..	July 1952	8	1 6 10	0 11 0	0 10 6	1 3 3	0 10 5	0 8 6
South ..	..	Not available	1 5 4	0 12 0	0 8 0	1 0 0	0 12 0	0 8 0
West Coast and Hills ..	..	Do.	1 6 0	1 1 4	0 15 0	1 8 0	1 4 0	1 2 0
ORISSA								
Maroda (Mayurbhanj) ..	..	6	0 14 0	0 12 0	..	0 12 0	0 10 0	..
Brahmapur (Ganjam) ..	July 1952	8	1 0 0	0 12 0	0 8 0	1 0 0	0 12 0	0 8 0
MYSORE								
Nerale Kere (Tunkar) ..	..	8	0 12 0	0 6 0	0 6 0	0 12 0	0 6 0	0 6 0
Harisandar (Bangalore) ..	September 1952	9	3 0 0	0 8 0	..	1 8 0	1 0 0	..
SAURASHTRA								
Nagnesh (Zalawd) ..	..	8	1 8 0	1 4 0	0 8 0	1 8 0	1 4 0	0 8 0
Ugamadi (Gohitwad) ..	September 1952	12	0 12 0	0 8 0	0 8 0	0 12 6	0 8 0	0 8 0

The wage rates are based upon the returns received in the Ministry of Food and Agriculture and published in their monthly journal called the "Agricultural Situation in India".

It appears from the statement that in the category of Field Labour, the wages of men vary from Re. 0-12-0 in Saurashtra to Rs. 4-12-0 in Assam, while the wages of women vary from Re. 0-8-0 in Saurashtra, Bihar and Mysore to Rs. 3-12-0 in Assam. The variation in wages in respect of children in this category of labour is from Re. 0-6-0 in Mysore to Rs. 2 in Assam. For other agricultural labour, the variations in wage rates in respect of men, women and children are as follows :

Men—Re. 0-12-0 in Orrisa to Rs. 3 in Kutch.

Women—Re. 0-6-0 in Mysore to Rs. 2 in Bombay.

Children—Re. 0-6-0 in Mysore to Rs. 1-2-0 in Madras.

The wage rates for all categories of labour are highest in Assam and lowest in Mysore. 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.

Assam.—The main source of information regarding agricultural wages is the report of the Agricultural Labour Enquiry. For the purpose of this enquiry, the State was divided into three zones on geographical and agronomical considerations. Altogether 32 villages were selected for the enquiry by the method of stratified random sampling. The length of working day ranged from 8 to even 11 hours excluding rest intervals. Working hours also varied among men, women and children. In certain villages men worked for 8 hours, while women and children had to work for 7 and 6 hours respectively. The following table shows the average wages obtaining in important agricultural operations in the different zones of Assam in 1949-50, where wages were paid in kind or supplemented by perquisites, these have been evaluated in cash on the basis of existing retail prices.

TABLE CLV

AVERAGE DAILY WAGES IN IMPORTANT AGRICULTURAL OPERATIONS

Zone	Cash value of average daily wages		
	Men	Women	Children
	Rs. A. P.	Rs. A. P.	Rs. A. P.
(a) Ploughing—			
i.	2 3 7	..	..
ii.	1 10 10	..	..
iii.	1 15 0	2 0 0	..
State	1 15 7	2 0 0	..

TABLE CLV—contd.

Zone	Cash value of average daily wages		
	Men	Women	Children
	Rs. A. P.	Rs. A. P.	Rs. A. P.
<i>(b) Embanking—</i>			
i.	2 3 7	1 14 6	1 4 0
ii.	1 10 2	..	..
iii.	1 15 0	1 10 2	..
State	2 0 0	1 13 0	1 4 0
<i>(c) Transplanting—</i>			
i.	2 6 0	2 0 11	1 4 0
ii.	1 11 3	1 5 2	..
iii.	2 0 5	1 8 2	..
State	2 2 7	1 11 9	1 4 0
<i>(d) Harvesting—</i>			
i.	2 6 9	2 0 11	1 4 0
ii.	1 8 0	1 10 8	..
iii.	2 0 5	1 9 0	..
State	2 1 8	1 13 6	1 4 0

Source.—Agricultural Wages in India (Volume I).

Bihar.—In Bihar the payment of wages in kind is still the rule. In North Bihar wages are a little lower than in South Bihar.

The Bihar Government publish a monthly statement showing current rates of agricultural wages in one selected village in each district. The following statement shows the current daily rates of wages in selected villages in 15 districts of Bihar for the month of September 1952.

TABLE CLVI

STATEMENT SHOWING THE CURRENT DAILY RATES OF AGRICULTURAL WAGES
IN A SELECTED VILLAGE IN EACH DISTRICT OF BIHAR IN SEPTEMBER
1952.

District	Field Labour			Other Agricultural Labour		
	Men	Women	Children	Men	Women	Children
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Patna ..	1 8 0	1 8 0	1 8 0	1 4 0	1 4 0	1 0 0
2. Gaya ..	1 8 0	1 5 0	..	1 5 0	1 5 0	..
3. Shahabad ..	1 10 6	1 1 0	1 1 0	1 10 6	1 1 0	1 1 0
4. Saran ..	1 8 0	1 0 0	1 0 0	1 8 0	1 0 0	1 0 0
5. Champaran ..	1 2 0	1 2 0	0 14 0	1 6 0	1 6 0	1 2 0
6. Muzaffarpur ..	1 8 0	1 0 0	0 12 0	1 8 0	..	..
7. Darbhanga ..	1 0 0	1 0 0	0 12 0	1 4 0	1 4 0	0 12 0
8. Monghyr ..	2 0 0	1 6 0	1 6 0	2 0 0	1 6 0	1 6 0
9. Bhagalpur ..	1 0 0	0 12 0	0 12 0	1 0 0	0 12 0	..
10. Purnea ..	..	..	..	..	..	..
11. Santal Parganas	1 13 3	1 5 3	1 1 3	1 5 3	1 1 3	0 15 3
12. Hazaribagh ..	1 0 0	1 0 0	1 0 0	1 8 0	1 0 0	..
13. Ranchi ..	1 4 0	0 12 0	0 12 0	1 4 0	0 12 0	0 12 0
14. Palamau ..	1 4 0	1 4 0	0 12 0	1 6 0	1 4 0	0 12 0
15. Manbhum ..	1 4 0	0 12 0	0 12 0	2 4 0	1 12 0	1 12 0
16. Singhbhum ..	1 4 0	0 8 0	0 8 0	0 12 0	0 8 0	0 8 0

Source.—Bihar Gazette, dated 26th November 1952.

Bombay.—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. The published figures for urban and rural wages for 1938-39, 1950-51 and 1951-52 are shown below.*

*For the results of the pilot survey into rural employment conducted by the Bureau of Economics and Statistics, Bombay, please see the *Indian Labour Year Book, 1949-50*, pp. 317-18.

TABLE CLVII

WAGES OF FIELD LABOUR AND UNSKILLED LABOUR IN BOMBAY

Administrative Divisions and Economic Circles	Field Labour							
	Urban Areas				Rural Areas			
	1938-39	1950-51	1951-52	Percentage increase (+) or decrease (—) over 1950-51	1938-39	1950-51	1951-52	Percentage increase (+) or decrease (—) over 1950-51
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	Rs. A. P.	
<i>Administrative Divisions—</i>								
Northern Division	0 6 7	1 13 2	1 12 7	—2.00	0 5 5	1 6 5	1 8 7	+9.67
Central Division	0 5 3	1 12 11	1 10 11	—6.91	0 4 4	1 5 11	1 3 2	—12.55
Southern Division	0 4 5	1 10 2	1 11 11	+6.69	0 3 11	1 4 8	1 6 6	+8.87
<i>Economic Circles—</i>								
Gujarat Circle	0 6 3	1 12 4	1 11 8	—2.35	0 5 3	1 7 8	1 8 7	+3.87
Deccan Circle	0 4 8	1 11 5	1 11 0	—1.52	0 3 11	1 4 4	1 3 7	—3.60
Konkan Circle	0 6 10	1 14 3	1 14 9	+1.65	0 5 9	1 7 8	1 10 5	+11.62

Administrative Divisions and Economic Circles	Unskilled labour							
	Urban Areas				Rural Areas			
	1938-39	1950-51	1951-52	Percentage increase (+) or decrease (—) over 1950-51	1938-39	1950-51	1951-52	Percentage increase (+) or decrease (—) over 1950-51
	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	Rs. A. P.	
<i>Administrative Divisions—</i>								
Northern Division	0 8 6	2 6 0	2 3 0	+7.89	0 6 1	1 11 9	1 10 4	—5.11
Central Division	0 6 0	1 12 9	1 13 0	+0.87	0 4 6	1 4 11	1 3 9	—5.58
Southern Division	0 6 6	1 11 10	1 13 6	+5.99	0 4 11	1 6 7	1 7 2	+2.58
<i>Economic Circles—</i>								
Gujarat Circle	0 8 8	2 7 10	2 3 11	—9.83	0 6 1	1 12 10	1 10 3	—8.96
Deccan Circle	0 6 1	1 12 5	1 13 0	+2.05	0 4 4	1 4 8	1 3 6	—5.65
Konkan Circle	0 7 3	1 13 9	1 14 3	+1.68	0 6 0	1 8 11	1 10 7	+6.69

Source.—The Labour Gazette, Government of Bombay, February 1953.

Madhya Pradesh.—The main source of information in regard to agricultural wages in the State is the Report of the Agricultural Labour Enquiry. For the purposes of this enquiry, the State was divided into three distinct zones, each having certain homogenous characteristics. These were named as (i) cotton-jowar, (ii) wheat and (iii) rice zones. Village lists for each zone were obtained and villages were selected by the method of stratified random sampling. Fifteen of these were in the cotton-jowar zone, 15 in the wheat zone and 30 in the rice zone. Of a total of 4,991 families in the selected villages, 4,291 or 86 per cent. were agriculturists, including 1,992 or 39.9 per cent. families of agricultural workers (25.3 per cent. without land and 14.6 per cent. with land). The following table shows the 1948-49 wage level in the State for major agricultural operations. The cash value of wages paid in kind has been taken into consideration in arriving at the figures.

TABLE CLVIII

1948-49 WAGE LEVEL IN MADHYA PRADESH FOR MAJOR AGRICULTURAL OPERATIONS

Occupation						Cash value of average daily wage		
						Men	Women	Children
						Rs. A. P.	Rs. A. P.	Rs. A.P.
(a) Ploughing								
	Cotton-Jowar	..	..	..	..	0 13 0	..	..
	Wheat	..	..	..	..	0 15 9	..	..
	Rice	..	..	..	..	0 11 1	..	0 9 10
	State	..	..	..	..	0 12 6	..	0 9 10
(b) Embanking								
	Cotton-Jowar	..	..	..	..	0 10 0	..	..
	Wheat	..	..	..	..	0 11 10	..	..
	Rice	..	..	..	..	0 13 0	..	..
	State	..	..	..	..	0 12 6	..	..
(c) Seeding								
	Cotton-Jowar	..	..	..	..	0 14 3	0 7 2	..
	Wheat	..	..	..	..	0 12 5	0 12 0	0 9 2
	Rice	..	..	..	..	0 11 10	0 8 5	0 9 4
	State	..	..	..	..	0 12 7	0 8 9	0 9 4
(d) Transplanting								
	Cotton-Jowar	..	..	..	..	Not employed		
	Wheat	..	..	..	..	Not employed		
	Rice	..	..	..	..	0 9 2	0 9 7	0 7 4
	State	..	..	..	..	0 9 2	0 9 7	0 7 4
(e) Harvesting								
	Cotton-Jowar	..	..	..	..	0 14 2	0 9 6	..
	Wheat	..	..	..	..	0 15 8	0 10 0	0 9 0
	Rice	..	..	..	..	0 10 0	0 8 6	0 8 0
	State	..	..	..	..	0 12 8	0 9 6	0 8 3

NOTE.—Wages in all agricultural operations have not been mentioned. Wages of threshing are almost equal to those for harvesting.

Source.—Agricultural Wages in India (Vol. I).

Madras.—The tabular statement below contains the latest available information on agricultural wages published by the Madras Government.

TABLE CLIX

AVERAGE RATES OF DAILY WAGES PAID TO DIFFERENT CATEGORIES OF AGRICULTURAL LABOURERS IN MADRAS DURING THE FORTNIGHT ENDING 1ST SEPTEMBER 1951 AND 30TH SEPTEMBER 1952.

Classification of labour		Average rate of daily wages paid during the fortnight ending 1st September 1951		Average rates of daily wages paid during the fortnight ending 30th September 1952
		Rs. A. P.	Rs. A. P.	Rs. A. P.
Ploughmen	Men	0 12 0 to	3 8 0	1 12 10
Sowers and transplanters	Men	0 12 0 to	2 8 0	1 4 5
	Women	0 8 0 to	2 8 0	0 13 9
	Children	0 8 0 to	1 14 0	0 10 1
Weeders	Men	0 6 0 to	1 14 0	1 1 4
	Women	0 6 0 to	1 14 0	0 12 2
	Children	0 8 0 to	1 4 0	0 9 8
Reapers and Harvesters	Men	0 12 0 to	2 0 0	1 6 3
	Women	0 6 0 to	2 0 0	1 2 5
	Children	0 6 0 to	1 10 0	0 13 10
Herdsmen	Men	0 8 0 to	2 0 0	1 1 2
	Women	0 7 6 to	1 8 0	0 13 1
	Children	0 4 0 to	1 6 0	0 9 1
Other agricultural labourers	Men	0 10 6 to	2 8 0	1 4 10
	Women	0 8 0 to	1 14 0	0 14 3
	Children	0 8 0 to	1 14 0	0 10 9

Source.—Statistical supplements to the *Fort St. George Gazette*, dated the 8th January 1952 and 15th April 1953.

Orissa.—The preliminary enquiry into the conditions of agricultural workers was conducted in village Khuntuni in Cuttack district in 1949 and data were collected in respect of size and composition of families, employment, earning and standard of living. It was found that of the 57 agricultural families in the village, 34 were of agricultural workers, 21 casual and 13 attached. The average size of the family for the whole village was 4.7 and the average earning strength 1.9. The average size of attached and casual workers' families was 4.5 and 4.1 consisting of 2.9 and 2.2 earners, respectively. Casual agricultural workers were paid in kind and no perquisites were allowed. Men were allowed 5 seers of paddy whereas women and children 3.75 seers of

*For the results of the quinquennial census of agricultural wage rates conducted by the Madras Government in 1946 and the results of the All-India Agricultural Enquiry, please see the *Indian Labour Year Book, 1949-50*, pp. 327-29.

paddy for all the agricultural operations except harvesting for which piece wage was in vogue. In terms of money, the daily wage rate paid to men was Re. 0-12-0 and it was Re. 0-10-0 for women and children. The minimum rates of wages fixed varied from Re. 0-10-0 to 0-12-0 for men and Re. 0-6-6 to 0-7-0 for children. The women were allowed a fixed wage of annas 0-8-0 per day. The wages paid to attached agricultural workers were much lower than those given to casual workers. Casual and attached agricultural workers (men) were found to be employed for 205.3 and 266.5 days of which agricultural work alone accounted for 118.4 and 172.7 days respectively. The attached agricultural workers' family with land held free of rent earned on an average an annual income of Rs. 251.3 as against an annual expenditure of Rs. 244.4 (excluding expenditure on ceremonies and functions). On the other hand the casual workers' family with owned land earned an average annual income of Rs. 404.8 as against an annual expenditure of Rs. 376.3. The average annual income of the landless casual workers' family was Rs. 280 as against an annual expenditure of Rs. 273.6. Food accounted for the highest percentage of expenditure.

Punjab.—The following table gives information relating to agricultural wages prevailing in September 1952 in some of the selected districts of Punjab.

TABLE CLX
DAILY AGRICULTURAL WAGES IN PUNJAB

District	Centre	Month and year	Type of labour	Normal daily working hours	Daily wages for			
					Ploughing	Sowing	Weeding	Other agricultural operations
					Rs. A.	Rs. A.	Rs. A.	Rs. A.
Hissar	Mangli	September 1952.	Man	8	2 0	..	2 0	..
			Woman	8	..	..	1 8	..
Rohtak	Sunderpur	September 1952.	Man	8	2 0	..	..	..
			Woman	8	..	..	..	..
Ambala	Shahpur ..	September 1952	Man	8	3 0	..	2 8	2 8
Kangra	Birta ..	September 1952	Man	8	1 4	1 4	1 4	..
			Woman	8	..	1 0	1 0	..
			Child	8	0 12	0 12	0 12	..
Jullundur	Jamsher	September 1952	Man	8	2 2	1 10	1 10	2 2
			Woman	8	..	1 10	..	..
			Child	8	1 0	..	1 0	1 4
Ferozepur.	Sodhinagar	October 1952	Man	8	3 0	3 0	2 8	2 8
			Woman	8	..	..	..	2 0
			Child	8	1 8	..	1 4	1 4

Source.—*Agricultural Situation in India*, December 1952, p. 549.

Man—Man of about 14 years or more.

Woman—Woman of about 14 years or more.

Child—A boy or girl up to 14 years in age.

Uttar Pradesh.—Here again, the main source of information regarding agricultural wages is the report of the agricultural labour enquiry. For the purpose of this enquiry, the State was divided into six zones on geographical and climatic considerations, namely, the Eastern, Central, Western, Hill, Terai and Southern Zones. Altogether 120 villages were selected for the enquiry on the basis of stratified random sampling. The distribution of villages among the different zones was as follows :

Zone	i Eastern	ii Central	iii Western	iv Hill	v Terai	vi Southern	Total
No. of villages selected	30	28	34	8	9	11	120

Out of a total of 14,909 families in the selected villages, 11,525 were those of agriculturists including 1,250 families of owners of land, the rest being tenants and agricultural workers' families.

The following statement shows average daily wage rates for certain occupations in agriculture in the State in the year 1949-50. The cash value and relative importance of wages paid in kind and perquisites have been taken into consideration in arriving at the figures :

TABLE CLXI

AVERAGE DAILY WAGE RATES FOR CERTAIN AGRICULTURAL OCCUPATIONS IN U. P. DURING 1949-50

Zone						Cash value of average daily wages		
						Men	Women	Children
						Rs. A. P.	Rs. A. P.	Rs. A. P.
<i>(a) Ploughing</i>								
i	..	..	..	..	..	0 15 7	..	..
ii	..	..	..	..	..	0 15 7	..	..
iii	..	..	..	..	..	1 4 3	..	..
iv	..	..	..	..	..	2 13 9	..	..
v	..	..	..	..	..	1 1 10	..	0 11 0
vi	..	..	..	..	..	1 2 4	..	..
State	..	..	..	..	..	1 3 2	..	0 11 0
<i>(b) Sowing</i>								
i	..	..	..	..	..	1 0 0	0 11 1	0 11 8
ii	..	..	..	..	..	1 0 6	0 12 4	0 9 9

TABLE CLXI—contd.

Zone						Cash value of average daily wages.		
						Men	Women	Children
(b) <i>Sowing</i> —contd.						Rs. A. P.	Rs. A. P.	Rs. A. P.
iii	..	..	..	..	..	1 5 0	0 12 9	0 10 11
iv	..	..	..	..	..	2 13 9	2 0 0	..
v	..	..	..	..	..	1 0 10	0 9 0	0 9 0
vi	..	..	..	..	..	1 2 8	0 15 10	..
State	..	..	..	..	..	1 3 3	0 13 1	0 10 9
(c) <i>Transplanting</i>								
i	..	..	..	..	..	0 15 5	0 12 8	0 9 5
ii	..	..	..	..	..	0 13 5	0 10 11	0 9 7
iii	..	..	..	..	..	1 3 9	1 2 0	0 12 7
iv	..	..	..	..	..	2 13 9	1 15 0	..
v	..	..	..	..	..	1 0 9	0 11 10	0 9 10
vi	..	..	..	..	..	1 0 9	0 14 6	0 13 8
State	..	..	..	..	..	1 2 11	0 14 11	0 11 7
(d) <i>Weeding</i>								
i	..	..	..	..	..	0 14 3	0 11 11	0 9 5
ii	..	..	..	..	..	0 13 0	0 10 5	0 8 6
iii	..	..	..	..	..	1 2 3	0 13 7	0 10 4
iv	..	..	..	..	..	2 13 9	1 15 0	..
v	..	..	..	..	..	1 0 9	0 11 8	0 10 4
vi	..	..	..	..	..	1 0 7	0 15 7	0 15 7
State	..	..	..	..	..	1 1 9	0 11 8	0 10 2
(e) <i>Harvesting</i>								
i	..	..	..	..	..	1 13 8	1 7 1	0 14 5
ii	..	..	..	..	..	1 9 1	1 5 3	0 15 1
iii	..	..	..	..	..	1 15 11	1 11 4	1 2 2
iv	..	..	..	..	..	2 13 9	1 7 8	1 0 8
v	..	..	..	..	..	1 11 4	..	..
vi	..	..	..	..	..	1 4 3	1 1 4	0 13 7
State	..	..	..	..	..	1 12 11	1 7 2	0 13 7

Source.—Agricultural Wages in India (Vol. I).

The data collected in 1949 in four villages, two in the Meerut district and two in the Jhansi district, by the Government of India's Agricultural Labour Enquiry were discussed in the previous issue of the Year Book.*

West Bengal.—Available information regarding agricultural wages in West Bengal is furnished in the following tabular statement :†

TABLE CLXII
AGRICULTURAL WAGES IN WEST BENGAL

District	Agricultural operation	Average daily wage for the month of October	
		1950	1951
		Rs. A. P.	Rs. A. P.
1. 24 Parganas ..	Jute harvesting and sowing of <i>rabi</i> crops	1 12 0	2 12 0
2. Nadia ..	Preparation of land for winter crops and sowing of <i>kalaï</i> .	1 8 0	(a)
3. Murshidabad ..	Jute harvesting and sowing of <i>rabi</i> and winter crops.	1 12 0	1 12 0
4. Burdwan ..	Jute and <i>Aus</i> harvesting ..	1 12 0	2 6 0
5. Birbhum ..	Weeding and cultivation for next crop ..	1 9 10	1 5 3
		(no operation reported)	
6. Bankura ..	Jute and <i>Aus</i> harvesting ..	1 11 0	1 10 0
7. Midnapore ..	Jute and <i>Aus</i> harvesting and growth of paddy plants.	1 8 6	1 8 9
8. Hooghly ..	Jute harvesting, preparation of land for <i>rabi</i> crops and sowing of <i>rabi</i> crops.	2 2 8	2 4 3
9. Howrah ..	<i>Aus</i> harvesting and preparation of land ..	2 4 0	(a)
10. Jalpaiguri ..	Jute harvesting ..	2 8 0	(a)
11. Darjeeling ..	Weeding, preparation of land for winter crop and sowing of <i>rabi</i> and winter crop.	2 1 3	2 10 2
12. Malda ..	Sowing of <i>rabi</i> and winter crop ..	1 12 0	1 8 0
13. West Dinajpur ..	Jute harvesting, preparation of land for winter crop and sowing of <i>rabi</i> and winter crop.	2 0 0	2 7 0

(a) Figures for 1951 are not available.

Source.—*The Calcutta Gazette* for October and November 1950 and 1951.

Hyderabad.—Agricultural workers in Hyderabad belong mostly to the depressed classes. Enquiries into the economic conditions of rural areas of Hyderabad State were conducted by the Hyderabad Government during 1949-51. In all 118 villages were covered and the number of villages selected in each district varied from 4 to 11. The data collected in respect of rural wages revealed that the average daily cash wage paid to agricultural workers in the selected villages of different districts varied from Re. 1 to Rs. 1-8-0 for adult males, As. 12 to 14 for adult females and Re. 0-3-0 to 0-12-0 for children. However, in the six districts of Gulbarga, Medak, Adilabad, Mahboobnagar, Nanded and Nalgonda, the average daily wages paid

*See pp. 323-24.

†For results of the preliminary agricultural labour enquiry in West Bengal, see the *Indian Labour Year Book*, 1949-50, pp. 322-23.

to the adult males were low ranging from As. 6 to As. 12. A tabular statement showing the maximum and minimum rates of wages allowed to agricultural workers during 1949-51 is given below :

TABLE CLXIII

AGRICULTURAL LABOUR—DAILY WAGES DURING 1949-51

Serial No.	District	Adult Males		Adult Females		Children	
		Maximum wage	Minimum wage	Maximum wage	Minimum wage	Maximum wage	Minimum wage
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1	Adilabad ..	1 8 0	0 8 0	0 12 0	0 4 0	0 12 0	0 4 0
2	Aurangabad ..	1 8 0	1 2 0	0 12 0	0 8 0	0 10 0	0 8 0
3	Bhir ..	1 8 0	1 0 0	0 12 0	0 8 0	0 10 0	0 8 0
4	Bidar ..	1 4 0	1 0 0	0 8 0	0 6 0	0 6 0	0 6 0
5	Gulbarga ..	1 4 0	0 6 0	0 12 0	0 4 0	0 12 0	0 4 0
6	Hyderabad ..	1 4 0	0 12 0	0 12 0	0 4 0	0 12 0	0 4 0
7	Karimnagar ..	1 4 0	1 0 0	0 12 0	0 8 0	0 12 0	0 8 0
8	Mahboob-nagar ..	1 2 0	0 8 0	0 10 0	0 4 0	0 8 0	0 3 0
9	Medak ..	1 4 0	0 8 0	0 12 0	0 5 0	0 12 0	0 5 0
10	Nalgonda ..	1 8 0	0 12 0	0 12 0	0 5 0	0 12 0	0 5 0
11	Nanded ..	1 0 0	0 12 0	0 8 0	0 6 0	0 8 0	0 4 0
12	Nizamabad ..	1 8 0	1 0 0	0 12 0	0 4 0	0 12 0	0 4 0
13	Osmanabad ..	1 4 0	1 4 0	0 8 0	0 8 0	..	..
14	Parbhani ..	1 4 0	1 0 0	0 8 0	0 8 0	0 8 0	0 4 0
15	Raichur ..	1 2 0	1 0 0	0 10 0	0 8 0	0 8 0	0 6 0
16	Warangal ..	1 8 0	1 0 0	0 8 0	0 8 0	..	..

Source.—*Rural Economic Enquiries in the Hyderabad State, 1949-51.*

The results of these enquiries indicate a rise in levels of agricultural wages during the last five years. At the same time the cost of living appears to have risen more than proportionately.

Mysore.—The rates of daily wages generally varied from Re. 0-12-0 to Rs. 3 for men and annas 6 to 8 for women in September 1952. Usually, wages were paid in cash but in special cases these were paid in *ragi*, the price of which was a rupee for 3 seers. The system of piece wage was not prevalent.*

Travancore-Cochin.—The principal source of information regarding agricultural wages is the Report of the Agricultural Labour Enquiry. For the purpose of this enquiry, the Travancore area was divided into three zones, viz., Highland, Midland and Lowland and twelve villages were selected by stratified random sampling. Cochin was treated as a separate zone and four villages were selected in it. Of a total of 6,071 families in the selected villages, 3,806 or 62.7 per cent. were those of agriculturists including 1,253 of owners of land, the rest being tenants and agricultural workers' families. Here again, of the agricultural owners, 48 or 3.8 per cent. were non-cultivating, 1,173 or 93.6 per cent. cultivating and 32 or 2.6 per cent. partly cultivating and partly non-cultivating owners. Almost all the agricultural tenants cultivated their lands. The percentage of families

*For details please see the *Indian Labour Year Book, 1949-50*, pp. 329-30.

of landless workers to the total number of families of agricultural workers was 53.9. The attached agricultural workers in most cases worked from morning till night and did all kinds of domestic and agricultural work. In regard to casual workers, the hours of work varied from 6 to 9 for men, women and children according to the nature of operations. The following table shows the average daily wage in four major agricultural operations in the State in the year 1949-50. The cash value of wages in kind and of perquisites supplied as part of the daily wage, the average number of units worked in one day by a worker engaged on piece wages and the relative importance of wage quotations reported for each type of payment have been taken into account in computing the cash value of the average daily wage :

TABLE CLXIV

AVERAGE DAILY WAGES IN MAJOR AGRICULTURAL OPERATIONS IN
TRAVANCORE-COCHIN DURING 1949-50

Zone	Cash value of average daily wage		
	Men	Women	Children
	Rs. A. P.	Rs. A. P.	Rs. A. P.
(a) <i>Ploughing</i>			
Travancore	1 1 6	..	..
Cochin	1 6 6	..	..
State	1 14 10	..	..
(b) <i>Sowing</i>			
Travancore	1 8 7	0 15 7	0 8 0
Cochin	1 3 7	1 0 0	..
State	1 7 6	0 15 6	0 9 4
(c) <i>Transplanting</i>			
Travancore	1 4 0	1 1 3	0 10 0
Cochin .. .. .	..	0 12 6	0 9 9
State	1 4 0	1 0 1	0 9 11
(d) <i>Harvesting</i>			
Travancore	2 4 5	1 7 11	1 4 3
Cochin .. .. .	..	1 6 8	1 0 0
State	2 4 5	1 10 8	1 13 11

Source :—*Agricultural Wages in India (Vol. I).*

Ajmer.—The minimum rates of wages for workers (adults) employed in agriculture vary from Re. 0-12-0 to 1-0-0 per day while children are allowed Re. 0-8-0 only. The tabular statement below summarises the information regarding prevalent wages of agricultural labour up to 1952.

TABLE CLXV

AVERAGE RATES OF CASH WAGES IN AJMER

Kind of labour						August 1950	September 1951	August- October- 1952
						Rs. A. P.	Rs. A. P.	Rs. A. P.
<i>Field labour—</i>								
Men	..	..	..	..	..	1 12 0 to 2 0 0	1 0 0	1 2 0
Women	..	..	..	..	..	1 4 0 to 1 8 0	0 10 0	0 12 0
Children	..	..	..	..	..	..	0 6 0	0 8 0
<i>Other Agricultural Labour—</i>								
Men	..	..	..	..	..	1 4 0 to 1 8 0	1 4 0	1 4 0
Women	..	..	..	..	..	1 0 0 to 1 4 0	0 10 0	0 12 0
Children	..	..	..	..	..	0 12 0 to 1 0 0	0 8 0	0 8 0

Coorg.—A monthly statement of agricultural wages is being issued by the Coorg Government. The wages varied in September 1952 from Re. 0-8-0 to Rs. 1-6-0 for men, Re. 0-8-0 to 1 for women and children in Virajpet. Government have subsequently fixed with effect from 1st October 1952, the following minimum rates of wages throughout Coorg :

Men—Rs. 1-5-0.

Women—Re. 0-15-0.

Children—Re. 0-10-6.

Bilaspur.—The following minimum rates of wages for casual agricultural labour and attached labour were fixed under the Minimum Wages Act, 1948 :

Casual Agricultural labour					Attached labour
					Rs.
					Rs. A. P.
1. Adult male	1	8	0	per day	15 per month
2. Adult Female	1	4	0	per day	15 per month
3. Adolescents	1	0	0	per day	12 per month
4. Child	0	10	0	per day	8 per month

The rates of agricultural wages prevailing in Bhopal, Himachal Pradesh, Vindhya Pradesh, Kutch and Tripura in September 1952 according to the data published in the "Agricultural Situation in India", are given in table CLIV.

7. The International Labour Organisation and Agricultural Labour

The International Labour Organisation has been taking increasing interest in agricultural labour for some time now. As early as in 1923 the first session of 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 been taking an active part in the deliberations of this Committee.

The preparatory session of the Asian Regional Conference of the International Labour Organisation 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 International Labour Organisation taken at its 105th session (June 1948) an outline report on wage regulation in agriculture and introduction of measures to enhance the earning of primary producers was prepared by the International Labour Organisation and sent to the Government of India, Ministry of Labour. This was followed up by a Consultative Tripartite Meeting held in New Delhi on the 28th December 1948, under the auspices of the Ministry of Labour, Government of India, with the International Labour Organisation 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. The subject "Agricultural Wages and Incomes 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 in agriculture with equal representation for employers and workers, for fixation of (a) wages including perquisites, adequate to satisfy the minimum needs of an

agricultural worker and his family, (b) of differential rates of wages according to skill involved and for 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 "Minimum Wage Fixing Machinery in Agriculture". The proposed texts of the Convention and the Recommendation were adopted at the 34th session of the above Conference held in June-July 1951 and the Conference adopted the Convention and the Recommendation on this subject.

At the 35th International Labour Conference held in June 1952 at Geneva, a Convention was passed which provides that "Workers employed in agricultural undertakings and selected occupations shall be granted an annual holiday with pay after a period of continuous service with the same employer". Ratifying countries are left free to decide the way in which this provision is to be carried out. The Convention is supplemented by a recommendation also.

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. 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. The following table shows the estimates of the number of Indians in some overseas countries and their proportion to the population of these countries.

CHAPTER CLXVI

ESTIMATED POPULATION OF INDIANS IN SOME COUNTRIES OVERSEAS*

Country	Total Population	Indian Population	Percentage of Indian to total population
Ceylon	66,33,617	7,32,258	11.0
Fiji Islands	2,69,274	1,25,674	47.0
Mauritius*	4,28,273	2,71,636	63.4
Burma	1,46,67,146	10,17,825	6.9
Malaya & Singapore	54,53,793	6,04,508	11.0
Jamaica	13,40,395	26,507	2.1
Trinidad and Tobago	5,57,970	1,95,747	35.1
British Guiana	4,00,000	1,68,921	42.0

The following paragraphs briefly describe the conditions of living, work and wages of Indian labour in some of the overseas countries.

Ceylon

Indian labour is mainly employed on tea and rubber plantations in Ceylon. At the end of 1951 the number of Indian labourers and their dependants in Ceylon was 7,89,713. The Ceylon Government who are following a policy of ceylonisation have left little scope for the employment of fresh immigrants in Ceylon. On the other hand the tendency is to deprive such of the Indian labourers as have not been able to acquire Ceylon citizenship of employment and benefits under the National Insurance and other social welfare schemes.

* Estimates relate to the years between 1946 and 1948. In the case of Burma the figures are for 1931.

The following were the minimum daily rates of wages payable to estate workers :

Tea	..	..	Men	..	..	..	..	110 cents.
			Women	..	..	..	..	90 cents.
			Children	..	..	..	..	65 cents.
Rubber	..	..	Men	..	..	..	..	130 cents.
			Women	..	..	..	..	120 cents.
			Children	..	..	..	..	95 cents.

In addition, the workers were also entitled to dearness allowance related to the cost of living index. Every Indian male worker and every Indian resident widow with at least one non-working child are also entitled to the issue of $\frac{1}{8}$ bushel of rice free of cost every month. The remittance of the amount of Rs. 750 per quarter allowed to Indian workers was reduced to Rs. 300 per quarter from September 1952. The Ceylon Workers' Congress and the Ceylon Estate Employers' Federation entered into an agreement for the settlement of labour disputes. The agreement came into force from 1st August 1951.

Indian estate labourers have been, for the time being, exempted from the operation of the Ceylon Immigrants and Emigrants Act and they can travel to India with the identity certificates issued to them by their employers on the estates. They have to get these certificates endorsed by the Controller of Immigrants and Emigrants, Colombo, for re-entry into Ceylon.

The following table gives the number of Indian estate labourers arriving in Ceylon and the number leaving Ceylon in recent years.

TABLE CLXVII

MOVEMENT OF ESTATE LABOURERS BETWEEN INDIA AND CEYLON

Year	Number arriving in Ceylon			Number leaving Ceylon		
	Old labourers	New labourers	Total	Repatriated on Government account	Unassisted	Total
1948	47,621	2,926	50,547	151	47,115	47,266
1949	42,188	2,237	44,425	302	46,538	46,840
1950	49,385	1,525	50,910	267	55,360	55,627
1951	53,218	1,503	54,721	203	58,591	58,794
1952	55,530	1,717	57,247	317	58,132	58,449

Fiji Islands

In 1879 the first group of Indian labourers was introduced to work in the sugarcane fields and coconut plantations under the indentured system which has now been abolished. After 1916 there was little organised immigration of Indians into the Islands but the Indian community had by then become firmly rooted. In 1950 they numbered 1,38,425 and formed about 48 per cent. of the whole population. The bulk of the Indian population is settled on the land.

Wages.—For field work the ordinary wage is 6 shillings (roughly Rs. 3-8-0) for an 8 hour day including the cost of living allowance. There is opportunity for working extra time. A bonus of one shilling per week is given for a full week's work which is normally reckoned as 5½ days. Harvesting is paid for at piece-rates and cane cutters can earn up to £F2 (roughly Rs. 23-12-0) per week. Skilled agricultural workers are paid special rates varying from £F2-5-0 to £F3 per week. The cost of living of Indian workmen has risen from 100 in 1939 to 233 in 1951 in Suva and its neighbourhood and to 266 in country districts. The cost of living allowance fully compensates the unskilled labourers for the increase in their cost of living.

Welfare.—Indians in Fiji who have resided in the Islands for a continuous period of not less than 3 years get free medical attention at Government hospitals and dispensaries. There were 114 schools for Indian children at the end of 1949 and some more were started in 1950.

Repatriation.—Most of the Indians in Fiji are now settled. When in 1950 an opportunity for repatriation of Indians occurred under the Immigration Ordinance only 85 Indians availed of it.

Mauritius

The Indo-Mauritians form the bulk of the agricultural labourers. The ancestors of most of them came to Mauritius from India during the preceding century as contract labour. Since then many of them have acquired lands or houses of their own, or oxen to draw carts or cows to supply milk. They have left the sugar-estates in which they were originally stationed and, now go to work as daymen on the estates. Their less enterprising or less ambitious brethren have remained in the houses provided by the estates. Adult male labourers living in the camps are less than a quarter of the total male adult labour force on sugar estates, and it is said that the number would be even less if the present housing shortage did not prevent them from going. About half the men living in camps are employed by the month, and are given houses free; the other half are required to work for the estate on daily wages, whether they are living in estate houses or in their own houses on estate land. Their earnings may not be as high as those of recruited labour that as to be tempted to the estate in competition with other estates, but as the Award of the Arbitration Court requires equal pay for equal work, in practice it is the harder but higher-paid work that is reserved for the workers from outside.

The Indo-Mauritians also supply a large number of the clerical and commercial classes, but the majority of the artisans, dockers and other

town-workers, besides fishermen, charcoal burners, etc., come from the general population.

Wages.—The average weekly earnings including overtime payments in the sugar industry in December 1950 were the following :

Artisans	...	...	Rs. 28.46
Drivers	...	...	Rs. 19.55
Sardars	...	...	Rs. 15.79
Labourers—			
Men	...	...	Rs. 16.75 to 21.45
Women	...	...	Rs. 8.75
Juveniles	...	...	Rs. 9.05

Taking March 1946 as the base period the cost of living index for agricultural labourers was 126.1 in December 1950.

Burma

The idea of retrenchment of Indian labour from Government and quasi-Government establishments which had gained strength in 1949 lost its force to a considerable extent by the end of 1950. The proportion of Indians in several Government, semi-Government and private organisations is considerable, and a number of displaced Indian workers who were retrenched during the previous year but who stayed on in Rangoon, are also finding employment. It is understood that the whole problem of Indian labour in Burma is being gradually solved as the employers are finding them useful on account of their efficiency and the workers are now sticking to their jobs because they are realising the difficulties of finding alternative employment in India.

Malaya

The estimated population of Indians in Malaya on 30th June 1952 was 5,77,000. Indians are employed mostly in the tin, coal, gold, iron and aluminium mines, in the rubber, tea, coconut, jute and coco plantations and in agriculture. Several of them are also employed in shops, restaurants and theatres.

Wages.—The wage index for the Indian labourers calculated on January 1947=100 as base when the daily rate was \$1-10, was as follows during 1951 :

1st quarter	...	236
2nd quarter	...	264
3rd quarter	...	236
4th quarter	...	209

The cost of living of Indian labourers in respect of some of the items of expenditure in 1951 on base 1949=100 was as follows :

Rice	...	100
Foodstuffs and Kerosene	...	155
Clothing and bedding	...	139
Miscellaneous	...	139

The Pan Malayan Rubber Workers' Negotiating Committee and the Malayan Planting Industries Employers' Association signed a joint agreement in June 1951 providing for the opening of fresh wage negotiations in the event of the price of rubber rising to \$2.50 or falling below \$1.00.

Welfare.—The labour laws require an employer to provide for every labourer employed by him on his estate sufficient supply of wholesome water, sufficient and proper sanitary arrangements, hospital accommodation, medical attention and sufficient supply of medicines. The labour laws also require the employers of Indian labour to open schools if there are 10 or more children between 7 and 14 years of age.

British West Indies including British Guiana

Indian labour was first introduced into Trinidad in 1844, into British Guiana in 1838 and Jamaica in 1845 on an indentured system. By 1911 immigration more or less came to an end as far as Jamaica and British Guiana were concerned. In Trinidad, immigration continued till 1917 when it ceased altogether. Indians found in other smaller British islands of the Caribbean area must have migrated subsequently from these three colonies on their own accord.

Employment.—Although originally Indians came as agricultural labourers today they or their descendants have entered into all walks of life. There are Indian Legislators, Executive Councillors, Barristers, Solicitors, Magistrates, Doctors, Dentists, Farmers, Dairy-men, mechanics, taxi-drivers, petty shopkeepers and prominent businessmen. In the last mentioned sphere Indians have displayed their greatest innate merit.

Although Indians have made rapid progress, the lowest paid worker of these colonies still remains to be the Indian who is to a very large extent employed in the sugar industry. Employment of Indian labour in other occupations and industries is exceptional. An account of the conditions of labour in the sugar industry therefore depicts the conditions of the Indian labour in the West Indies. British Guiana sugar industry employs about 27,000 workers annually. In Trinidad, in the 1950 season the sugar industry employed 20,799 workers.

There are two broad divisions of work, viz., field work and the factory work. Indians predominate among the field workers, and Negroes in factories. The reasons for this distribution are purely historical. The indentured labour from India went *en bloc* to the fields. Lately, however, as the Indians are prepared to work for smaller wages, young Indians have been taken in the factories and also as tractor drivers and mechanics. But this, considering their numbers, can only be taken as exceptional.

Although workers live on estates, in many cases they are not entirely dependent on their earnings from their work on plantations. Often, they have a plot of land one or two acres in extent (belonging to the estate) where they grow vegetables. There have been complaints that due to their being engaged on these plots, the Indian workers did not work on the estates daily. As a result, all the lands

allotted to workers in British Guiana were taken back by some estates. In Trinidad, it is estimated that a worker, on an average, puts in three to five hours of work a day. In British Guiana he works for two to three days a week. In order to finish his work, he puts in 12 or more hours a day.

Indians are known for sending their minor children to work as wage earners. In none of the three territories is there any restriction on employment of women in the fields. The women are generally allotted lighter work of weeding and "moulding the cane".

In the absence of continuous full time employment, which is a prerequisite of such privileges as holidays and pensions, the workers in the field were not being given any holidays or pensions till recently. It has, however, been decided, following the recommendations of the Venn and Soulbury Commissions that a week's holiday should be given with full wages for each crop season in British Guiana and each year in Trinidad for workers who work for 75 per cent. of the number of days in the crop season in British Guiana and for 234 days in Trinidad. In case of workers in Trinidad who come only for crop seasons, the qualification and leave are reduced proportionately. A nominal old age pension is, however, given to the aged and the blind both in British Guiana and Trinidad. To qualify for these pensions a person has to be 65 years of age (40 in the case of blind) and his monthly means from other sources should not exceed \$6.00 in Trinidad and \$3.50 in British Guiana. In British Guiana the pension is \$3.00 per month and is augmented sometimes by grants from the estates. In Trinidad the amount of pension has been raised to \$7.00 per month.

Wages and Cost of Living.—In British Guiana during the year 1948 the average daily earnings of resident (Indian) men field workers were \$1.91. Those of non-resident (Negro) were \$2.05. The average yearly earnings of an adult male field worker were \$293.00; of male factory workers (mostly Negroes) \$397.00; of all women field and factory workers \$166.00. Taking the base as 100 for the year 1939, the 1948 Cost of Living Index for the Indian families stood at 223 in British Guiana. During the same period the wages rose from 76.2 cents to \$1.91. The Venn Commission remarked that the persons who found the wages too low were either old and weak or had usually large families to support. The workers' representatives, however, thought that the Cost of Living Index was far too low and did not represent the true Cost of Living. The sugar workers in British Guiana received a wage increase of 20 cents per ton and 6½ per cent. increase in cost of living bonus in 1950.

In Trinidad, in the Southern estates, the fortnightly average earnings of those who work 10 days and more were \$16.68 for field workers and \$29.86 for factory and transport workers. Factory and transport workers are skilled workers and a majority of them are Negroes. The wages include 15 per cent. war bonus and cost of living bonus of \$1.95 for field workers and \$1.86 for factory workers. They also include a 12½ per cent. wage increase granted in 1950. A further increase of 12½ per cent. in the basic wage was accepted for the year 1951.

Housing.—Since the termination of indenture system the employers are not responsible for providing living accommodation to the workers. The workers, however, are still living on the estates either in the obsolete barracks ("ranges") or in their own houses on the estate lands. They pay nominal rent to the estates to ensure the latter's ownership. In some cases they are not charged any rent. In addition to those working on the estates other workers also continue living on the estates. Those living outside have to pay a heavy rent to land owners, in many cases Indians.

In British Guiana, in 1948 out of the total estate population of 75,695 about 42,748 were living in estate-owned houses. The remaining 32,947 persons were living in privately owned buildings on the estate lands.

In Trinidad the barrack population in 1949 was 6,741 which was accommodated in 386 barracks. Of these only 3,169 persons were estate employees. The remaining 12,000 employees (total being 15,000) lived either in their own houses on the estates or in villages outside the estate area.

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 re-defined 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 efforts 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 objectives 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 recognises 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 in December 1952 was 66.* India has been an active member of this Organisation from its very inception. She has been recognised 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 gross expenditure of the I.L.O. for the year 1952 was U.S. \$6,389,538.92 out of which India's contribution was \$269,825.65 (Rupees 11,52,700) which comes to 4.17 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 number of established posts in the International Labour Office, excluding branch offices in January 1953 was 649. Of these, 267 posts were of the rank of Member of Division and above. The number of Indian nationals employed on the staff of the I.L.O. (excluding branch offices) at Geneva on 1st August 1952 was 11. Of these, 10 were of the rank of

* The new member admitted was the United Kingdom of Libya.

Member of Division and above. An Indian (Mr. R. Rao) is an Assistant Director-General. The Indian Branch of the I.L.O. has on its staff a Director and three officers.

Five Indian nationals, including one permanent I.L.O. official, are at present serving as I.L.O. technical assistance experts in other countries. Three of them are in Burma rendering technical assistance in the fields of social security, industrial relations and cottage industries. Of the other two, one is in Liberia in the field of personnel administration and the other in Egypt in the field of cottage industries.

(b) *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 chief industrial importance of which India is one. In addition to this, India has at present two more members on the Governing Body, representing the Indian employers and workers. The term of the existing non-permanent members expires in 1954.

(c) *International Labour Conference.*—The General Conference, which is usually convened once a year is composed of four representatives of each of the member States of whom two shall be Government delegates and the other two delegates representing respectively the employers and work-people of each of the members. Each delegate may be accompanied by advisers not exceeding two in number for each item on the agenda of the Conference. The Conference in the course of its 35 sessions held so far, has adopted 103 Conventions and 95 Recommendations. A complete list of these Conventions and Recommendations is given in Appendix III. Of these India has ratified the 19 Conventions mentioned in the statement attached to this Section.* 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 1945-48 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 refinery ; and chemicals. During the years 1945-51, these Committees held 25 sessions.

During the year, India actively participated in a number of meetings convened by the I.L.O. Some details about these meetings are given on the next page.

Besides the above, meetings of two important Committees were held during the period under review. The first was the U.N.—I.L.O. Committee on Forced Labour which held its first meeting at Geneva in January 1952 under the chairmanship of Shri A. Ramaswamy Mudaliar. The second one was the meeting of Experts on Productivity held at Geneva in November 1952.

*Convention No. 2 (Unemployment convention, 1919) was ratified by India. It was, however, denounced in 1938.

Name of the Committee	Date/s of the meeting	Place of meeting
<i>Governing Body :</i>		
1. 117th Session	14th to 24th November 1951 ..	Geneva
2. 118th Session	3rd to 15th March 1952	Geneva
3. 119th Session	26th to 31st May 1952	Geneva
4. 120th Session	25th to 28th November 1952 ..	Geneva
<i>Asian Advisory Committee :</i>		
5. Third Session	10th to 13th November 1951 ..	Geneva
6. Fourth Session	17th to 18th November 1952 ..	Geneva
<i>Industrial Committees :</i>		
7. Inland Transport—fourth session	4th to 15th December 1951 ..	Geneva
8. Metal Trades—fourth session	21st April to 3rd May 1952 ..	Geneva
9. Iron and steel—fourth session	5th to 17th May 1952	Geneva
10. Chemical Industries—third session	9th to 20th September 1952 ..	Geneva
<i>Others</i>		
11. Asian Manpower Technical Conference	12th to 22nd December 1951 ..	Bangkok
12. Advisory Committee on Salaried Employees and Professional Workers—Second session	18th February to 1st March 1952 ..	Geneva
13. Technical Meeting on the Protection of Young Workers in Asian Countries with relation to their Vocational preparation	1st to 10th December 1952 ..	Kandy (Ceylon)

35TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

India was represented at the 35th Session of the International Labour Conference held at Geneva from 4th to 28th June 1952, by a tripartite delegation consisting of Shri V. V. Dravid (Leader of the delegation), Labour Minister, Madhya Bharat and Shri V. K. R. Menon, Secretary to the Government of India, Ministry of Labour as Government delegates and Shri N. H. Tata and Shri Hariharnath Shastri, as employers' and workers' delegates respectively. The following were some of the subjects discussed by the Conference : (i) Holidays with pay in Agriculture, (Second discussion); (ii) Minimum Standards of Social Security, (Second discussion); (iii) co-operation between Public Authorities and employers' and workers' organisation at the level of the undertaking, (Second discussion); (iv) Revision of the Maternity Protection Convention, 1919 (No. 3);

(v) Protection of the Health of workers in Places of Employment (first discussion); and (vi) Regulation of the Employment of Young Persons in Underground in Coal Mines. The Conference adopted the following Conventions and Recommendations :

Conventions :

Convention (No. 101) concerning Holidays with Pay in Agriculture.

Convention (No. 102) concerning Minimum Standards of Social Security.

Convention (No. 103) concerning Maternity Protection (Revised 1952).

Recommendations :

Recommendation (No. 93) concerning Holidays with Pay in Agriculture.

Recommendation (No. 94) concerning Consultation and Co-operation between Employers and Workers at the level of the Undertaking.

Recommendation (No. 95) concerning Maternity Protection.

TECHNICAL ASSISTANCE ACTIVITIES

Under the programme of technical assistance, as already reported in the previous issue of the Year Book, two seminars were held for Asian countries; one on Labour Statistics and the other on Labour Inspection. Three I.L.O. experts rendered technical assistance to the Government of India by helping to implement the Employees' State Insurance Scheme and by training the personnel of the Employees' State Insurance Corporation. Six I.L.O. experts on systems of payments by results and productivity arrived in India in December 1952 to render technical assistance in this field to the textile and engineering industries in India.

Asian Manpower Field Office.—The activities of the Asian Manpower Field Office of the I.L.O. at Bangalore were extended to cover all operational activities of the Organisation in the Asian region.

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.	14-7-1921
No. 4—Night Work (Women) Convention, 1919—concerning employment of women during the night.	14-7-1921
No. 6—Night Work of Young Persons (Industry) Convention, 1919—concerning the night work of young persons employed in industry.	14-7-1921
No. 11—Right of Association (Agriculture) Convention, 1921—concerning the rights of association and combination of agricultural workers.	11-5-1923
No. 14—Weekly Rest (Industry) Convention, 1921—concerning the application of the weekly rest in industrial undertakings.	11-5-1923

Convention	Date of Registration of ratifica- tion
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.	20-11-1922
No. 16—Medical Examination of Young Persons (Sea) Convention, 1921—concerning the compulsory medical examination of children and young persons employed at sea.	20-11-1922
No. 18—Workmen's compensation (Occupational Diseases) Convention, 1925—concerning workmen's compensation for occupational diseases.	30-9-1927
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.	30-9-1927
No. 21—Inspection of Emigrants Convention, 1926—concerning the simplification of the inspection of emigrants on boardship.	14-1-1928
No. 22—Seamen's Articles of Agreement Convention, 1926	31-10-1932
No. 27—Marking of Weight (Packages Transported by Vessels) Convention, 1929—concerning the marking of the weight on heavy packages transported by vessels.	7-9-1931
No. 32—Protection against Accidents (Dockers) Convention (Revised), 1932—concerning the protection against accidents of workers employed in loading or unloading ships.	10-2-1947
No. 41—Night Work (women) Convention (Revised), 1934—concerning the employment of women during the night.	22-11-1935 but this is no more in force for India as the latest con- vention No. 89 has been ratified by her.
No. 45—Underground work (Women) Convention, 1935—concerning the employment of women on underground work in mines of all kinds.	25-3-1938
No. 80.—Final Articles Revision Convention, 1946	17-11-1947
No. 81—Labour Inspection Convention, 1947—concerning labour inspection in Industry and Commerce.	7-4-1949
No. 89—Night work (Women) Convention (Revised), 1948—concerning night work of women employed in industry.	27-2-1950
No. 90—Night work of Young Persons (Industry) Convention (Revised), 1948—concerning the night work of young persons employed in industry.	27-2-1950

CHAPTER XIII

SUMMARY OF IMPORTANT EVENTS

It can be said that during the period under review the free world turned the corner after the stress and strain of the war and post war years. The international political tension eased considerably and the world economy reached a fair measure of stability. The post-Korean inflationary pressure was arrested, production increased and prices stabilised at a lower level mainly on account of the emergence of a buyers' market over nearly the whole range of internationally traded commodities.

The year 1951-52 has also been particularly significant for India. The Indian Republic's first Parliament elected on the basis of adult franchise assembled in May 1952. The first Five Year Plan was inaugurated. Industrial production improved further and the country came much nearer to the goal of self-sufficiency in food.

One bleak feature in an otherwise hopeful atmosphere, however, was the worsening of the employment situation. The fall in commodity prices and the shift from a sellers' to a buyers' market reduced employment opportunities. In the plantation industry, for instance, several estates had to close down temporarily. The problem of unemployment was particularly severe among educated persons and the middle classes.

In the field of labour legislation another landmark was reached by bringing legislation relating to conditions of work and welfare of persons employed in mines on a par with that for factory workers. An important development in the field of industrial relations was the tripartite labour conference held at Nainital in October 1952 at which a general agreement was reached that employers and workers should settle differences and disputes through voluntary conciliation and voluntary arbitration in preference to compulsory adjudication and that industrial relations legislation should be framed on these lines.

Two important measures of social security were introduced during the year. The Employees' State Insurance Scheme was inaugurated in Delhi and Kanpur in February 1952. The Employees' Provident Fund Scheme was brought into force from November 1952. It covers 13.6 lakhs of workers employed in six industries.

No major wage revisions were made during the year but it is significant that large sections of industrial workers in the country, particularly in cotton mills, received substantial amounts of money by way of bonus. During the year several State Governments fixed minimum wages under the Minimum Wages Act, 1948 in several employments scheduled under the Act. Minimum Wages in agriculture were also fixed in nine States.

The Year was free from wide fluctuations in prices and cost of living. The Economic Adviser's index number of wholesale prices declined sharply from 436 in November 1951 to 380, in April 1952 on account of a general price recession but thereafter price fluctuations were moderate. The average all-India working class cost of living index receded by 3 points from 144 in 1951 to 141 in 1952. The fall in living costs was also reflected in the index numbers for several centres for which working class cost of living index numbers are being compiled.

There was a general improvement in the labour situation. The year was free from major industrial disputes and the time-loss due to industrial disputes during 1951-52 was the lowest on record during the post-war years. The upward trend of industrial production continued during the year and the interim index of industrial production (1946=100) reached a postwar record level of 128.9. The services of a team of experts from the I.L.O. were obtained to study problems relating to productivity of labour in the textile and engineering industries.

The food position during the year was comparatively easy and some of the State Governments were allowed to make certain relaxations, within the framework of the basic policy of controls on foodgrains, in regard to rationing, restoration of free trade, suspension or modification of procurement and liberalisation of austerity measures.

The Government of India introduced a scheme for subsidised industrial housing in terms of which houses for industrial workers are to be constructed through the agency of the State Governments, statutory housing boards, employers and registered cooperative house building societies of industrial workers. The Government of India will bear the major share of the financial burden by giving subsidies and loans. An amount of about Rs. 7.2 crores for industrial housing schemes was provided in the budget for 1952-53.

The Planning Commission published its final report in December 1952 after taking into consideration various suggestions received on the publication of the Draft outline. The report envisages an outlay of Rs. 2,069 crores on development during the period of the first five year plan of which Rs. 340 crores have been allocated to social services. Rural development schemes form an important part of the plan and during the year 1952, 55 community projects located in select areas in several States were started. Each project covers about 300 villages and an area of about 450 square miles. An amount of Rs. 90 crores has been allocated for the development of community projects in the Five Year Plan.

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 given during the period under review are given in this Appendix. The awards have been classified according to industries and States. The awards have been arranged in the following order according to industries :

TEXTILES :

Cotton

Silk

Woollen

Jute

OTHER FACTORY INDUSTRIES :

Cement

Chemicals

Tobacco

Oil

Glass

Porcelain

Paper

Sugar

Tanneries and Leather Goods

MINES :

Mica Mining

PLANTATIONS :

Tea

MISCELLANEOUS :

Insurance Companies.

Textiles

COTTON

BOMBAY STATE

Decision of the Labour Appellate Tribunal in the dispute relating to bonus for the year 1950 in the Bombay Cotton Mill Industry.*

In certain appeals against the decision of the Industrial Court relating to bonus in the Bombay Cotton mill industry for 1950. The Millowners' Association contended that the profits of the year excluded the possibility of any bonus while the Union urged that the bonus granted was inadequate. There was no dispute about the total gross profits and the adoption of the formula enunciated by a full bench of the Tribunal earlier in 1950. But considerable divergence prevailed about the quantum of the prior charges to be deducted from profits in order to ascertain the "available surplus" out of which bonus might be paid.

Managing Agents' Commission.—It was contended on behalf of the employees that managing agents' Commission should be limited to 7½ per cent. of the gross profits less depreciation. The Tribunal, however, reaffirmed the decision of the Industrial Court that "the contractual managing agency commission should continue to be governed by the laws in force for the time being", especially in view of the fact that there is no reasonable basis by which to judge the limits within which the earnings of the managing agents should be restricted.

Reserves for rehabilitation.—The Tribunal rejected the plea of the employees that the sum of Rs. 72 crores set apart for rehabilitation of machinery over a period of 15 years from 1947, was too liberal. The employers' contention that the figure should be raised to Rs. 96 crores in view of the rise in the prices of machinery since the earlier decision of the Court, was also rejected.

On the question of the amount that should be set apart for the rehabilitation of buildings, the Tribunal upheld the recommendation of the Industrial Court that 2.25 should be the multiple to be applied to the original value, and that the average life of the mill buildings should be taken as 27 years.

Return on Capital and Reserves.—The employees contended that the return on capital should not be free of income tax, even if 6 per cent. were granted, the mills on the other hand wanted that the return on capital should be increased to 10 per cent. The Tribunal upheld the earlier full bench decision to grant 6 per cent. as a reasonable return on capital and 2 per cent. on reserves employed as working capital. Thus, the amounts paid by the mills to the Government as Excess Profits Tax under law and cash used in the normal course of the day's work are not to be treated as reserves employed in business of the year.

In the end, the Tribunal did not deem it necessary to alter the decision of the Industrial Court granting 15 per cent. of the basic earnings as bonus for 1950. While discussing the appeals, the Tribunal observed that the formula of their full bench was the nearest approach to an equitable solution of the problem of bonus under the circumstances but that they would welcome a mutually agreed scheme of bonus, broad-based on a sliding scale of production and prices.

Award of the Industrial Court, Bombay, in the dispute between the Millowners' Association, Bombay and the Rashtriya Mill Mazdoor Sangh.

An agreement was reached on 14th July 1952 between the Millowners' Association, Bombay and the Rashtriya Mill Mazdoor Sangh on the question of Payment of bonus for the mill employees for 1951. The Industrial Court, Bombay, has given an award in terms of the agreement. The terms of the agreement were as follows :

*Published under Notification No. 160/48 dated 3rd March 1952 in the *Bombay Government Gazette*, dated 13th March 1952.

It was agreed between the parties that for the year 1951 twentyfive per cent. of the basic earnings (exclusive of dearness allowance and bonuses paid during the year) should be paid to the employees as bonus.

All employees employed in the member mills of the Millowners' Association, Bombay, shall be eligible for the bonus. The amount of bonus shall be paid on the 20th September 1952 in respect of all employees who are on the muster rolls of the mills.

This agreement shall apply to all member mills except those mills which may claim exemption on the ground that they have made losses or claim to have made losses. Such mills shall make an application to the Court on or before the 14th August 1952 for exemption from payment of bonus.

Award of the Industrial Court, Bombay, in the dispute between the Rashtriya Mill Mazdoor Sangh, Bombay as first party, and (i) the Millowners' Association, Bombay (for its member mills in Bombay and Kurla), (ii) the Raghuvanshi Mills Ltd., Bombay, and (iii) the Hirjee Mills, Ltd., Bombay as the second party.*

The issue involved in the dispute related to the payment of bonus for the year 1950. One of the points that was raised was that four of the mills alleged that they had incurred losses in the year 1950, and, therefore, claimed exemption from payment of bonus. This was opposed by the Sangh on the ground that it disrupted the solidarity of the workers' organisations and was against the principle of collective bargaining. The Sangh further argued that in case the exemption was to be given, the bonus payable by different mills should be pooled together and distributed uniformly amongst the employees of all the mills. The Court did not agree with these arguments but held: "In any case, in this reference no decision has been reached as to whether the mills which have alleged losses have really made such losses, and the question raised, therefore, may be said to have really not arisen in this case".

The other point related to the determination of the bonus which the second party should be made to pay to the workers. The Court held that the principles involved had already been enunciated in an earlier decision given by the Labour Appellate Tribunal and, therefore, proceeded to apply those in the present case, taking into account the lists of points which were maintained by the respective parties not to have been considered by the Labour Appellate Tribunal. The issues related to the determination of gross profits, depreciation, reserves for rehabilitation, reserves employed in the working capital, return on paid up capital, bonus to clerks and other staff and bonus to employees. Relevant decision are given below under each head:

Gross Profits.—From the gross profits which amounted to Rs. 9.6323 crores the second party claimed a deduction of Rs. 16 lakhs paid to the outgoing Managing Agents of Colaba Land and Mill Company as the result of a degree obtained by them. The claim was opposed by the Sangh on the ground that the workers had no connection with it and that it was in no way related to their efforts. The Court did not agree with the Sangh and held that the payment was unavoidable and that it was connected with production as it affected the Company's resources. The Court, therefore, took the balance of Rs. 9.4723 crores on the total gross profits.

Depreciation.—A figure of Rs. 2.57 crores was agreed to be taken for this purpose.

Reserves for Rehabilitation, etc.—The question was considered in two parts, viz., reserves for rehabilitation of the machinery and for the rehabilitation of the buildings. It was urged on behalf of the Millowners' Association that the cost of replacement and rehabilitation of machinery given by the Association in 1947 as Rs. 72 crores and adhered to in later

* Award published on pages 4698-714 of the Bombay Government Gazette, September 6, 1951.

decisions, needed revision as the cost of machinery had gone up appreciably since 1946-47. Secondly, the cost of the rehabilitation of the buildings belonging to the mills, viz., 11.67 crores as in 1950 should be taken into account. On the other hand, the Sangh demanded that firstly, some allowance should be made for the breakdown value of the machinery as well as of the buildings in calculating the cost of rehabilitation for the year. Secondly, the cost of the rehabilitation of buildings should be treated as already included in the cost of the rehabilitation of machinery. It was further stated that in case the buildings were to be allowed for separately, only the value of buildings up to the year 1939 should be taken into consideration. *The Court did not accept the plea of increased reserves for the machinery and held: "We do not, therefore, think that either the figure of 72 crores or that of 41.54 crores found as the amount required for rehabilitation at the end of 1947 should now be revised on any of the grounds, which were taken into consideration by the Labour Appellate Tribunal in its decision regarding the 1949 bonus; and it is clear that the ground of higher cost of new machinery was taken into consideration in 1950".* On the basis of a statement supplied by the Association, 5 per cent. of the original value of the machinery was taken as its break-down value, which came to Rs. 0.09 crores a year. In view of the Labour Appellate Tribunal's decision to extend the period of rehabilitation from 1947 to 1962, i.e., for a period of 15 years, the Sangh contended that the amount of Rs. 41.54 crores should be divided by 15 to arrive at the annual rehabilitation quota. This contention was accepted by the Court and the annual rehabilitation cost of the machinery was fixed at 2.77 crores minus the break-down value of 0.09 crores, i.e., Rs. 2.68 crores.

On the question of rehabilitation of buildings, the Court relied on a statement filed by the Millowners' Association showing the original cost of the buildings as 11.67 crores, excluding the cost of buildings of the two mills which were not members of the Association. It was agreed by the parties that the value of all the buildings should be taken as Rs. 12 crores. The Court fixed the rehabilitation cost of the buildings for the year 1950 as Rs. 1.00 crore. *No breakdown value of the buildings was allowed by the Court.*

Reserves Employed in the Working Capital.—It was suggested on behalf of the Millowners' Association that in respect of the reserves employed in the working capital, the amount so employed, namely, the cash, stores and stocks, book debts and advance payments, totalling Rs. 61,95,76,695 should be taken into account; and the return on such reserves should be higher than 2 per cent. because banks had been charging $3\frac{1}{2}$ per cent. for advances made to the industry in 1950-51 and 3 per cent. in the previous year. On the other hand, the Sangh demanded that no return on reserves employed as working capital should be allowed; and if allowed, such return should be utilised for rehabilitation requirements and the amount to be set apart for rehabilitation should be reduced accordingly. The demand of the Association was rejected by the Court and it was held: *"It is clear that this demand is not in accordance with the Labour Appellate Tribunal's decision which allowed a return of 2 per cent. on only a reserve of 23 crores employed as part of the working capital. These items represent the assets of the mill apart from the block, but this Court as well as the Labour Appellate Tribunal have proceeded on the footing that the paid-up capital and a part of the reserve (neither shown on the assets side in the balance sheets) deserve certain returns."* Following the decision of the Labour Appellate Tribunal, the Court allowed interest at the rate of 2 per cent. Regarding the amount of reserves employed in the working capital the Court held: "Deducting 5.54 crores, the amount of investments, from 56.96 crores, the total of the reserve funds, we get 51.42 crores. From this amount must be deducted 31.35 crores on account of the depreciation fund which cannot be allowed to earn a return. We thus get 20.07 crores as the reserves utilised in the business, i.e., employed in the working capital."

Return on Paid up Capital.—The Millowners' Association demanded a return on the gross block and not on the paid up capital as in 1950, the original cost of the gross block being 45.59 crores, and demanded it at the rate of 10 per cent. The Sangh raised the question whether the addition, amounting to Rs. 1.53 crores, in 1950 to the paid up capital due to capitalization of reserves in the form of bonus shares should be treated as ordinary paid up capital, and further contended that the return should not be free of income-tax and that it should be less than 6 per cent. The Court rejected the contentions of both the parties and followed the decisions of the Labour Appellate Tribunal which allowed a return of 6 per cent. on the paid up capital only. The paid up capital of all the mills under reference, including the mills which were not members of the Millowners' Association, was 24.46 crores.

Both the parties agreed to the rate of income-tax for the year 1950 which was 6.95 annas in the rupee.

Pooling of Bonus.—It was agreed between the parties that if a bonus was to be paid to the employees concerned in these references a bonus at the same rate would have to be paid to the members of the supervisory staff also and that in 1950 a sum of Rs. 10.41 crores may be taken as the total basic pay for the year for the purposes of the ascertainment of the bonus.

Awarding the bonus to the workers, the Court held : " We think that the mills which are represented by the Millowners' Association in these references are capable of paying a bonus to their employees at the rate of 15 per cent. of their annual earnings on account of basic pay, and we direct that such payment shall be made within two months of the publication of this award in the official gazette. We further direct that the payment shall be made subject to the following conditions :

(1) In the case of women employees, if any, who have been on maternity leave during the year, the maternity allowance drawn by them will be included in their earnings for the purpose of calculating the bonus payable.

(2) Persons who are eligible for bonus but who are not in the service of the mills shall be paid on their claims being submitted within three months of the publication of this award, within one month thereof, provided no such claim can be enforced within a month of the publication ".

On the basis of the above findings, the Court summed up the final results as under :

					Rs. (in crores)
Gross Profit	...	...	...	...	9.47
Depreciation	...	...	...	...	2.57
			Balance	...	6.90
Bonus at 15 per cent. of the annual earnings from basic pay	...	...	...	...	1.56
			Balance	...	5.34
Income-tax at 6.95 annas in the rupee	...	...	...	...	2.32
			Balance	...	3.02
Reserves for rehabilitation (3.68—2.57 crores)	...	...	...	...	1.11
			Balance	...	1.91
6 per cent. on paid up capital (24.46 crores)	...	...	...	...	1.47
			Balance	...	0.44
Return on reserves employed as working capital (2 per cent. on 20.07 crores)	...	...	...	...	0.40
			Balance	...	0.04

SILK

BOMBAY STATE

Award of the Labour Appellate Tribunal of India, Bombay in a dispute between the managements of silk mills in Bombay and their employees.*

The award relates to the fixation of the rate of dearness allowance payable by the Silk and Art Silk Mills Association, Bombay to its workmen. The Industrial Court to which the dispute had been referred, had come to the conclusion that the neutralisation of the increase in cost of living in the case of an employee drawing the minimum wage should be to the extent of 75 per cent. and that this rate should be operative with effect from 15th May 1951.

In the present appeals it was contended on behalf of the workmen that the rate of neutralisation of dearness allowance should be to the extent of 100 per cent.

The employers on the other hand contended that the Adjudicator was in error in fixing neutralisation at 75 per cent. as against the agreed rate of 67.5 per cent. and they pleaded their inability to pay a higher dearness allowance. It was argued by them that the price of foreign yarn had gone up by 70 to 80 per cent. while the prices of finished goods had come down by 15 to 20 per cent. resulting in accumulation of stocks. The workmen, however, alleged that the mills were in the habit of re-selling imported yarn and that they had been utilising local yarn for their consumption. The employers failed to answer this allegation on the ground that it would involve a good deal of labour and delay. Nor were the employees able to advance any satisfactory reasons for a neutralisation of cent. per cent.

The Appellate Tribunal held that neutralisation to the extent of 75 per cent. was by no means uncommon in other industries, and saw no reason to interfere with the quantum of dearness allowance awarded by the Adjudicator. The appeals were dismissed.

Award of the Wage Board in the dispute between certain Silk mills in Bombay City† and their employees.

The Wage Board had in its previous interim order dated 31st May 1950 introduced a wage scheme for weavers in silk industry based on the "C.M.C.—Weaving Wage System" of Great Britain. Before the Board had an opportunity to study the results of the new system on the wages of weavers, complaints were received by the Board from one side that the scheme had resulted in a cut in the weavers' wages and from the other side that the weavers had adopted "go-slow" methods which were responsible for cut in wages. In view of these complaints the Board decided to reconsider its previous order of 31st May 1950.

Though the workmen agreed that the scheme devised in the interim order was a scientific one, they contended that the failure was mainly due to the attitude of employers. The workers wanted a simple scheme to enable them to know what wages they would get for weaving a certain number of yards. They also complained that the starting efficiency prescribed under the new scheme was very high and the introduction of the new scheme resulted in an average wage cut of about 25 per cent. According to them the new scheme was intricate and complicated and tended to disturb the harmonious relations between the management and workers, as the latter were always in doubt about the correctness of

*Published in the *Bombay Government Gazette*, 24th January 1952, Part I-L, pp. 453-458.

†Published in the *Bombay Government Gazette*, 16th October 1952, Part I-L, pp. 3306-3320.

the wages paid to them. The workers, therefore, requested the board 'to evolve a scheme that would be easy to understand by the class of workers engaged in the industry.'

On behalf of the employers, it was stated that they did not find it difficult to understand or implement the scheme, though some of the Mill companies may not have the staff to implement it as it stood. It was, however, admitted that the scheme had resulted in a wage cut of about 5 to 15 per cent. It was urged on behalf of the employers that the basic minimum wage of Rs. 35-12-0 decided by the Board was on the high side and there were instances where the weavers had gone slow and given less production because of this fall back wage and the dearness allowance to which every worker was entitled.

To start with, the Wage Board made it clear that it was their desire that the scheme should not result in any cut in the wages of a weaver working on his present efficiency. The Board did not agree to the contention that the scheme had resulted in a wage cut. However, considering all the factors the Board reduced the original starting efficiency tables by 12½ per cent. The Board was satisfied that this revised starting efficiency would not result in any cut in the wages of a weaver working on a normal efficiency and a normal piece rate. The revised scheme linked up the wages of a weaver strictly with his efficiency and compensated him for any loss in production due to factors over which he had no control. Under the revised scheme a weaver would get a basic wage of Rs. 35-12-0 per month, i.e., Rs. 1-6-0 per day or Re. 0-2-9 per hour of minimum efficiency. In addition to this fall back wage, the weaver was also given a bonus wage depending on his efficiency, i.e., increased production in yardage taking into consideration the three factors, shuttle changes, warp and weft breakages and the type of cloth and loom which he works. The Board directed that any difference in wages resulting from the interim order of the Board and the then prevailing wages paid to the weavers as advance should not be recovered from any of the weavers.

The orders of the Wage Board came into effect from 1st November 1952.

Award of the Industrial Court, Bombay, in the dispute between the Mill Mazdoor Sabha, Bombay, and the Silk and Art Silk Mills Association Ltd., Bombay.

The award made by the Industrial Court, Bombay, in regard to the dispute as regards dearness allowance between the Mill Mazdoor Sabha, Bombay and the Silk and Art Silk Mills Association Ltd., Bombay, was registered in October 1951.* The Mill Mazdoor Sabha contended that the rise in the cost of living over the August 1939, in the case of an employee earning Rs. 30 for a month of 26 working days, should be neutralised to the full extent and paid at a flat rate of dearness allowance. It was argued that the findings of the Rau Court of Enquiry, Shri S. R. Deshpande's Family Budget Enquiries and the U.P. Labour Enquiry Committee pointed to a figure near Rs. 35 per month as the adequate minimum wage. It was, therefore, unfair to grant any degree of neutralisation of the increase in the workmen's cost of living since 1939 which fell appreciably below the level of the neutralisation in force in the cotton textile industry. In support of their case, it was argued on behalf of the workmen that two silk mills in Bombay were actually allowing 90 per cent. neutralisation and one about 83 per cent. In the case of woollen mills the neutralisation amounted to 90 per cent. In view of this the workmen's representatives argued that there was hardly any justification why in the silk and art silk industry the neutralisation should be at a lower rate

* For the text of the award of the Industrial Court, see the *Bombay Government Gazette*, 25th October 1951, Part I-L, pp. 5578-5584.

when huge profits had accrued to the mills. The Association resisted the demand and argued that practically all the mills found it uneconomic to import yarn and the prices paid by them inevitably resulted in loss. There was invariably a reduction in the selling prices of the different sorts of silk goods from 6 pies per yard to 1 rupee per yard according to the kind of cloth. The Industrial Court, after examining the various factors regarding import of foreign yarn and utilisation of yarn obtained from the local market, found no sufficient reason for holding that the payment of such dearness allowance as would neutralise the increase in the cost of living (in the case of a worker drawing the minimum wage) since 1939 by 75 per cent. would be beyond the capacity of the industry. It, therefore, directed that the dearness allowance to be paid should be on this basis, that this rate should be operative with effect from the 15th May 1951 and that all arrears due on this account at the date on which the award would become operative should be paid within six weeks thereof.

WOOLLEN (CARPET)

UTTAR PRADESH

Award of the State Industrial Tribunal, Uttar Pradesh, Allahabad in the dispute between A. Tellery & Sons, Ltd. and its workmen.

The State Industrial Tribunal was required to adjudicate in respect of fixation of minimum wages, dearness allowance, bonus, etc. in the dispute between Messrs. A Tellery and Sons and its workmen.

1. *Fixation of minimum wages, categories and grades.*—The workmen demanded fixation of minimum wages, proper grades and scales, in the interests of industrial peace and family equilibrium of the workers. They alleged that the Company had, in the conciliation proceedings, agreed to the principle underlying their demands. The Company was making huge profits and it could, therefore, pay fair wages for their workmen. Moreover, classification of categories and their gradation was easy and practicable. They also contended that the grading should have retrospective effect from 1st October 1950. The employers urged the Tribunal not to proceed with the determination of the issue raised for the following reasons : (i) The Uttar Pradesh Government had already ordered on 17th January 1951 that the provisions of the Minimum Wages Act would not apply to this industry for a period of one year. Pending final orders of Government the Tribunal should not decide the issue. (ii) The existing wages paid to the workers were adequate, fair and above the prevailing market rates and the workers were doing this work as a cottage industry with agriculture as the main profession. (iii) Due to the slump in the market there should be no upward revision of the existing wage structure. Finally it was urged by the employers that if the Tribunal decided in favour of workmen, the orders should take effect from the beginning of the next financial year of the Company, i.e., from 1st October 1952; and that they, viz., employers should have the inherent right to decide which employee should be put into which grade.

The Tribunal over-ruled the employers' contention that no decision on this issue should be taken, on the following grounds : Provisions of the Minimum Wages Act were primarily intended for the protection of workers where they were not organised and their position was exploited by the employers, and not for an industry like the present one where labour was strong, organised and also restive. Secondly, all the aspects of the dispute covered by this issue would not have been covered by the provisions of the Minimum Wages Act. The Tribunal also felt that the exemption of the woollen industry from the provisions of the

* Notification No. 3376(ST)/XVIII(LA)-122(ST)-52, dated 18th June 1952 of the Labour (A) Department, Uttar Pradesh.

Minimum Wages Act for a year with effect from 31st March 1952 (which was notified after the objection was raised) did not necessarily imply that Government was averse to taking a decision on the issues now before it; it held that fixation of wages etc. "advance security of service, improves efficiency, reduces nepotism and flattery, is conducive to industrial peace and thus tends to increase production".

Before fixing the wages, etc., the Tribunal considered the question of classification of workers. Keeping in view the following factors enumerated in the report of the Committee on Fair Wages, which were relevant for fixing categories, the Tribunal formed definite opinion about the categories to which the different occupations should be assigned. These factors were: (i) the degree of skill, (ii) the strain of work, (iii) the experience involved, (iv) the training required, (v) the responsibility undertaken, (vi) the mental and physical requirements, (vii) the disagreeableness of the task, (viii) hazard attendant on the work and (ix) the fatigue involved. The Tribunal made an inspection of the factory, examined the various processes involved and after hearing both the parties, proceeded to fit the workmen into any of the four categories, viz., Unskilled, Semi-skilled, Skilled and Highly Skilled. The classification of workers demanded by the workmen and the ones awarded together with scales of pay were as follows:

Category of workers	Classification demanded by the workmen	Award of the Tribunal	Minimum wage and incremental scale awarded
<i>Liner—</i>			Rs.
Grade I ..	Highly skilled ..	Highly skilled	65—2½—80—3—101
Grade II ..	Skilled ..	Semi-skilled ..	40—2—50—3—65
<i>Painter—</i>			
Grade I ..	..	Skilled ..	44—2—60—2½—80
Grade II ..	..	Semi-skilled ..	35—1½—50—2—60
<i>Repairer</i> ..	Highly skilled ..	Skilled ..	44—2—60—2½—80
<i>Dyer—</i>			
Grade I ..	Highly skilled ..	Highly skilled	100—5—140
Grade II ..	Highly skilled ..	Skilled ..	60—4—100
<i>Woolcartaker</i> ..	Semi-skilled ..	Semi-skilled ..	35—1½—50—2—60
<i>Carpenter—</i>			
Grade I ..	Highly skilled ..	Skilled ..	44—2—60—2½—80
Grade II ..	Skilled ..	Semi-skilled ..	35—1½—50—2—60
<i>Boilerman—</i>			
Grade I ..	Highly skilled ..	Skilled ..	60—3—90
Grade II ..	Semi-skilled ..	Semi-skilled ..	35—1½—50—2—60
<i>Driver</i> ..	Highly skilled ..	Skilled ..	45—2—65—3—80
<i>Measurer</i> ..	Semi-skilled ..	Semi-skilled	35—1½—50—2—60

In regard to certain categories of workers such as weavers, clippers and embossers, it was held that their minimum earnings should be determined on the basis of wages payable to time-workers of their skill and their wages were fixed so as to correspond with the wages of skilled workers. Peons and watch and ward staff were classified as unskilled workers in the grade of Rs. 26-1-34-1½-40-1½-45.

In regard to the fixation of wages, the Company urged that the wages etc. should not be revised having regard to the deteriorating condition of the industry and the capacity of the unit. The Tribunal did not accept the Company's contention and followed the principles laid down by the Labour Appellate Tribunal in this regard, viz., that "the workmen should have the minimum irrespective of the capacity of the industry or of the employer to pay—and the upper limits of wages must be set by what may be called the capacity of the industry to pay not of a particular unit thereof, but on the industry-cum-region basis." It was, therefore, held that the capacity of the industry or of the unit was irrelevant for fixing the minimum wage of the lowest category. In regard to the fixation of minima of the upper categories the Tribunal held that they should get a wage which would enable them to meet their minimum requirements consistent with a growing family irrespective of the capacity of the industry.

Regarding the amount of minimum wage the Tribunal was guided by two factors, viz., the recommendations of the Uttar Pradesh Labour Enquiry Committee which recommended the basic minimum wage of the lowest category at Rs. 30 per month of 26 working days and the Labour Appellate Tribunal's award in the case of a factory at Banaras close to Bhadohi where the present unit was located. The Appellate Tribunal had in that dispute awarded a consolidated minimum wage of Rs. 43-12-0 per month for the lowest category. The employers contended that the factory was situated in a rural area where the cost of living was lower than in a town like Banaras. The workers, on the other hand, produced evidence to show that the cost of living at Bhadohi was higher than at Banaras except for one item, viz., house rent. The Tribunal fixed the minimum wage of the unskilled category at Rs. 26 per month of 26 working days. The minimum fixed for other categories, were Rs. 35, Rs. 44 and Rs. 65 for the semi-skilled, skilled, and highly skilled occupations respectively. The grades demanded by workmen and the ones awarded by the Tribunal were :

	Demand of workmen		Award	
	Rs.		Rs.	
Unskilled	35	3-65	26-1-34-1½-40	
Semi-skilled	45	4-85	35-1½-50-2-60	
Skilled	60	5-110	44-2-60-2½-80	
Highly skilled	75	6-135	65-2½-80-3-101	

The minimum wage and incremental scales awarded to some of the important categories have been shown against their occupations in the table given earlier.

In regard to fixation of pay scales of clerical staff the Tribunal was guided by the recommendations of the Uttar Pradesh Pay Committee, 1947 and the Uttar Pradesh Labour Enquiry Committee and it accepted the Company's scales with slight modifications. The Tribunal also ordered that the new scales, etc. awarded by it should become operative from the date on which the award became enforceable.

2. *Dear Food Allowance.*—The dearness allowance paid to the lowest paid workers (those earning from Re. 1 to Rs. 35 per month) in October 1950 was Rs. 18 (fixed) per month. The scale demanded by workmen was Rs. 27 (fixed) per month for those whose monthly earnings were from Re. 1 to Rs. 40. The Tribunal took the cost of living figures at 425 (though it was reported to be 418 in April 1952), which meant a rise of 325 points over the assumed normal figure of 100. The neutralisation of dearness at the lowest basic wage of Rs. 26 worked out at about 21 per cent. For higher income groups, the extent of neutralisation was progressively less. According to the Tribunal, "the relief to the higher categories was obviously too low and to the lower categories it was a bit higher, but by no means substantial". After examining the quantum of dearness allowance awarded by the Labour Appellate Tribunal in a neighbouring area and also the allowances awarded in other concerns, the Tribunal felt that the Company's present scales could not be considered inadequate as far as the lower grades were concerned. Before deciding the issue of dearness allowance the question of 'Industry's capacity to pay' was also considered. The Tribunal examined the profits, market conditions, etc. and it held that taking an overall view, the future of the industry was not bright. It, therefore, found that no revision in the prevailing rates of dearness allowance was called for.

Leave and holidays—

The Tribunal decided that the Company should grant leave to the workmen as follows :

Twenty days festival holidays which is already being given, as mentioned in Ex. E-27.

Fourteen days under the Factories Act, already being given.

Seven days sick leave with full pay.

Three days sick leave on half pay.

Seven days privilege leave on full pay.

3. *Bonus for 1950-51.*—The Company offered one-fourth of the year's basic earnings to all monthly paid workmen, excluding those who worked on contract system and those dismissed or discharged for misconduct. The workmen demanded higher bonus as may be proper on examination of the Company's accounts; they also contended that bonus should be paid to piece-rated workers and without attaching any conditions.

The net trading profits and net surplus balance after making provision for prior charges were as follows :

Trading Profits					Prior charges	
				Rs.*	Rs.*	
1. Net trading profits according to Profit and Loss account—					1. Income tax	87,964
Bhadohi				57,977	2. Interest on working capital at 4 per cent ..	8,244
Mirzapur				42,620	3. Fair return on capital	69,640
<i>Expenses held inadmissible—</i>					4. Bonus already paid to time-rate workmen ..	30,702
(a) Bonus for 1949-50—						1,96,550
Bhadohi				31,495	Net surplus balance ..	20,078
Mirzapur				3,229		
(b) Payments of income-tax for previous years—						
Bhadohi				45,093		
Mirzapur				36,214		
Gross Trading Profit after deducting depreciation.				2,16,628		2,16,628

The net surplus balance was held to be about Rs. 20,078/-. Payment of higher bonus to the time-rated workers was objected to, by the Company on the ground that these workers contributed only about one-tenth of the profits, the remaining profits being due to the efforts of weavers who were not directly employed by it. The Tribunal accepted the Company's contention and rejected the demand for bonus at a rate higher than 1/4th of the year's basic earnings to time-rated workers. In regard to bonus for piece-rated workers, the Company took the stand that no bonus was paid to them in the past and, therefore, it could not be paid in 1950-51 also. The Tribunal felt that piece-raters were as much "workmen" as time-raters and they both contributed to the profits. It further held that the fact that they were not paid in the past, could not come in the way and as the financial position permitted such payment, it allowed bonus to the piece-rated workers also, on the same scale as for the time-rated workers, i.e., 1/4th of the year's basic earnings. Time-rated workmen dismissed for misconduct were not awarded any bonus.

The other issues on which award was made related to leave rules, payment of gratuity and relief for the play-off period.

Gratuity.—The Union demanded 15 days' salary by way of gratuity for every year of service. The Company's plea was that after the introduction of the Provident Fund Scheme and in view of the deteriorating condition of the industry and the financial position of the concern the demand for gratuity was untenable. The Tribunal rejected the demand of the workers and held that it was rather premature to require the Management to start a scheme of gratuity.

Play-off and Compensation.—In view of the fact that the workmen to whom this issue related were temporary hands, the Tribunal held that there could be no question of notice for play-off and allowed no compensation.

JUTE

WEST BENGAL

*Award of the Industrial Tribunal in the dispute between the employers and workmen of 85 Jute Mills in the State.**

On 25th September 1950 the Government of West Bengal referred the industrial disputes between the employers and workmen of 85 jute mills in the State to an Industrial Tribunal for adjudication. The award of the Tribunal has recently been published by the Government of West Bengal. The following is a summary of the recommendations made by the Tribunal on some of the important issues before it.

Scales of Pay for Clerks.—The Industrial Tribunal which was appointed by the Government of West Bengal in 1947 to decide the dispute between the employers and employees of jute mills in the State had fixed the minimum basic wage for clerks at Rs. 55 per month. It also fixed the scales for lower grade clerical staff but left the matter of fixing scales for higher or special grade clerks to the discretion of the employers. The representatives of employees before the present Tribunal demanded revision of the scales fixed for lower grade clerks and also fixation of definite time-scales for higher and special grade clerks. The minimum basic wage demanded by different Unions varied from Rs. 70 to 85 per month. It was contended by them that the clerical staff attached to the mills should be paid more than the head office staff because they worked longer hours and worked under much inferior surroundings and under

* Award published under West Bengal Government Order No. 215-Dis/7L-24/51, dated 6th November 1951 in the *Calcutta Gazette Extraordinary*, dated 12th November 1951.

harder service conditions. The demand was opposed by the employers on various grounds, e.g., (i) that the scales fixed by the previous Tribunal gave handsome increments to clerks, (ii) that there has been no material change in the circumstances to justify any change of scales, and (iii) that the fixation of the grades and scales of wages for higher or special grade clerks was a difficult task in view of varying conditions in different mills.

The Tribunal examined the circumstances which led the previous Tribunal to fix the minimum wage at Rs. 55 per month and found that there was no material change since then to justify a revision. It held that lower grade clerks in jute mills were generally doing simple duties and as such there was no need to deviate from the standard of minimum wage (i.e., Rs. 55) fixed by the previous Tribunal. However, in order to give relief to those deserving clerical employees who may be appointed in the lower grade and who may in due course be found to be efficient enough to receive higher wages, the Tribunal recommended the expansion of the lowest grade. Accordingly, it recommended the following grade with efficiency bar at Rs. 85; Rs. 55—3—85 (E.B.)—4—105.

The suggestion of the employers that the fixation of the pay scale in grades above Rs. 150 should be left to their discretion was not accepted by the Tribunal. It felt that while the special grade may be left to the discretion of the employers there should be standardisation of some of the higher grades. Special grades above Rs. 260 were, therefore, left to the discretion of the employers. As regards others it recommended the following scales :

Higher or Special Grades :

SA—Rs. 190—10—260.

SB—Rs. 130—6—190.

SC—Rs. 110—5—170.

SD—Rs. 90—5—150.

Lower Grades :

I—Rs. 70—4—130.

II—Rs. 55—3—85 (E.B.)—4—105.

The Tribunal directed that in no case : (a) a clerical employee should be placed in a grade less favourable to him than his existing grade ; (b) the existing standard of basic wages in respect of a particular type of work shall be reduced by virtue of the scheme formulated above. Any advantage that any clerical employee may be receiving at present in relation to the existing scales of his basic wages compared with the scales of wages formulated in the award shall be maintained in his favour.

In view of the uneconomic character of six of the smaller units (i.e., units with less than 250 looms) the Tribunal directed that these units shall adopt only the lower grades.

One of the demands of the employees was that the Tribunal should evaluate the jobs of clerical employees of all grades and particularly of those clerks who are in the lower grade. They also pressed for a scheme of standardised nomenclature in respect of all kinds of clerical jobs, and a scheme of assignment of each type of clerical occupation to one or other of the particular grades laid down in the award. The Tribunal found it impossible to standardise nomenclature of clerical jobs in the industry in view of wide differences in duties and functions of clerks in different mills. It further remarked that in the absence of a standardised nomenclature it is impossible to assign a particular job to

a particular grade. In the circumstances the Tribunal left the question of assigning clerical employees to particular jobs under particular grades to the discretion and fair judgment of the employers.

Scales of Pay for Journeymen, Mistries, etc.—The Tribunal also examined the wage rates, etc., paid to apprentices, journeymen, *mistries*, *durwans*, etc. It found that the existing scheme of paying allowances to apprentices was quite satisfactory and, therefore, did not suggest any change. For journeymen, *mistries*, etc., it recommended the following rates :

Journeymen :

Grade C—36 pies per hour—3 pies—51 pies—Efficiency test—No vacancy bar.

Grade B—55 pies per hour—4 pies—71 pies—Efficiency bar and vacancy bar.

Grade A—75 pies per hour—4 pies—91 pies.

The Tribunal recommended that at least 20 per cent. of journeymen should be placed in Grade A.

Mill and General Charge Hands—Flat rate of 100 pies per hour.

Mill Head Mistries.—Flat rate of 120 pies per hour.

Scales of Pay for Durwans.—(a) *Whether Durwans are 'workmen'.*—While dealing with the issue relating to scales of pay of *durwans* an important question regarding the interpretation of the Industrial Disputes Act was raised on behalf of the employers. It was contended on their behalf that *durwans* were not 'workmen' within the meaning of section 2(3) of the Act and as such the Tribunal was not competent to adjudicate any issue relating to them. In support of this contention counsel for the employers argued that "a *durwan's* work is to guard property and be alert and in discharging his essential and substantial duties he is to exercise the mental qualities of vigilance, alertness, quickness of perception, keenness, integrity, faithfulness, etc., and his essential and substantial duty does not involve any manual work, that is to say, *any work with the hands*, although he may have sometimes to sit on his stool or to go round the place or to lock a door or to handle something else, such activities, being merely incidental to his employment". He contended on this basis that a *durwan* is not a manual worker and he is of course not a clerical worker and, therefore, he is not a 'workman' within the meaning of the Act.

Spokesmen of employees on the other hand contended that *durwans* were 'workmen' within the meaning of the Act. It was argued that a *durwan* is a manual worker and manual work means work done by physical effort as distinguished from intellectual or mental effort, that is, work done by brawn rather than by brain. They further argued that a manual worker is a person who works with his body, that is, by physical exertion, and *durwan's* essential and substantial work is physical work and not mental or intellectual work, as they are to be on their legs all the time and the attributes of alertness, keenness, etc., are not peculiar to them but they are common factors applicable to all types of employees.

The Tribunal first proceeded to examine the meaning of the term 'manual work'. It did not agree with counsel for employers that it meant 'work with the hands' and accepted the interpretation of the employees' representatives. It held that 'manual work' meant work done by physical effort as distinguished from mental or intellectual effort, and

such work may be done with any part of the body and not necessarily with the hands alone. The Tribunal examined various decisions of British Courts and found that its interpretation was supported by those decisions.

The Tribunal next proceeded to examine the duties discharged by the *durwans* and found that while some were employed only for watching duty, others were employed to carry *dak* or to do tally work. As regards *durwans* employed for tally work, the Tribunal held that their work was similar to that of tally clerks, which is clerical work, and hence they were definitely covered by the definition of 'workman' under the Act. As regards others, the Tribunal observed that "there can be no doubt that in respect of every function that a *durwan* discharges, a substantial amount of physical effort is brought into play. A weakling would not obviously be selected by the employers for employment as a *durwan* merely on the ground that he was equipped with mental faculties such as quickness of perception, keenness, alertness, faithfulness, etc.". It further remarked that mental faculties on which special emphasis was laid by counsel for employers were not peculiar to *durwans*. They were as essential for other categories of workmen, e.g., machine-men, as for *durwans*. The Tribunal held that the scheme and purpose of the Act also did not support the contention of the employers. It, therefore, came to the conclusion that *durwans* were workmen within the meaning of the Act.

After taking into consideration the demands put forward by the representatives of workers and the prevailing rates of wages the Tribunal recommended the following minimum basic wages for three categories of *durwans* :

Category	Rs.				(per month)
Jamadars	65
Havildars	50
Durwans	36

It directed that the above recommendations will not affect those *durwans* whose scales were higher than those recommended by it. It also directed that where time-scale grades were in existence, such time-scale grades on similar lines shall be maintained and where the existing maximum in the grade exceeded Rs. 36, such existing maximum shall be maintained. As regards special types of *durwans*, e.g., tally *durwans* or *dak durwans*, the Tribunal directed the employers to determine suitable wages in the light of existing differentials in each mill and other factors.

Procedure and Compensation for Retrenchment.—The employers' counsel argued that "in cases where a retrenchment is legal and fully justified the employer should not be saddled with the liability of paying compensation to the employees retrenched, as in effecting the retrenchment the employers are only exercising their legitimate management functions and they are not responsible for doing anything by way of mitigating the effects of conditions of unemployment which retrenchment may bring about, and the problem of unemployment is really a matter to be solved by the State and not by the employers". The representatives of the workers on the other hand contended that "while the employers' right of retrenchment for legitimate reasons may be conceded, the question of security of service from the employee's point of view is of far-reaching importance and the employer's right to retrench even for legitimate reasons should be hedged in with safeguards." The Tribunal agreed with the views expressed by workers' representatives and held that in the interest of security of service of the employees and in the interest of industrial peace and of tranquility of the country as a whole and from the point of view of justice and fairness it was not unreasonable to ask

employers to pay to discharged workers even in cases of legal and fully justified retrenchment. It, however, observed that the rate of compensation may be more in the case of illegal or unjustified or partially justified retrenchment than in the case of legal and fully justified retrenchment. The Tribunal felt that since all cases of retrenchment other than legal and fully justified cases would ordinarily constitute subject matters of industrial disputes which might be settled by way of reference for adjudication it was better to confine its recommendations to only legal and fully justified cases. For such cases, it made the following recommendations :

"(1) Employees who are at or above the age of superannuation should be ordinarily made to retire, and those nearing such age should be encouraged to retire.

(2) With regard to the selection of employees to be retrenched, in cases where a surplus remains after No. (1) has been carried out, the principle of "last come first go" shall be observed, provided that questions of efficiency, qualifications, adaptability (for instance, in cases of rationalisation), etc., may be allowed to be taken into consideration, by way of partial modification of the general principle, in suitable cases.

(3) The provisions of clause 13 of the certified Standing Orders on the subject of termination of employment shall be observed in cases of retrenchment and proper notices in writing shall be given by the employers in accordance with the rules to the employee concerned and gists of such notices shall be pasted on the notice board of the mill concerned before the discharge actually takes place.

(4) In our Award under Issue No. 7, as per paragraphs 10(6) (1) and 10(6) (2), we have provided for payment of gratuity on termination of service by the employer by way of retrenchment with a view to make provisions for payment of compensation in cases of legal and fully justified retrenchment. The amount of gratuity payable in such cases shall constitute the amount of compensation which shall be paid at the time of discharge, and we make no separate provision for compensation under the present issue, with regard to cases of legal and fully justified retrenchment."

Dearness Allowance.—The Industrial Tribunal appointed by the Government of West Bengal in 1947 had recommended payment of dearness allowance at a flat rate of Rs. 32-8-0 per month. Out of this Rs. 23-13-3 represented dearness allowance proper and Rs. 8-10-9 represented the money value of food concessions. The representatives of the workers demanded before the present Tribunal an increase in the allowance on the ground that the cost of living had increased substantially since the publication of the award of the previous Tribunal. The employers, however, opposed any increase. It was contended on their behalf that owing to the rise in the prices of manufactured jute goods and the emergence of substitutes the very existence of the industry was threatened and that any increase in the dearness allowance would upset the economic structure of the industry. They requested the Tribunal to consolidate the dearness allowance proper and the cash value of food concessions into a total dearness allowance and to link it with attendance.

The previous Tribunal had directed that the employees shall have the choice either to take the money value of food grain concessions or to buy food grains at concession rates. At the time of the hearing before the present Tribunal workers in all the mills except two had opted to take the cash value of food concessions. The Tribunal examined the

request of the employers in the light of this situation and came to the conclusion that in the interest of uniformity and convenience it was necessary that all mills in future paid cash value of food grain concessions and the practice in two mills of selling food grains at concession rates should be stopped. Accordingly, it directed that the two elements of dearness allowance should be consolidated into one total dearness allowance. It, however, expressed the hope that this direction will not lead to the closure of ration shops where food grains, etc., were being sold at normal prices. The Tribunal favoured the request made by the employers of linking dearness allowance to attendance. Giving its reasons for favouring employers' request the Tribunal observed: "It is to be appreciated that dearness allowance has the character of wages which are supplementary to the basic wages and the two together constitute the total emolument, and the ingredient of dearness allowance is introduced as a supplementary factor of a temporary nature in order to neutralise to some extent the gap between the cost of living for the time being and the basic wages. This concept of dearness allowance finds support in section 59(3) of the Factories Act, 1948, under which "ordinary rate of wages" means basic wages plus dearness allowance for the periods of overtime work. As basic wages are linked essentially with the hours of work we do not see why dearness allowance should not similarly be linked with attendance. We have come to the conclusion that the consolidated total dearness allowance should be linked with attendance, that is to say, with the hours of work."

The Tribunal next examined the question of revision of dearness allowance. At the time when the previous Tribunal had fixed the dearness allowance the cost of living index figure was 325 (base 1939). The Tribunal examined the cost of living index figures for the middle class employees compiled by the State Statistical Bureau and the figures for the working class compiled by the Labour Directorate and found that there was a rise of nearly 30 points since the previous award was published. The previous Tribunal had effected a neutralisation of 74 per cent. of the rise in the cost of living for the lowest paid worker. The representatives of workers requested the Tribunal to award neutralisation at a higher rate on the ground that in Bombay some of the Tribunals had recommended neutralisation to the extent of 90 per cent. The Tribunal did not accede to the request. It remarked that although in Bombay in some cases neutralisation at a higher rate was recommended, due to higher rate of absenteeism among Bombay workers the real and effective percentage of neutralisation was only about 76 per cent. It also pointed out that in the engineering industry in Bombay the percentage of neutralisation varied from 45 to 90 per cent. Moreover, in view of the difficulty faced by the industry in getting raw material and competition from other countries, the Tribunal did not consider it proper to revise the rate of neutralisation. Basing its calculations on the old rate of neutralisation the Tribunal found that an increase of Rs. 5 in the dearness allowance was needed to neutralise the rise in the cost of living since the time the previous award was made. The Tribunal was aware that in view of its directions regarding the payment of cash value of food concessions and linking of dearness allowance to hours of work and in view of the reduced hours of work in the industry the workers will not be able to get substantial relief if an increase of Rs. 5 was recommended but it felt that in the light of the existing economic position of the industry it could not do better. The Tribunal considered it necessary to adjust dearness allowance to hourly rate and hence recommended that all employees should be paid dearness allowance at the rate of Rs. 37-6-0 per month of 208 hours or at the rate of 2 annas and 10½ pies per hour. It further directed that those employees who were getting dearness allowance at better rates shall continue to get at the old rate.

Leave and Holidays.—Following the procedure adopted by the previous Tribunal, the present Tribunal also divided the employees into three categories: (i) manual and clerical workers covered by the Factories Act,

(ii) clerks employed in offices, and (iii) other manual or clerical employees. The Tribunal did not consider it necessary to revise the directions given by the previous Tribunal on matters of leave privileges of the last two categories of employees and directed that these employees shall continue to enjoy the same privileges. As regards employees of the first category, it felt that certain modifications in the privilege leave were necessary in view of the revision of the Factories Act. The previous Tribunal had directed that in addition to leave privileges conferred by the Factories Act every worker shall get 5 days' leave in a year. Thus, in substance, workers were entitled to 14 days' leave in a year. It was argued on behalf of the employers that under the new Factories Act every worker was entitled to 15 days in a year and hence there was no justification for adding another 5 days to the statutory number of holidays. The Tribunal did not accept this argument. Although the Tribunal was not inclined to increase the leave privileges, at the same time it did not wish to reduce the privileges conferred by the previous Tribunal. Its study of the provisions of the Factories Act showed that in actual practice no worker in the industry could earn more than 10 to 13 days leave in a year. In view of this finding it directed that every worker in the first category who has completed a period of 12 months' continuous service "shall be allowed during the subsequent period of 12 months leave with wages for a number of days calculated at the rate of one day for every 20 days of work performed by him subject to a minimum of 14 days, and further subject to the conditions for earning leave as laid down under section 79 of the Factories Act, 1948". As regards other privileges it directed that the old practice shall be continued.

The Tribunal revised the list of festival holidays with pay and increased the number from 8 to 9. It also prescribed the qualifying conditions for such holidays.

Gratuity.—The Tribunal appointed by the Government of West Bengal in 1947 had examined the question of provident fund and gratuity. While it recommended a scheme of provident fund it did not consider it proper at that time to introduce side by side a gratuity scheme. However, for the benefit of old employees it recommended a gratuity scheme of a complementary character. The representatives of workers requested the present Tribunal to review the scheme and pleaded for further advance in respect of the rate of payment of gratuity. They also demanded that instead of the benefits being of a complementary character they should be made an additional benefit. The Tribunal did not consider the time opportune enough to recommend the benefit to be made an additional benefit. It, however, modified the qualifying conditions for the payment of gratuity and prescribed the following new rules :

"(1) On retirement or resignation or on termination of service by the employer by way of retrenchment after continuous service for not less than fifteen years—Gratuity at the rate of half a month's basic wages for each completed year of service subject to a maximum of fifteen months' basic wages.

(2) On retirement before completing fifteen years' service, by reason of superannuation or on medical grounds or on termination of service by the employer by way of retrenchment or owing to any other sufficient cause approved by the employers—Gratuity at the rate of half a month's basic wages for each completed year of service.

(3) On death—Gratuity at the rate of half a month's basic wages for each completed year of service (payable to the employee's nominee or nominees or heirs), subject to a maximum of fifteen months' basic wages.

(4) The basis of calculating gratuity shall be the average basic wages, not including overtime wages or any allowances, bonuses or other benefits, during the last twelve months of service, inclusive of authorised leave, on full wages.

(5) For the period for which the Provident Fund has been in operation in respect of an employee, he or his nominee or nominees or heirs will receive the whole amount at his credit in the Fund, including the amount of the employer's contribution, subject to the operation of rule 13 of the Provident Fund Rules as regards deductions, or of any corresponding rule which may have since been introduced; but in calculating the number of years of service for which gratuity will be payable, the period for which the Provident Fund has been in operation in respect of the particular employee shall be deducted from the total period of service."

Involuntary Unemployment.—It was contended on behalf of the workers that the reduction of working hours from 48 to 42½ per week since December 1949 owing to shortage of raw material amounted to stoppage of work which was covered by the scheme relating to compensation for involuntary unemployment framed by the previous Tribunal. Since the employers had made no payments for this period, the Tribunal should direct them to do so. The Tribunal did not agree with the employees. *It held that so far as the claim for the past dues was concerned, it did not come within its purview. As regards the merit of the question arising out of the reduction in the hours of work was concerned, the Tribunal took the view that the change was effected in consultation with the representatives of Government and of workers and the measure was adopted to obviate the necessity of effecting retrenchment. Under the circumstances the reduction in hours amounted to a change in conditions of service and did not amount to stoppage of work within the meaning of the scheme framed by the previous Tribunal.*

The Tribunal did not consider it necessary to make any changes in the rate or duration of benefit. However, it recommended certain verbal changes of a very minor character.

In view of the uneconomic character of 6 of the units which had less than 250 looms, the Tribunal exempted them from the liability of paying compensation for periods of involuntary unemployment.

UTTAR PRADESH

Award of the Adjudicator in a dispute between Messrs. Maheshwari Devi Jute Mills Co., Kanpur (U.P.) and its workmen.

The only issue involved in the dispute was whether the rate of bonus (viz., four annas in a rupee on the net basic earnings) declared by the company for the year 1950-51 needed any revision, and if so, how. The workers claimed additional bonus at the rate of four annas per rupee of their basic wage to fill in the gap between the present low wages and living wage, on the grounds that :

- (i) the company had made abnormal profits during the year in question,
- (ii) it had concealed profits,

- (iii) it had been extravagant in its expenditure on various items, viz., establishment, commission to selling and managing agents,
- (iv) huge sums were advanced to other parties by the management for their personal ends, and
- (v) the employers had curtailed production by selling loom hours, thereby reducing employment and wage bill.

The employers on the other hand resisted the claim and maintained that the amount of bonus already paid to the workers at the rate of four annas in the rupee of basic wage was quite just and reasonable. Their main contentions were that :

- (a) the profits were not due to the efforts of the workers, but due to increased price of the finished goods;
- (b) after meeting prior charges including rehabilitation replacement, modernisation of machinery, depreciation, etc., and a fair return on paid-up capital and reserve utilized as working capital, no surplus was left over from which additional bonus could be paid; and
- (c) the concern was suffering heavy loss in the next year, i.e., 1951-52.

After considering all the facts on record and the arguments advanced by both the parties, the Adjudicator came to the conclusion that the Company had made unusually heavy profits during the year 1950-51 but that the profits were not concealed by the concern.

The employers had advanced loans to the tune of Rs. 16,00,000 to various parties. This was objected to by the workers as well as by the auditors of the concern. The Adjudicator accepted the objection and remarked that if the amount had not been loaned it could have been used in the concern for various purposes, such as working capital.

The Company earned a profit of Rs. 3,01,787 from the sale of loom hours. The Adjudicator declared that this amount should be added to the profits from the production of the concern and the workers should be paid their due share of bonus from it.

On the workers' charge of extravagance on the part of the Company into its expenditure on various items, the Adjudicator observed that the appointment of managing agents and the rate of commission and remuneration of the General Manager being in accordance with the terms of agreement could not be held invalid. A sum of Rs. 1,26,114 paid as commission to the selling agents was, however, considered unjust by the Adjudicator. Similarly, the sum of Rs. 1,00,000 set apart for the 'Dividend Equalization Fund' created during the year 1950-51, was held to be unjust as the benefit of the Fund was to accrue to the share holders and the workers did not get any corresponding benefit from it.

On the question whether the workers were entitled to any additional bonus, the Adjudicator relied on a decision of the Labour Appellate Tribunal of India holding that the claim for bonus would arise if there was a residue after making provision for prior charges and for a fair return on paid up capital and on reserves employed as working capital. Applying this formula to the present dispute, the Adjudicator came to the conclusion that the Company would be left with a residue of Rs. 3,42,636 after making provision for prior charges and fair return, and as such the claim of the workers for bonus was justified.

Regarding the quantum of bonus the Adjudicator observed that usually bonus at the rate of four annas in a rupee of the basic wage was

being paid to the workers but in special circumstances where the employers had made extra-ordinary profits, the workers should also get additional share. Considering the heavy profits made by the Company during the year 1950-51, the Adjudicator awarded to the workers as a special case additional bonus at the rate of four annas in a rupee of basic wage. The result was that the workers got a total bonus at the rate of eight annas in a rupee of their basic wage of the year during 1950-51. It was also ordered that all the workers who had worked for more than 30 days during the year 1950-51 should be paid additional bonus amount calculated on the total basic wages earned by them during the year.

OTHER FACTORY INDUSTRIES

CEMENT

RAJASTHAN

Award of the Industrial Tribunal in the dispute between the Management and the employees of the Associated Cement Company Ltd., Lakheri Cement Works Ltd., Lakheri.

Minimum Basic Wages.—The Lakheri Cement Workers' Union demanded that the minimum basic wage of workmen should be raised from Re. 0-14-0 per day to Rs. 35 per month on the basis of 26 working days. The union contended that Rs. 35 per month was the minimum basic wage required for the maintenance of a family of three consumption units. The Company, on the other hand, argued that the minimum earnings of an unskilled worker in the concerns, including allowances and value of various concessions, came to Rs. 2-8-0 per day and as such there was no justification for any further increase. They, however, agreed to raise the minimum basic wage of the lowest paid worker to Re. 1 per day for men and Re. 0-14-0 per day for women.

The Industrial Tribunal felt that the demand of workers was rather highly pitched and was not justifiable in the circumstances of the case. In its view the wage that an unskilled worker should get should not be out of all proportion to the nature of the work and the corresponding wage prevalent in similar concerns. On these considerations and also taking into account the wage rate recommended by the Central Pay Commission for Class IV employees of the Central Government, the Tribunal recommended a basic minimum wage of Re. 1 per day for both men and women with effect from 1st August 1951.

The demand of the union for classification of the occupations and standardisation of wage rates and fixation of annual increments was not considered by the Tribunal which felt that the matter would shortly come up for consideration by the Government of India and the Tripartite Industrial Committee on Cement.

Dearness Allowance.—The Company was paying to its daily-rated unskilled staff dearness allowance at Re. 0-13-6 per day; Semi-skilled and Skilled workers were getting Dearness Allowance of Re. 0-13-6 plus 14 per cent. of basic wages per day. The Union demanded that the dearness allowance should be paid at a rate equal to that paid in the Railway Workshops at Ajmer. The dearness allowance in Ajmer was graduated according to income groups and amounted to Rs. 40 p.m. for those getting basic wages up to Rs. 50 p.m. The Tribunal pointed out that the cost of living in Ajmer was much higher than in Lakheri and, therefore, there was no justification for granting the same dearness allowance to the workers in the Cement Factory at Lakheri as to those in the Railway Workshops, in Ajmer. However, the Tribunal was of the view that the existing dearness allowance was inadequate and should be increased to some extent. It, therefore, fixed the dearness allowance at Re. 1 per day for all the workers in the Cement Factory. This allowance was to be paid with retrospective effect from 1st August 1951.

House Rent Allowance.—The Tribunal directed that unskilled workers who are not provided housing by the employer should be paid an allowance of Rs. 3 per month.

Bonus.—A claim for bonus amounting to a sum equal to three months' basic wages plus dearness allowance for the years 1947-48, 1948-49 and 1949-50 was put forward by the Union. The demand was opposed by the company on the ground that the salaries and dearness allowance paid to the workers compared very favourably with those of other industries and other cement concerns in the country. It was submitted that bonus equal to two months' wages had already been paid for the years 1947-48 and 1948-49 to the workers of Lakheri and that it was adequate. The Tribunal pointed out that there was no justification for the delay in raising the demand and it, therefore, rejected the Union's demand for higher bonus for 1947-48 and 1948-49. As regards the bonus for 1949-50, the bonus equal to three months' basic wages already paid by the company was considered reasonable by the Tribunal.

Contract Labour.—The union demanded the total abolition of the system of employing labour through contractors. In the alternative the workmen under contractors should be allowed all the privileges, facilities, amenities, scales of pay, etc., at par with the workmen employed directly. The Company resisted the demand on the ground that neither the employees of the contractors nor the contractors themselves were before the Tribunal and any award in favour of the workers would be without jurisdiction and not binding. It further contended that contract labour is not covered by the definition of 'workmen' under the Industrial Disputes Act, 1947 and as such it cannot be the subject of adjudication by a Tribunal set up under the Act. The Tribunal observed that it was open to the workers engaged in any establishment to demand that no contract labour should be engaged for regular work on which they were engaged, if they apprehended that it might lead to their unemployment or adversely affect them in their terms and conditions of service; they could demand that certain other persons working with them for a number of years should be taken on the pay roll of the company. The Tribunal, therefore, overruled the objection of the company. The second objection of the company was also overruled by the Tribunal. The Tribunal felt that no mandatory directive prohibiting the employment of contract labour was called for; it, however, recommended to the company that it should not employ contract labour for its regular work and in cases where such employment was unavoidable, a clause should be inserted in its agreement with the contractor as regards wages and other conditions of work for the benefit of the labour employed by contractors.

CHEMICALS

BOMBAY STATE

*Award of the Industrial Tribunal in the dispute between the Bombay Gas Company Ltd., and its employees**

A dispute between the Bombay Gas Company and its employees (other than clerical staff) regarding Bonus for 1951, etc., was referred to the Industrial Tribunal on 4th August 1952. During the pendency of this dispute, viz., on 30th August 1952, the Company declared a lockout on the ground that a section of the employees went on an illegal strike. However, the company lifted the lockout partly on 15th September 1952 and partly on 16th September 1952, but reserved the right of rejecting the re-employment of such workers as it considered undesirable and at the same time placed a ban on the temporary workers and those who had been

* The Bombay Government Gazette, dated 6th November 1952, Part I-L pp. 3556-3561.

served with charge-sheets reporting themselves for duty. The temporary workmen numbering 222 who were not allowed to resume duty on 15th September 1952 and 16th September 1952 contended that the Company's action in locking them out without the Tribunal's permission as required under Section 33 of the Industrial Disputes Act was illegal, improper and malafide. Therefore, they prayed for reinstatement and also for wages for the period of unemployment.

The Company denied that it contravened Section 33 of the Act, mainly on the ground that (i) the lockout was forced on it by an illegal strike and (ii) the workmen not allowed to be re-employed after lifting the lockout had no right for re-employment on account of the nature of their work. In support of its contention the Company cited some decisions of the Labour Appellate Tribunal. These decisions were to the effect that during the pendency of a lockout, the workmen's right to wages, etc., was only suspended and not taken away from them and that suspension of a right, did not alter the service conditions. The Tribunal upheld the Company's contention and dismissed the workmen's case that the lockout changed their conditions of service and brought about termination of service.

The Tribunal next examined the question whether apart from the lockout, there was any independent action taken by the Company either to terminate the services of the complainants or to alter their service conditions. The workmen's contention was that the wordings of the notices declaring the lockout and its lifting evidently implied the termination of their services. The wordings were "The Company reserves the right to reject the re-employment of such workers as are considered to be undesirable." A second sentence on which reliance was placed by the workmen ran thus : "Temporary workers, and those to whom Charge Sheets have been issued, are not to report for duty". The Tribunal found that the first sentence only asserted the Company's right not to allow such of the workers as it considered undesirable to resume work and did not imply termination of their services. As regards the wording of the second sentence specified by the workmen, the Tribunal found that it did not in any way, express or by implication bring about a termination of the services of the temporary workmen but it only did not allow them to report for duty until a further date.

The complaints brought by the workmen were not found tenable under Section 33A of the Industrial Disputes Act and were, therefore, dismissed.

*Award of the Industrial Tribunal in a dispute between the Indian Oxygen and Acetylene Company Ltd., Bombay and its workmen.**

The workmen claimed a bonus equivalent to four months' salary (exclusive of dearness allowance) for the year ending 30th September 1950 inclusive of one month's bonus already paid. In support of their claim, the workmen advanced two reasons, viz., (i) the existing wages fell short of the living wage standard and (ii) the Company made large profits and as the workmen contributed towards the earnings they were entitled to a part of the profits. In regard to the first question, viz., living wage, the Company stated that it was paying wages on the same scale as fixed by the Tribunal in an earlier award and that the remuneration including dearness allowance provided adequate compensation for increase in the cost of living. It, therefore, denied that there was such a gap between the actual wages and the living wage as to warrant payment of any additional bonus over and above what it had already paid, viz., one month's wages. Regarding the second question, viz., share in the profits,

*Published in the *Bombay Government Gazette*, dated 18th September 1952, Part I-L, pp 013-3020.

the Company stated that having regard to its needs for rehabilitation, etc., the profits earned during the year were not so large as to justify payment of any additional bonus.

Before dealing with the issue referred to it, the Tribunal referred to a decision of the State Industrial Tribunal, U.P., Allahabad. In that Award the Tribunal had considered this Company as a single entity and took into account the profits earned by the Company as a whole and not the profits earned by a particular branch of the Company. With regard to the question of living wage, etc., the Tribunal did not agree with the Company's contention and said that the existing wages and the dearness allowance did not bring the earnings of the workmen up to the living wages standard. The Tribunal further held that on this ground alone, the workers were entitled to bonus provided there was sufficient residuary surplus left out of gross profits after providing for prior charges as laid down by the Labour Appellate Tribunal.

Both the parties made their calculations on the basis of the principles laid down by the Appellate Tribunal but came to different conclusions. The workmen held that there was a large surplus profit from which additional bonus could be paid, while the Company contended that if proper allocations were made for prior charges there would not only be any surplus, but a substantial short-fall. Both the parties were agreed as to the amount of the net profits, after making provision for statutory depreciation. Thereafter differences arose regarding the admissibility or otherwise of the following charges and the rates at which provision, if any, should be allowed for them : (1) whether any interest should be allowed, and if so, at what rate, on the cylinder deposit amounts; (2) whether any interest should be allowed, and if so, at what rate, on the British Oxygen Company's loan account from 1st October 1949 to 30th September 1950; (3) whether any provision, and if so, of what amount, should be allowed for reserves for rehabilitation, etc.; (4) what part of the paid-up capital should be allowed a return and what should be the fair rate thereon; (5) what should be the rate of fair return to be allowed on the reserves employed as working capital.

The Tribunal first considered items 1 and 2 above, *viz.*, interest on the cylinder deposit amounts and on the loan from the British Oxygen Company. In keeping with the trend of opinion expressed in a decision of the Labour Appellate Tribunal in the case of Ford Motor Co., of India, the Industrial Tribunal allowed interest at $2\frac{1}{2}$ per cent. on the loan from the British Oxygen Company and at 2 per cent. on the average cylinder deposits during the year. The amount chargeable on account of payment of interest on these two items was, however, not so large as to make any material difference in the resultant residuary surplus.

Regarding the amount to be provided as reserves for rehabilitation and replacement, the amount claimed by the Company was nearly 33 $\frac{1}{4}$ per cent. higher than what had been claimed in the previous year for the same purpose. The workmen objected to such a high allocation on the ground that (i) prices prevalent in 1950-51, which had found the basis for the calculation of the replacement cost of capital assets were the peak-prices; (ii) expansion and modernisation of the existing plant and machinery were claimed; (iii) prices adopted for the calculation of replacement costs of plant and machinery were not those obtaining in a competitive market; (iv) over 60 per cent. of the existing plant and machinery was installed after 1945 which would require replacement only after 1967; and (v) the estimated life of existing plant and machinery, *viz.*, 22 years was too short. In the absence of proper evidence, the Tribunal found it extremely difficult to hold that the Company was entitled to the

provision of the amount it claimed for rehabilitation. In conformity with the view expressed in an award of the Tribunal at Allahabad, the Company was allowed 20 per cent. of the net profits (gross profits, less depreciation, less taxation, less head office expenses) on account of rehabilitation. The workers' contention that no provision should be allowed on this score because the Company had made very large capitalisations out of past provisions for reserves was rejected by the Tribunal.

The fourth point was regarding the return to be allowed on Capital. The Company claimed 6 per cent. return on paid-up capital, while the workers contended that only 4 per cent. should be allowed. The workers based their case on the ground that out of the invested capital nearly 60 per cent. was made up of bonus shares. Agreeing with the Tribunal's award of Allahabad (referred to in the earlier part) and also another award of the Appellate Tribunal, the Tribunal allowed 4 per cent. return on paid-up capital including bonus shares already issued. One of the grounds on which only 4 per cent. return was fixed was the stable and sound financial position of the Company as reflected in its assets.

As regards the fifth point, viz., returns to be allowed for the reserves employed as working capital, both the parties were agreed on the amount of reserves employed as working capital during the financial year under review but the Company claimed a return of 4 per cent. thereon, while the workers argued for 2 per cent. The Tribunal considered that a return of 2 per cent. was a fair rate; moreover, the same rate had been allowed by the Allahabad Tribunal. After considering all the submissions made by the parties and also bearing in mind that the employees at Kanpur were awarded bonus equivalent to 1/6th of their basic wages for the same period, the Tribunal ordered that 1/6th of the basic earnings (inclusive of bonus already paid) should be paid as bonus.

*An award of the Industrial Tribunal, Bombay, in the dispute between the employer and workmen of Calico Chemical Division, Ahmedabad.**

The workmen (chemists and engineers) demanded (i) dearness allowance on the same scale as is given to textile workers, (ii) night-shift allowance, (iii) increased casual and sick leave, etc. On behalf of the management, it was contended that the staff consisted of chemists, assistant chemists and assistant engineers doing only supervisory work, who are not workmen under the Industrial Disputes Act and as such the reference to the Tribunal was not legally tenable. The workmen's counsel took the stand that 'once the Government had ordered a reference, the function of the Tribunal is only to adjudicate and not to go behind the same'. As, however, the workmen's Counsel cited no authority for this proposition, the Tribunal held that it is bound to follow the remarks of the Labour Appellate Tribunal at Calcutta,† viz., that 'when a question relating to jurisdiction is raised before an authority, be it a judicial or semi-judicial one, that authority is not only competent, but is bound to decide that question'.

The basic question to be decided was whether in the present case, the employees were 'workmen' under the Industrial Disputes Act. After examining the definition of 'workman' under the Act, the Tribunal held the view that the employees in this case were not doing any clerical work and the only question requiring decision was whether they did any skilled or unskilled manual work. The Tribunal took the written as well as oral evidence of the workmen and the employers and then came to the conclusion that the job of the employees was substantially of an intelligent

*Published in the *Bombay Government Gazette*, Part I-L, dated January 24th, 1952.

†In the case between Sugar Mills of Bihar and their workmen.

type requiring technical proficiency and experience and involving very little of manual work; the Tribunal also held that the work of the employees was 'practically of a supervisory character and if occasionally they have to do some work with their hands, it is because it forms part of their supervisory duties and not because the company has assigned to them any manual work as such or they have been employed for doing the same'. In view of the legal position and after applying the test, viz., whether the work done by a particular employee is or is not substantially of a supervisory nature, the Tribunal found that 'the nature and character of the duties performed by the present employees overwhelmingly appear to be of a supervisory character'; and hence the chemists, assistant chemists and assistant engineers are not workmen under the Industrial Disputes Act. The reference was, therefore, held by the Tribunal to be 'legally incompetent' and in view of its failure on the preliminary ground, it was considered unnecessary to decide on merits the demands comprised in the same.

TOBACCO

Cigarette

BOMBAY

*Award of the Industrial Tribunal, Bombay in a dispute between the Tobacco Manufacturers (India) Ltd., Bombay and their workmen.**

The Company's factory in Bombay is located at Parel and about 700 manual workers, about 100 clerks and about 45 watchmen are employed in it. The engineering department consists of about 80 employees.

The dispute concerned several matters. The following were some of the main issues and the Tribunal's decisions thereon :

(1) *Grades and scales of pay.*—The union demanded an increase in the number of grades and revision of the scales of pay in each grade. The Tribunal did not consider it necessary for the Company to have more than the existing six grades for the non-engineering workers. It prescribed a revised minimum rate for some of the grades, fixed a time-scale for all and raised the maximum rate of pay from Rs. 3-11-0 to Rs. 4-2-0 per day. The following were the existing minimum rates and the minimum and maximum rates fixed by the Tribunal for the different grades of non-engineering workers.

Grade	Existing rates Minimum	Rates fixed by the Tribunal	
		Minimum	Maximum
	Rs. A. P.	Rs. A. P.	Rs. A. P.
DR1	1 6 0	1 6 0	2 4 0
DR 2	1 6 0	1 7 0	2 7 0
DR 3	1 7 0	1 8 0	2 13 0
DR 4	1 11 0	1 12 0	3 6 0
DR 5	1 11 0	1 14 0	3 12 0
DR 6	2 3 0	2 4 0	4 2 0

*Published in the *Bombay Government Gazette* of July 17, 1952.

In regard to the engineering department also the Tribunal felt that there was no need to increase the number of the existing 5 grades. It fixed the following rates for the different grades :

Grade	Existing rates		Rates fixed by the Tribunal	
	Minimum	Maximum	Minimum	Maximum
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
E1	1 6 0	1 15 0	1 6 0	2 4 0
E2	1 7 0	2 3 0	1 8 0	2 9 0
E3	1 11 0	2 11 0	1 12 0	3 8 0
E4	2 3 0	3 11 0	2 6 0	4 0 0
E5	2 11 0	4 15 0	3 0 0	5 8 0

The Tribunal directed that the management should in consultation with the Union fix the grades for different categories of workers ensuring that no one is put in a grade in which the emoluments or prospects were less than what he was already enjoying. It directed that the new scales should be effective retrospectively from 1st September 1951.

(2) *Dearness Allowance*.—The union demanded that dearness allowance should be paid at the rate of Rs. 5 to Rs. 12-8-0 according to income slabs for every 10 point rise in the Bombay city cost of living index above 160. The Tribunal directed the adoption of the scales prevalent in the Lever Brothers (India), Ltd., which is as follows :

Cost of Living index number	Percentage of basic pay payable as dearness allowance		
	Basic pay up to and including Rs. 100	Basic pay Rs. 101 to 200	Basic pay above Rs. 200
(1)	(2)	(3)	(4)
105-170	Nil	Nil	Nil
171-180	5	3	Nil
181-190	10	3	1
191-200	15	5½	3
201-210	20	7½	5
211-220	25	9½	7
221-230	30	12	9
231-240	35	14½	11

(1)	(2)	(3)	(4)
241-250	40	16½	13
251-260	45	18½	15
261-270	50	21	17
271-280	55	23½	19
281-290	60	25½	21
291-300	65	27½	23
301-310	70	30	25
311-320	75	32½	27
321-330	80	34½	29
331-340	85	36½	31
341-350	90	39	33

These scales were also to be effective from 1st September 1951.

(3) *Bonus*.—The union claimed bonus for the year 1950 at the rate of 5/12 of the total earnings of the workers. The Tribunal awarded bonus at the rate of 4 months' basic wages.

(4) The union's demands for duty allowance for clerical and supervisory staff observing factory timings, acting allowance, machine allowance for clerks working on comptometer, and night-shift allowance were rejected by the Tribunal.

(5) *Lunch allowance*.—The Tribunal directed that where an employee has to go out for his work, if the place of work is more than 1 mile from the Company's premises and the employee sent out is not able to return by 2 p.m., he should be paid, in addition to the conveyance fares where transport is not provided, a lunch allowance of Re. 1 a day if he is a class B worker and Rs. 1-8-0 if he is a class A worker or a member of the staff.

(6) *Retrenchment*.—The Tribunal directed that in case of retrenchment the rule enunciated by the Labour Appellate Tribunal in the case of Fertilisers and Chemicals, Travancore should be observed. The Appellate Tribunal's decision in the Fertilisers and Chemicals case was that "the usual conditions and none others should apply on such retrenchment, namely, (1) that the principle of 'last come, first go' should be followed and (2) that if there is fresh recruitment and suitable retrenched employees are available they should be given priority, the older hands being first taken into service". The Union's demand for one month's notice before retrenchment was granted by the Tribunal.

(7) *Accumulation of leave*.—The union demanded that sick leave should be allowed to be accumulated up to one year and the Tribunal directed that it may be allowed to be accumulated up to 60 days. As against the union's demand for the accumulation of annual leave up to two months for the watch and ward staff on account of their homes being far away the Tribunal directed accumulation of leave in their case up to 45 days.

U.P.

Adjudicator's award in a dispute between Tobacco Manufacturers (India) Ltd., Saharanpur and their workmen.*

The dispute related to the rate of bonus for 1951. In connection with a dispute relating to bonus for the year 1948, the Company was directed by an Adjudicator to distribute three months average basic earnings as bonus for that year. The Company was thereafter paying during the subsequent years bonus at the rate of three months' basic earnings although payment equivalent to one month's basic earnings was termed as bonus and two months' earnings as gift. The workers claimed a higher rate of bonus for 1951.

The Company contended that as the workers accepted the Company's payments without raising any dispute the annual payment equivalent to one month's basic wage may properly be regarded as a part of the working contract of employment and suggested that although the Company did not admit this to be the case the payment of two months' wages as gift may perhaps also be regarded as having become part of the contract. Thus, maintaining that the payment of bonus is founded on contract, the Company contended that an industrial dispute with reference to the terms of employment of workmen should only be entertained in one of two ways, either, on a demand for a new contract of employment for the future, or, on a demand for the enforcement of an existing contract which the employer has failed to observe. The Company further submitted that a demand by a trade union for a retrospective change in a contract of employment between the employer and his workmen should be disallowed. The Adjudicator maintained that it was wrong to consider that a claim for bonus could only emerge from the contract of employment. 'Bonus', he quoted from the Labour Law Journal, "has been removed from the class of payments which used to be regarded as gratuitous and has acquired the connotation of a payment which the employees may justly claim at the end of the year's service based on two main considerations, namely (a) that there is a gap between their present wages and the living wage which bonus is intended to shorten and (b) that there is an available surplus of profits of the year out of which bonus may be paid." He stated that as bonus can be claimed only out of the available surplus of profits during the year, a claim for bonus can arise only after the expiry of the year in question and as such considerations of existing contracts or their retrospective application did not arise.

The workmen based their claim for higher bonus on three main grounds : (1) there is a gap between the prevailing wages and the living wage ; (2) the available surplus of profits for the year is eminently sufficient to distribute bonus at a higher rate ; and (3) the workmen have a legitimate claim to share in profits. The workmen did not press their claim on the basis of profit sharing. The Company's representatives did not deny that it was capable of paying bonus at higher rates. The only point for determination was therefore whether there was still a gap between prevailing wages and the living wage which a higher rate of bonus could shorten. The Company's representatives, urged that the concept of a 'living wage' is too indefinite and too susceptible to changing circumstances to form a sound guiding principle. They also argued that the wage paid by the Company conformed to the living wage standard. The Adjudicator relied on his findings in an earlier reference relating to the same Company wherein he had held that the wages did not come up to the living wage standard. Besides, the number of working days

*Government of U. P. Notification No. 3418(T)/XVIII (LA)—25 (ST)/52, dated September 5, 1952.

in the month was also since reduced from 26 to 21 which further depressed the monthly earnings. The Adjudicator ordered that in view of the available surplus with the Company and its general financial status it should distribute to the workmen additional bonus calculated at the rate of one-twelfth of the wages earned during 1951.

Bidi

WEST BENGAL

*Award in the dispute between the employers of 34 bidi firms of Raniganj and their workmen as represented by the Bidi Mazdoor Union, Girijapara, Raniganj, Burdwan.**

At the outset a preliminary objection was raised on behalf of the Bidi Merchants' Association that the bidi makers are petty contractors and as such are not workmen within the meaning of the Industrial Disputes Act and that the dispute between the bidi makers and the bidi merchants, therefore, could not be the subject matter of adjudication under the Act. The Tribunal remarked that although the relationship between employer and employee is initially based on a contract expressed or implied it could not be disputed that a bidi workshop is an industry and that the bidi makers are employed in an industry to do manual work. Even assuming that petty contractors are not workmen and are to be excluded from the Industrial Disputes Act, the social and economic position of the bidi makers, the nature of their work and control which the bidi merchants exercise over the bidi makers, go to show that the bidi makers are as good as industrial piece-rated workers. The criterion for distinguishing between an independent contractor and servant is whether or not the employer retains the power not only of directing what work is to be done but also of controlling the manner of the work. If a person can be directed in regard to the manner of doing his work, such person is not a contractor. The Tribunal, therefore, held that bidi makers are workmen within the meaning of the definition of the workman as given in the Industrial Disputes Act. In view of the fact that women workers did not work in the workshops and that the bidi merchants did not exercise any control over them about the mode and hours of work, the Tribunal held that they were not workmen and that they should be excluded from the present adjudication proceedings.

The recommendations of the Tribunal on some of the important points at issue are as follows :

Service Conditions.—The Tribunal directed that 3 months' continuous work in a workshop was sufficient to entitle an adult male worker to confirmation. In the case of non-adult workers the Tribunal directed that the probationary period may be extended till such workers were found to be efficient. The closure of the factories for no fault of the workers or absence of a worker on bona fide medical grounds not exceeding 7 days in the entire period of probation shall not be taken to break the continuity of service. It was recommended that usually working hours should be 9 a.m. to 6 p.m. with one hour's recess to be settled by the parties.

The workers' demands for protection against involuntary unemployment and old age benefit, provident fund and gratuity were turned down as the Tribunal thought that the industry would not be able to bear the burden since it had yet to show itself as a long established industry with organised and disciplined workers. In the matter of retrenchment, the

*Published in the *Calcutta Gazette*, dated the 7th June 1951 under West Bengal Government Order No. 3252 Lab., dated 25th May, 1951.

Tribunal observed that the principle shall be 'Last come, first go.' The union's demand for a right to interfere in matters of dismissal or retrenchment was rejected.

Leave.—The Tribunal directed that every merchant should allow his workmen who have completed one year's continuous permanent service under him 10 days' leave on full allowance every year. It further directed that out of these 10 days, 5 days should be selected by the individual employers according to their respective convenience and 5 days should be selected by the individual workers themselves. The leave should be usually granted on 3 days' previous notice and should be on full average wages to be calculated on the earnings of a worker during the preceding 7 days of actual work. Any authorised leave and absence of workers on *bona fide* grounds of health, not exceeding 12 days in a year, should not be considered as break in the service of a worker. The Tribunal directed that leave should be cumulative for 2 years.

OIL

BOMBAY

*Award of the Tribunal in the dispute between the workmen and the management of Swastik Oil Mills Ltd., Bombay.**

The dispute related to wages and salaries, dearness allowance, bonus, retrenchment, gratuity, leave, etc. The award of the Tribunal in respect of certain important demands is summarised below.

Wages and Salaries :—The workmen demanded a revision in the basic wage structure *in toto*, viz., a general wage increase of 25 per cent., raising the basic wage-rate from Rs. 30 per month (for 26 working days) to Rs. 1-4-0 per day for an unskilled worker, coupled with a time-scale of salary, etc. The existing wage structure was the outcome of private arbitration of Mr. Harishadbhai Divatia to which both the parties had agreed as final and binding from 25th March 1947. The wage-structure under this award was based on job-evaluation, again agreed to by both the parties. It was contended, on behalf of the workmen that job-evaluation was elaborate, difficult to understand and was accepted by them without realising the consequences. Since the wage-structure was based on job-evaluation and since the period of four years (during which period the wage-structure was in existence and when it was not shown to be working well) was insufficient, the Tribunal held that it was not just and proper to revise the existing wage-structure.

As far as clerical and subordinate staff was concerned, the employees' contention was that (i) basic salary should be raised to Rs. 80 p.m. (as against Rs. 70 existing at present) and (ii) flat increases of Rs. 10 and Rs. 20 should respectively be given to those who were in the office staff and attached to the mills, doing supervisory jobs. The employees based their case on the ground that most of the companies were paying a basic minimum salary of Rs. 75 p.m. for clerical staff. The Company on the other hand contended that it was giving other concessions which were not available to staff of other companies. The existing scales were agreed to by both the parties on 9th May 1949 (with retrospective effect from 1st June 1948) and was binding till the end of December 1949. Nevertheless, the Tribunal felt that the salary-structure must be treated on a long-term plan, not to be disturbed at short intervals and rejected the demand.

*Published in the *Bombay Government Gazette*, Part I-L, dated 31st January 1952.

Allowances :

Dearness allowance :—It was contended on behalf of clerical and supervisory staff that the existing Dearness Allowance (which was the same as that of textile industry) did not fully neutralise the increase in cost of living and hence an upward revision was necessary. Agreeing with the decision of the Labour Appellate Tribunal in 'Buckingham and Carnatic Mills Ltd. Vs. its employees, the Tribunal laid down that the employer is not called upon to neutralise the rise in the cost of living to the full extent. The Tribunal recalled its earlier decision on this question, in respect of Tata Oil Mills Ltd. and ordered that the directions given therein should be followed. The allowance demanded by the employees and the ones awarded are as under :

Pay slab	Allowance demanded	Award (fixed for Bombay Working Class Cost of living between 301 and 310)
Rs. 1 to Rs. 100	Rs. 80/-	61½% of the basic salary or the Textile Industry scale whichever is higher.
Rs. 101 to 200	Rs. 100	22% of the basic salary.
Rs. 201 to 500	Rs. 110	15% of the basic salary.

In addition, a variation of 5 per cent., 1½ per cent, and 1¼ per cent. respectively per ten point movement in index numbers was also permitted, the variations being so adjusted that the dearness allowance would cease when the cost of living index slid down to 171-180 group.

Officiating allowance :—In respect of officiating allowance, the workmen demanded that an employee who officiates for 7 days or more, in a higher post should be compensated to the extent of 50 per cent. of the difference between his salary and the salary of the senior for whom he officiates, *irrespective* of whether the company has expressly asked him to officiate or not. Disagreeing with workers' contention, the Tribunal ordered that compensation to the extent of 50 per cent. of the difference should be given, provided an employee officiates in a higher post at least for 15 days under the written orders of the company.

Bonus :—The workmen and supervisory staff claimed a bonus for the year 1949 equivalent to 4 months' wages inclusive of dearness allowance (as against a bonus equivalent to one month's wages already paid), on the grounds that (i) Company's resources were enormous, (ii) bonus granted in the past was inadequate and (iii) the company changed the basis of determination of the quantum of bonus, according to its convenience. Holding that the general financial position of the concern would not be relevant for determination of bonus, the Tribunal followed the decision of the Labour Appellate Tribunal and held that the claim of employees to bonus could arise if there was a surplus left after making provision for prior charges and a fair return on paid-up capital and reserves employed as working capital. After examining the statements filed by both the parties, and on the application of the above formula the Tribunal arrived at the conclusion that the surplus left over was small and that the company need not pay any further bonus.

Gratuity :—The workmen demanded gratuity, in addition to the joint contributory provident fund existing at present. Details of the demands made and the tribunal's orders thereon are shown below :

Reason for gratuity	Compensation demanded	Tribunal's award
(i) Death or incapacity while in service.	20 months' salary to be paid to the employee or his legal heirs or assignees as the case may be.	3/4 month's salary per year of service.
(ii) Retirement or resignation after 15 years of service.	Do.	Do.
(iii) Discharge or resignation after		
(a) Service of above 10 but less than 15 years.	15 months' salary to be paid to the employee or his legal heirs or assignees as the case may be.	} 1/2 month's salary for every year of service. } No gratuity when a workman is dismissed.
(b) Service of above 5 but less than 10 years.	One month's salary for every year of service.	
(c) Service of above 3 but less than 5 years.	1/2 month's salary for every year of service.	
Salary for purposes of gratuity to be calculated on the basis of last salary drawn by the workmen.		On the basis of the average salary or wages exclusive of allowances during the twelve months immediately preceding the death, disability, retirement, resignation or termination of service as the case may be.

Retrenchment.—The workmen contended that there should be no retrenchment of permanent staff at all; and if, the tribunal's decision be not in their favour, they demanded certain benefits to retrenched employees, viz., six months' wages and dearness allowance as compensation, half month's wages declared as additional bonus and funded in the name of the workers by the company in October 1946, adoption of the principle of 'last-come, first go', continuity of service in the event of re-employment, etc. As regards the first question, viz., retrenchment, the Tribunal agreed with the employers and held that it would be wrong to require the company not to retrench any of the permanent workers even when retrenchment was necessitated by further rationalisation. The Tribunal also rejected the worker's claim for compensation for retrenched employees as a general principle, but added that it should be decided on the merits of each case. The workers' demand for payment of bonus was rejected on the ground that it had been funded or being used for the welfare of the workers by mutual agreement of the parties and it would be wrong to order its refund contrary to the original intention. The workmen's demand for consideration of seniority, continuity of service in the event of re-employment was accepted by the Tribunal though not *in toto*. In the case of re-employed persons, the orders were that their service should be considered continuous if the period of non-payment did not exceed six months.

Leave.—With regard to leave, the demands were (i) Privilege leave of 21 days with full pay with the right to accumulate the same for 3 months (as against 15 days and five festival holidays allowed at present), (ii) Casual leave of 7 days with full pay (for which there was no provision at all) with the right to avail of the same for four days at a time, (iii) sick leave of 15 days with half-pay and half-dearness allowance (for which there was no provision) to be accumulated for an indefinite period and (iv) leave without pay of one month in a year to be accumulated for a period of three months. The workers did not press their demand in respect of privilege leave and were satisfied with the status quo; the demand for casual leave was accepted, but it was allowed to be taken only for three consecutive days at a time. Sick leave as demanded by workmen was accepted, but the right to accumulate was limited to a period of 45 days. The demand for leave without pay was rejected by the Tribunal.

On behalf of the clerical and supervisory staff, the following leave facilities were claimed : (i) privilege leave of 30 days for every 11 months' service (as against 30 days per year with full pay and allowances prevailing at present) with the right to accumulate up to 90 days and (ii) sick leave of 21 days in a year with full pay and dearness allowance (as against the prevailing facility of 30 days with half-pay) with the right to accumulate up to 63 days. The tribunal accepted the employees' demands for privilege leave. In the case of sick leave, however, only 15 days' leave with full pay and dearness allowance with the right to accumulate up to 45 days was allowed.

GLASS

WEST BENGAL

*Award of the Industrial Tribunal in the dispute between the Belur Glass Works Ltd., and the subsidiary concern, Belur Iron Foundry and Engineering Works, Belur, Howrah and their workmen.**

Dearness allowance and increment.—The workmen demanded 25 per cent. of their existing wages as increment and dearness allowance at a flat rate of Rs. 35 per month. The company pleaded financial inability. The Tribunal considered the comparative chart about the wage structure in the Belur Glass Works and some other glass factories and the financial position of the Belur Glass Works and laid down the following scale of wages for the workmen of the Glass Works :

Designation	Scales
1. Durwans	Rs. 55—1—60 per mensem.
2. Drivers	Rs. 90—2—100—E.B.—3—130 per mensem.
3. Firemen	Rs. 3½—1½ annas—Rs. 4—1—E.B.—1½ ss. Rs. 4—4 per day.
4. Coolies—	
(a) Lorry	Rs. 1—8—1 anna—Rs. 1—12 per day.

*Published by the Government of West Bengal under Notification No. 2567/DIS/D-11L-57/52 dated 15th September 1952 in the *Calcutta Gazette Extraordinary*, dated 24th September 1952.

Designation	Scales
(b) Packing (straw and gunny)	
Males	Rs. 1-9—1 anna—Rs. 1-14—E.B.—1 anna—Rs. 2 2 per day.
Females	Rs. 1-6—1 anna—Rs. 1-10 per day.
(Paper)—	
Males	Rs. 1-8—1 anna—Rs. 1-11 per day.
Females	Rs. 1-5—1 anna—Rs. 1-10 per day.
(c) Fire	Rs. 1-10—1 anna—Rs. 2 per day.
(d) Coal	Rs. 1-9 fixed per day.
(e) Mixing	Rs. 1-9—1 anna—Rs. 1-11 per day.
(f) General	Rs. 1-8 fixed per day.
5. Jar Fitter—Male	Rs. 1-9—1 anna—Rs. 1-14 per day.
6. Grinder—Female	Rs. 1-6—1 anna—Rs. 1-10 per day.
7. Jali	} Rs. 1-9 (fixed) per day.
8. Craze	
9. Malthanda	
10. Sancha or Mould holder	} Rs. 1-9—1 anna—Rs. 1-12 per day.
11. Babri	
12. Bubble holder	
13. Airman	Rs. 1-9—1 anna—Rs. 1-12 per day.
14. Bubbler	Rs. 2-6—1 anna—Rs. 3 per day.
15. Blower	Rs. 4-8—2 annas—Rs. 6 per day.
16. Blower helper or Blowing man	Rs. 3—2 annas—Rs. 3-8 per day.
17. Chimney cutter	Rs. 2—1 anna—Rs. 2-4 per day.
18. Melter	Rs. 1-12—1 anna—Rs. 2 per day.
19. Rursa or Neckmaker	Rs. 3—2 annas—Rs. 4 per day.
20. Line man	Rs. 2-12—1½ annas—Rs. 3-8 per day.
21. Duty man	Rs. 3-8—3 annas—Rs. 5—E.B.—4 annas—Rs. 6 per day.
22. Turner	Rs. 90—2—100—E.B.—3—115 per mensem.
23. Fitter	Rs. 35 (fixed) per month.
24. Blacksmith	Rs. 60 (fixed) per month.
25. Blacksmith helper	Rs. 1-9—1½ annas—Rs. 1-15 per day.

The workmen were to be placed at the stage in their respective grades just above their existing wages. The wage structure with the adjustment was to be given effect to on and from the 1st September 1952 so that the adjustment should not affect the anniversary of the workers to get the automatic increments in their respective grades of pay or their right to get the next increments. It was further admitted that in the Iron Foundry and Engineering Works where the workers were mostly piece-rated, the rates of wages were reduced with effect from 13th February 1952. The Company's case was that the piece-rates were reduced on account of a reduction in the price of finished products, which, however, could not be substantiated. The records showed that the Iron Foundry earned a substantial profit in the year 1950 when admittedly the workers were paid at the old rates. Accordingly, the Tribunal directed that the Company should revert to the old higher rates with effect from the date when the rates were reduced and the workmen should be paid their arrears from that date up to 31st August 1952 within a month of the date when the award came into force. In view of the financial position of the company as a whole, the Tribunal did not award any separate dearness allowance.

Conditions of service :—The following rules by which the conditions of service of each and every workman shall be guided were laid down :

There shall be a service book for each and every workman in which all the details of the service, e.g., date of appointment, date of confirmation, promotion, if any, leave, punishment or warning or any disciplinary action taken against the workmen shall be noted.

All workers shall be on probation for six months in the first instance. They shall be confirmed after six months' probation, provided they were found fit by the employers. If found unfit, the period of probation might be extended provided both employers and the workers concerned agreed.

A written charge shall be framed against the employee in fault and it shall be handed over to him specifying the facts on which the charge is based in good time to enable him to prepare his defence. The employee concerned enjoyed the right of appeal and in case of punishment previous record, if any, and other extenuating circumstances shall be taken into account.

In matters of *bona fide* retrenchment 'last come, first go' shall be the usual rule.

At the time of fresh appointments, retrenched employees shall get the first preference other things being equal, etc., etc.

Involuntary unemployment :—The rules laid down by the Tribunal were as follows :

- (1) Compensation shall be paid to workmen for short time involuntary unemployment due to stoppage of work beyond the employers' control except where closures of factories or of department are due to special Government orders, and where closures have been made with adequate notices to the workers.
- (2) Such compensation shall be 50 per cent. of the basic wages and dearness allowance, if any, of the daily workers laid off.
- (3) In the case of a piece-rater, the rate of wages should be taken to be the average wages of the preceding seven days during which the worker actually worked.
- (4) The duration of the benefits should be one month in each half year from January to June and July to December respectively.

- (5) The involuntary unemployment benefit will not qualify the worker for bonuses determined by reference to earnings for the period.
- (6) Workers liable to be retrenched on account of closures of a department for *bona fide* trade reasons but laid off by agreement only to be absorbed in another department shall not be entitled to any benefit under this rule.
- (7) The period of such involuntary unemployment shall not be considered as a break in the service. Past services of the workers shall be taken into account, the period of unemployment being considered as leave.

This rule (rule 7) was considered as sufficient compensation for those workers who although liable to be retrenched on account of closure of a department are laid off only for a short period to be absorbed in some other departments.

- (8) To qualify for the benefit a worker must answer to a Muster Roll once a day at the usual place of his employment or with the permission of the employers at any other place.
- (9) A worker will be ineligible for the benefit if he unreasonably refused work even of a different sort in his usual factory or by transfer from one department to another in the same undertaking.
- (10) The scheme will not affect the right of the employer to discharge a worker, or the right of the employee to discharge himself with due notice according to law and the prevailing rules of service.

These rules would equally apply to the workers of the Glass Works and Iron Foundry.

The Tribunal also directed that sufficient provision should be made so that the work was not stopped on account of the absence of any worker on the ground of illness or other sufficient reasons. In assessing the strength of such leave reserves or *badlis* the Company would take the average figures of absenteeism of workers on the ground of illness or other sufficient cause for the last three years. About the statutory leave, casual leave and festival holidays the company should prepare a scheme as provided in the Indian Factories Act and should notify the scheme to the workers.

Leave and holidays :—It was declared that the workers should be entitled to the following leave and holidays with pay :

Privilege leave as prescribed by the Factories Act.

Festival and National Holidays : Eight days in a year to be selected in consultation with the Union.

Casual leave : Five days in a year, non-cumulative.

Sick leave : 14 days for each year of service cumulative upto 6 months in the entire service. The sick leave was to be granted with full pay. For the piece-workers the rate of wages for leave and holidays was to be the average wages of the preceding 7 days during which the worker actually worked.

Canteen :—So long as the canteen was not started as provided by the Indian Factories Act and the rules framed thereunder, every worker should be paid an extra allowance of annas 2 per day.

Employers' Shop :—Attempts should be made to open an employers' shop for the sale of rationed articles to the workers at controlled rates in consultation with the leaders of the workmen. So long as no relief was available to the workmen they must be compensated for the difference between the market price and the controlled price of rice for 3 consumption units. The Tribunal accordingly directed that so long as some relief was not possible for the workers of the Company at Belur, they should be paid an extra allowance of Rs. 6 per month. Those who lived outside Belur and were entitled to the benefits of ration system should not get such compensation.

PORCELAIN

MYSORE

Award of the Industrial Tribunal in the dispute between the Management of the Government Porcelain Factory, Bangalore and their workmen.*

The Porcelain Factory was owned by the Government. The only issue involved in the dispute was whether the workers were entitled to bonus for the year 1949-50 and if so, to what extent. The employees claimed bonus equivalent to one month's wages but the employers refused to accept the claim. Originally, the official year of the Factory related to the period from 1st July to the 30th June of the following year. Subsequent to the year 1948-49, however, the official year was changed under orders of the Government and it related to the period from 1st April to 31st March. Due to this change, the official year 1949-50 commenced with 1st July 1949 as usual and ended on 31st March 1950, thus covering a period of nine months only. The bonus claimed in the dispute, therefore, related to this period of nine months.

The case of the workmen was : firstly, that a worker of the lowest category in the Factory was getting a wage of only eight annas a day and dearness allowance of Rs. 15 per month; secondly, that the profit of the factory for the year in question consisting of nine months only, as mentioned above, was Rs. 1,40,600, though it was stated to be much less by the management; and thirdly, that the workers of the Factory were getting one month's wages as bonus each year since 1942-43.

The case of the management was : firstly, that the wages paid to the workmen of the Factory varied from Re. 0-8-0 to Rs. 3-6-0 per head per day and the dearness allowance from Rs. 15 to Rs. 40 per head per month; secondly, that the actual profit for the year in question was only Rs. 15,623 according to the final balance sheet; and that the profit of Rs. 45,690 shown in the provisional balance sheet was only tentative; thirdly that the employees were not entitled to any bonus; and lastly that the Tribunal had no jurisdiction to entertain the claim for bonus as it was unconnected with the terms of employment.

As the last point of jurisdiction was not pressed by the management, the Tribunal gave its decision on the main question relating to bonus.

It was contended on behalf of the workers that some items of deductions from the profits, which were made in the final balance sheet, were

*Award published under Mysore Government Order No. L. S. 5667-L. W.—172—52—37 dated 22nd January 1953.

improper and that they were not to be treated as items of expenditure at all. These items were :

- (i) Rs. 10,911 under the head "Bonus Account".
- (ii) Rs. 2,000 additional amount under "Provident Fund Interest Account".
- (iii) Rs. 2,361 Exhibition charges including salaries, etc.
- (iv) Rs. 15,627 under "Interest Account".

The sum of Rs. 10,911 shown in the first item above was taken out of the profits for the year 1949-50 to make up the deficiency of a month's wages as bonus granted to the workers for the year 1947-48. The provisional balance sheet for 1947-48 showed some profits on the basis of which bonus was declared but the final balance sheet which was prepared in April 1952 showed no profit whatever. Thus, this sum of Rs. 10,911 paid as bonus for the year 1947-48 was taken out of the profits for the year 1949-50. The Tribunal referred to a number of cases decided by the Labour Appellate Tribunal on this point and relied on the generally accepted view that the bonus paid for any year must come out of the profits of that year and that the bonus was an additional remuneration to the workers who contributed to the earnings of such profits. For this reason, the Tribunal accepted the contention of the workers that the deduction of Rs. 10,911 from the profits for the year 1949-50 was improper and that it should not be treated as an item of expenditure for that purpose.

Regarding the second item relating to the Provident Fund Interest Account it was observed that only a sum of Rs. 500 was shown under this head in the provisional balance sheet. On calculation, however, it appeared that the interest would come to Rs. 2,500 instead of Rs. 500. Thus, in the final balance sheet an additional amount of Rs. 2,000 was shown under this head. As this additional amount was also meant for the benefit of the workers, the Tribunal did not accept the contention of the workers that the amount was wrongly deducted from the profits for the year 1949-50. Similarly, the Tribunal did not accept the third contention of the workers that the sum of Rs. 2,361 incurred towards exhibition charges, etc. was wrongly deducted from the profits for that year because those charges were incurred with the object of advertising the wares of the Factory and popularising them, and as such it was a very necessary expenditure.

The fourth item related to a sum of Rs. 15,627 under Interest Account as interest on unvested accumulated depreciation reserve and net profits. This sum comprised interest on the working capital, as also on the portion of the depreciation reserve fund utilised for the concern. The Tribunal rejected the contention of the workers that this item of deductions from the profits was improper.

The last main contention of the workers was that the profits earned by the Factory were much more than that shown even in the provisional balance sheet. The Tribunal disallowed the contention as it was not supported by the evidence on record.

The net profits of the Factory according to the Tribunal came to Rs. 42,660. In view of the fact that : (a) a month's wages were being paid to workers as bonus every year since the year 1942-43 and that (b) a similar amount of bonus was also paid for the year 1947-48 when the provisional balance sheet showed a profit of only Rs. 15,000, the Tribunal allowed the claim of the workers and awarded them one month's wages as bonus for the year 1949-50. A sum of Rs. 100 was also allowed to them as costs.

PAPER

WEST BENGAL

*Award of the Industrial Tribunal in the dispute between Messrs. Bharat Board Mills, Dum Dum and its employees.**

The management of Bharat Board Mills, which took over the paper mills on 12th May 1950 closed the same on 1st April 1952 and with effect from the same date, viz., 1st April 1952 the services of all the workmen were terminated.

The Tribunal was called upon to adjudicate on two questions, viz., (i) whether the closure of the Mills was justified and (ii) to what compensation were the workers entitled. The workmen contended that the closure was prompted by a spirit of victimisation and unfair labour practice. The employers on the other hand stated that the closure was for *bona fide trade reasons*, viz., deterioration of the business, which in turn was due to the negligence, highhandedness and unsympathetic attitude of the workers.

The Tribunal first examined the question whether the closure was due to the reasons alleged by the workmen. The instances given by the workmen in support of their allegation were examined by the Tribunal and it came to the conclusion that the charges brought against the company were not substantiated. The reasons for closure alleged by the management, viz., (i) huge accumulation of stock of finished products, (ii) want of sufficient raw materials and (iii) slump in the business were next examined by the Tribunal. An examination of the Register of Stock and Production of the Company revealed that the figures of sale indicated a gradual fall. In spite of reduced production, stock of finished goods increased. The gradual increase in the prices of raw materials as against a gradual fall in the prices of finished products was also proved. Moreover, the present Company which took over the concern in May 1950 had incurred a loss of Rs. 5,590 for the eleven months ending March 1951, and Rs. 48,155 in the year ending 31st March 1952. As such, the Tribunal was convinced that the business was a losing one.

The natural right to close down a business under the above circumstances was upheld by the Tribunal. It further remarked that "Every individual has the natural right to initiate a business or an undertaking and to close it down. This natural right has not as yet been interfered with in any way by any legislation". Though the Tribunal found that the closure of the mills was perfectly justified it awarded some compensation to the workmen as follows: (i) wages due, if any, (ii) wages due for the unconsumed period of leave, if any (iii) wages for the notice period, viz., 15 days' wages to the daily-rated workers and one month's wages for the monthly-rated workers and (iv) unemployment benefit at the rate of 15 days' wages for each complete year of service under the present management.

HYDERABAD

Award of the Industrial Tribunal in the dispute between the management and employees of Sirpur Paper Mills Ltd., Hyderabad.†

Bonus.—The workmen claimed bonus for the years 1948-49 and 1949-50, even though the Mills incurred a loss of over Rs. 16 lakhs and about Rs. 7 lakhs respectively in these years. They alleged that since the year 1948 the Company began to lose suddenly for no fault of the workers. They further claimed that bonus should be looked upon as a

* Published in the *Calcutta Gazette* (Extraordinary) dated 4th October 1952; pp. 1685-1689.

† Published in the *Hyderabad Gazette*, Part I-D, pp. 729-34; dated 2nd August 1951.

legitimate claim in the absence of a fair wage structure and the amount of bonus, in the event of loss should be met by charging the expenditure to some other head. The employers contended that the loss in 1948-49 was neither sudden nor surprising and attributed the same to (i) payment for staff without work for sometime, (ii) exorbitant prices of raw materials due to economic blockade, (iii) revision of scales of pay and dearness allowance of workers in 1948. The losses incurred by the management were found to be correct. The Tribunal rejected the claim of the workers as vague and unreasonable. The Tribunal further remarked that 'the claim for bonus arises only when there are surplus profits and hence no concern can be forced to give bonus in a particular year when it incurred a loss.'

Dearness allowance.—The minimum dearness allowance that existed prior to the dispute was Rs. 22-8-0 for those drawing upto Rs. 35 p.m.; for those drawing above Rs. 35 p.m. the dearness allowance was different for each salary group, with a minimum attached to each one of these groups. The workmen demanded a dearness allowance of cent. per cent. of the basic wages for those in the grade of Rs. 25—1—35 and an upward revision in all other categories. The employers' contention was that the existing rates of Dearness Allowance were more than the ones recommended by Rege Committee and that in addition they were spending Rs. 8-12-0 per month on every employee in the lowest category for supply of foodgrains at subsidised rates. According to them the minimum dearness allowance thus amounted to Rs. 31-4-0 per month. The Tribunal agreed to the employer's contention and rejected the claim of the workmen, on the grounds that the Company was already paying dearness allowance above the minimum fixed by the Rege Committee and that it was running in loss.

Other issues decided by the Tribunal related to housing accommodation, medical aid, leave facilities, fixation of grades for skilled and unskilled workers, permanency of temporary workers, etc.

SUGAR

BIHAR

*Decisions of the Labour Appellate Tribunal in the dispute between the employers and employees of the Sugar Factories in Bihar.**

By an order dated 6th February 1950, made under Section 7 of the Industrial Disputes Act, the Bihar Government constituted an Industrial Tribunal and under Section 10 of the Act, referred to it for adjudication the dispute relating to (i) bonus for the crushing seasons 1947-48, and 1948-49, (ii) leave and holidays, (iii) retaining allowance for the off-season, and (iv) conditions of service. The reference covered as many as thirty sugar factories in the State and fortyfive Labour Unions. The question of bonus for the crushing season 1947-48 had also formed the subject matter of an earlier adjudication by another Tribunal. The award of that Tribunal remained in operation till 18th December 1949.

The Industrial Tribunal constituted on 6th February 1950 gave the following main findings :

- (i) Bonus should be allowed against those employers who had made profits but not against those who had suffered losses.
- (ii) Additional bonus should be paid for the crushing season 1947-48, i.e., bonus over and above what had already been awarded under the earlier award for the same period.

* A full text of the decisions appears on pages 448-456 of the *Gazette of India*, Part III, Section 1, dated 15th September 1951.

- (iii) The system of granting compulsory leave to the workers should be abolished.
- (iv) Skilled workmen and clerks should get retaining allowance at the rate of 50 per cent. of their wages during the off-season, semi-skilled ones at the rate of 25 per cent. thereof and the unskilled workmen should not be paid any retaining allowance.
- (v) The Tribunal did not give any award on the conditions of service of the workmen. Against this award of the Tribunal eight appeals were preferred to the Labour Appellate Tribunal, six of them by the employers and two by the employees. A brief summary of the Decisions of the Appellate Tribunal is given below :

Bonus.—It was contended on behalf of the employers that the Bihar Government was not competent to refer the question of bonus for the season 1947-48 over again, because the earlier award of Mr. S. Rai in respect thereto had settled that dispute; and that the Tribunal could not in law reconsider even to a limited extent the award of Mr. Rai as the provisions of the Industrial Disputes Act as well as the principle of *res judicata* operated as a bar against it. The Appellate Tribunal did not accept the contention and observed : "If in fact an industrial dispute existed at the time and that was brought to the notice of and was considered by the appropriate Government, which made the reference, the reference cannot be thrown out on the ground of incompetency." Shortly after the period of operation of the earlier award of Mr. Rai, strike notices were served by the Labour Unions in which a claim for more bonus for the season 1947-48 was made but it was resisted by the employers. The Bihar Government was apprised of it. As such, the Appellate Tribunal held that an industrial dispute in fact did exist at that time and the reference to the Tribunal was, therefore, competent. It was further argued on behalf of the employers that an award which was once declared binding by the appropriate Government, was binding on the parties concerned for all time to come. The employees, on the other hand, argued that after the expiry of operation of an award fixed by the Industrial Disputes Act, it washed itself out leaving it open to a Tribunal, on a reference made to it after the expiry of the said period, to go again into the question dealt with by the previous award on the footing that a fresh dispute had arisen.

The Appellate Tribunal did not accept the argument of the employers and held that the award would be binding for the period of its operation, and accordingly, the rights and liabilities which were the subject matter of the adjudication would be regulated by the terms of the award during the period of its operation. The Appellate Tribunal did not apply to this case the rule of *res judicata* as understood in civil law and observed : "We are of opinion that that rule should not be applied to industrial disputes for it may, and in most cases would, come into conflict with the fundamental concept, namely, maintenance of industrial peace and promotion of harmonious relations between capital and labour with a view to achieve greater production." The Tribunal, therefore, held that a prior award could be reconsidered in a later award made on a new reference if there were mistakes, anomalies or errors in the prior award, or if other grounds were established which could be regarded as good grounds for reconsideration of a judgment pronounced by a Civil Court. The Tribunal also rejected the contention of the employers that the employees by accepting payment of bonus awarded by Mr. Rai were precluded from claiming more.

Regarding the question of bonus for the season 1948-49 it was suggested on behalf of the employers that the question should be dealt

with unit-wise and that the bonus should be linked with profits after setting apart from the gross profits a sum equivalent to losses incurred in the past years. The Appellate Tribunal did not accept the suggestion of the employers and held that the correct principle to adopt would be to entertain a collective claim from labour and to adopt a uniform scale of bonus where it was shown that the industry as a whole was able to pay, leaving it to a particular unit to escape the liability by positively proving loss. On the question of linking bonus with profits, the Tribunal observed that the real profit or loss could only be ascertained from reliable balance sheets or from reliable profit and loss accounts, but, as the balance sheet and statements showing the profit and loss accounts produced by the employers in the dispute were not reliable, it was not considered possible to link bonus with profits. The Tribunal, therefore, decided to link bonus with production and the amount of cane crushed.

On the findings given above, the Labour Appellate Tribunal allowed bonus to the workers on the following scale :

(a) For the Crushing Season, 1947-48

Amount of cane crushed in Maunds	Rate of Bonus per Maund of Sugar produced
(i) Under 10 lacs	4 annas
(ii) Over 10 lacs and up to 18 lacs	6 annas
(iii) Over 18 lacs and up to 20 lacs	8 annas
(iv) Over 20 lacs and up to 35 lacs	10 annas
(v) Over 35 lacs	11 annas

The amount of bonus was to be readjusted according to the above scale and the difference, after deducting the amounts that were payable under the earlier award of Mr. Rai, was to be paid to the workers.

(b) For the Crushing Season, 1948-49

Amount of cane crushed in Maunds	Rate of Bonus per Maund of Sugar produced
(i) 11 lacs or less	Nil
(ii) Over 11 lacs and up to 24 lacs	5 annas on the whole amount of sugar produced.
(iii) Over 24 lacs and up to 35 lacs	8 annas on the whole amount of sugar produced.

Although the South Bihar Sugar Factory had crushed less than 11 lac maunds of cane during the year 1948-49, yet the Tribunal made it liable for bonus on the ground that it had made substantial profits during that period. In view of the special circumstances of two other mills which had crushed more than 11 lac maunds of cane, the Tribunal exempted them from the payment of bonus. Including these two there were 7 factories in all which were exempted from paying bonus for the season 1948-49.

Leave and Holidays.—The Appellate Tribunal upheld the award of the Tribunal relating to leave, holidays, and compulsory leave. It did not accept the contention of the employers that the Tribunal had no power to go into the question of compulsory leave and held that the question was within the terms of reference and that the system of compulsory leave should be abolished.

Retaining Allowance.—The Labour Appellate Tribunal allowed retaining allowance at the rate of 50 per cent. of their consolidated wages to the skilled workmen and clerks and at the rate of 25 per cent. to the semi-skilled workmen. Unskilled workmen were not allowed retaining allowance. The Tribunal, however, directed that the liability to pay the retaining allowance would arise only if the seasonal workmen offered to join in the next crushing season within seven days of its commencement.

The issue relating to service conditions was left open by the Appellate Tribunal and the observations made by the Tribunal when dealing with it were expunged.

TANNERIES AND LEATHER GOODS

MADRAS

*Dispute between the workers and the managements of the Chrome Leather Company Ltd., Chromepet—Award of the Industrial Tribunal, Madras.**

The Government of Madras referred a dispute between the workers and the management of the Chrome Leather Company, Chromepet for adjudication. The dispute related to the grant of annual increments and payment of dearness allowance. Some of the important issues settled for determination in the case were :

- (i) whether men, women and boy-workers should have the same rate of dearness allowance?
- (ii) whether dearness allowance should be paid for days of lay-off and if so, to what extent to what workmen and women?
- (iii) whether dearness allowance should be paid for authorised holidays and if so, to what extent?

Issue No. (1).—The Union claimed the same dearness allowance for women and boy-workers as paid to men-workers. The management resisted the demand saying that as women and boy-workers received lower wages it would not be equitable to allow women the same rate of dearness allowance. It was argued on behalf of the management that women workers were getting dearness allowance of Rs. 10 p.m. in the beginning, that the allowance was raised to Rs. 15 p.m. on 1st March 1951 and then to Rs. 20 p.m. on 1st October 1951 and that there was no justification for raising it further. It was also urged that the demand was not referred by the Government for adjudication. The Tribunal agreed with the management and considered it inequitable to grant the same dearness allowance for women and boy-workers as for men. The Tribunal remarked that according to the evidence adduced Government considered it inadvisable to refer the claim for dearness allowance to women on the same scale as for men for adjudication and that there was no claim for any higher dearness allowance with respect to boy-workers till the date of the Union filing its statement of claims before it.

* Published by the Government of Madras under Notification No. 3194 Development, dated 25th July 1952.

In view of that, the Tribunal opined that there was no justification for grant of any higher dearness allowance to women and boy-workers than what they were already getting.

Issue No. (ii).—The Union claimed that the management was not justified in limiting the lay-off allowance of Re. 1 per day to only 24 days in a year from the beginning of the year 1952 since the management was previously paying allowances for all the days of lay-off without any limit and that was enabling the workers to have something to live upon when they were unemployed. The management contended that lay-off is due to circumstances over which no employer has any control, that to extend his liability to pay lay-off allowance for more than 24 days in a year would be uneconomical and that the suggestion of the Union to resort to retrenchment in that case would be neither practical nor beneficial to the workers. It was further stated that the Tribunal had no justification to entertain that claim as the Government had not referred that question for adjudication. The Tribunal agreed with the management that the Government did not intend to refer the matter for adjudication as they considered the prevalent system to be quite satisfactory and called for no interference.

Issue No. (iii).—The Union wanted no deductions of dearness allowance to be made for authorised holidays, i.e., holidays granted without pay, when that was done at the instance of the management or the Government. After some discussion, the management agreed not to deduct dearness allowance for such holidays. The Tribunal, therefore, observed that the workers would not have any deduction of dearness allowance for holidays given to them by the management either at their own instances or at the instance of any body except the workers.

MINES

MICA MINING

BIHAR

*Award of the Industrial Tribunal in the Dispute between the Management of 33 Mica Factories in Bihar and their Workmen.**

Minimum Wages.—The workers demanded that the minimum basic wage of adult workers should be increased from Re. 0-15-0 to Rs. 1-12-0 per day in view of the rise in the cost of living since the wages were fixed by the Tribunal in 1948, and the increased prosperity of the industry particularly since devaluation in September 1949. The existing rates of wages were fixed by the Central Government Industrial Tribunal (Dhanbad) in 1948. In August 1950 the Government of Bihar appointed a tripartite Minimum Wage Advisory Committee for the mica mining industry in the State. This Committee, after taking all factors into consideration, recommended that the consolidated minimum wage of adult unskilled workers should be raised from Re. 0-15-0 to Rs. 1-4-6. The recommendation of the Committee was implemented by the Bihar Government and a notification under the Minimum Wages Act was issued in August 1951 fixing the minimum consolidated wages in mica factories for daily-rated and piece-rated workers at Rs. 1-4-6 per day and Re. 0-15-0 per day for adolescents. The Federation of employers offered before the Tribunal to give effect to this recommendation of the Committee. The Tribunal held that the wage rates fixed by the State Government on the recommendation of the Committee were fair and reasonable. The minimum consolidated wages of Rs. 1-4-6 per day for adults and 15 annas per day for adolescents were, therefore, allowed to stand. It declared that for daily-rated and piece-rated workers As. 8 and adolescents As. 6 should be deemed to be the basic wages.

* Published in the *Bihar Gazette*, dated 19th September 1951 under Bihar Government Order No. II/DI-704/51-L-181, dated the 7th September 1951.

The Union of employees also demanded an increase in the remuneration of domestic splitters working in their home. It is estimated that these splitters do 90 per cent. of the splitting for the industry. They were being paid at the rate of only 6 annas per seer, although to split a seer of mica involved approximately 4 days' labour. The Tribunal considered the possibility of raising their wages to the level of unskilled workers employed in factories but found that it would involve a heavy burden on the industry. It felt that the present rates of remuneration of home splitters were extremely low but did not make any definite recommendation. It left it to the good sense of the Federation of employers to increase the remuneration suitably.

For the monthly paid employees, such as clerks, technicians, drivers, durwans, the Union demanded an increment of Rs. 15 at a flat rate. The Federation of employers offered to grant an increment of 20 per cent. on the consolidated wages as were fixed by the Industrial Tribunal in 1948, and the Tribunal considered it to be fair and awarded accordingly. They made it clear that in cases where increments had been granted after 1948 the wages were to be increased so as to secure an increase of 20 per cent. over the consolidated wage in 1948.

Bonus.—The demand of the Union was that daily and piece-rated workers should be given 20 per cent. of their consolidated wages as attendance bonus on 20 days' attendance in a month as against the existing period of 21 days. The Union also demanded a payment of 15 days' basic wages as quarterly bonus, but that in the case of monthly paid employees it should be in the form of an yearly bonus of 2 months' consolidated wages. The Tribunal held that in view of the improved position of the industry the demand of the Union in respect of daily and piece-rated employees was quite reasonable. It, however, did not agree to the reduction of qualifying period for the attendance bonus considering that such a course would militate against the objective of the grant of bonus to improve attendance.

At the time of the dispute the monthly paid employees were getting half a month's basic wage as quarterly bonus according to the terms of an award made in 1948. This was held to be quite reasonable by the Tribunal. It, however, felt that employees would be benefited more if the bonus was paid in a lump sum at the end of the year instead of payments being made at the end of each quarter, and accordingly it awarded that the bonus to the monthly paid employees may be paid yearly.

Retrenchment Relief.—The Tribunal held that the recommendations in the matter made by the previous Industrial Tribunal in 1948 were quite reasonable and did not see sufficient justification for revising them.

MADRAS

*Award of the Industrial Tribunal in the dispute between certain employers in mica mines in Madras State and their workmen.**

Basic Wages and Dearness Allowance.—By a notification, the Government of Madras had fixed in March 1952 minimum rates of wages payable to the workers in the Mica Mines in the State. However, the workers demanded higher rates of wages for the various categories

* Award enforced under the Government of India, Ministry of Labour Order No. SRO 1082, dated 11th June 1952.

of workers; and this demand was opposed by the employers. After hearing both sides, the Tribunal observed that "the rates fixed by the authorities are minimum wages and not adequate wages. I think that on the material before this Tribunal the rates should be raised." Accordingly the Tribunal revised and increased the wage rates for the various categories. While the rates fixed under the Minimum Wages Act were composite wages, the Tribunal fixed a basic wage rate and a separate dearness allowance. The minimum wage rate was increased from Re. 1 per day to Rs. 1-1-0 per day consisting of Re. 0-8-6 a basic wage and Re. 0-8-6 as dearness allowance. (Details regarding the basic wages, fixed for different categories of workers are given in the statement on page 221). The rates of dearness allowance fixed by the Tribunal were as follows:

Basic wage per month	Rate of dearness allowance
Up to Rs. 30 p.m.	100%
From Rs. 31 to Rs. 100 p.m.	66½%
From Rs. 101 to Rs. 300 p.m.	40%

Compensation for forced idleness.—The Tribunal awarded the payment of compensation for forced idleness to the workers at the rate of 50 per cent. of their daily consolidated wages for a period of 15 days in a year.

Bonus.—The workers demanded bonus at the rate of three months' earnings for every year. The management pointed out that the bulk of the labourers are casual and temporary and that bonus should not be paid to the daily wage-earners or the casual wage-earners. The Tribunal recalling its decision in a similar reference of 1948 directed that ½ month's wages should be paid as bonus every quarter provided the worker has worked 45 days underground or 57 days on the surface.

Holidays and Leave.—The workers demanded that all Government holidays and all Sundays should be paid holidays. They also asked for 15 days' sick leave and 15 days' casual leave. The management pointed out that according to the agreement dated 28th January 1950 the workers after 12 months' service were entitled to 15 days' leave with full wages, including 4 festival holidays. But the Tribunal awarded two additional paid holidays, viz., 15th August and 26th January and two days outdoor holidays in a month, for female workers only. The Tribunal also awarded that the workers would get 15 days' leave with pay in a year.

Housing.—The workers complained that they had to live in small rented huts in unhygienic conditions. They demanded that until housing facilities were provided by the managements, every worker should be given Rs. 4 per month as house rent allowance. The Tribunal considered the housing scheme contemplated under the five year plan and awarded that until the housing scheme matures, workers who are not provided with houses should be paid a house rent allowance of Rs. 2 p.m.

PLANTATIONS

TEA

ASSAM

*Award of the Industrial Tribunal in the dispute between the managements of all tea estates in Assam and their workmen.**

The point under dispute was whether after the Government's notification of minimum wages the workmen employed in tea plantations were entitled to cash compensation on account of the reduction in cereal ration consequent on the introduction of All-India ration scale. The following were the circumstances which gave rise to the dispute. Besides cash wages, tea garden labour in Assam were getting rice and some other articles of foodstuffs at concession rates. Adult workers were being given 4 to 5 seers of rice at Rs. 5 per maund. They were also given stipulated quantities of rice at concession rates for each of their non-working dependants. When in November 1950 the tea gardens at the instance of the Government of Assam reduced the rice ration to $3\frac{1}{2}$ seers per week for adult heavy manual workers in order to conform to the all-India cereal ration scale, they paid cash compensation to the workers for the reduction in the quantity of rice issued to them. The adequacy of the cash compensation was the subject matter of a dispute wherein the Industrial Tribunal directed that compensation should be paid at the rate of 8 annas per seer of rice. Then under Notification No. GLR.352/51/56 dated 11th March 1952 the Government of Assam fixed the minimum wages to be paid to the tea garden workers. While notifying the rates Government stated in the Notification that these rates are exclusive of concessions enjoyed by the workers in respect of the supply of foodstuffs and other essential commodities and other amenities which would continue unaffected. The workmen claimed that they should continue to get the cash compensation that was being paid for the reduction in rice ration while the managements contended that the Government's minimum wage notification had the effect of absorbing the cash compensation that was being paid in the cash minimum wage that had been determined.

The workmen contended that the Government Notification was clear and unambiguous and that it would offer no scope for any dispute and that the reference of the dispute to the Tribunal was incompetent. Against this contention the Tribunal pointed out that a dispute existed regarding the meaning of the Government Notification over which the workers' union was admittedly prepared to cause a strike. It was thus an industrial dispute and the reference of the dispute by the appropriate Government to the Tribunal for adjudication was competent and the Tribunal had jurisdiction to adjudicate the matter in dispute.

In regard to the subject matter of the dispute the Tribunal held that it was clear from the report of the Minimum Wages Committee that in computing the food requirements of an adult consumption unit the Committee had kept in view the fact that legally not more than 16 ozs. of rice could be issued to an adult consumption unit daily. The Committee had allowed for the inclusion of food items other than the daily ration of cereals in the workers' diet to make up the food requirement of 3,000 calories per adult consumption unit and had reckoned the cost while arriving at the minimum rates recommended. The minimum cash wages notified by the Government also far exceeded the former wages including the compensation for the rice reduction. In the circumstances, the Tribunal decided that the workmen employed in tea plantations in Assam will not be entitled to cash compensation on account of the reduction of cereal ration over and above the minimum cash wages notified by the Government of Assam.

* Award published under Notification No. CLR. 352/51 dated 4th August 1952.

*Award of the Industrial Tribunal in the dispute between the managements and the workers of tea estates in Assam.**

The dispute arose on the introduction of the all-India Ration Scale to the Plantation workers. It had been the practice of the planters to pay their workmen a certain amount in cash and also to supply them with certain quantities of articles of consumption at certain fixed concession rates. The minimum quantity of rice supplied used to be 5 seers and 4 seers per week for adult males and females respectively. First the rice ration was reduced by $\frac{1}{2}$ a seer per adult per week and on an appeal issued by the Government of Assam the workmen agreed to this reduction and accepted a cash compensation at a flat rate of 6 pies per adult per day. Later the rice ration was reduced to $3\frac{1}{2}$ seers per week for all adults. The employers paid compensation first at the rate of 4 as. 6 pies per seer of rice cut and later, when in consequence of the Price Control Notification the price of rice was raised at the rate of 5 as. 9 pies, 6 as. and 6 as. 3 pies according to zones. The issues formulated in the reference of the dispute for adjudication were whether the cash compensation paid by the industry for the cut in rice ration was adequate and if not, what should be the rate of compensation and from what date the revised rate, if any, should be paid. After calling for written statements from the parties, issues for decision were framed in consultation with the representatives of the parties. Some of these issues related to the competency of the reference and whether it was maintainable against the parties named. In these matters the Tribunal came to the conclusion that the reference was both competent and maintainable and in the course of its remarks observed as follows :

"Strict adherence to any particular form or manner will be of minor importance. The formalities that are adhered to in a case in Civil Law, are not always material for the settlement of collective disputes. Unlike in a case in Civil Law what is needed in a dispute on collective interests (as in the present case) will be the knowledge of the circumstances to enable this Tribunal to form an opinion as to what solution is likely to be most necessary or just in order to establish a compromise between the interests of the parties to the disputes".

Another issue framed by the Tribunal was whether there was any industrial dispute as contemplated under the law, between the parties in these proceedings, which may be lawfully adjudicated upon by the Tribunal and, in this regard, the Tribunal observed : "Whether or not the regular supply of rice, etc., at certain fixed concessional rates in addition to the cash payment, was given on account of any contractual obligation the fact was that rice, etc., supplied at concessional rates used to form a part of the wages of the workmen employed in the Tea Industry in Assam. Such concessional supply had been till late the custom and usage and that having also formed a part of their wages the workmen may rightly demand its continuance. According to the definition of "wages" such concessional supplies are included in wages or rather they form part of wages The supply of rice at concession rates having formed a part of the wage the ex-gratia theory advanced by the 1st parties (i.e., employers) in regard to those concessions, will not therefore hold good. The concessional supply of rice might or might not proceed originally from any contractual obligation on the part of the employers but an industrial arbitration may involve the extension of an existing obligation or even in the making of a new one if there was none before. Since it had always been the practice with the employers in the Tea Industry in Assam to supply the Labour regularly with a certain quantity of rice at a certain fixed concessional rate in addition to the cash payment made to them for their service in the Industry, the Labour could well demand the continuance of that concession as otherwise they would suffer in regard to their wages."

* Published in the *Assam Gazette*, dated 29th December 1951.

In regard to the question whether there was any obligation on the part of the employers to compensate the labour on account of the cut in rice ration the Tribunal urged that the employers have their duties and their obligations to their workmen whose services they have been utilising to their own advantage. Reduction in rice-ration without any suitable substitute or without adequate compensation by cash payment or otherwise will no doubt mean cut in wage. But it could not be the intention of the Government to cut or reduce the wage of the workmen of the Tea Industry and this was amply made clear by the Government. *Adequate wage should always be the first charge upon the Industry so long as it continued to operate whether it made a profit or not, or whether the concern was a small one or a big one.* It was surely from a sense of such obligation that the Industry was paying to each adult labourer whose ration in rice has been cut, compensation at the rate of 4 annas 6 pies per seer from September 1950 to 1st March 1951 and thereafter the price of rice having gone higher up at the rate of 5 annas 9 pies and 6 annas 3 pies (according to Zones). The Industry was thus itself conscious of the duty and obligation it owed to its labour and it was paying the compensation to the labour at the above stated rates, by way of discharging that duty and obligation.

As regards the amount of compensation the employers contended that the cash payment for the cut of one seer of rice should be based upon the difference between the controlled selling price and the concessional rate at which the labour used to get the supply of rice formerly from the industry. The grievance of the workers was that these cash payments could not fetch one seer of rice in the open market and that the controlled rates were unreal. The Tribunal, however, decided to take into account the controlled retail selling price. But it was difficult for it to appreciate why or how the employers while making the cash payment for the cut in rice, could equitably deduct the concessional price from the controlled retail selling price when the rice itself is not given to the labour and the labour had to go about in the market with that much of cash only to buy one seer of rice with it. The labour was admittedly not given all the amount of the controlled retail selling price but they were given less the concessional price. Evidently the labour would not be able to purchase one seer of rice in the open market. The Tribunal was of the opinion that the employers should pay the entire controlled retail selling price and directed that *the employers should pay their labour at the flat rate of 8 annas for one seer of rice that has been cut from their rice ration with effect from the date of the award, i.e., 11th December 1951.*

INSURANCE COMPANY

BOMBAY

*Award of the Central Government Industrial Tribunal (Dhanbad) in the dispute between the workers and the Oriental Government Security Life Assurance Co., Ltd., Bombay.**

Some of the issues involved in the present dispute were adjudicated upon by a Tribunal appointed in 1948. At the initial stage of the hearing before the present Tribunal, therefore, the representatives of the Company challenged the competence of the Tribunal to re-examine those issues. In support of their contention they quoted the observations of various Tribunals. The Tribunal did not accept this contention of the Company and held that it was competent to re-examine those issues. In arriving at this conclusion it was guided by the following observations made by

* Published under Ministry of Labour Notification No. S.R.O. 28, dated 31st December, 1951.

the Labour Appellate Tribunal on this point in its recent award in the dispute between sugar mills in Bihar and their workmen : "The rule should be that prior award can and ought to be reconsidered in a later award made on a new reference if there are mistakes, anomalies or errors in the prior award or if other grounds are established which could be recorded as good grounds for reconsideration of a judgment pronounced by a Civil Court".

The workers had submitted a list of seventytwo demands. A summary of Tribunal's findings on some of the demands found partially or wholly acceptable is given below :

Dearness allowance.—The previous Tribunal had fixed the following scale of dearness allowance :

Pay per month	Dearness allowance
Up to Rs. 50	Rs. 35.
Rs. 51 to Rs. 100	Rs. 40.
Rs. 101 to Rs. 175	Rs. 31 plus 10 per cent. of salary.
Rs. 176 to Rs. 325	Rs. 35 plus 10 per cent. of salary.
Rs. 326 and over	Rs. 36 plus 10 per cent. of salary.

It had recommended payment of Rs. 32 per month as dearness allowance to *Hamals* and *Mukadams* and Rs. 30 to lower grade staff. So far as the employees at Calcutta, Dacca, Rajsahi and Gauhati branches are concerned it had recommended that no change in the rate should be made. The employees demanded before the present Tribunal an increase in the allowance and suggested that the minimum dearness allowance should be fixed at Rs. 75 per month. The main arguments adduced by them in support of their demand were (i) that they had to support some of their relatives who had lost their jobs due to retrenchment and (ii) that their wages were low. In the course of adjudication proceedings the Company offered to increase the dearness allowance of all employees except those employed in their Calcutta and Gauhati offices by Rs. 5. The Tribunal considered the offer to be fair and gave the award in the same terms. It directed that the increase should be given effect from July 1, 1951.

Leave and holidays.—At the time of the dispute no employee was entitled to privilege leave till he completed one year's service. Persons with less than 10 years' service were entitled to 3 weeks' privilege leave in a year while others were entitled to one month. The representatives of the employees demanded that the duration of leave should be increased to one month in a year for all employees and that the qualifying condition of one year's service should be removed. The Tribunal considered the demand for a month's leave but held that in the case of those with less than a year's service the leave to be granted should be proportionate to attendance.

The demand of the employees that the period of casual leave should be increased from 15 to 21 days in a year was not accepted by the Tribunal. It also did not agree to the proposal of the Company that the casual leave should be reduced to 10 days. The employees had demanded that they should be allowed to prefix and/or suffix casual leave to holidays. This demand was partially accepted by the Tribunal which directed that the employees should be allowed either to prefix or suffix casual leave to a holiday.

At the time of the dispute the Company was granting all holidays which were declared as public holidays under the Negotiable Instrument Act, 1881, except those granted for purposes of bank balancing and holding of elections. The employees demanded that in addition to holidays already granted by the Company they should be granted all holidays declared by the State Government and also sectional holidays declared by the State and Central Governments. The Tribunal did not accept this demand. It, however, directed that the employees should be granted holidays which are declared by Government for election either to the State Legislature or to the House of the People. It further directed that whenever employees are asked to work on Sundays or any other holiday they should, in addition to compensatory leave, be paid $1\frac{1}{2}$ times their pay for that day.

Overtime.—The Tribunal directed that whenever any employee is required by the Company to work more than half an hour beyond the hours prescribed by the Company but within the limit prescribed by the law, he should be paid overtime allowance at the rate of his hourly basic wage.

APPENDIX II

LIST OF LABOUR ACTS

CENTRAL ACTS

Factories :

1. The Indian Boilers Act, 1923. Amended in 1929, 1942, 1943, 1947, 1950 and 1951.
2. The Cotton Ginning and Pressing Factories Act, 1925. Amended in 1939, 1942, 1950 and 1951.
3. The Factories Act, 1948. Amended in 1949, 1950 and 1951.

Mines :

1. The Mines Act, 1952.

Plantations :

1. The Tea Districts Emigrant Labour Act, 1932. Amended in 1937, 1938, 1948, 1950 and 1951.
2. The Plantations Labour Act, 1951.

Transport :

1. The Indian Railways Act, 1890 as amended in 1930. Amended in 1950 and 1951.
2. The Indian Merchant Shipping Act, 1923. Amended in 1949, 1950 and 1951.
3. The Motor Vehicles Act, 1939. Amended in 1943, 1950 and 1951.
4. The Dock Workers (Regulation of Employment) Act, 1948. Amended in 1951.

Wages :

1. The Payment of Wages Act, 1936. Amended in 1937, 1940, 1950 and 1951.
2. The Minimum Wages Act, 1948. Amended in 1950 and 1951.

Safety and Welfare :

1. The Indian Dock Labourers Act, 1934. Amended in 1950 and 1951.
2. The Mica Mines Labour Welfare Fund Act, 1946. Amended in 1950 and 1951.
3. The Coal Mines Labour Welfare Fund Act, 1947. Amended in 1950 and 1951.
4. The Coal Mines (Safety and Conservation) Act, 1952.

Social Security :

1. The Workmen's Compensation Act, 1923. Amended in 1924, 1925, 1929, 1933, 1937 (twice), 1938, 1939, 1942, 1946, 1948, 1950 and 1951.
2. The Employers' Liability Act, 1938. Amended in 1950, 1951 and 1952.
3. The Mines Maternity Benefit Act, 1941. Amended in 1943, 1945, 1948 and 1951.
4. The War Injuries Ordinance, 1941. Amended in 1950.
5. The War Injuries (Compensation Insurance) Act, 1943. Amended in 1950.
6. The Employees' State Insurance Act, 1948. Amended in 1950 and 1951.

7. The Coal Mines Provident Fund and Bonus Schemes Act, 1948. Amended in 1949, 1950 and 1951.
8. The Employees' Provident Fund Act, 1952.

Miscellaneous :

1. The Indian Trade Unions Act, 1926. Amended in 1928, 1947, 1950 and 1951.
2. The Cotton Industry (Statistics) Act, 1926. Amended in 1950.
3. The Children Pledging of Labour Act, 1933. Amended in 1950 and 1951.
4. The Employment of Children Act, 1938. Amended in 1939, 1948, 1949, 1950 and 1951 (twice).
5. The Industrial Statistics Act, 1942. Amended in 1951.
6. The Weekly Holidays Act, 1942. Amended in 1951.
7. The Industrial Employment (Standing Orders) Act, 1946. Amended in 1950 and 1951.
8. The Industrial Disputes Act, 1947. Amended in 1948, 1949, 1950, 1951 (thrice) and 1952.
9. The Industrial Disputes Payment of Bonus (National Savings Certificate) Ordinance, 1949. Amended in 1949.
10. The Industrial Disputes (Banking and Insurance Companies) Act, 1950.
11. The Industrial Disputes (Appellate Tribunal) Act, 1950.
12. The Essential Services (Prevention of Strikes) Ordinance, 1951.

STATE ACTS PART A STATES

ASSAM

1. The Assam Maternity Benefit Act, 1944. Amended in 1951.
2. The Assam Shops and Establishments Act, 1948.

BIHAR

1. The Bihar Maternity Benefit Act, 1947.
2. The Bihar Essential Services (Maintenance) Act, 1947.
3. The Bihar Workmen's Protection Act, 1948.
4. The Bihar Money Lenders Act.

BOMBAY

1. The Bombay Smoke Nuisance Act, 1912.
2. The Bombay Trade Disputes Conciliation Act, 1934.
3. The Cotton Ginning and Pressing Factories Act, 1925. (Amended by the Bombay Act of 1936).
4. The Bombay Maternity Benefit Act, 1929.
5. The Bombay Industrial Relations Act, 1946. Amended in 1948 (twice) and 1949.
6. The Bombay Agricultural Debtors' Relief Act, 1947.
7. The Bombay Adjudication Proceedings (Transfer and Continuance) Act, 1947.
8. The Bombay Shops and Establishments Act, 1948. Amended in 1952.
9. The Bombay Tenancy and Agricultural Lands Act, 1948.
10. The Bombay Housing Board Act, 1948. Amended in 1950 and 1951.

MADHYA PRADESH

1. The Cotton Ginning and Pressing Factories Act, 1925. (Amended by the C.P. Act of 1936).
2. The C.P. Maternity Benefit Act, 1930.
3. The C.P. Adjustment and Liquidation of Industrial Workers' Debt Act, 1936.
4. The C.P. Protection of Debtors Act, 1937.
5. The C.P. and Berar Industrial Disputes Settlement Act, 1947. Amended in 1947 and 1951.
6. The C.P. and Berar Shops and Establishments Act, 1947. Amended in 1949 and 1950.
7. The C.P. and Berar Cotton Ginning and Pressing Factories (Amendment) Act, 1947.
8. The C.P. and Berar Cotton Ginning and Pressing Factories (Second Amendment) Act, 1947.
9. The C.P. and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Act, 1947.
10. The C.P. and Berar Regulation of Manufacture of Bidis (Agricultural Purposes) Act, 1948.
11. The Madhya Pradesh Housing Board Act, 1950.

MADRAS

1. The Madras Compulsory Labour Act, 1858.
2. The Madras Maternity Benefit Act, 1934. Amended in 1939.
3. The Madras Workmen's Protection Act, 1941.
4. The Madras Non-Power Factories Act, 1947.
5. The Madras Shops and Establishments Act, 1947.
6. The Industrial Disputes (Madras Amendment) Act, 1949.

ORISSA

1. The Orissa Compulsory Labour Act, 1948.
2. The Orissa Debt and Bondage Abolition Regulation, 1948.

PUNJAB

1. The Regulation of the Accounts Act, 1930.
2. The Punjab Relief of Indebtedness Act, 1934.
3. The Debtors Protection Act, 1936.
4. The Punjab Trade Employees Act, 1940.
5. The Punjab Maternity Benefit Act, 1943. Amended in 1952.

UTTAR PRADESH

1. The U.P. Maternity Benefit Act, 1938.
2. The U.P. Shops and Commercial Establishments Act, 1947. Amended in 1948.
3. The U.P. Industrial Disputes Act, 1947. Amended in 1950 and 1951.
4. The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951.

WEST BENGAL

1. The Bengal Mining Settlement Act, 1912.
2. The Jalpaiguri Labour Act, 1912.
3. The Bengal Workmen's Protection Act, 1934. Amended in 1940.
4. The Bengal Maternity Benefit Act, 1939.

5. The Bengal Rural Poor and Unemployment Relief Act, 1939. Amended in 1941.
6. The Bengal Shops and Establishments Act, 1940. Amended in 1950.
7. The West Bengal Maternity Benefit (Tea Estates) Act, 1948, Amended in 1950.

PART B STATES

HYDERABAD

1. The Hyderabad Boiler and Machinery Act, 1932.
2. The Hyderabad Maternity Benefit Act, 1940. Amended in 1950.
3. The Hyderabad National Service (Technical Personnel) Regulation, 1941.
4. The Hyderabad Essential Services Maintenance Regulation, 1942.
5. The Hyderabad Provident Fund Act, 1948.
6. Veti and Begar (Prohibition) Regulation, 1358 F.
7. The Hyderabad Shops and Establishments Act, 1951.

JAMMU AND KASHMIR

1. The Jammu and Kashmir Industrial Disputes Act, 1950. Amended in 1952.
2. The Jammu and Kashmir Trade Unions Act, 1950.
3. The Jammu and Kashmir Factories Act, S. 1999.
4. The Jammu and Kashmir Trade Employees Act, S. 2002. Amended in 1952.
5. The Jammu and Kashmir Workmen's Compensation Act, S. 2000.
6. The Jammu and Kashmir Children (Pledging of Labour) Act, S. 2002.
7. The Jammu and Kashmir Employers' Liability Act, S. 2002. Amended in 1952.

MADHYA BHARAT

1. United State of Gwalior, Indore and Malwa (Madhya Bharat) Industrial Relations (Adaptation) Act, Samvat 2006 (1950). Amended in 1952.
2. The United State of Gwalior, Indore and Malwa (Madhya Bharat) Maternity Benefit (Adaptation) Act, Samvat 2006 (1950).
3. Madhya Bharat Shops and Establishments Act, 1952.

MYSORE

1. The Mysore Maternity Benefit Act, 1937.
2. The Mysore Essential Services (Maintenance) Act, 1943.
3. The Mysore Shops and Establishments Act, 1948.
4. The Mysore Labour Housing Act, 1949.
5. The Payment of Wages (Mysore Amendment) Act, 1952.
6. The Mysore Labour (Administration) Act, 1952.

PATIALA AND EAST PUNJAB STATES UNION (PEPSU)

- 1 Patiala Trade Employees Act, 1947.

SAURASHTRA

1. The Bombay Maternity Benefit Act, 1929 as applied to Saurashtra (1948).
2. The Bombay Shops and Establishments Act, 1939 as applied to Saurashtra (1948).

TRAVANCORE-COCHIN

1. The United State of Travancore and Cochin Shops and Establishments Act, 1949.
2. The United State of Travancore and Cochin Maternity Benefit Act, 1952.

PART C STATES

COORG

1. The Agriculturists' Loans (Coorg Amendment) Act, 1936.
2. The Coorg Money-lenders' Act, 1939. Amended in 1946.
3. The Coorg Debt Conciliation Act, 1940.

DELHI

The following Acts have been applied to the State :

1. The Bombay Maternity Benefit Act, 1929.
2. The Punjab Trade Employees Act, 1940.

HIMACHAL PRADESH

1. The Punjab Trade Employees Act, 1940 has been applied to the State.

TRIPURA

1. The Bengal Shops and Establishments Act, 1940 has been applied to the State.
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APPENDIX III

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY
THE INTERNATIONAL LABOUR CONFERENCE, 1919-1952†

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.
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.

* The 19 Conventions marked with asterisk have been ratified by India.

† 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).

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.
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.

* The 19 Conventions marked with asterisk have been ratified by India.

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.
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951.
100. Equal Remuneration Convention, 1951.
101. Holidays with Pay in Agriculture Convention, 1952.
102. Minimum Standards of Social Security Convention, 1952.
103. Maternity Protection Convention (Revised), 1952.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919.
2. Reciprocity of Treatment Recommendation, 1919.
3. Anthrax Prevention Recommendation, 1919.
4. Lead Poisoning (Women and Children) Recommendation, 1919.
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.

* The 19 Conventions marked with asterisk have been ratified by India.

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.
89. Minimum Wage Fixing Machinery (Agriculture) Recommendation, 1951.
90. Equal Remuneration Recommendation, 1951.
91. Collective Agreements Recommendation, 1951.
92. Voluntary Conciliation and Arbitration Recommendation, 1951.
93. Holidays with Pay in Agriculture Recommendation, 1952.
94. Consultation and Co-operation between Employers and Workers at the level of the Undertaking Recommendation, 1952.
95. Maternity Protection Recommendation, 1952.

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	Shri V. V. Giri, M.P.
Deputy Labour Minister	Shri Abid Ali, M.P.
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.
Deputy Secretary and Central Provident Fund Commissioner	Shri N. M. Patnaik, I.A.S.
Director General of Resettlement and Employment, New Delhi	Vacant.
Chief Labour Commissioner (Central), New Delhi ..	Shri L. C. Jain, I.C.S.*
Chief Adviser, Factories, New Delhi	Shri N. S. Mankiker, B.Sc., B.E., A.M.I.E. (India).
Director, Labour Bureau, Simla	Shri N. K. Adyanthaya.
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 Rajasthan, Jaipur	Shri S. N. Shukla.
Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore	Shri P. V. Chelapathi Mudaliar.
Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Ajmer, Ajmer	Shri A. R. Siddiqui.
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 Panchapagesa Sastri.
Member, Labour Appellate Tribunal, Bombay ..	Shri F. Jeejeebhoy.
Member, Labour Appellate Tribunal, Lucknow ..	Dr. Mohd. Wali Ullah.
Member, Labour Appellate Tribunal, Lucknow ..	Shri Lakshmi Kant Jha.
Chairman, Industrial Tribunal, Dhanbad ..	Shri L. P. Dave.
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).
Coal Mines Provident Fund Commissioner, Dhanbad	Shri S. N. Mubayi.

* At present Shri S. C. Joshi.

PART A STATES

ASSAM

Labour Commissioner	Shri H. P. Duara, B.Com. (Leeds).
Assistant Labour Commissioner	Shri B. Sarma, M.A.
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.

BIHAR

Secretary to Government, Labour Department ..	Shri R. S. Pande, I.A.S. Shri S. C. Mukerjee, I.A.S.
Commissioner of Labour	Shri B. P. Singh, I.A.S.
Deputy Commissioners of Labour (2)	Shri P. R. Sen. Shri R. Sinha.
4 Assistant Commissioners of Labour	
Chief Inspector of Factories	Shri A. Samad.
Chief Inspector of Boilers	Shri M. Moore.
Chairman, Industrial Tribunal	Shri H. K. Chaudhry.

BOMBAY

Commissioner of Labour	Shri P. N. Damry, I.A.S.
Deputy Commissioner of Labour (Administration) ..	Shri V. P. Keni, M.A.
Deputy Commissioner of Labour (Welfare)	Shri C. Thomas, M.A., LL.B.
13 Assistant Commissioners of Labour	
Chief Inspector of Factories	Shri N. G. Kewalramani, B.Sc. (Eng.), (Glas.), C.P.E., B.E. (Civil) Bom., M. R. San. I.
Chief Inspector of Steam Boilers and Smoke Nuisances	Shri C. W. Everette, J. P.
President, Industrial Court	Shri K. C. Sen, B.A. (Cantab.), I.C.S. (Retired).
Members, Industrial Court (2)	Shri S. H. Naik, M.A., LL.B. Shri P. D. Vyas, B.A., LL.B.
Adjudicators (2)	Shri S. M. Merchant, B.A., LL.B. Shri D. 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.
Judges, Labour Court, Ahmedabad (2)	Shri D. M. Vin, B.A., LL.B. Shri M. N. Nagrashna, B.Sc., LL.B.
Judge, Labour Court, Sholapur	Shri B. S. Dingare, B.A., LL.M.
Judges, Labour Court, Jalgaon	Shri B. S. Dingare, B.A., LL.M.

MADHYA PRADESH

Labour Commissioner, Chief Conciliator, Registrar of Trade Unions, Chief Inspector of Factories and Statistics Authority	Shri P. K. Sen, B.Sc. (Edin.).
Assistant Labour Commissioner	Shri L. S. Titus, M.A.

MADEAS

Commissioner of Labour, Registrar of Trade Unions and Chief Inspector of Factories	Shri C. G. Reddi, B.Sc. Tech. (Manchester), M.I.E. (India).
Assistant Commissioner of Labour and Additional Commissioner for Workmen's Compensation ..	Shri K. Srinivasan, B.A.

Additional Assistant Commissioner of Labour and Additional Commissioner of Workmen's Compensation .. .. .	..	Shri J. Viswanatha Reddy, B.A., B.L.
Deputy Chief Inspector of Factories, Madras .. .. .	..	Shri C. R. Reddy, B.A., B.Sc. (Lond.), A.C.G.I.
Industrial Tribunal, Madras .. .. .	..	Shri S. Narasimhulu.
„ Vijayawada .. .. .	..	Shri Abdul Sattar, B.A., B.L.
„ Coimbatore .. .. .	..	Shri P. V. Krishnaswami, B.A., B.L.
„ Madurai .. .. .	..	Shri T. S. Viswanatha Ayyar, B.A., B.L.

ORISSA

Labour Commissioner, Chief Inspector of Factories, Chief Inspector of Boilers, Registrar of Trade Unions, Conciliation Officer, etc. .. .. .	..	Shri M. L. Narasimiengar, B.A., B.E., M.I.E. (India).
Assistant Labour Commissioner, Conciliation Officer and Additional Inspector of Factories .. .. .	..	Shri S. Misra, B.A., LL.B., D.L.W. (Bombay).
Statistics Authority .. .. .	..	Shri P. B. Brahman, B.Sc.

PUNJAB

Labour Commissioner and Chief Inspector of Factories	Shri D. N. Nigam, D.S.W., F.R.E.S.
Labour Officer, Ambala Division	S. Harbaas Raj Singh, M.A.
Labour Officer, Jullundur Division, and Chief Inspector of Shops and Commercial Establishments, Punjab	Shri P. N. Puri.

UTTAR PRADESH

Labour Commissioner .. .. .	..	Shri O. N. Misra, I.A.S.
Deputy Labour Commissioner and Registrar of Trade Unions .. .. .	..	Shri Mahesh Chandra Pant, M.A., LL.B.
Two Assistant Labour Commissioners .. .. .	..	..
Assistant Registrar of Trade Unions .. .. .	..	Shri Pawan Behari Lal, M.A., B. Com., LL.B.
Chief Inspector of Factories and Chief Inspector of Shops and Commercial Establishments .. .. .	..	Shri Guru Dutt Bishnoi, B.Sc. (Eng.), A.M.I.E.
Deputy Chief Inspector of Shops and Commercial Establishments .. .. .	..	Shri P. N. Sabharwal.
Chief Inspector of Boilers .. .. .	..	Shri R. P. Singh.
President, State Industrial Tribunal .. .. .	..	Shri Radha Mohan, I.A.S.
Member, State Industrial Tribunal .. .. .	..	Shri Sheo Baran Singh.
Member, State Industrial Tribunal .. .. .	..	Shri Bijay Pal Singh.

WEST BENGAL

Labour Commissioner, Registrar of Trade Unions, Statistics Authority, Conciliation Officer, Certifying Officer for Standing Orders and Chief Inspector of Shops and Commercial Establishments, etc. .. .. .	..	Shri S. K. Haldar, I.C.S.
Deputy Labour Commissioner .. .. .	..	Shri D. Chatterjee, B.A.
Deputy Labour Commissioner .. .. .	..	Shri K. K. Mitra.
Authority under the Payment of Wages Act* .. .. .	..	Shri P. C. Mitra.
Chief Inspector of Factories .. .. .	..	Shri A. D. Joardar.

*Authority under the Minimum Wages Act, 1948 for Calcutta and Registrar, Workmen's Compensation Court.

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. 6. Shri S. K. Niyogi.
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PART B STATES

HYDERABAD

Labour Commissioner and Joint Secretary ..	Shri Syed Abdul Lateef Razvi.
Deputy Labour Commissioner	Shri B. N. Waghray.

JAMMU & KASHMIR

Director of Industries and Commerce ; Chief Inspector of Factories ; and Chief Inspector of Shops and Commercial Establishments	Shri T. C. Wazir.
Registrar of Trade Unions and Deputy Director of Industries	Shri Abdul Rashid.
Superintendent of Industries ; Inspector of Factories ; and Inspector of Shops and Commercial Establishments, Kashmir	Shri Syed Mohammed Shafi.
Superintendent of Industries ; Inspector of Factories, and Inspector of Shops and Commercial Establishments, Jammu	S. Jodh Singh.

MADHYA BHARAT

Commissioner of Labour and Chief Conciliator ..	Shri A. S. Banavalikar, B.A. (Hons.), A.T.A. (India).
Deputy Commissioner of Labour and Conciliator for the local areas of Ujjain and Gwalior	Shri B. S. Arora.
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.I.E., (Tech. I).
Chief Inspector of Boilers	Shri K. K. Mirza.
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 Chief Inspector of Factories & Boilers	Shri B. S. Puttaswami, B.A., B.L.
Assistant Labour Commissioner, Bangalore Division	Shri I. Nagappa, B.A.
Assistant Labour Commissioner, Kolar Division ..	Shri C. R. Kesavamurthy, B.A., LL.B.
Assistant Labour Commissioner, Mysore Division ..	Shri H. G. Gopalraj, B.A.
Assistant Labour Commissioner, Shimoga Division ..	Shri M. C. Chandrasekariah, B.A.
Assistant Labour Commissioner, Plantation Division	Shri G. Padmanabha, LL.B.

PATIALA AND EAST PUNJAB STATES UNION

Labour Commissioner and Chief Inspector of Factories and Boilers	S. Amrit Lal, B.A.
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RAJASTHAN

Labour Commissioner	Shri S. N. Shukla, M.A., LL.B.
Chief Inspector of Factories and Boilers ..	Shri Hans Raj Pabuwat, B.Sc. (Eng.), A.M.I.E.
Special Labour Officer	Shri Tikam Chand Jain, M.A., LL.B. D.S.W. (Cal.).

SAURASHTRA

Deputy Secretary to Department of Labour and ex-officio Commissioner of Labour	Shri D. K. Badheka, B.A., LL.B.
Assistant Commissioner of Labour and Registrar of Trade Unions, etc.	Shri A. V. Vyas, M.A., LL.B.
Assistant Commissioner of Labour	Shri M. B. Dave, B.A., LL.B.
Chief Inspector of Factories and Boilers	Shri R. P. Vaswani, B.E. (Mech.), A.M.I.E.E.

TRAVANCORE-COCHIN

Labour Commissioner, Certifying Officer and Registrar of Trade Unions	Shri M. K. Devassy, B.A., B.L.
4 Assistant Labour Commissioners .. .. .	.. .. .
Chief Inspector of Factories & Boilers	Shri P. S. Kukillaya, B.Sc. (Eng.).
Industrial Tribunal, Trivandrum	Shri C. S. Lakshmanan Pillai, B.A., B.L.
Industrial Tribunal, Alleppey	Shri K. N. Kunjukrishna Pillai, B.A., B.L.
Industrial Tribunal, Ernakulam	Shri C. Sankara Menon, B.A., B.L.

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 A. R. Siddiqui.

BHOPAL

Director of Labour	Shri Mumnoon Hasan Khan.
Labour Officer and Registrar of Trade Unions ..	Shri Devi Dayal Verma.
Inspector of Factories and Boilers	Shri B. K. Mittra.

COORG

Chief Inspector of Factories, Statistics Authority and Conciliation Officer	Shri I. C. Subbiah, M.A., B.L.
Registrar of Trade Unions	Shri P. M. Chengappa, C.H.D., F.R. Econ. (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

Director of Industries and ex-officio Labour Commissioner Shri Ramdayal Singh, M.A.
Labour Inspector Shri Ram Roop Tiwari.

TAIPURA

Labour Officer, Registrar, Trade Unions, Certifying Officer, Inspector and Conciliation Officer .. Shri B. C. Halder, B.L.

KUTCH

Chief Inspector of Factories, Statistics Authority and the Certifying Officer, etc. Shri P. K. Vohra, B.E., A.M.I.E.

APPENDIX V

LIST OF OFFICERS APPOINTED AS COMMISSIONERS FOR WORKMEN'S COMPENSATION IN DIFFERENT STATES

State 1	Officer appointed as Commissioner for Workmen's Compensation 2	Jurisdiction 3
1. Assam	<p>(i) Deputy Commissioners: Lakhimpur, Sibsagar, Kamrup, Nowgong, Darrang, Goalpara, Caro Hills, Cachar, Khasi and Jaintia Hills and Naga Hills.</p> <p>(ii) Political Officers:</p> <p>(a) Lokra, Balipara Frontier Tract ..</p> <p>(b) Margherita, Tirap Frontier Tract</p> <p>(iii) Superintendent, Aijal, Distt. Lushai Hills.</p> <p>(iv) Controller of Emigrant Labour, Shillong, District Khasi and Jaintia Hills.</p>	<p>Within their respective Districts.</p> <p>Balipara Frontier Tract, Distt. Tirap Frontier Tract.</p> <p>Lushai Hills.</p> <p>Labourers employed in tea plantations in Government projects in field and in Defence services in the State.</p>
2. Bihar ..	<p>(i) Commissioner of Labour, Bihar ..</p> <p>(ii) All District Officers</p> <p>(iii) Additional District Magistrates: Saharsa and Darbhanga.</p> <p>(iv) Additional Deputy Commissioner, Dhanbad.</p> <p>(v) Sub-Divisional Officers: Giridih and Dalbhum (Jamshedpur).</p>	<p>Whole State.</p> <p>Within their respective Districts.</p> <p>Within their respective jurisdiction.</p> <p>Dhanbad Sub-Division.</p> <p>Within their respective sub-Divisions.</p>
3. Bombay ..	<p>(i) Commissioner for Workmen's Compensation.</p> <p>(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, Kohlapur, Baroda, and Mehsana Districts.</p>	<p>Bombay, Bombay Suburban District, Ahmedabad District. All cases connected with the Western and Central Railway and Hydro-electric companies under the management of Messrs. Tata Hydro-electric Agencies Ltd., arising in the State. General jurisdiction over the whole State.</p> <p>Within their respective Districts. The jurisdiction of Civil Judge, Dharwar does not extend to Hubli and Gadag Taluka.</p>

APPENDIX V—*contd.*

1	2	3
	(iii) Judge, Labour Courts : (a) Jalgaon (b) Sholapur (iv) Judge, Court of Small Causes, Poona (v) Civil Judge (Junior Division) : (a) Himatnagar (b) Alibag (c) Gadag (d) Bulsar (e) Okhamandal (f) Amreli	East Khandesh District. Sholapur District. Poona District. Sabar Kantha District. Kolaba District. Gadag Taluka District. Dangs District. Okhamandal Taluka. Amreli Distt. excludng Okhamandal Taluka.
4. Madhya Pradesh	(i) District and Sessions Judges : Wardha, Hoshangabad, Chhindwara, Akola, Durg at Rajnandgaon and Raigarh. District and Sessions Judge, Nagpur .. District and Sessions Judge, Jabalpur District and Sessions Judge, Khandwa, Nimar. District and Sessions Judge, Raipur .. District and Sessions Judge, Amraoti .. (ii) Civil Judges (Class I) : Chanda, Betul, Balaghat, and Yeotmal Civil Judge (Class I) Buldana .. Civil Judge (Class I) Khamgaon .. Civil Judge (Class I) Jagadalpur .. Civil Judge (Class I) Ambikapur .. (iii) Sub-Divisional Officers, Sarangarh, Raigarh Distt. (iv) Additional Deputy Commissioner, Jashpur, Raigarh District. (v) Additional Deputy Commissioner, Korea, Sarguja Distt.	Within their respective Revenue Districts. Nagpur and Bhandara Revenue Districts. Jabalpur, Mandla and Sanger Revenue Districts. Nimar Revenue District. Raipur and Bilaspur Revenue Districts. Amraoti and Yeotmal Revenue Districts. Within their respective Revenue Districts. Buldana Revenue District except Khamgaon, Jalgaon and Malkhapur Taluks. Khamgaon, Jalgaon and Malkhapur Taluqs of Budana District. Bastar Revenue District. Sarguja Revenue District. Sarangarh Sub-Division. Jashpur Sub-Division. Korea Sub-Division.
5. Madras ..	(i) Commissioner of Labour (ii) Assistant Commissioner of Labour (iii) Additional Assistant Commissioner of Labour.	Whole State. Whole State. As Additional Commissioners for Workmen's Compensation.
6. Orissa ..	(i) Sub-Divisional Officer (ii) Additional District Magistrates, and in their absence the District Magistrates.	Talcher. Within their respective jurisdictions.

APPENDIX V—*contd.*

1	2	3
7. Punjab ..	(i) Senior Sub-judges, Hissar, Rohtak, Gurgaon, Karnal, Simla, Ludhiana, Amritsar, Gurdaspur, Ferozepore, Jullundur and Ambala. (ii) Senior Sub-Judge, Kangra at Dharamsala. (iii) Workmen's Compensation Commissioner at Rupar. (iv) Workmen's Compensation Commissioner, Hoshiarpur. (v) Divisional Magistrate, Kulu .. (vi) Land Acquisition Officer, Ambala ..	Within their respective districts. Kangra except Kulu Sub-Division. Nangal. Hoshiarpur. Sub-Division of Kulu (Kangra). Bhakra and Nangal areas within the local limits of Kangra and Hoshiarpur Districts.
8. Uttar Pradesh	District Magistrates	Within their respective Districts.
9. West Bengal ..	(i) Commissioner, Workmen's Compensation. (ii) Deputy Commissioners : Jalpaiguri and Cooch-Bihar. (iii) Deputy Commissioner and Additional Deputy Commissioner, Darjeeling.	Whole State. Within their respective jurisdictions. Darjeeling.
10. Ajmer ..	Judge, Small Causes Court	Whole State.
11. Bhopal ..	(i) District Magistrates : Sehore and Raisen. (ii) Additional District Magistrate, Bhopal.	Within their respective Districts. City of Bhopal.
12. Bilaspur (Simla Hills).	District Magistrate and Collector, Bilaspur.	Whole State.
13. Coorg ..	District and Sessions Judge, Coorg ..	Whole State.
14. Delhi ..	Judge, Small Causes Court, Delhi ..	Whole State.
15. Himachal Pradesh.	Deputy Commissioners	Within their respective Districts.
16. Kutch ..	District and Sessions Judge	Whole State.
17. Vindhya Pradesh.	Deputy Commissioners : Rewa, Satna, Shahdol, Chhatarpur, Panna, Datia, Tikamgarh, and Sidhi.	Within their respective Districts.
18. Hyderabad ..	Labour Commissioner	Whole State.
19. Jammu and Kashmir.	District and Sessions Judges : Jammu, Kashmir and Bunji, Ladakh, and Poonch Jagir.	Within their respective jurisdictions.

APPENDIX V—*concl'd.*

1	2	3
20. Madhya Bharat.	(i) Judge, Labour Court, Indore .. (ii) Judge, Labour Court, Gwalior .. (iii) Judge, Labour Court, Ujjain ..	Districts of Indore, Dewas, Dhar, Nimar, Mandasaur, Jhabua and Ratlam. Greater Gwalior and Districts of Bhind Gird, Morena, Shivpuri and Guna. Districts of Ujjain, Rajgarh, Bilasa and Shajapur. Also for Railway lands falling in the State.
21. Mysore ..	(i) Deputy Commissioners of Bangalore, Mysore, Mandya, Kolar, Tumkur, Chitaldrug, Shimoga, Chikmagalur, and Hassan districts. (ii) Commissioner of Labour in Mysore	Within their respective Districts. Only for such cases as are transferred to him by the State Government under Sec. 21(5) of the Act.
22. Patiala and East Punjab States Union.	Sub-Judges 1st Class stationed at Patiala, Bhatinda, Barnala, Kapurthala, Sangrur, Narnaul, Kandaghat and Fatehgarh Sahib Districts.	Within their respective jurisdictions.
23. Saurashtra ..	Civil Judge, Senior Division in each of the five districts.	Within their respective jurisdictions.
24. Rajasthan ..	Five Commissioners for Workmen's Compensation.	One for Railway lands in the whole State; one for Kotah Division and Alwar Districts; one for Jaipur Division (except Alwar District); one for Udaipur Division; and one for Jodhpur and Bikaner Division.
25. Travancore-Cochin.	(i) Labour Commissioner (ii) District Magistrate, Trichur ..	Whole State except Trichur District. Trichur District.
26. Tripura ..	District Judge	Whole State.
27. Andaman & Nicobar Islands.	Deputy Commissioner, Andaman and Nicobar Islands.	Whole State.

APPENDIX VI

IMPORTANT WORKERS' ORGANISATIONS

(Membership and Finance of Registered Trade Unions having a membership of 1,000 or more).

The following statement gives certain details about the membership and finance of registered trade unions having a membership of 1,000 or more, as on 31st March 1952. The statement has been compiled from the information supplied by the various States. No union having a membership of 1,000 or more was reported from Jammu & Kashmir, PEPSU, Bilaspur, Bhopal, Coorg, Himachal Pradesh, Kutch, Manipur, Tripura and Vindhya Pradesh. The available information for the 8 Part A States, 4 Part B States and 2 Part C States has been arranged in a tabular statement, which gives details of the names and addresses of unions, industries or trades to which they belong, dates of formation and registration, membership (men and women) and average monthly income and expenditure. For purposes of industrial classification, only the main industrial groups have been taken into account. The figures of income and expenditure have been rounded to the nearest rupee.

Serial No.	Name and address of the Union	Industry or trade to which the Union belongs	Date of		Membership			Average monthly income	Average monthly expenditure
			Formation	Registration	Men	Women	Total		
1	2	3	4	5	6	7	8	9	10
	Assam							Rs.	Rs.
1	Indian Tea Employees' Union, Silehar.	Agriculture & allied activities.	22-9-46	10-2-47	1,406	75	1,481	1,386	1,459
2	Sarna Upatyaka Cha Samik Union, Karimganj, Cachar.	Do. ..	20-10-46	27-3-47	10,340	7,560	17,900	213	172
3	Assam Cha Kamuchari Sangha. ..	Do. ..	9-2-47	21-4-47	6,731	40	6,771	1,640	1,775
4	Assam Tea Labourer's Association, Tor-klaibagicha, Cinnimara.	Do. ..	24-10-48	10-10-49	8,272	8,293	16,565	67	57
5	Tezpur Jilla Cha Mazdoor Sangha, Tezpur, Darrong	Do. ..	27-11-48	28-2-49	..	..	6,872	758	761
6	Cachar Cha-Samik Union, Silehar, Cachar.	Do. ..	1-1-50	9-1-50	25,693	12,846	38,539	6,086	6,685
7	Sonari Circle Cha Mazdoor Sangha, Sonari, Jorhat.	Do. ..	23-4-50	9-2-51	5,057	1,504	6,561	660	660
8	Cha Mazdoor Sangha, Naharkatia Circle, Naharkatia.	Do. ..	6-6-50	20-10-51	2,202	624	2,826	287	285
9	Tingrai Circle Cha Mazdoor Sangha, Hoogrijan.	Do. ..	1-7-51	25-10-51	3,050	1,000	4,050	128	116
10	Moren Circle Cha Mazdoor Sangha, Morenhat.	Do. ..	2-11-50	20-10-51	3,478	522	4,000	624	458

11	Dibrugarh Circle Cha Mazdoor Sangha, Dibrugarh.	Do.	..	4-4-50	6-2-52	5,052	2,400	7,422	74	40
12	A. O. C. Labour Union, Digboi, Lakhipur.	Mining and Quarrying.	..	25-8-46	7-1-47	6,449	29	6,478	1,249	2,141
13	A. O. C. Contractors' Labour Union, Digboi.	Do.	..	19-12-46	9-5-47	1,004	30	1,034	267	326
14	Assam Railway Labour Association, Pandu, Kamrup.	Transport, Storage & Communications.	..	1-8-48	26-3-52	21,364	21	21,385	1,220	1,262
BIHAR										
1	Tata Collieries Labour Association, Jamadoba Colliery, P.O. Jeaigora, Manbhum.	Mining & Quarrying	..	27-4-30	27-4-31	1,581	..	1,581	316	316
2	Indian Miners' Association, Jharis, Manbhum.	Do.	..	17-3-33	15-2-34	4,236	288	4,524	170	112
3	Coal Workers' Union, Giridih, Hazaribagh.	Do.	..	17-7-38	4-1-39	6,307	213	6,520	558	539
4	South Karanpura Coal Mines Union, P.O. Argoda, Hazaribagh.	Do.	..	28-7-46	26-10-46	3,009	1,504	4,513	332	306
5	Hindusthan Khan Mazdoor Sangh, Ballihari, P.O. Kusunda, Manbhum.	Do.	..	13-10-46	24-1-47	2,138	..	2,138	535	368
6	Hazaribagh Distt. Coal Mazdoor Union, P.O. Giridih, Hazaribagh.	Do.	..	15-12-46	10-4-47	1,876	..	1,876	59	58
7	Barrakar Coal Co. Mazdoor Sangh, Loyabad, P.O. Bansjora, Manbhum.	Do.	..	21-4-47	27-5-47	2,272	76	2,348	157	88
8	Chotanagpur Coalfield Workers' Union, P.O. Bokaro, Hazaribagh.	Do.	..	15-1-47	11-1-48	3,025	3,217	6,242	616	616
9	State Rly. Colliery Mazdoor Union, P.O. Bokaro, Hazaribagh.	Do.	..	2-10-47	11-1-48	3,343	3,923	7,266	870	870

1	2	3	4	5	6	7	8	9	10
10	Sindra Labour Union, P.O. Bansjora, Manbhum.	Mining & Quarrying	3-8-47	1-4-48	828	190	1,018	43	27
11	Rhutgoria Equitable Colliery Workers' Union, P.O. Jharla, Manbhum.	Do.	1-10-47	28-4-48	2,332	..	2,232	454	458
12	Angarpathra Colliery Mazdoor Union, P.O. Sijua, Manbhum.	Do.	28-4-47	3-8-48	1,114	..	1,114	177	196
13	West Bokaro Colliery Workers' Union, P.O. Ghatotand, Manbhum.	Do.	10-9-48	11-7-49	976	43	1,019	37	36
14	Indian Mining and Construction Co. Employees' Union, Sunday Bazaar, P.O. Bokaro, Hazaribagh.	Do.	1-2-49	29-8-49	1,557	..	1,557	270	282
15	Sirika Coal Majdoor Sewa Sangh, P.O. Argoda, Hazaribagh.	Do.	18-5-49	30-8-49	1,056	440	1,496	96	89
16	Raigarh Coal Majdoor Sewa Sangh, P.O. Argoda, Hazaribagh.	Do.	18-5-49	30-8-49	1,051	..	1,051	79	72
17	Bermo Coalfield Workers' Union Fittetola, P.O. Bokaro, Hazaribagh.	Do.	16-2-49	24-9-49	2,693	2,000	4,693	543	510
18	Koyala Majdoor Panchayat, Jharis, Manbhum.	Do.	27-2-49	31-12-49	13,330	5,680	19,000	2,525	2,545
19	Mosabani Mines Labour Union, Mosabani Mine, Singhbhum.	Do.	6-3-38	23-2-39	4,036	130	4,166	433	414
20	Maubhandar Mazdoor Union, Saketi Highway, Jamshedpur.	Do.	3-4-43	11-6-43	1,523	151	1,674	95	91

21	Mica Labour Union, Jhumtithaiya, Hazaribagh.	Do.	..	2-6-45	9-4-46	5,466	1,402	6,868	785	776
22	Goa Mines Workers' Union, Bazar-dhori, Singbhum.	Do.	..	14-4-46	2-8-46	1,563	425	2,008	408	668
23	Rohas Industries Majdoor Sangh, Nasiganj, Delmianagar, Shahabad.	Do.	..	15-12-45	4-9-46	2,200	..	2,200	321	350
24	Baulia Quarries Majdoor Sangh, Baulia, Shahabad.	Do.	..	11-4-47	8-3-47	1,547	388	1,935	452	402
25	Rohas Quarries Majdoor Sangh, Dumarkhar, Shahabad.	Do.	..	20-9-46	29-3-47	1,190	183	1,373	179	180
26	Hazaribagh Abrah Majdoor Sangh, Jhumtithaiya, Hazaribagh.	Do.	..	1-11-48	10-3-50	3,000	900	3,900	144	135
27	Marhowra Factories Labour Union, Marhowra, Saran.	Manufacturing	..	10-10-39	23-6-42	1,162	10	1,172	96	94
28	Patna Eri Majdoor Union, Pagoda, B. M. Das Road, Bankipur, Patna.	Do.	..	11-12-44	6-6-45	2,620	..	2,620	218	218
29	Monghyr Tobacco Manufacturing Workers' Union, Monghyr.	Do.	..	1-8-44	18-9-45	3,275	60	3,335	1,518	1,142
30	Lohat Sugar Factory Labour Union, Lohat, Darbhanga.	Do.	..	3-2-46	24-9-47	1,350	..	1,350	138	174
31	Motipur Sugar Factory Majdoor Union, Motijhil, Muzaffarpur.	Do.	..	21-10-47	27-11-47	1,043	2	1,045	91	150
32	Patna Press Workers' Union, Alam Building, Nayatola, Patna.	Do.	..	5-1-46	1-4-39	1,330	..	1,330	31	31
33	Japla Labour Union, Japla, Palanau	Do.	..	29-3-45	22-11-46	1,315	71	1,386	214	214
34	Tata Workers' Union, Janshedpur	Do.	..	3-4-38	9-12-38	20,594	2,031	28,625	7,244	4,641

1	2	3	4	5	6	7	8	9	10
35	Tatanagar Foundry Workers' Union, E.P. Bustee, P.O. Tatanagar, Sing- bhum.	Manufacturing ..	4-4-38	7-10-39	1,088	501	1,589	504	531
36	Tata Locomotive and Engineering Workers' Union, P.O. Telco Works, P.S. Golmuri, Singbhum.	Do. ..	14-6-46	20-9-46	2,286	30	2,316	459	451
37	Indian Cable Workers' Union, P.O. Gol- muri, Singbhum.	Do. ..	19-4-46	4-9-46	1,069	120	1,189	578	225
38	Kumardhubi Workers' Union Kumar- dhubi, Manbhum.	Do. ..	7-4-47	20-6-47	3,082	1,350	5,152	984	1,257
39	Bihar Provincial P.W.D. Workers' Union, B.M. Das Road, Bankipur, Patna.	Services ..	4-11-44	10-2-46	2,193	7	2,200	169	212
40	Bihar Provincial Inferior Government Servants Union, Nath House, Mitha- pur, Patna.	Do. ..	20-1-47	11-1-48	1,263	18	1,281	221	129
41	Bihar Provincial Peon Association, Kadamkuan, Patna.	Do. ..	26-12-38	17-12-49	4,023	..	4,023	126	87
42	Raj Darbhanga Narmachari Sangh, Darbhanga.	Do. ..	6-8-48	8-4-50	1,209	..	1,209	90	57
43	Noamundi Majdoor Union, P.O. Noa- mundi, Manbhum.	Miscellaneous ..	13-4-46	27-6-46	3,875	1,859	5,734	1,044	910

BOMBAY

1	Sekhar Kamgar Sabha, Shrirampur, Post Haregaon, Distt. Ahmednagar.	Agriculture and allied activities.	12-8-45	17-12-46	1,978	334	2,312	634	525
2	Rawalgaon Rashtriya Sugar Workers' Union, Rawalgaon Sugar Farm, Rawalgaon, Dt. Nasik.	Do. ..	29-2-48	20-3-42	1,289	15	1,304	328	328
3	Sugar Workers' Union, Walchandnagar, Dt. Poona.	Do. ..	24-2-48	31-8-48	1,942	..	1,942	261	124
4	Kopergaon Taluka Sakhar Kamgar Sabha, Sakarwadi, Dt. Ahmednagar.	Do. ..	5-4-50	30-6-51	N.A.	N.A.	1,880	740	646
5	Shivrajpur Mines Employees' Union, Gandhi Majur Sevayaya, Bhadre, Ahmedabad.	Mining and Quarrying	3-7-48	5-2-49	2,450	1,719	4,169	315	274
6	Uran Peta Mithagar Kamkari Sangh, Union Building, Kot, Uran, Taluka, Panvel, Kolaba Dt.	Manufacturing ..	8-12-46	5-12-47	1,760	30	1,790	426	706
7	Vidi Kamgar Sabha, 1170, Bhavani Peth, Padmaghali Puram, Poona-2.	Do. ..	12-11-49	24-1-50	750	853	1,603	172	108
8	Kaira District Tobacco Kamdar Mandal, Dabhan Bhagde, Nadiad.	Do. ..	1-4-51	31-5-51	532	520	1,052	98	91
9	The Mill Kamdar Union, Gomtipur Road, Chartodha Chawl, Ahmedabad.	Do. ..	14-8-35	4-8-27	1,420	76	1,496	176	191
10	The Amalner Ginni Kamgar Union, Now Kacheri Road, Amalner, East Khambhod.	Do. ..	25-10-37	22-9-38	1,775	216	1,991	361	251
11	The Card Blow and Frame Workers' Union, Gandhi Majoor Sevayaya, Bhadre, Ahmedabad.	Do. ..	1-8-20	20-7-30	9,195	234	9,429	2,931	3,252

1	2	3	4	5	6	7	8	9	10
12	The Weaving Workers' Union, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad.	Manufacturing ..	26-2-20	31-7-39	23,453	47	23,000	9,786	10,860
13	The Thrustle Workers' Union, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad.	Do. ..	20-2-20	2-8-39	19,720	2,114	21,834	5,970	6,725
14	The Winders' Union, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad.	Do. ..	1-6-20	7-8-39	972	2,966	3,938	1,575	1,567
15	The Engine Mechanic & Power Plant Workers' Union, Gandhi Majoor Sevalaya, Bhadra, Ahmedabad.	Do. ..	1-9-19	7-8-39	3,601	77	3,678	1,386	1,180
16	The Bombay Textile Clerks' Union, 45, Shyam Bhuvan, Parel Road, Poibavdi, Bombay.	Do. ..	24-4-40	31-11-40	3,902	..	2,902	1,138	1,133
17	The Rashtriya Mill Mazdoor Sangh, Mazdur Manzil, 26, Govt. Gate Road, Parel, Bombay.	Do. ..	19-5-40	27-8-41	38,673	4,109	42,782	6,624	5,810
18	The Textile Labour Union, 2/13, Chandramani Bhuvan, Mission Road, Nadiad.	Do. ..	13-3-43	4-4-44	1,913	103	2,016	572	659
19	The Chalisgaon Ginni Kamgar Union, Netaji Chowk, Chalisgaon, East Khandesh.	Do. ..	16-3-43	10-5-44	1,173	68	1,241	289	368
20	The Textile Labour Union, Near Panch Batti, Broach.	Do. ..	11-3-41	5-4-45	1,470	147	1,617	1,372	647

21	The Rashtriya Girmi Kamgar Sangh, Polan Peth, Jalgaon, Dist. East Khandesh.	Do.	..	2-10-44	14-5-46	1,681	208	1,889	755	736
22	The Rashtriya Girmi Kamgar Sangh, Warad Chawl, Station Road, Sholapur.	Do.	..	17-6-45	6-11-46	5,746	539	6,285	1,374	1,015
23	The Rashtriya Girmi Majdur Sangh, Mangal Oni, Near Bharat Mills, Karwar Road, Habbli.	Do.	..	17-7-46	7-12-46	901	124	1,025	175	447
24	The Rashtriya Mill Mazdoor Sangh, New Kacheri Road, Amalner, East Khandesh.	Do.	..	7-5-47	30-7-47	2,003	280	2,283	866	921
25	The Mill Kamgar Union, 55, Sonwar, Poona-2.	Do.	..	1-8-47	29-9-47	970	63	1,033	138	161
26	The Gokak Girmi Rashtriya Mazdoor Sangh, Gokak Falls, Distt. Belgaum.	Do.	..	26-10-47	21-1-48	850	877	1,727	451	449
27	The Gujarat Sarvi Kamdar Association, Opposite Clock Tower, Kalapur, Ahmedabad.	Do.	..	31-3-38	31-3-51	N.A.	N.A.	N.A.	N.A.	N.A.
28	The Rashtriya Mill Mazdoor Sangh, C/o Yugansandesh Office, Dhulia, East Khandesh.	Do.	..	8-6-46	5-2-49	1,572	388	1,910	504	613
29	The Textile Labour Union, Gandhi Majur Sevnlaya, Bhadra, Ahmedabad.	Do.	..	14-7-48	22-5-49	1,342	60	1,402	445	450
30	The Mill Majoor Sabha, Tol Nake, Rajpur, Ahmedabad.	Do.	..	27-3-49	14-6-49	4,701	421	5,122	2,904	2,969
31	Majoor Muhajan Mandal, Raopur, Baroda.	Do.	..	1-3-29	23-1-40	4,460	328	4,788	1,725	1,783
32	Majur Muhajan Sangh, Station Road, Petlad.	Do.	..	1 7-30	29-3-40	N.A.	N.A.	3,046	1,819	2,325

1	2	3	4	5	5	7	8	9	10
33	Major Mahajan Sangh, Station Road, Katol, (N. Gujarat).	Manufacturing ..	1-6-30	22-3-40	3,979	231	4,210	2,015	2,146
34	Major Mahajan Sangh, Ganj Bazar, Sidhpur, (N. Gujarat).	Do. ..	24-9-43	23-2-44	1,021	144	1,705	1,001	788
35	Major Mahajan Mandal, Navsari, Station Road, Navsari.	Do. ..	1-7-45	14-11-45	1,634	210	1,844	891	763
36	The Mill Mazdoor Sabba, Gandhi Chowk, Petlad.	Do. ..	2-2-50	8-3-50	994	57	1,051	705	653
37	The Dhulia Girni Kamgar Union, Agra Road, Dhulia, West Khandesh.	Do. ..	10-9-32	31-12-51	†	†	1,250*	†	†
38	Poona Girni Kamgar Union, At and Post Mundhwa, Taluka Haveli, Distt. Poona.	Do. ..	24-4-51	30-7-51	1,206	37	1,243	161	135
39	Mill Kamdar Mandal, Wadi, Wayada, Pole, Baroda.	Do. ..	4-1-51	30-6-51	1,407	6	1,413	164	161
40	Mill Mazdoor Union, Dalvi Building, First Floor, Room No. 15/16, Poldardi, Parel, Bombay 12.	Do. ..	3-6-51	6-8-51	7,463	3,732	11,195	1,864	642
41	The Surat Textile Labour Union, 4/823, Begumpura, Station Road, Surat.	Do. ..	17-2-45	9-8-45	942	154	1,096	398	398
42	The Surat Silk Mill Workers' Union, C/O. Mazdur Panchayat, Zampa Bazar, Surat.	Do. ..	1-10-47	21-2-48	994	308	1,302	373	325

43	Mumbai Woolen Mill Kamgar Union, 34-A, Salamat Mansion, Sayami Road, Bombay-28.	Do.	..	5-10-47	22-2-48	906	180	1,086	937	295
44	Ahmedabad Textile Technician and Officers' Union, Gaudhi Major Savalaya, Bhadra, Ahmedabad.	Do.	..	8-8-49	9-12-49	1,110	..	1,110	288	164
45	The Times of India Indian Employees' Union, 2/19, Bhuta Nivas, Vincent Road, Matunga, G.I.P.	Do.	..	29-7-46	15-11-46	1,812	2	1,814	525	759
46	Chemical Mazdoor Sabha No. 3, Mistry Building, Room No. 21, 2nd Floor, Jeebai Wadia Road, Parel, Bombay-12.	Do.	..	23-6-46	30-8-47	2,275	425	2,700	728	610
47	The Rashtriya Chemical Kamgar Sangh, Opposite Cotton Green Railway Station, Sewree, Bombay-15.	Do.	..	6-5-45	31-3-51	†	†	1,250	163	131
48	Ammunition Factory Workers' Union, 70, Market Road, Kirkee, Poona-9.	Do.	..	1-10-46	10-1-48	1,384	..	1,384	173	191
49	Ordnance Employees' Union, Ambernath, G.I.P. Rly.	Do.	..	4-1-48	29-5-48	1,178	30	1,208	61	76
50	Rashtriya Winco Kamgar Sangh, Ambarnath, Dist. Thana.	Do.	..	9-12-49	24-2-50	1,759	52	1,811	771	227
51	The Tata Chemicals Kamgar Sangh, Michapur, Okha Mandal, Kathiawar.	Do.	..	1-4-48	18-4-49	†	†	†	†	†

* As on 31-3-1961.

† Information not available.

		3	4	5	6	7	8	9	10
52	Asbestos Cement Employees' Union, Room No. 3, Shelar Sadan, Govan Pada, Mulund.	Manufacturing ..	4.11.48	13-6-49	1,181	1	1,182	207	239
53	Sevadin Cement Workers' Union, Gandhi Major Sevulaya, Bhadra, Ahmedabad.	Do.	24-6-51	31-7-51	1,800	..	1,800	232	101
54	The Godrej & Boyce Workers' Union, Opposite Office of Messrs. Godrej & Boyce Manufacturing Co. Ltd., Lalbaug, Bombay-12.	Do.	13-6-42	1-4-45	1,465	..	1,465	136	50
55	Metal Mazdoor Sabha, 21, Mistry Building, No. 3, 2nd Floor, Jerbai Wadia Road, Parel, Bombay-12.	Do.	7-4-46	20-9-47	1,357	30	1,387	508	433
56	Association of the Civilian Employees of the 512 Command, I.E.M.E. Workshop, 70, Market Road, New Bazar, Kirkee, Poona-2.	Do.	15-9-46	2-2-48	1,371	20	1,391	291	164
57	The Bombay General Employees' Association, Vithal Sadan, Ground Floor, Congress House, Bombay-4.	Do.	30-3-48	13-9-48	2,255	10	2,265	697	719
58	Automobile Manufacturers' Employees' Association, Mazdoor Manzil, 25, Government Gate Road, Parel, Bombay-12.	Do.	13-1-51	3-5-51	†	†	2,000	†	†
59	National Engineering Workers' Union, Mazdoor Manzil, 25, Government Gate Road, Parel, Bombay-12.	Do.	23-12-43	27-11-51	†	†	3,617*	1,215	1,185

LIST OF WORKERS' ORGANISATIONS

443

60	Hindustan Lever Mazdoor Sabha, Opp. Captain Bldg., King Edward Road, Secree, Bombay.	Do.	..	1-8-46	29-11-46	2,035	186	2,221	838	887
61	The Ahmedabad Electricity Employees Union, Gandhi Majur Sevayala, Bhadra, Ahmedabad.	Do.	..	30-10-46	13-2-47	1,500	..	1,500	346	313
62	Bombay Automobile Employees' Union, Vithal Sadan, Ground Floor, Congress House, Bombay-4.	Commerce	..	29-3-48	24-8-48	2,665	6	2,071	711	719
63	The Reserve Bank 'D' Class Employees' Union, Retail Mansion, Parekh Street, Bombay.	Do.	..	4-12-42	10-7-43	1,013	..	1,013	339	259
64	Imperial Bank of India Staff Association, Bombay Circle, 505, Sadashiv Peth, Poona City.	Do.	..	6-9-42	26-1-42	1,186	1	1,187	268	508
65	The Oriental Government Security Life Assurance Co., Limited (Head Office) Employees' Union, "Gulestan", Napier Road, Fort, Bombay.	Do.	..	22-6-46	15-11-47	1,206	..	1,206	456	428
66	The Basal Light Railwaymen's Union, C/o. M.V. Pantksha, Esq., Kuruduwadi (G.L.P. Rly).	Transport, Storage and Communications	..	5-6-46	13-2-47	1,626	5	1,631	550	528
67	Western Railway Employees' Union, Parekh Street, Girgaon, Bombay-4.	Do.	..	1-8-20	31-10-27	22,480	191	22,671	4,420	4,098
68	The G. I. P. Railwaymen's Union, Neptune Building, Second Floor, Hornby Road, Bombay.	Do.	..	9-12-34	7-2-35	3,849	..	3,849	6,533	1,091
69	The R.B. & C. I. Railwaymen's Union, Room No. 36, Zetan House, Pattiwala Road, Parel, Bombay-12.	Do.	..	18-1-42	20-5-42	1,531	..	1,531	264	706

* As on 31-3-1951.

† Information not available.

1	2	3	4	5	6	7	8	9	10
70	The B. R. & C. I. Railway Employees' Association, Noor Bldg., Tulsi pipe Road, Dadar, Bombay-14.	Transport, Storage and Communication.	15-2-20	14-1-45	17,882	..	17,882	1,724	1,572
71	G. I. P. Railway National Railway Workers' Union, Sasoon J. David Building, 2nd Floor, 27, Military Square Lane, Fort, Bombay.	Do. ..	30-3-48	8-5-48	41,289	496	41,685	6,402	5,414
72	Central Railway Mazdoor Panola at, Khersaj Obhayya Building, Laxminarayana Lane, Matunga, Bombay-9.	Do. ..	19-9-48	31-7-49	40,121	208	40,329	6,566	5,303
73	The B. E. S. T. Workers' Union, 42, Kennedy Bridge, Bombay.	Do. ..	12-9-30	10-7-45	6,115	..	6,115	1,061	1,039
74	BEST Employees' Union, Sasoon J. David Building, 27th Military Square Lane, 1st Floor, New India Coffee House, Fort, Bombay-1.	Do. ..	31-3-50	20-6-50	1,399	..	1,399	483	516
75	The Bombay Taxi Association, Pathan Bhuwan, Kennedy Bridge, Bombay-4.	Do. ..	25-8-23	12-9-28	2,172	25	2,197	1,326	955
76	The Greater Bombay Taxi Owners' Association, 3/5 French Bridge, Chowpatty, Bombay.	Do. ..	4-5-47	30-7-47	1,007	28	1,035	1,280	967
77	The National Seamen's Union of India, 51, Old Nagpada, Bombay-9.	Do. ..	22-3-31	30-3-32	25,825	..	25,825	7,272	11,721
78	The Seamen's Union, Servants of India Society, Girgaon, Bombay-4.	Do. ..	27-8-37	23-3-39	8,392	..	8,392	2,459	2,125

79	The Union of the Staff of the Scindia & Associated Company, Scindia House, Ballard Estate, Bombay.	Do.	..	10-12-42	15-4-43	1,008	..	1,088	242	40
80	Dice Navik Union, P. B. No. 2334, Bombay-2.	Do.	..	3-8-49	30-9-49	2,165	..	2,165	186	7
81	Khalasi Mandal, Gumasta Mandal Office, Kanavat, Surat.	Do.	..	26-8-51	18-2-52	1,267	..	1,267	789	86
82	The Bombay Dock Workers' Union, 1st Floor, Kavrana Bldg., Frere Road, Bombay-9.	Do.	..	25-10-31	2-32	8,962	28	9,000	5,937	2,868
83	The Dockyard Labour Union, Port Trust Kamgar Sadan, Nawab Tank Road, Mazagaon, Bombay-10.	Do.	..	4-2-35	23-12-35	1,007	..	1,007	295	289
84	The H. M. I. Naval Dockyard Workers' Union, Havabai Mansion, 14 Old Custom House Road, Fort, Bombay.	Do.	..	†	19-4-39	†	†	†	†	†
85	Bombay Stevedores and Dock Labourers' Union, Vithal Sadan, Ground Floor, Congress House, Bombay-4.	Do.	..	1-3-49	13-5-49	1,492	18	1,510	408	452
86	National Dock Workers' Union, Opp. Yellow Gate Police Station, Dock Area, Bombay.	Do.	..	5-11-44	12-4-50	1,330	16	1,346	825	495
87	The Bombay Port Trust Dock Staff Union, Kavrana Bldg., 1st Floor, Frere Road, Bombay-9.	Do.	..	28-2-51	0-3-51	1,097	..	1,097	570	285
88	All-India Employees' Union, Room No. 1, Sharikar Gowri Chawl (Near Standard Vacuum Oil Department), Vakola, Santacruz (East), Bombay-25.	Do.	..	20-4-45	2-4-49	1,554	5	1,559	412	318

† Information not available.

1	2	3	4	5	6	7	8	9	10
89	Telephone Workers' Union, District and Workshops (Indian Posts and Telegraphs Deptt.) Ratan House, Rebsch Road, Bombay-11.	Transport Storage and Communications.	11-11-41	19-12-41	1,166	214	1,389	466	406
90	Petroleum Workmen's Union, Shramjeevi Avas, 34, Sewree Cross Road, Bombay-15.	Do. ..	16-7-49	11-10-49	3,622	11	3,633	1,915	1,643
91	The Municipal Workers' Union, B. I. J. Chawls No. 11, Room No. 1, Forus Road, Bombay-1.	Services ..	27-2-35	29-3-35	1,573	57	1,630	413	230
92	The Bombay Municipal Kamgar Sangh, Nana Bldg., Jerbai Wadia Road, Parel, Bombay-12.	Do. ..	1-4-33	17-8-37	1,627	485	2,112	588	679
93	Ahmedabad Municipal Kamgar Sangh, Munshi Bhavaz, Navbad, Dr. Ambedkar Road, Ahmedabad.	Do. ..	6-1-44	10-6-46	914	449	1,363	342	329
94	Ahmedabad Municipal Servants' Association, Sardar Vallabhbhai Road, Opp. Municipal Bldgs., Bhadra, Ahmedabad.	Do. ..	2-2-30	8-4-47	1,293	23	1,316	418	308
95	Bombay Municipal Hospital Employees' Union, Room No. 21, Mistry Bldg., No. 3, Jerbai Wadia Road, Parel, Bombay.	Do. ..	8-5-45	2-4-49	1,200	360	1,560	384	443
96	Bombay Hotel Kamgar Union, 42, Kennedy Bridge, Girgaum, Bombay.	Miscellaneous ..	20-5-44	9-10-46	1,332	..	1,332	488	690

97	Indian Motion Picture Employees' Union, Bombay, Marathi Granth Sangrahalaya Bldg., Bhairi Jivanji Lane, Bombay-2.	Do.	..	6-1-46	12-6-48	1,445	..	1,445	525	393
98	Ordnance Depot Workers' Union, 116, New Bazar, Dehu Road, Deccan.	Do.	..	22-10-49	31-1-50	†	†	1,013*	†	†
99	Hotel Mazdoor Sabha, 4th Floor, Kothari Mansion, Opp. G. P. O., Fort, Bombay.	Do.	..	25-9-50	4-11-50	2,763	..	2,763	903	832
MADHYA PRADESH										
1	Madhya Pradesh Rashtriya Kalyan Khadun Mazdoor Sangh, Chandaneta.	Mining and Quarrying.	..	8-5-47	20-12-47	1,688	137	1,725	234	210
2	I. L. P. C. P. and Berar Bidi Workers' Union, Nagpur.	Manufacturing	..	5-6-48	24-8-49	5,192	1,995	7,187	165	107
3	Rashtriya Mill Mazdoor Sangh, Rajnandgaon.	Do.	..	28-5-38	20-9-48	1,029	131	1,160	300	207
4	Nagpur Textile Workers' Union ..	Do.	..	20-12-27	23-12-27	953	53	1,005	178	163
5	Independent Labour Party's Cotton Mill Workers' Union, Nagpur.	Do.	..	4-1-46	5-6-46	3,112	878	3,990	507	486
6	Akola Mazdoor Sangh, Akola ..	Do.	..	28-8-47	28-11-47	1,077	..	1,077	127	108
7	Burhanpur National Textile Workers' Union, Burhanpur.	Do.	..	29-3-49	18-5-49	1,066	70	1,136	212	131
8	Rashtriya Mill Mazdoor Sangh, Hinghant.	Do.	..	1-8-47	23-3-48	971	41	1,012	101	96

* As on 31-12-1951.

† Information not available.

1	2	3	4	5	6	7	8	9	10
9	Tapti Mill Mazdoor Sangh, Lalbagh, Burchanpur.	Manufacturing ..	10-5-39	20-11-39	1,696	105	1,701	703	635
10	Hingbanghat Girmi Mazdoor Sangh, Hingbanghat.	Do. ..	3-2-38	11-4-38	1,054	197	1,851	442	231
11	Rasatriya Mill Mazdoor Sangh, I. N. T. U. C. Office, Walker Road, Nagpur.	Do. ..	11-4-48	8-6-48	4,212	374	4,586	573	729
12	Gun Carriage Factory Karamchhari Union, Jabalpur.	Do. ..	12-4-45	14-10-46	3,337	82	3,419	453	343
13	Depot Kangar Union, Jabalpur ..	Do. ..	4-7-48	22-2-49	1,066	2	1,068	180	175
14	All-India Railwaymen's Union, Nagpur.	Transport, Storage and Communica- tions.	1-3-39	18-10-39	3,887	2	3,909	106	66
	MADRAS								
1	The Estate Staff's Union of South India, Hatherly Road, Coonoor.	Agriculture and allied activities.	16-12-45	24-3-47	4,163	142	4,305	1,322	1,453
2	The Nilgiri District Estate Workers' Union, Rokeby, Coonoor.	Do. ..	3-10-46	1-7-47	13,510	..	13,510	3,295	4,153
3	The Madras Provincial Plantation Workers' Union, Valparai, via Pollachi.	Do. ..	12-10-47	27-2-50	4,407	3,348	7,755	1,660	1,653
4	The Malabar District Estate Workers' Union, Meppadi, Wynad, Malabar.	Do. ..	30-4-50	26-3-51	1,225	1,083	2,308	580	584

	Manufacturing	8-5-45	13-12-45	2,949	..	2,949	73	92
5	The Madurai Hotel Thozhilalar Sangam, 34, West Chittai Street, Madurai.	..	13-12-45	2,949	..	2,949	73	92
6	The Cashewnut Workers' Union, Maidan Road, Mangalore.	Do.	25-9-51	93	2,464	2,557	37	35
7	The Nellikuppam Distilleries and Sugar Workers' Union, Nellikuppam.	Do.	21-1-51	1,040	15	1,055	276	183
8	The South Indian Beedi Workers' Union, 5, Kithabathan Khan Bahadur Street, Mount Road, Madras.	Do.	10-3-43	3,277	31	3,258	26	35
9	The L. L. T. D. Co. Staff Association, Chirala, Guntur.	Do.	28-10-37	1,810	5	1,815	758	739
10	The L. L. T. D. Workers' Union, Olcoff Gardens, Rajahmundry.	Do.	11-12-50	436	998	1,434	19	17
11	The Tobacco Workers' Union, Chilakalurpet, Guntur Distt.	Do.	18-1-52	225	1,465	1,690	139	12
12	The Madura Labour Union, Pennagaram, Madura.	Do.	17-11-29	3,675	937	4,612	1,138	1,548
13	The Coimbatore Mill Workers' Union, 9/93 Mail Mill Road, Coimbatore.	Do.	19-8-36	1,595	77	1,672	194	189
14	The Coimbatore District Textile Workers' Union, Singanallur, Coimbatore.	Do.	1-2-38	6,065	1,346	7,411	1,393	1,369
15	The Papanasam Labour Union, Vikramasinghapuram, Tirunelveli Distt.	Do.	18-1-30	1,978	688	2,666	749	889
16	The Mahalakshmi Textile Mills Labour Welfare Union, Paeumalai, Madurai.	Do.	11-5-47	1,029	218	1,347	175	163

1	2	3	4	5	6	7	8	9	10
17	The Madras Labour Union, 136 Stephens Road, Madras.	Manufacturing ..	13-4-18	17-1-48	9,003	..	9,003	1,346	1,383
18	The Nellimarla Jute Mill Workers' Union, Nellimarla, Visakhapatnam District.	Do. ..	18-2-32	3-6-32	1,451	205	1,656	151	266
19	The Jute Labour Union, Eturu, West Godavari.	Do. ..	29-11-49	17-4-50	732	341	1,073	78	272
20	The Madras Government Press Workers' Union, Govt. Press Buildings, Mint Street, Madras.	Do. ..	3-8-35	1-6-36	1,040	21	1,061	132	92
21	The Western India Match Factory Workers' Union, Thiruvotthayur, Chingleput Distt.	Do. ..	1-12-37	17-3-38	2,187	14	2,201	973	645
22	The Dalmia Cement Workers' Union, Dalmiapuram, Trichy Distt.	Do. ..	28-1-47	10-2-47	1,835	..	1,835	774	707
23	The Tiruppur Firka Vessel Making Labourers' Union, Tiruppur.	Do. ..	9-5-51	17-7-51	993	45	1,038	146	140
24	The Simpson & Group Co. Staff Union, 8, Narasingapuram Street, Mount Road, Madras.	Do. ..	14-8-43	18-3-44	1,135	..	1,135	1,299	560
25	The Burma Shell Employees' Union, College House, No. 17, Baker Street, Esplanade, Madras.	Commerce ..	19-4-50	2-6-50	1,221	5	1,236	869	385
26	The Imperial Bank of India, Indian Staff Association, Imperial Bank Buildings, G. T. Madras.	Do. ..	4-8-46	25-9-48	1,112	1	1,113	596	626

27	The M. & S. M. Rly. Employees' Union, 37, Unity House, Perambur, Madras.	Transport, Storage and Communications.	1-2-19	12-5-28	23,956	21	23,977	3,887	3,889
28	The S. I. Rly. Loco. Transportation Association, Near Railway Colony, Erode.	Do.	1-1-45	27-3-45	1,692	..	1,692	516	212
29	The S.I. Rly. Ex-Servicemen Employees' Association, Cariappa Hall, Golden Rock, Trichirapalli.	Do.	14-11-48	4-5-49	1,275	4	1,279	37	44
30	The T. V. S. Workers' Union, 13, South Veli Street, Madurai.	Do.	21-5-45	6-7-45	2,332	..	2,332	1,478	556
31	The Simpson & Group Companies Workers' Union, 8, Narasingapuram Street, Mount Road, Madras.	Do.	9-6-48	7-7-48	2,210	..	2,210	2,088	609
32	The Avadi Vehicle Depot Civilian Employees' Union, 8, Abdul Kareem Street, Madras-5.	Do.	25-5-51	2-11-51	1,365	..	1,365	127	136
33	The Madras Port Trust Employees' Union, 18, Krishnan Koil Street, G.T. Madras.	Do.	19-6-42	2-11-42	2,012	32	2,044	331	369
34	The Scindia Shipyard Employees' Union, Scindia Shipyard Staff Colony, Candligrum, Visakhapatnam.	Do.	13-11-43	15-2-44	1,857	10	1,867	278	221
35	The Mangalore Bunder Workers' Union, Near Municipal Office, Bunder, Mangalore.	Do.	3-6-51	11-12-51	1,099	..	1,099	121	105
1	Manganesse Mines Workers' Union, Joda.	Mining and Quarrying.	23-4-50	6-9-50	934	754	1,688	518	243
2	Hatibari Mazdoor Union, P. O. Birmitrapur, Sundargach.	Do.	14-1-48	30-8-51	810	420	1,230	520	161

1	2	3	4	5	6	7	8	9	10
3	Dera Colliery Labour Union, P. O. Dera Colliery, Talohar.	Mining & Quarrying	19-12-47	9-9-48	1,452	6	1,458	135	103
4	Cuttack District Primary Teachers' Union, Cuttack.	Miscellaneous	11-11-45	11-3-46	4,890	206	5,096	324	167
5	Balasore District Primary Teachers' Union, P.O. Haldipada, Balasore.	Do.	3-11-46	31-12-47	2,674	45	2,719	94	51
PUNJAB									
1	New Egerton Woollen Workers' Union, Dhariwal.	Manufacturing	†	1936-37	1,286	40	1,326	†	†
2	Dhariwal Mill Mazdoor Union, Dhariwal.	Do.	†	29-8-49	1,236	..	1,236	†	†
3	Nangal Bhakra Mazdoor Sangh, Nangal Township.	Construction	†	15-12-49	1,125	..	1,125	†	†
UTTAR PRADESH									
1	Chini Mill Mazdoor Union, Daurala Sugar Works, Daurala, Meerut.	Manufacturing	25-2-47	23-6-47	1,438	..	1,438	289	284
2	L. H. Sugar Factory Mazdoor Union, Pilibhit.	Do.	28-9-46	8-4-47	1,535	17	1,552	687	815
3	Chini Mill Mazdoor Sangh, Jarwal Road, Behraich.	Do.	9-1-47	24-3-47	1,253	1	1,254	305	383
4	Ghughli Chini Mill Mazdoor Union, Ghughli, Distt. Gorakhpur.	Do.	22-4-46	7-10-46	1,040	..	1,040	217	169

		Do.	14-3-48	24-4-48	980	20	1,000	44	25
5	Tel Mill Workers' Union, Moti Lal Nehru Road, Agra.	Do.	..	14-3-48	24-4-48	980	20	1,000	44
6	Cigarette Workers' Union, Saharanpur.	Do.	..	8-5-38	3-2-39	1,800*	..	1,800*	158
7	Flour Thatha Dal Mill Workers Union, Surajbhan's Gate, Belanganj, Agra.	Do.	..	1-4-49	17-1-50	1,050*	..	1,050*	124†
8	Tobacco Friends Union, C/O. Cheap Medical Stores, Bazar Nakhasa, Saharanpur.	Do.	..	17-7-51	15-11-51	1,101	..	1,101	36
9	Kanpur Mazdoor Sabha, 12/1, Gwaltoli, Kanpur.	Do.	..	22-9-28	4-12-28	1,269	..	1,269	149
10	Sooti Mill Mazdoor Union, Tilak Hall, Kanpur.	Do.	..	20-6-46	3-2-47	16,077	61	16,138	2,146
11	Kanpur Mazdoor Congress, Jarib-Chouki, Kasturba Road, Kanpur.	Do.	..	22-2-48	27-1-49	13,396	13	13,409*	283‡
12	Kanpur Mill Mazdoor Union, 11/38, Gwaltoli, Kanpur.	Do.	..	1-4-50	18-4-50	4,400*	..	4,400*	283‡
13	The Modi Spg. & Wvg. Mills, Karamchari Union, Modinagar, Meerut.	Do.	..	20-2-50	3-7-50	1,700	..	1,700	306
14	Agra Zila Bunkar Sangh, Bagh Mazaffarkhan, Agra.	Do.	..	30-1-47	20-1-48	1,374	..	1,374	668
15	Suti Mill Mazdoor Union, Motilal Nehru Road, Agra.	Do.	..	1-6-48	17-1-49	2,905	100	3,005	180
16	Raza Textile Labour Union, Opp. Hamid High School, Rampur.	Do.	..	9-8-46	5-7-51	2,100	..	2,100	612

*Figures relate to 31-3-1951.

†Figures not available.

‡Figures relate to 1950-51.

1	2	3	4	5	6	7	8	9	10
17	Harness and Saddlery Factory Employees' Union, 15/268, Civil Lines, Kanpur.	Manufacturing ..	13-7-46	16-11-47	2,591*	..	2,591*	291†	273†
18	Ordnance Factory Employees' Union, Shounagar Post, Armapur, Kulpi Road, Kanpur.	Do. ..	13-3-47	16-11-47	1,641	..	1,541	110	155
19	Government Press Employees' Association, 12-B, Hastings Road, Allahabad.	Do. ..	4-12-48	28-2-49	1,849	..	1,849	166	84
20	Chamra Mill Mazdoor Union, Kanpur...	Do. ..	26-7-48	8-11-48	1,225*	..	1,223*	171†	194†
21	Iron ² and Steel Mazdoor Union, 108/1, Jarib Chauki, Aijur Singh's Building, Kanpur.	Do. ..	6-6-46	19-7-48	3,518	..	3,518	1,544	1,452
22	Hydro Electric Employees' Union, Roorkee Road, Meerut.	Electricity, Gas Water and Sanitary Services.	2-5-46	24-5-46	1,103	..	1,103	99	66
23	Clerk Thatha Barar Karamchhari Sengh, Suraj Bhan's Castle, Belanganj, Agra.	Commerce ..	4-1-50	7-8-50	6,506*	..	6,506*	330†	329†
24	U. P. Bank Employees' Union, Maithan, Agra.	Do. ..	6-6-46	19-7-48	3,518	..	3,518	1,544	1,452
25	O. T. Railwaymen's Union, Central Office, Gorakhpur.	Transport, Storage and Communications.	1-4-42	10-8-42	11,903	59	11,962	621	564
26	O. T. Railway Staff Welfare Union, 4, Kazi Building, Gorakhpur.	Do. ..	29-10-47	21-2-48	10,328	..	10,328	1,162	1,166

27	O. T. Railway Employees' Association, Jalkrishna Nivas, Bashratpur, Gorakhpur.	Do.	..	23-5-44	23-5-50	6,310	6,316	354	361
28	O. T. Railway Employees' Union, Kari Buildings, Station Road, Gorakhpur.	Do.	..	20-3-49	26-5-49	10,156	10,163	967	995
29	All-India Railway Ministerial Staff U. P. Association, Lucknow.	Do.	..	1-2-48	10-9-48	2,613	2,616	97	121
30	All-India Postal and R. M. S. Union, (U. P. T. R. I.) U. P. Branch, Agra.	Do.	..	1-1-50	26-4-50	2,479*	2,479*	691†	367†
31	C. O. D. Karamchhari Union, Lata Kunj, Ajmer Road, Agra.	Services	..	24-9-50	20-12-50	1,456*	1,456*	84†	69†
HYDERABAD†									
1	Shahabad Cement Factory Workers' Union.	..	..	..	..	..	1,000	..	..
2	Associated Cement Company Mazdoor Sabha, Shahabad.	..	..	..	..	..	2,000	..	..
3	Hyderabad Dhandewari Sabha	..	..	..	..	..	2,000	..	..
4	M. S. K. Mills Mazdoor Sabha	..	..	..	..	..	2,000	..	..
MADHYA BHARAT									
1	The Ujjain Mill Mazdoor Sangh, Dewas Gate, Ujjain.	Manufacturing	..	29-7-45	25-9-48	1,564	1,713	390	364
2	The Mazdoor Congress, Gauna Pura, Gwalior.	Do.	..	31-5-48	27-1-49	2,083	2,397	712	552

*Figures relate to 31.3.1951.

†Figures relate to 1950-51.

‡NOTE.—Information regarding dates of formation and registration, classification of members by sex, income and expenditure, etc., is not available.

1	2	3	4	5	6	7	8	9	10
	Mysore								
1	The Champion Reef Mines Labour Association, K. G. F.	Mining and Quarrying.	2-2-42	7-2-42	..	..	3,347	*	*
2	Ooragam Mines Labour Association, K. G. F.	Do.	8-1-42	7-2-42	..	..	2,585	*	*
3	Nandydorg Mines Labour Association, K. G. F.	Do.	5-1-42	7-2-42	..	..	4,026	*	*
4	The Binny Mills Labour Association, Bangalore-2.	Manufacturing	15-11-41	3-12-41	..	..	6,586	*	*
5	The Mysore Mills Labour Association, Bangalore-3.	Do.	25-11-41	3-12-41	..	..	2,479	*	*
6	The Minerva Mill Labour Association, Bangalore-3.	Do.	29-11-41	12-12-41	..	..	3,091	*	*
7	Tobacco Manufacturers' Employees Association, Bangalore.	Do.	21-1-49	7-5-49	..	..	1,354	*	*
8	Sri Krishnarajendra Mills Labour Association, Mysore.	Do.	30-9-41	12-12-41	..	..	1,720	*	*
9	The Mysore Sugar Company Employees Association, Mandya.	Do.	18-11-41	19-3-42	..	..	2,561	*	*
10	The Mysore Iron and Steel Works Labour Association, Bhadravati.	Do.	6-11-41	6-11-41	..	..	5,707	*	*
11	The Hindustan Aircraft Employees Association, H. A. L. Port.	Transport, Storage and Communications.	21-7-46	28-1-47	..	..	6,117	*	*

RAJASTHAN									
1	Mazdoor Sangh, Bhilwara ..	..	15-10-50	30-10-51	900	200	1,100	500	300
2	Kishangarh Mill Rashtriya Mazdoor Congress, Kishangarh.	Do.	9-5-48	1-3-49	..	..	1,640†	325	325
3	Textile Labour Union (Red Flag), Pali.	Do.	..	..	..	..	1,100	..	..
4	Bikaner Power House Employees Union, Bikaner.	Electricity, Gas, Water and Sanitary Services.	5-4-48	5-4-51	1,200	..	1,200	300	200
5	Bikaner State Railway Employees Union, Bikaner.	Transport, Storage and Communications.	27-6-46	2-3-51	3,288	..	3,288	438	338
6	Jaipur State Railwaymen's Union, Jaipur.	Do.	19-10-46	18-9-50	1,470	..	1,470	240	230
7	Jodhpur Railway United Labour Union, Jodhpur.	Do.	..	17-2-50	3,983	..	3,983	500	500
8	Sanyukta Rajasthan Railway Karamchuri Sangh, Udaipur.	Do.	..	8-9-49	..	..	1,270†	..	..
SAURASHTRA									
1	Mohamma Mill Komdar Union, Bavaji Ghodagadiwalla's Dolo, Bhujishwar Plot, Porbandar.	Manufacturing	29-7-51	4-9-51	1,393	100	1,493	350	146
2	Saurashtra National Textile Workers' Federation.	Do.	27-5-51	31-7-51	5,490	468	5,958	31	19
3	Western Railway Employees' Association, Kapot Nivas, Bhuvanagar.	Transport, Storage and Communications.	1-11-48	2-5-49	7,307	36	7,337	2,698	2,130

* Information not available.

† Sex classification not known.

1	2	3	4	5	6	7	8	9	10
	AJMER								
1	Textile Labour Union, Beawar	Manufacturing	1-5-42	28-8-42	971	42	1,013	91	170
2	Rashtraiya Mill Mazdoor Sangh, Beawar	Do.	5-10-48	30-11-48	1,650	200	1,850	232	205
	DELHI								
1	Birla Mill Labour Union	Manufacturing	..	7-1-39	2,802	28	2,830	4,720	4,720
2	Textile Mazdoor Sangh	Do.	..	20-8-48	1,513	11	1,524	385	375
3	C. P. W. D. Workers Union	Construction	..	2-8-34	2,770	1	2,771	132	117
4	Building Workers Union	Do.	..	23-8-50	2,499	32	2,531	131	141
5	Delhi Prantiya Balmik Mazdoor Sangh.	Electricity, Gas, Water and Sanitary Services.	..	30-1-51	1,015	60	1,075	141	137
6	Punjab National Bank Workmen Union.	Commerce	..	9-9-49	1,730	4	1,734	527	441
7	Staff Association (Railway Clearing Accounts Office).	Transport, Storage and Communications.	..	27-1-36	1,150	..	1,150	60	44

8	Northern Railway Staff Association ..	Do.	..	1-6-48	5,198	2	5,200	375	265
9	Northern Railwaymen Union ..	Do.	..	18-3-48	9,581	3	9,584	840	831
10	Punjab and Northern Railway Union	Do.	..	4-2-52	5,084	..	5,084	424	422
11	Northern Railwaymen Union ..	Do.	..	15-1-52	6,100	70	6,170	522	517
12	Union of Post and Telegraph Workers	Do.	..	16-5-50	52,898	..	52,898	2,380	2,198
13	D. T. S. Workers Union ..	Do.	..	24-2-47	1,278	9	1,287	298	197
14	Aeronautical Communication Employees Union.	Do.	..	7-8-50	1,224	8	1,232	653	739
15	New Delhi Municipal Workers' Union	Services	..	27-11-47	1,045	105	1,150	181	102
16	Association of Scientific Workers of India.	Miscellaneous	..	26-4-48	1,249	45	1,294	608	605

APPENDIX VII

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 it would be useful to include in the Year Book a small list of official publications and of newspapers, journals, etc., relating to labour. 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.

* 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.
- (v) *Statistics of Factories, 1947* (Publication No. 10 of the Labour Bureau), 1951.
- (vi) *Working of the Indian Trade Unions Act, 1926 during 1948-49* (Publication No. 11 of the Labour Bureau), 1951.
- (vii) *Statistics of Factories, 1948* (Publication No. 12 of the Labour Bureau), 1952.

8. Annual Report of the Chief Adviser, Factories on the working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948.

9. Report by the Railway Board on Indian Railways (2 vols.).

10. Census for 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, the second and third Census for the years 1947 and 1948 were published in 1950 and 1951 respectively).

11. Annual Report of the Agent of the Government of India in Ceylon.

12. 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.

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.

* 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.

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).
19. Agricultural Labour Enquiry Reports (Issued by the Ministry of Labour, Government of India in 1951-52)—

Report on an enquiry into the Conditions of Agricultural Workers in Village—

- (i) Vandalur in Madras;
- (ii) Dorwan in Bihar;
- (iii) Archikarahali in Mysore State;
- (iv) Brindabanpur in West Bengal;
- (v) Khapri in Madhya Pradesh,
- (vi) Khuntuni in Orissa;
- (vii) Magurpara in Assam; and
- (viii) Khalispur in U.P.
20. Report of the Working Party for the Coal Industry, 1951.
21. Report of the Committee of Inquiry (Relating to Civilian Employees under the Ministry of Defence).
22. The National Sample Survey—General Report No. I on the First Round, October 1950-March 1951.
23. Report of the Environmental Hygiene Committee (issued by the Ministry of Health), 1949.

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 Commission, 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 Disputes 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—21. (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. Calcutta.
7. Cuttack.
8. Dehri-on-Sone.
9. Delhi.
10. Gauhati.
11. Howrah and Bally.
12. Jalgaon.
13. Jamshedpur.
14. Jharia (colliery workers).
15. Jubbulpore.
16. Kharagpur.
17. Ludhiana.
18. Monghyr and Jamalpur.
19. Sholapur.
20. Silchar.
21. Tinsukia.

22. 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.

23. 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 Dagmor F. Gurjel (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), 1948.
6. Cabinet Secretariat—Provincial Development Programmes, 1949.
7. Railway Board—Railway Workers in India, 1950.
8. Labour Welfare Facilities in India adjudged from International Standards (Ministry of Labour, Government of India, New Delhi), 1950.
9. Industrial Awards in India—An Analysis (Publication No. 9 of the Labour Bureau), 1951.
10. Plantation Labour in Assam Valley—(Publication No. 13 of the Labour Bureau), 1951.
11. Central Statistical Organisation—Statistical Abstract, India, 1950.
12. Ministry of Labour—Agricultural Wages in India (Volume I).
13. Ministry of Labour—Occupational Diseases—A Guide to Recognition and Notification.
- 14-15. Ministry of Agriculture—Indian Agricultural Statistics, Volume I, 1943-44 to 1946-47 (57th issue). Indian Agricultural Statistics, Vol. II (57th issue).
16. Ministry of Commerce and Industry—Indian Agricultural Wages Statistics, 1950.
17. Ministry of Information and Broadcasting—Square Deal for Labour.
18. Planning Commission—The First Five Year Plan.

Publications of 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, 1948 ; 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).

ASSAM

1. Government of Assam—A survey of Rural Economic Conditions in Sibsagar, 1952.

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).
7. Standardisation of Methods of Collection of Prices (Technical Report No. 1 of Statistical Bureau).
8. Report on an Enquiry into the Living Conditions of Plantation Workers in Jalpaiguri District (Doars), West Bengal by S. K. Halder (1951).
9. List of Trade Unions in West Bengal registered under the Indian Trade Unions Act, 1926, (as stands corrected up to 31st May 1950), 1951.
- 10-13. Reports of the Committees appointed by the Government of West Bengal under the Minimum Wages Act, 1948 (published in 1952), in respect of employment in—
 - (i) the Flour Mills ;
 - (ii) Tanneries and Leather Manufactories ;
 - (iii) Rice mills ; and
 - (iv) Tea Plantations.
- 14-15. Report on the Family Budget Enquiry into the Living Conditions of the Tea Plantation Workers in—
 - (i) Darjeeling, West Bengal, 1948.
 - (ii) Darjeeling-Terai, West Bengal, 1948.
- 16-17. Report of an Enquiry into the Living Conditions of the—
 - (i) Bidi Workers in West Bengal, 1950-51.
 - (ii) Public Motor Transport Workers in West Bengal, 1950-51.
- 18-19. Awards by Tribunals and Reports by Boards of Conciliation during 1948 :
 - (i) Volume I—January-June 1948.
 - (ii) Volume II—July-December 1948.
20. Awards made by Major Tribunals during 1948-Volume III.

21-22. Report on the Activities of the Labour Department :

Volume III—(January-June 1949).

Volume IV—(July-December 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.
4. Report of Department of Labour, 1946-1951, Government of Bihar.

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. Reports of the Committees appointed by the Government of Bombay under the Minimum Wages Act, 1948 (published in 1951) in respect of employment in

- (i) Stone breaking or stone crushing;
- (ii) Road construction and building operations;
- (iii) Rice, flour or dal mills;
- (iv) Public motor transport;
- (v) Tanneries and leather manufactory; and
- (vi) Oil mills.

F. 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 Jabulpore (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. Report on an enquiry into the 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 of 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. 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.
17. Annual Administration Reports of the Labour Department on the work done for the amelioration of the eligible communities.
18. Labour Welfare in Madras State, 1952.

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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.
4. Reports of the Minimum Wages Committee appointed by the Government of Punjab under the Minimum Wages Act, 1948 in respect of employment in—
 - (i) Road Construction and in Building Operations and in Stone breaking or Stone crushing;
 - (ii) Oil mills;
 - (iii) Any Shawl Weaving Establishment;

- (iv) Inferior Employees under any Local Authority ;
- (v) Any Rice Mill, Flour Mill or Dal Mill ;
- (vi) Any Tanneries and Leather Manufactory ; and
- (vii) Tea Plantations.

(Reports published in 1951).

5. Report of the Minimum Wages Committee Regarding Employment in Public Motor Transport, 1952.

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. Some Facts about Our Life and Living, 1947.
10. U.P. Labour Enquiry Committee Report (1946-48), Vols. I and II, 1948.
11. Report on the Activities of Government for the Amelioration of the Working and Living Conditions of Labour, 1949.
12. 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.
13. Report of the Committee to consider the question of Decasualisation of Labour and Recruitment of Industrial Workers through Employment Exchanges, 1949.
14. Report of the Court of Enquiry (Sugar), 1950.
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).
16. Annual Review of Activities, 1950 (the Department of Labour, Uttar Pradesh).
17. Report of the U.P. Sugar Industry Enquiry Committee, 1951.
18. Growth of Factories in U.P. and Need for their Planned Development by R. C. Pande, 1951.
19. Fair Deal to Labour, 1951.
20. Role of U.P. Government in Improving Workers' Lot, 1951.

HYDERABAD

1. Report of the Labour (Factory) Investigation Committee, 1949 (1950).
2. Report of the Coal Mines Labour Enquiry Committee, 1949.
3. Administration Report for the year 1947-48 (1950).
4. Administration Report for the year 1950-51.

PATIALA AND EAST PUNJAB STATES UNION

1. Award 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-Cochin (Annual).

2. Report of the Committee appointed to enquire into the Conditions of Industrial Labour in the Cochin State, 1946.

3. Report on the Enquiry into the Family Budgets of Industrial Workers in Cochin State, 1947.

4. Report of the Sitharam Standardisation Committee.

5. Report of the Unemployment Enquiry Committee.

6. Report of the Court of Enquiry—Ceramic Factory, Kundara.

7. Report of the Court of Enquiry—Algappa Textile (Cochin) Ltd., Amballoor.

8. Proceedings of the First Session of the Tripartite Labour Conference held at Trivandrum in October 1946 (1948).

9. Proceedings of the Second Session of the Tripartite Labour Conference held in September 1948.

MADHYA BHARAT

1. A study of Industrial Dissatisfactions—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.

5. Rights and Obligations of Women Workers in Factories under the Maternity Benefit Act, Mysore, 1950.

6. Directory of the Labour Department and Labour Unions in the State of Mysore, 1951.

7. 'Labour the Nation's First Front.'

8. Abolition of forced labour.

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	Gauhati ..	Assamese	
MADRAS				
2	Sramajivi	Rajamundry ..	Telegu and English	
II—WEEKLIES				
BIHAR				
3	Coalfields Times ..	Dhanbad ..	English	
4	Mazdoor Awaz ..	Jamshedpur ..	English and Hindi editions	Issued by the Tata Workers' Union.
5	Mazdoor Sansar ..	Patna ..	Hindi	
BOMBAY				
6	Janwani	Poona ..	Marathi ..	Issued by the Poona Branch of the Socialist Party.
7	Kamgar	Bombay ..	Marathi ..	Issued by the Rashtriya Mill Mazdoor Sangh.
8	Konkan Krishival ..	Pozari (Distt. Kolaba).	Marathi ..	A journal of agricultural interest.
9	Mill Mazdoor ..	Bombay ..	Marathi ..	Issued by the Socialist Party.
10	Railway Herald ..	Thana ..	English ..	Concerning Railway labour.
11	Majur Sandesh ..	Ahmedabad ..	Gujerati ..	Issued by the Ahmedabad Textile Labour Association.
DELHI				
12	Birla Mills Patrika ..	Delhi ..	Hindi ..	Issued by the Birla Mills Ltd.

1	2	3	4	5
		II--WEEKLIES-- <i>contd.</i>		
		DELHI-- <i>contd.</i>		
13	C.P.W.D. Gazette ..	Delhi ..	English, Hindi and Urdu	Issued by the C.P.W.D. Mechanical and Electrical Workers' Union.
14	Delhi Cloth Mills Gazette.	Delhi ..	Hindi and Urdu	Issued by the Delhi Cloth and General Mills, Delhi.
15	Transport Gazette ..	Delhi ..	Urdu ..	Issued by the Delhi Provincial Motor Transport Union, Delhi.
		HYDERABAD		
16	Samaj	Hyderabad ..	Urdu ..	Issued by the Socialist Party.
		MADHYA BHARAT		
17	Birlanagar Patrika ..	Gwalior ..	Hindi ..	
18	Mazdoor Sandesh ..	Indore ..	Hindi ..	Issued by the Mazdoor Sangh.
		MADRAS		
19	Janasakthi	Fort Cochin ..	Malayalam	
20	The Wednesday Review.	Tiruchirapalli	English ..	Concerning railways and general transport.
21	Indian Railway and Transport Magazine.	Madras ..	English ..	
22	Mazdoor	Krishna District	Telugu ..	
		PUNJAB		
23	Labour Organ ..	Amritsar ..	Urdu ..	
		TRAVANCORE-COCHIN		
24	Sakhav	Quilon ..	Malayalam ..	
25	Thozhilali	Trichur ..	Malayalam ..	
26	Navayugam	Trichur ..	Malayalam ..	
27	Kerala Janata ..	Kuzhupilly ..	Malayalam ..	
28	Socialist	Ernakulam ..	Malayalam ..	
29	Kaumudi	Trivandrum ..	Malayalam ..	
30	Velakkaran	Trivandrum ..	Malayalam ..	
31	Thingal	Nagercoil ..	Malayalam ..	

1	2	3	4	5
		II—WEEKLIES— <i>concd.</i> UTTAR PRADESH		
32	Mazdoor	Allahabad ..	Hindi and Urdu	
33	Mazdoor	Mathura ..	Hindi ..	
34	Roti	Hathras ..	Hindi ..	
35	Shramik	Kanpur ..	Hindi ..	
36	Pukar	Allahabad ..	Hindi ..	
37	Shramjive	Kanpur ..	Hindi ..	Issued by the Labour Department, U.P. Government.
38	Mazdoor Samaj ..	Pilibhit ..	Hindi ..	
39	Savak	Agra ..	Hindi ..	
		WEST BENGAL		
40	Arthic Bharat ..	Calcutta ..	Bengali ..	
41	Mazdoor	Calcutta ..	English, Hindi and Urdu	Published on behalf of the Calcutta Indus- tries.
42	Mazdoor-ki-kahani ..	Calcutta ..	Urdu ..	
43	Sohajog	Calcutta ..	Bengali and Hindi	Published by Bengal Potteries Ltd.
		III—FORTNIGHTLIES		
		ASSAM		
44	Sramik	Silchar ..	Bengali ..	
45	Sramik	Dibrugarh ..	Assamese ..	
		BIHAR		
46	Shramik	Patna ..	Hindi ..	Issued by the Com- missioner of Labour, Bihar.
47	TISCO Samachar ..	Jamshedpur ..	Hindi ..	Issued by the Tata Iron and Steel Co., Ltd.
48	Mazdoor Bandhu ..	..	Hindi ..	Edited by Sri Fateh Narain Singh.
		MADRAS		
49	Labour Times ..	Perambur, Madras.	English ..	Issued by the M. & S. M. Railway Union.
50	The Planters' Chroni- cle.	Madras ..	English ..	Official organ of the United Planters' As- sociation of Southern India.

1	2	3	4	5
		III—FORTNIGHTLIES— <i>contd.</i>		
		MYSORE		
51	Mysore Labour Gazette	Bangalore ..	Kannada and Tamil editions	Issued by the Dept. of Labour, Government of Mysore.
		PUNJAB		
52	T.I.T. Patrika ..	Bhiwani ..	Hindi ..	
		RAJASTHAN		
53	Union Patrika ..	Jaipur ..	Hindi ..	Issued by the Jaipur State Railwaymen's Union.
		TRAVANCORE-COCHIN		
54	Travancore-Cochin News	Trivandrum ..	English ..	Issued by the State Government.
		WEST BENGAL		
55	Jay Engineering Samachar.	Calcutta ..	Bengali ..	Issued by Jay Engineering Works.
		IV—MONTHLIES		
		BIHAR		
56	Prosperity	Patna ..	English and Hindi	Issued by the Bihar Chamber of Commerce.
		BOMBAY		
57	Agricultural Economist	Bombay ..	English ..	
58	General Letter ..	Bombay ..	English ..	Issued by the All-India Postal and R.M.S. Union.
59	Railwaymen's Herald	Bombay ..	English ..	Issued by the G.I.P. Railwaymen's Union.
60	Girni Samachar ..	Bombay ..	Marathi ..	Issued by the Mill-owners' Association, Bombay.
61	Indian Textile Journal	Bombay ..	English ..	
62	Industrial Court Reporter.	Bombay	English	Issued by the Deputy Commissioner of Labour (Information), Government of Bombay.
63	Labour Gazette ..			
64	Railway Sentinel	Bombay ..	English	Issued by the Western Railway Employees' Union.

1	2	3	4	5
		IV—MONTHLIES— <i>contd.</i>		
		BOMBAY— <i>contd.</i>		
65	Trade Union Record	Bombay ..	English ..	Issued by the All-India Trade Union Congress.
66	Worker	Bombay ..	English ..	Organ of the Hindustan Mazdoor Sewak Sangh.
		DELHI		
67	Employment News ..	New Delhi ..	English ..	Issued by the Directorate-General of Resettlement and Employment, Ministry of Labour, Government of India.
68	Indian Labour Gazette	Delhi ..	English ..	Issued by the Labour Bureau, Ministry of Labour, Government of India.
69	Monthly Coal Bulletin	Delhi ..	English ..	Issued by the Chief Inspector of Mines in India.
70	Mazdoor Jagat ..	New Delhi ..	Hindi ..	Issued by the Ministry of Labour, Government of India.
71	Teleposto	New Delhi ..	English ..	Issued by the Union of Post and Telegraph Workers.
72	Aerospark	New Delhi ..	English ..	Issued by the Civil Aviation Department Employees' Union.
73	Mazdoor Sansar ..	Delhi ..	Hindi and Urdu	Issued by the Building Workers' Union.
		HYDERABAD		
74	Hyderabad Labour Bulletin.	Hyderabad ..	English ..	Issued by the Labour Department, Government of Hyderabad.
75	Railway Worker ..	Secunderabad	English ..	Organ of the N.S. Railway Employees' Union.
76	Transport Workers ..	..	..	Issued by the Hyderabad State Road Transport Workers' Union.
		MADRAS		
77	Plantation Worker ..	Coonoor ..	English ..	Organ of the Estate Staff Union of Southern India.

1	2	3	4	5
		IV—MONTHLIES— <i>contd.</i>		
		MADRAS— <i>contd.</i>		
78	Railway Thozilal (Railway Worker	Tiruchirapalli	Tamil ..	Issued by the S.I. Rly. Workers' Union.
79	Industrialist ..	Kozhikode ..	English ..	Journal of the West Coast Industrialists' Association.
80	Koottoravu Thondu ..	Tanjore ..	Tamil and Eng- lish	
81	Labour Law Journal	Madras ..	English ..	
82	News Sheet ..	Madras ..	English ..	Issued by the Informa- tion Bureau of the Guild of Service.
83	P. & T. Worker ..	Madras ..	English ..	Issued by Union of P. & T. Workers, Madras.
84	Welfare Bulletin ..	Madukarai ..	Tamil ..	Issued by the Industrial Welfare Association.
		MADHYA PRADESH		
85	Empress Mills Patrika	Nagpur ..	Hindi and Marathi	Issued by the Empress Mills, Nagpur.
86	Madhya Pradesh Shram Patrika	..	Hindi ..	Issued by the Labour Department, Madhya Pradesh.
87	Mazdoor Awhan ..	..	Marathi ..	Issued by the Indian National Trade Union Congress, Madhya Pradesh, Nagpur.
		MYSORE		
88	Mysore Labour Gazette	Bangalore ..	English ..	Issued by the Depart- ment of Labour, Gov- ernment of Mysore.
89	Indian Factories Jour- nal	Bangalore ..	English ..	
		U.P.		
90	Industrial Law Journal	Lucknow ..	English	
91	J. K. Review ..	Kanpur ..	English ..	Issued by the J.K. Industries, Kanpur.
92	Labour Bulletin ..	Kanpur ..	English ..	Issued by the Depart- ment of Labour, Gov- ernment of Uttar Pradesh.

1	2	3	4	5
		IV.—MONTHLIES—concl'd. U.P.—cont'd.		
93	Mazdoor Samachar ..	Kanpur ..	Hindi ..	
94	Railway Workmen ..	Allahabad ..	English ..	
		TRAVANCORE-COCHIN		
95	Burmah Shell News ..	Ernakulam ..	Malayalam ..	Burmah Shell Co.
96	Rakshavalayam ..	Ernakulam ..	Malayalam ..	Tata Oil Mills Ltd.
		VINDHYA PRADESH		
97	Mazdoor	Rewa ..	..	Published by the Beedi Mazdoor Union, Rewa.
		WEST BENGAL		
98	Engineering News ..	Calcutta ..	English ..	Issued by the Engineer- ing Association of India.
99	Indian Sugar ..	Calcutta ..	English ..	Issued by the Indian Sugar Mills Associa- tion.
100	Manufacturer ..	Calcutta ..	English ..	Organ of the National Chamber of Industries.
101	Monthly Statistical Digest, West Bengal	Calcutta ..	English ..	Issued by the Bengal Statistical Bureau.
		BI-MONTHLIES		
102	Industrial Relations ..	Calcutta ..	English ..	Journal of Indian Insti- tute of Personnel Man- agement.
		QUARTERLIES		
		BIHAR		
103	TISCO Review ..	Jamshedpur ..	English ..	Issued by the Tata Iron and Steel Co. Ltd.
		BOMBAY		
104	Oceanite	Bombay ..	English ..	Issued by the Maritime Union of India.
		DELHI		
105	I. & S. Bulletin ..	Delhi ..	English ..	Journal of the Ministry of Industry and Sup- ply, Government of India.
106	Asian Labour ..	New Delhi ..	English ..	Journal of the Labour Forum, New Delhi.
		MADRAS		
107	Electricity Department Journal	Madras ..	English ..	Issued by the Madras Electricity Depart- ment.

APPENDIX VIII
STATISTICAL APPENDIX

CONTENTS

	Page
<i>EMPLOYMENT AND EARNINGS—</i>	
I. Employment in Factories, 1951	480
IA. Employment in Factories in Part B and Part C States, 1950 ..	498
II. Employment in Mines, 1951	517
III. Employment in Plantations, 1950	523
IV. Average Annual Earnings of Factory Workers for the year 1951 ..	524
V. Distribution of Factories according to number of days worked during the year and the average daily employment therein, 1951	526
<i>COST OF LIVING INDICES—</i>	
I. Working Class Cost of Living Index Numbers, State Series	527
II. Food Index Numbers, State Series	528
III. Labour Bureau Working Class Cost of Living Index Numbers (All Items)	529
IV. Labour Bureau Working Class Cost of Living Index Numbers (Food Group)	530
V. Labour Bureau Working Class Cost of Living Index Numbers (Fuel and Lighting Group)	531
VI. Labour Bureau Working Class Cost of Living Index Numbers (Clothing, Bedding and Footwear Group)	532
VII. Labour Bureau Working Class Cost of Living Index Numbers (Miscellaneous Group)	533

EMPLOYMENT IN FACTORIES, 1951.

Figures in brackets represent number of working factories.

Code No.	Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	U.P.	West Bengal	Ajmer	Coorg	Delhi	Andaman and Nicobar Islands	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
61	Processes allied to agriculture, 010. Gins and Presses. (a) Cotton ginning and baling. (b) Jute Presses (c) Wool baling and pressing. (d) Others	445 (4)	20 (1)	40,833 (875)	24,607 (315)	12,090 (331)	..	3,868 (101)	400 (16)	210 (9)	310 (8)	..	..	..	92,583 (1,454)
		..	90 (3)	..	..	299 (17)	..	..	213 (4)	3,508 (33)	..	..	..	..	4,050 (47)
		..	..	..	..	..	..	117 (4)	45 (1)	..	1,819 (10)	10 (1)	..	..	1,361 (16)
		..	..	..	..	1,302 (106)	..	..	..	113 (2)	..	..	..	..	1,415 (108)
	Total ..	445 (4)	110 (4)	40,833 (875)	24,607 (315)	13,691 (454)	..	3,785 (105)	658 (16)	3,831 (34)	1,480 (18)	10 (1)	..	..	89,409 (1,025)
20	Food except beverages, 201. Baking, preparation and preserving of meat. 202. Manufacture of dairy products. 203. Canning and preservation of fruits and vegetables. 204. Canning and preservation of fish and other sea foods. 205. Manufacture of grain mill products. (a) Flour Mills .. ..	.. N. A. (1)	.. 50 (2)	.. 340 (10)	.. ..	.. 102 (3)	.. ..	.. 23 (1)	.. 236 (4)	.. 274 (4)	.. ..	.. ..	18 (1)	.. ..	18 (1)
		..	..	186 (5)	346 (4)	18 (1)	..	43 (2)	153 (2)	238 (5)	..	..	..	..	1,091 (26)
		..	..	N. A. (1)	..	..	..	..	..	..	..	..	..	..	987 (19)
		..	234 (22)	1,278 (23)	138 (5)	70 (2)	15 (1)	938 (23)	917 (15)	1,025 (13)	..	17 (2)	279 (2)	..	5,511 (110)

(b) Rice Mills ..	4,777 (119)	624 (63)	3,770 (276)	15,592 (1,086)	2,908 (79)	361 (21)	1,047 (43)	13,083 (280)	..	67 (11)	..	43,874 (2,127)
(c) Dal Mills ..	370 (21)	1,193 (68)	553 (53)	885 (81)	..	4 (1)	937 (28)	20 (1)	..	..	..	3,712 (205)
206. Manufacture of Bakery Products,	70 (4)	2,205 (105)	N.A. (1)	1,218 (70)	..	37 (1)	409 (5)	2,109 (47)	19 (1)	..	239 (5)	6,793 (243)
207. Sugar Factories and Re- fineries.	..	..	..	..	..	..	..	..	..	..	..	..
(a) Sugar ..	22,405 (35)	7,011 (15)	..	7,950 (16)	131 (1)	745 (1)	44,593 (80)	176 (1)	236 (1)	..	..	83,847 (150)
(b) Gur ..	102 (5)	10,429 (623)	..	7 (2)	..	..	36 (1)	..	..	..	..	10,816 (634)
208. Manufacture of sugar confectionery, cocoa and chocolate.	360 (5)	823 (42)	..	377 (27)	..	..	441 (7)	54 (3)	..	..	..	2,055 (84)
209. Manufacture of miscella- neous food preparations.	..	..	..	..	..	..	..	..	..	..	..	..
(a) Manufacture of edible oils (other than hydroge- nated oils).	521 (38)	8,315 (260)	3,797 (78)	13,555 (633)	237 (7)	503 (33)	6,228 (116)	2,733 (61)	..	..	104 (3)	38,459 (1,300)
(b) Hydrogenated oil in- dustry.	..	105 (1)	548 (2)	266 (2)	..	148 (1)	1,043 (3)	1,124 (6)	..	..	241 (2)	5,750 (21)
(c) Tea Factories..	52,021 (580)	..	583 (1)	5,942 (118)	..	307 (22)	824 (16)	20,630 (277)	..	20 (1)	..	86,329 (1,031)
(d) Coffee curing works	..	..	..	1,703 (29)	..	..	..	..	..	100 (1)	..	1,897 (32)
(e) Cashewnut industry	..	1,080 (5)	..	8,764 (41)	..	..	..	..	..	..	..	9,844 (46)
(f) Starch ..	..	13 (1)	..	1,133 (67)	..	..	N.A. (1)	410 (4)	..	..	..	1,586 (74)
(g) Cold storage ..	..	278 (12)	..	..	..	56 (2)	553 (15)	142 (2)	..	..	126 (6)	1,210 (40)
(h) Others ..	..	..	..	30,682 (2,143)	..	..	84 (1)	191 (3)	..	..	..	31,851 (2,191)
Total ..	64,265 (772)	37,785 (1,255)	9,738 (423)	88,264 (4,321)	3,291 (88)	3,464 (109)	57,261 (336)	47,909 (707)	255 (2)	204 (15)	1,197 (22)	3,25,481 (8,388)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
21	Beverages. 211. Distilling, rectifying and blending of spirits. 212. Wine industries .. 213. Breweries and incidental processes including malt. 214. Soft drinks and carbo- nated water industries. (a) Soft drinks .. (b) Carbonated water in- dustries.	182 (1)	326 (5)	260 (4)	82 (2)	60 (3)	121 (5)	466 (2)	1,438 (14)	636 (4)	..	..	..	..	3,601 (40)
		..	..	..	..	..	..	..	178 (1)	..	..	..	..	..	178 (1)
		..	..	..	..	52 (1)	..	..	..	..	..	..	..	..	52 (1)
		..	..	96 (7)	..	73 (6)	..	..	..	..	..	..	..	..	172 (13)
		..	..	889 (35)	..	410 (46)	..	53 (3)	..	508 (9)	..	..	190 (3)	..	2,058 (95)
	Total	182 (1)	326 (5)	1,248 (46)	82 (2)	604 (55)	121 (5)	549 (5)	1,616 (15)	1,144 (13)	..	..	180 (3)	..	6,062 (150)
22	Tobacco. 220. Tobacco manufactures : (a) Bidi .. (b) Cigar .. (c) Cigarette .. (d) Snuff .. (e) Jarda Factories .. (f) Others ..	..	22,356 (391)	10,071 (369)	13,823 (261)	8,244 (642)	4,298 (101)	..	96 (1)	..	224 (5)	..	..	..	68,212 (1,770)
		..	..	..	..	3,194 (165)	..	..	..	..	..	..	..	..	3,194 (165)
		..	2,940 (1)	1,420 (7)	..	..	..	..	2,161 (1)	1,870 (4)	..	..	..	..	8,432 (13)
		..	..	37 (1)	..	484 (20)	..	..	..	..	..	..	..	..	521 (27)
		..	..	3,844 (142)	..	..	..	..	N.A. (?)	172 (1)	..	..	..	..	4,016 (145)
		..	645 (10)	70 (1)	..	37,044 (1,147)	..	..	146 (3)	..	..	..	..	..	37,911 (1,161)
	Total	..	25,960 (402)	24,478 (620)	13,823 (261)	48,966 (2,010)	4,798 (101)	..	2,403 (7)	2,051 (5)	324 (5)	1,22,293 (3,311)

23	Textiles.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														</
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(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
24	Footwear, other wearing apparel and made-up textile goods	..	1,023 (1)	162 (14)	..	190 (7)	3,730 (15)	50 (2)	5,135 (39)
	241. Manufacture of boots and shoes (except rubber footwear)	..	..	21 (1)	..	..	..	..	..	40 (1)	..	..	..	..	91 (2)
	242. Repair of boots and shoes (except rubber footwear)	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	243. Manufacture of wearing apparel (except footwear):	..	535 (1)	854 (23)	..	1,169 (82)	..	..	N.A. (1)	101 (2)	..	..	820 (4)	..	3,479 (113)
	(a) Clothing .. ..	..	..	269 (4)	N.A. (1)	397 (10)	..	..	..	423 (6)	..	..	..	..	1,080 (27)
	(b) Umbrellas .. ..	..	..	..	..	..	..	..	..	15 (1)	..	..	..	..	242 (11)
	(c) Others .. ..	..	..	210 (8)	..	17 (2)	..	..	..	118 (2)	..	..	..	..	358 (12)
	244. Manufacture of made-up textile goods, except wearing apparel.	..	..	240 (10)	..	..	..	..	..	..	..	..	..	..	..
	Total	..	1,558 (2)	1,756 (60)	N.A. (1)	1,772 (107)	..	..	3,730 (116)	757 (14)	..	..	890 (4)	..	10,364 (304)
25	Wood and cork except furniture.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	250. Manufacture of wood and cork except manufacture of furniture.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	(a) Saw mills	1,817 (42)	516 (26)	2,150 (96)	1,972 (184)	2,352 (81)	518 (27)	499 (17)	517 (18)	1,467 (39)	..	..	36 (2)	1,446 (1)	13,290 (333)
	(b) Manufacture of plywood	..	..	350 (2)	N.A. (1)	416 (3)	..	..	440 (4)	1,088 (24)	..	7 (1)	..	..	2,901 (96)

(c) Joinery and general woodworking.	..	85	125	15	303	..	94	..	401	..	88	1,161
	..	..	(4)	(4)	(11)	..	(3)	..	(4)	..	(1)	(29)
	(d) Boxes and packing cases	..	633	..	36	..	..	..	113	..	..	782
	..	..	(12)	..	(2)	..	..	..	(3)	..	..	(17)
	(e) Others	94	2,891	50	2,076	N.A.	..	449	417	..	80	6,077
	..	(1)	(97)	(1)	(60)	(1)	..	(9)	(6)	..	(4)	(150)
Total												
	1,817	37,005	6,200	2,037	5,482	518	593	1,406	4,146	7	304	24,342
	(42)	(20)	(181)	(190)	(157)	(28)	(20)	(31)	(76)	(1)	(7)	(704)
Furniture and fixtures.												
200. Manufacture of furniture and fixtures.												
(a) Wooden	..	192	1,328	57	1,818	..	18	35	629	..	221	4,298
..	..	(4)	(90)	(6)	(80)	..	(5)	(7)	(9)	..	(4)	(155)
(b) Metal	..	..	791	..	11	..	..	..	1,551	..	..	2,353
..	..	..	(16)	..	(2)	..	..	..	(20)	..	..	(38)
(c) Others	..	..	N.A.	409	75	..	52	..	..	..	..	536
..	..	..	(1)	(5)	(13)	..	(4)	..	..	..	..	(23)
Total												
	..	192	2,119	456	1,904	..	70	35	2,180	..	221	7,187
	..	(4)	(57)	(11)	(95)	..	(9)	(7)	(29)	..	(4)	(216)
Paper and paper products.												
271. Pulp, paper and paper board mills.												
(a) Pulp	..	727	..	..	..	..	..	1,212	..	..	..	1,930
..	..	(1)	..	..	..	..	..	(3)	..	..	..	(4)
(b) Paper	..	570	1,564	..	661	1,925	1,507	638	9,001	..	..	16,856
..	..	(1)	(7)	..	(3)	(1)	(1)	(5)	(7)	..	..	(23)
(c) Paper board and straw board	..	12	915	..	30	..	..	..	855	..	..	1,812
..	..	(1)	(8)	..	(3)	..	..	..	(9)	..	..	(21)
(d) Others	..	..	1,006	..	61	..	..	16	870	..	142	2,155
..	..	..	(20)	..	(3)	..	..	(1)	(16)	..	(1)	(51)
Total												
	..	1,300	3,545	..	752	1,925	1,507	1,866	11,626	..	142	22,762
	..	(3)	(45)	..	(30)	(1)	(1)	(9)	(30)	..	(1)	(99)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
28	Printing, publishing and allied Industries. 280. Printing, bookbinding, etc. (a) Letterpress and lithographic printing and bookbinding. (b) Other printing, including photography.	587 (16)	3,064 (60)	22,442 (556)	2,428 (66)	13,180 (361)	..	1,411 (55)	8,964 (164)	11,094 (179)	448 (9)	..	3,731 (62)	..	68,249 (1,727)
		..	..	462 (16)	..	692 (42)	525 (10)	..	506 (6)	295 (6)	..	..	..	..	2,000 (80)
	Total	587 (16)	3,064 (60)	22,894 (572)	2,428 (66)	13,872 (603)	925 (10)	1,411 (55)	9,660 (170)	12,289 (185)	448 (9)	..	3,731 (62)	..	71,209 (1,816)
29	Leather and leather products (except footwear). 291. Tanneries and leather finishing. 292. Manufacture of leather products except footwear and other wearing apparel.	..	341 (1)	1,257 (25)	..	10,543 (401)	78 (2)	175 (1)	2,340 (23)	297 (7)	..	..	..	..	15,031 (490)
		..	..	562 (20)	..	204 (14)	..	..	197 (2)	..	..	..	..	..	953 (45)
	Total	..	341 (1)	1,809 (54)	..	10,747 (415)	78 (2)	175 (1)	2,537 (25)	297 (7)	..	..	..	..	15,984 (505)
30	Rubber and rubber products. 300. Manufacture of rubber and rubber products. (a) Tyres (b) Rubber footwear (c) Others	..	..	943 (2)	..	276 (5)	..	..	..	3,327 (2)	..	..	..	..	4,546 (9)
		..	..	503 (2)	..	..	..	..	..	11,556 (11)	..	..	..	..	12,149 (13)
		..	..	1,925 (41)	145 (7)	252 (13)	..	95 (5)	123 (1)	3,016 (15)	..	32 (2)	225 (6)	..	5,813 (90)
	Total	..	..	3,461 (46)	145 (7)	528 (18)	..	95 (5)	123 (1)	17,800 (28)	..	32 (2)	225 (6)	..	22,508 (112)

31 Chemicals and chemical products.
311. Basic chemicals, including fertilizers.

(a) Artificial manures	..	1,834 (1)	537 (11)	50 (2)	652 (22)	..	..	82 (1)	2,214 (9)	..	..	..	5,389 (46)
(b) Heavy chemicals	..	472 (5)	3,328 (26)	68 (2)	1,883 (5)	..	327 (3)	437 (3)	1,783 (8)	..	505 (5)	..	8,803 (57)
(c) Turpentine and resin	..	..	..	..	..	..	35 (1)	276 (2)	..	..	..	..	301 (3)
(e) Plastic materials	..	..	84 (4)	..	..	..	..	..	20 (1)	..	..	..	104 (5)
(f) Others	..	71 (3)	1,540 (13)	..	860 (14)	..	67 (6)	715 (2)	108 (4)	..	..	..	3,361 (42)
312. Vegetables and animal oils and fats (except edible oils)	..	..	81 (7)	..	163 (8)	..	..	..	551 (3)	..	..	..	785 (18)
313. Manufacture of miscellaneous chemical products. (a) Fine and pharmaceutical chemicals.	..	400 (5)	3,954 (69)	48 (1)	790 (28)	37 (1)	27 (3)	635 (13)	6,876 (37)	..	205 (3)	..	12,961 (190)
(b) Lac (including shellac)	..	7,804 (140)	..	324 (3)	..	86 (4)	..	..	1,982 (5)	..	..	..	9,496 (162)
(c) Matches	..	1,311 (2)	20 (1)	210 (21)	8,382 (107)	11 (1)	..	1,688 (1)	2,297 (7)	..	..	..	16,078 (144)
(d) Paints, colours and varnishes	..	151 (2)	2,812 (45)	70 (2)	287 (6)	..	53 (5)	235 (4)	2,864 (20)	..	115 (3)	..	6,587 (87)
(e) Soap	..	N.A. (1)	138 (6)	44 (2)	950 (38)	30 (1)	..	284 (6)	1,016 (17)	..	..	..	7,106 (110)
(f) Others	..	..	5 (1)	585 (13)	956 (42)	..	..	71 (3)	701 (13)	..	164 (3)	..	7,040 (137)
Total	..	1,311 (3)	23,326 (280)	1,390 (40)	14,322 (270)	164 (7)	469 (18)	4,293 (35)	20,322 (124)	..	989 (14)	..	78,920 (961)

336. Manufacture of non-metallic mineral products not elsewhere classified.	(a) Stone dressing and crushing.	..	2,044 (30)	3,239 (84)	78 (2)	343 (21)	..	83 (6)	13 (2)	215 (5)	..	..	158 (5)	..	6,173 (184)
	(b) Asbestos products	..	172 (1)	1,115 (2)	821 (1)	..	..	..	..	562 (1)	..	..	..	..	2,870 (6)
	(c) Mica factories	..	16,661 (147)	..	..	2,108 (128)	..	..	..	..	..	..	..	..	18,869 (275)
	(d) Others	..	175 (5)	892 (21)	54 (3)	279 (20)	28 (1)	..	109 (9)	368 (9)	..	..	..	..	1,965 (68)
	Total	156 (2)	31,572 (222)	21,068 (350)	7,849 (43)	20,069 (340)	982 (5)	1,828 (106)	11,255 (133)	14,414 (60)	..	..	848 (16)	..	1,10,641 (1,282)
34 Basic Metal Industries 341. Ferrous :	(a) Metal extracting and refining	..	25,676 (1)	80 (3)	..	..	..	..	..	13,556 (2)	..	..	..	..	29,312 (6)
	(b) Metal conversion	..	..	1,003 (5)	..	..	..	..	N.A. (1)	..	..	..	..	..	1,583 (9)
	(c) Metal rolling	..	4,945 (3)	951 (11)	..	656 (4)	74 (1)	307 (11)	2,275 (17)	10,022 (20)	..	..	287 (8)	..	20,108 (73)
	(d) Tube making and wire-drawing.	..	1,857 (1)	141 (4)	..	82 (1)	..	70 (4)	N.A. (1)	719 (17)	..	..	68 (4)	..	2,897 (32)
	(e) Metal founding	..	2,354 (12)	3,308 (67)	105	860 (25)	120 (2)	142 (9)	1,625 (58)	9,628 (106)	..	..	842 (24)	..	19,788 (306)
	(f) Others	..	..	20 (3)	..	239 (32)	..	13 (1)	31 (1)	..	..	..	..	..	204 (3)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
	342. Non-ferrous :														
	(a) Metal extracting and refining.	..	2,169 (3)	338 (9)	..	..	..	..	..	1,672 (7)	..	..	..	..	4,176 (19)
	(b) Metal conversion ..	..	..	1,014 (8)	..	37 (3)	..	..	..	84 (1)	..	..	..	..	1,135 (12)
	(c) Metal rolling ..	..	..	1,356 (31)	55 (2)	..	..	205 (19)	267 (12)	586 (3)	..	..	..	..	2,559 (67)
	(d) Tube making and wire drawing.	..	..	427 (26)	..	..	..	..	71 (3)	259 (4)	..	..	..	..	757 (33)
	(e) Metal founding ..	..	..	1,103 (33)	..	1,762 (24)	24 (1)	..	95 (3)	105 (2)	21 (1)	..	..	..	3,100 (64)
	(f) Others ..	..	..	410 (9)	..	324 (18)	..	27 (6)	132 (3)	..	..	..	..	..	893 (36)
	Total ..	..	36,998 (20)	10,211 (209)	100 (4)	3,841 (107)	227 (4)	944 (50)	4,395 (99)	37,132 (162)	21 (1)	..	1,197 (34)	..	9,51,127 (690)
35	Metal products (except machinery and transport equipment)														
	330. Manufacture of metal products (except machinery and transport equipment).														
	(a) Metal containers and steel trunks.	177 (6)	282 (15)	7,909 (228)	327 (7)	3,701 (280)	..	1,764 (57)	1,236 (29)	7,246 (91)	..	..	727 (24)	..	23,519 (737)
	(b) Cutlery, locks, etc.	..	159 (6)	444 (28)	..	267 (14)	..	106 (4)	92 (2)	456 (6)	..	..	130 (3)	..	1,654 (61)
	(c) Bolts, nuts, nails, springs, chains, etc.	..	73 (2)	1,013 (34)	..	268 (26)	..	547 (12)	21 (3)	4,904 (40)	..	..	215 (6)	..	7,041 (123)
	(d) Metal galvanizing, tinning plating, lacquering, japanning, polishing, etc.	..	..	902 (46)	34 (1)	109 (10)	..	613 (24)	353 (16)	998 (3)	..	..	22 (1)	..	3,001 (101)

(c) Type founding	..	264 (12)	..	145 (10)	..	..	..	41 (2)	202 (4)	..	167 (7)	..	849 (37)
(f) Working	..	265 (12)	..	20 (1)	..	..	..	40 (1)	304 (5)	..	..	..	719 (19)
(g) Saws and razls	..	88 (2)	2,944 (38)	414 (6)	..	18 (1)	..	220 (5)	349 (10)	..	85 (2)	..	4,116 (84)
(h) Others	..	342 (6)	3,005 (2)	N.A. (1)	601 (42)	130 (11)	1,042 (5)	399 (17)	8,986 (223)	..	1,059 (22)	..	16,193 (45)
Total	177 (6)	942 (31)	17,766 (522)	301 (9)	5,585 (389)	3,178 (109)	1,042 (5)	2,402 (75)	23,505 (382)	..	2,405 (65)	..	57,982 (1,593)
Machinery (except electrical machinery).													
380. Manufacture of machinery (except electrical machinery)													
(a) Hydraulic, ventilating and pneumatic, engineering	..	274 (6)	6 (1)	..	..	23 (1)	..	N.A. (1)	352 (2)	..	..	..	655 (11)
(b) Prime movers and builders	..	574 (5)	..	..	..	63 (4)	..	..	222 (3)	..	..	..	859 (12)
(c) Agricultural implements	..	892 (8)	1,939 (19)	..	2,435 (38)	3,006 (144)	15 (1)	1,112 (38)	363 (7)	..	546 (9)	..	10,908 (264)
(d) Machine tools, wood working machinery and other tools.	..	718 (20)	9 (1)	15 (1)	..	919 (65)	..	119 (4)	1,092 (16)	..	740 (25)	..	3,612 (132)
(e) Textile machinery and accessories.	..	2,098 (90)	..	916 (4)	..	193 (9)	..	..	2,030 (8)	..	..	..	5,837 (111)
(f) General and jobbing engineering	468 (23)	7,807 (59)	12,410 (202)	8,273 (215)	113 (1)	2,964 (89)	..	4,318 (106)	15,011 (74)	36 (1)	1,707 (42)	100 (1)	66,339 (953)
(g) Others	..	2,370 (62)	..	325 (10)	..	54 (11)	..	177 (5)	5,644 (62)	..	..	..	8,570 (199)
Total	1,468 (23)	8,090 (57)	20,983 (484)	11,964 (268)	128 (3)	7,012 (323)	128 (3)	5,720 (154)	24,714 (162)	36 (1)	2,933 (76)	100 (1)	97,470 (1,613)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
37	Electrical machinery, apparatus, appliances and supplies. 370 (c) Electrical machinery ..	..	..	1,270 (7)	..	207 (6)	..	..	..	613 (3)	..	..	..	2,099 (18)	..
	(b) Telegraph and telephone workshops.	..	..	1,202 (4)	1,518 (2)	153 (2)	..	..	..	4,382 (5)	..	..	N.A. (2)	7,345 (15)	..
	(c) Electric lamps (other than gas bulb making)	..	33 (1)	35 (2)	..	..	..	..	..	334 (3)	..	..	..	402 (6)	..
	(d) Electric fans, radiators and other accessories.	..	..	970 (6)	..	N.A. (1)	..	375 (17)	N.A. (1)	4,654 (24)	..	..	588 (9)	6,398 (58)	..
	(e) Storage batteries ..	..	..	1,592 (12)	..	40 (2)	..	..	..	2,108 (7)	..	..	36 (1)	3,776 (22)	..
	(f) Radio and phonographs	..	376 (2)	588 (7)	..	29 (2)	..	12 (2)	..	1,544 (5)	..	..	..	2,549 (18)	..
	(g) Insulated wires and cables	..	1,000 (1)	25 (1)	..	..	..	..	..	361 (2)	..	..	..	1,476 (4)	..
	(h) General and jobbing engineering	..	78 (1)	828 (16)	..	1,232 (21)	..	40 (2)	..	744 (5)	..	..	..	2,922 (45)	..
	(i) Others ..	..	..	206 (15)	..	650 (6)	..	..	86 (1)	889 (6)	..	..	..	1,907 (28)	..
	Total ..	..	1,577 (5)	6,624 (70)	1,518 (2)	2,287 (40)	..	427 (21)	86 (2)	15,329 (90)	..	..	624 (12)	28,772 (212)	..
38	Transport equipment 381. Ship-building and repairing.	..	514 (2)	5,572 (9)	..	4,313 (8)	..	..	..	12,698 (21)	..	..	..	23,037 (40)	..

(b) Marine engine building and repairing.	..	..	363 (3)	..	406 (2)	..	..	..	..	..	..	..	..	..	..	769 (5)
382. Manufacture and repair of rail-road equipment	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Railway workshops	2,149 (5)	13,623 (9)	24,370 (32)	896 (3)	10,801 (3)	..	623 (3)	17,393 (13)	29,564 (19)	6,949 (3)	..	..	..	..	..	1,04,068 (90)
(b) Tramway workshops	..	..	1,159 (5)	..	488 (1)	..	..	..	1,349 (1)	..	..	..	..	..	..	2,896 (7)
383. Manufacture of motor vehicles.	..	..	3,886 (9)	..	471 (2)	..	..	..	1,104 (2)	..	..	..	..	..	..	5,521 (13)
384. Repair of motor vehicles and cycles	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Motor vehicles	557 (20)	1,007 (35)	6,295 (124)	1,102 (19)	11,754 (315)	240 (4)	541 (26)	1,896 (54)	8,415 (47)	11 (1)	..	..	..	..	..	31,907 (845)
(b) Cycles	..	..	..	..	17 (2)	..	..	170 (3)	..	..	..	..	..	..	..	187 (5)
385. Manufacture of bicycles	..	258 (1)	1,105 (2)	..	N.A. (1)	..	152 (1)	N.A. (1)	278 (2)	..	..	..	..	..	..	1,853 (8)
386. Aircraft	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Aircraft building and repairing.	..	..	1,900 (6)	..	135 (4)	..	..	N.A. (1)	609 (5)	..	..	..	..	..	..	3,104 (17)
(b) Aircraft engine building and repairing	..	75 (2)	..	..	..	..	..	..	..	..	..	..	..	..	..	75 (2)
380. Manufacture of transport equipment not elsewhere classified	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Coach building	..	..	453 (17)	65 (2)	3,873 (9)	..	194 (8)	..	96 (4)	..	..	..	..	..	..	6,063 (66)
(b) Others	..	..	34 (5)	..	N.A. (1)	..	16 (1)	..	2,828 (5)	..	..	..	..	..	..	2,878 (12)
Total	2,706 (25)	15,477 (40)	45,287 (212)	2,063 (24)	32,068 (348)	240 (4)	1,426 (39)	19,559 (72)	58,341 (106)	5,960 (4)	..	..	..	..	..	1,84,429 (910)

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
39	Miscellaneous industries	..	..	313 (6)	..	460 (8)	..	226 (11)	563 (15)	762 (6)	..	..	..	..	2,524 (46)
	391. Manufacture of professional scientific, measuring and controlling instruments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	392. Manufacture of photographic and other optical goods.	..	..	538 (16)	..	41 (4)	..	18 (2)	..	190 (6)	..	..	15 (1)	..	902 (29)
	(a) Photographic and optical goods.	..	..	..	..	..	..	..	..	166 (1)	..	..	..	..	834 (10)
	(b) Cinematograph film making, stripping, sorting and grading.	..	..	468 (18)	..	N.A. (1)	..	..	..	..	..	..	12 (1)	..	217 (7)
	393. Manufacture of watches and clocks.	..	66 (1)	145 (5)	..	..	..	..	..	..	..	..	..	..	501 (16)
	394. Repair of watches and clocks.	..	..	141 (2)	..	52 (6)	..	..	11 (1)	294 (7)	..	..	..	..	..
	395. Manufacture of jewellery and related articles.	..	..	537 (36)	..	2,211 (149)	N.A. (1)	..	56 (6)	147 (4)	..	..	..	..	2,050 (199)
	(a) Jewellery .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	(b) Mints .. ..	..	..	1,320 (1)	..	..	..	..	..	1,574 (2)	..	..	..	..	2,891 (3)
	396. Manufacture of musical instruments.	..	..	15 (1)	17 (1)	..	..	..	169 (1)	..	..	..	..	..	201 (3)

329. Manufacturing industries not elsewhere classified.											
(a) Ordnance factories	..	..	..	3,456 (7)	123 (1)	873 (1)	..	16,903 (8)	..	5,813 (5)	27,258 (22)
(b) Pen and Pencil manufacturing	..	57 (2)	..	9 (2)	..	N.A. (1)	..	390 (4)	..	..	468 (9)
(c) Button making	..	416 (11)	126 (6)	381 (4)	..	106 (5)	83 (2)	..	36 (1)	..	1,208 (29)
(d) Brushes	..	..	341 (12)	141 (3)	..	..	89 (1)	20 (1)	..	..	601 (18)
(e) Games and sports	..	75 (3)	..	34 (2)	..	93 (11)	62 (5)	..	..	20 (1)	284 (22)
(f) Manufacture of ice	..	172 (14)	168 (14)	62 (9)	78 (5)	207 (24)	1,074 (55)	211 (5)	34 (2)	201 (16)	2,430 (140)
(g) Forage presses	..	..	..	40 (1)	..	14 (1)	..	..	..	..	54 (2)
(h) Plastic articles	..	2,857 (65)	..	2 (1)	..	N.A. (1)	154 (2)	572 (15)	..	46 (1)	3,773 (91)
(i) Celluloid articles	..	201 (13)	..	..	..	..	..	87 (1)	..	..	378 (14)
(j) Signs and advertising displays	..	20 (1)	..	..	..	..	..	..	..	..	20 (1)
(k) Wrapping, packing, filling, etc. of articles	..	4,977 (35)	161 (1)	..	..	..	..	74 (3)	..	..	5,436 (46)
(l) Others	..	3,283 (112)	14 (4)	4,283 (240)	..	..	1,812 (31)	2,530 (32)	25 (2)	317 (2)	12,419 (424)
Total	11 (1)	15,705 (342)	256 (16)	11,482 (430)	201 (8)	1,057 (27)	4,132 (119)	24,010 (65)	95 (3)	85 (1)	65,030 (1,140)

1.	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
51	Electricity, gas and steam														
	511. Electric light and power	207 (9)	2,587 (32)	2,879 (81)	1,076 (32)	2,042 (24)	140 (6)	582 (20)	2,928 (35)	5,076 (44)	307 (3)	10 (1)	816 (4)	..	18,360 (291)
	512. Gas manufacture and distribution.	..	..	1,180 (8)	..	210 (6)	..	46 (1)	216 (4)	1,318 (7)	..	..	59 (2)	..	3,938 (27)
	Total	207 (9)	2,587 (32)	4,059 (89)	1,076 (32)	2,251 (20)	140 (6)	628 (21)	3,144 (39)	6,394 (51)	307 (3)	10 (1)	875 (6)	..	21,698 (318)
52	Water and sanitary services														
	521. Water supply stations ..	(12) (1)	205 (5)	505 (13)	145 (6)	156 (13)	..	..	601 (10)	1,156 (11)	..	..	627 (3)	..	3,527 (92)
	522. Sanitary services (pumping and sewage).	..	115 (5)	322 (10)	..	35 (1)	..	40 (2)	N.A. (1)	255 (3)	..	..	..	..	767 (22)
	Total	12 (1)	380 (10)	887 (23)	145 (6)	161 (14)	..	40 (2)	601 (11)	1,411 (14)	..	..	627 (3)	..	4,294 (84)
83	Recreation services														
	831. Cinema Studios	..	..	2,196 (30)	..	1,620 (13)	..	..	..	343 (7)	..	..	..	..	4,039 (80)
84	842. Restaurants, Cafes, etc.	..	36 (1)	..	..	..	..	..	..	..	..	18 (2)	..	..	54 (3)

844. Personal services

(a) Laundries and Laundry services.

(b) Job dyeing, dry-cleaning, etc.

(c) Others

Total

GRAND TOTAL

Employment and the number of factories for which industrial classification is not available.

FINAL GRAND TOTAL

..	..	280 (7)	..	32 (7)	..	..	..	..	278 (4)	..	..	..	610 (18)
..	120 (2)	93 (2)	..	140 (11)	17 (2)	..	..	..	109 (5)	..	150 (4)	..	635 (26)
..	..	..	..	16 (1)	..	..	..	..	..	..	..	..	16 (1)
..	153 (3)	373 (9)	..	208 (19)	17 (2)	..	..	..	387 (9)	..	166 (4)	..	1,315 (48)
65,136 (911)	1,86,038 (1,489)	7,67,704 (7,825)	1,10,994 (1,544)	4,17,545 (11,706)	17,186 (293)	48,175 (1,336)	2,02,514 (1,458)	0,54,901 (2,613)	15,027 (55)	366 (22)	42,635 (466)	1,637 (3)	25,31,758 (29,720)
..	6,212 (1,116)	..	..	..	..	..	..	..	..	..	..	..	6,212 (1,116)
65,136 (911)	1,92,150 (2,905)	7,67,704 (7,825)	1,10,994 (1,544)	4,17,545 (11,706)	17,186 (293)	48,175 (1,336)	2,02,514 (1,458)	0,54,901 (2,613)	16,027 (55)	366 (22)	42,635 (466)	1,637 (3)	25,36,970 (30,830)

(c) Silk Mills	..	48,823 (2)	..	919 (2)	..	..	..	..	..	..	..	..	..	..	..	..	49,742 (4)
(d) Woollen Mills	..	278 (1)	..	..	..	..	..	..	..	..	..	..	..	..	..	..	278 (1)
Total	..	50 (1)	49,101 (3)	270 (2)	910 (2)	..	30 (1)	..	..	..	..	..	..	..	..	..	50,370 (9)
<i>25. Wood and Cork except furniture</i>																	
250. Manufacture of wood and cork except manufacture of furniture.																	
(a) Saw Mills	..	..	..	..	70 (2)	..	65 (1)	..	..	..	..	..	..	..	..	..	135 (3)
(b) Manufacture of plywood	..	..	..	..	..	..	..	..	137 (1)	..	..	..	..	..	..	..	137 (1)
Total	..	..	..	..	70 (2)	..	65 (1)	..	..	..	..	..	..	..	..	..	272 (4)
<i>28. Printing, publishing and allied industries.</i>																	
280. Printing, bookbinding, etc.																	
(a) Letterpress and lithographic printing and bookbinding.	321 (2)	156 (1)	333 (6)	578 (2)	119 (1)	559 (4)	118 (2)	515 (3)	105 (1)	..	20 (1)	..	..	..	..	141 (2)	3,565 (25)
Total	921 (2)	156 (1)	333 (6)	578 (2)	110 (1)	559 (4)	118 (2)	515 (3)	105 (1)	..	20 (1)	141 (2)	3,565 (25)

(Figures in brackets represent the number of factories.)

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(Figures in brackets represent the number of factories.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
39. <i>Miscellaneous industries.</i> 39b. Jewellery and related articles														
(b) <i>Mints</i>	468 (1)	..	..	..	..	..	..	..	..	..	..	..	..	468 (1)
39c. <i>Manufacturing industries not elsewhere classified.</i>														
(c) <i>Games and sports</i> ..	..	80 (1)	..	..	..	..	..	..	..	..	..	..	..	80 (1)
Total	468 (1)	80 (1)	..	..	..	..	..	..	..	..	..	..	..	548 (2)
51. <i>Electricity, gas and steam.</i>														
51.1. <i>Electric light and power</i> ..	1,301 (2)	..	10 (1)	2,835 (3)	..	378 (4)	434 (11)	28 (1)	..	..	..	..	..	4,986 (22)
Total	1,301 (2)	..	10 (1)	2,835 (3)	..	378 (4)	434 (11)	28 (1)	..	..	..	..	..	4,986 (22)
52. <i>Water and sanitary services.</i>														
52.2. <i>Sanitary services (pumping and sewage).</i>	..	..	..	..	..	..	11 (1)	..	..	..	..	..	..	11 (1)
Total .. ..	..	..	..	..	..	..	11 (1)	..	..	..	..	..	..	11 (1)
Total Govt. and Local Fund Factories	7,733 (17)	49,487 (5)	792 (15)	14,708 (27)	119 (1)	3,961 (27)	3,352 (26)	1,133 (8)	105 (1)	43 (1)	60 (2)	..	141 (2)	81,634 (133)
<i>All other Factories—</i>														
010. <i>Gins and presses</i>	12,873 (287)	..	11,596 (289)	791 (21)	4,033 (94)	2,578 (31)	4,991 (72)	..	135 (3)	..	217 (9)	..	..	37,214 (772)
(a) <i>Cotton ginning and baling</i> ..	..	..	..	..	..	..	..	..	..	..	..	..	..	430 (5)
(c) <i>Wool baling and pressing</i> ..	..	..	..	..	..	..	..	..	..	..	..	..	..	664 (24)
(d) <i>Others</i>	22 (1)	..	15 (1)	..	..	..	627 (22)	..	..	..	..	..	..	..
Total	12,895 (288)	..	11,611 (290)	791 (21)	4,033 (94)	3,008 (36)	5,618 (94)	..	135 (3)	..	217 (9)	..	..	38,398 (801)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
(e) Cashewnut industry ..	..	..	..	..	..	..	..	31,296 (85)	..	..	..	..	..	31,296 (85)
(f) Starob ..	25 (1)	..	..	..	60 (1)	..	..	..	..	..	..	..	..	85 (2)
(g) Cold storage ..	..	..	N.A. (1)	..	..	15 (1)	..	..	..	..	..	..	..	15 (2)
(h) Others ..	..	..	..	..	..	..	497 (20)	..	..	60 (1)	686 (1)	..	..	1,243 (22)
Total ..	0,193 (342)	442 (6)	7,907 (202)	4,595 (97)	2,353 (18)	3,734 (102)	2,419 (77)	38,471 (193)	850 (2)	60 (1)	686 (1)	10,336 (53)	106 (8)	81,202 (1,102)
21. Beverages														
211. Distilling, rectifying and blending of spirits ..	290 (3)	..	345 (11)	..	555 (2)	725 (15)	..	50 (1)	20 (1)	417 (2)	16 (1)	10 (1)	173 (3)	2,601 (40)
Total ..	290 (3)	..	345 (11)	..	555 (2)	725 (16)	..	50 (1)	20 (1)	417 (2)	16 (1)	10 (1)	173 (3)	2,601 (40)
22. Tobacco														
220. Tobacco manufactures	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Bidi ..	3,069 (20)	..	3,026 (42)	1,816 (21)	..	1,575 (36)	..	..	1,325 (4)	..	..	337 (11)	7,207 (22)	18,355 (162)
(c) Cigarette ..	2,281 (4)	..	9 (1)	2,554 (1)	..	..	..	..	..	..	..	..	..	4,844 (6)
(d) Snuff ..	..	..	..	..	..	..	251 (6)	..	..	..	..	..	..	251 (6)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
24. Footwear, other wearing apparel and made-up textile goods														
243. Manufacture of wearing apparel (except foot-wear)														
(b) Umbrellas	15 (1)	..	..	..	..	..	..	..	..	..	..	..	..	15 (1)
(c) Others .. ..	..	..	..	..	..	..	343 (13)	..	..	..	..	..	..	343 (13)
Total ..	15 (1)	..	..	..	..	..	343 (13)	..	..	..	..	..	..	358 (14)
25. Wood and cork except furniture														
250. Manufacture of wood and cork except manufacture of furniture														
(a) Saw mills	107 (3)	..	6 (1)	765 (36)	..	38 (2)	311 (11)	766 (10)	..	..	110 (1)	343 (13)	01 (2)	2,637 (79)
(b) Manufacture of plywood ..	..	..	..	61 (1)	..	..	..	376 (8)	..	..	..	..	..	437 (9)
(c) Others .. ..	..	..	N.A. (2)	..	..	..	..	721 (14)	..	..	11 (2)	..	..	732 (18)
Total ..	107 (3)	..	6 (3)	826 (37)	..	38 (2)	311 (11)	1,863 (32)	..	..	121 (3)	343 (13)	91 (2)	3,706 (106)

26. Furniture and fixtures											
260. Manufacture of furniture and fixtures											
(a) Wooden .. .. .	..	..	18 (1)	..	..	..	..	..	65 (2)	..	83 (3)
(c) Others	164 (4)	..	..	..	..	69 (3)	..	..	..	..	233 (7)
Total	164 (4)	..	18 (1)	..	..	69 (3)	..	..	65 (2)	..	316 (10)
27. Paper and paper products											
271. Pulp, paper and paper board mills.											
(b) Paper	1,789 (1)	..	N.A. (1)	..	..	..	700 (1)	..	794 (1)	..	3,383 (5)
(c) Paper board and straw board	36 (1)	..	140 (2)	..	..	..	..	300 (1)	..	..	476 (4)
Total	1,825 (2)	..	140 (3)	..	..	..	700 (1)	300 (1)	794 (1)	80 (1)	3,859 (9)
28. Printing, publishing and allied industries.											
280. Printing, book-binding, etc.											
(a) Letter press and Lithographic printing and book-binding.	718 (38)	48 (1)	550 (27)	..	523 (26)	446 (22)	853 (20)	30 (1)	..	15 (1)	4,103 (145)
Total	718 (38)	48 (1)	550 (27)	..	523 (26)	446 (22)	853 (20)	30 (1)	..	15 (1)	4,103 (146)

(d) Others ..	219 (5)	..	82 (6)	78 (3)	..	801 (24)	..	647 (3)	..	404 (5)	..	2,203 (25)	4,148 (84)
Total ..	4,980 (18)	..	1,939 (16)	1,249 (21)	2,950 (3)	5,879 (41)	3,264 (9)	5,636 (60)	..	404 (5)	..	2,203 (25)	28,564 (205)
<i>34. Basic metal industries</i>													
<i>341 Ferrous</i>													
(a) Metal extracting and refining	..	..	..	..	99 (1)	..	..	..	..	..	..	..	99 (1)
(c) Metal rolling	1,370 (7)	..	260 (6)	..	2,085 (32)	417 (5)	..	189 (3)	..	..	..	..	4,291 (53)
(d) Tube making and wire drawing	..	..	..	37 (3)	..	..	..	..	..	..	..	..	37 (3)
(e) Metal founding	105 (3)	20 (1)	N. A. (1)	..	80 (3)	..	208 (13)	..	..	..	..	..	513 (21)
(f) Others	..	..	..	..	..	..	..	..	..	..	..	21 (1)	21 (1)
<i>342 Non-ferrous</i>													
(a) Metal extracting and refining	..	..	..	16 (1)	..	..	..	..	..	..	..	..	16 (1)
(c) Metal founding	..	..	..	..	..	..	..	116 (3)	..	..	..	..	116 (3)
(f) Others	..	..	..	..	..	..	..	277 (1)	..	..	..	..	277 (1)
Total ..	1,475 (10)	20 (1)	260 (7)	53 (4)	2,264 (36)	417 (5)	308 (13)	552 (7)	..	..	..	21 (1)	5,370 (84)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
38. <i>Transport equipment.</i>														
384. Repair of motor vehicles and cycles														
(a) Motor vehicles ..	626 (6)	..	187 (6)	869 (8)	..	360 (13)	162 (6)	932 (9)	..	..	23 (1)	..	..	3,160 (32)
(b) Cycles ..	..	..	..	..	50 (1)	..	..	..	..	14 (1)	..	..	..	64 (2)
389. Aircraft														
(b) Aircraft engine building and repairing.	467 (1)	..	..	..	..	..	..	..	..	..	..	..	..	497 (1)
389. Manufacture of transport equipment not elsewhere classified														
(a) Coach building ..	..	..	45 (3)	..	..	..	..	..	..	..	..	..	..	45 (3)
(b) Others	128 (1)	128 (1)
Total ..	1,033 (7)	..	232 (9)	869 (8)	50 (1)	360 (13)	162 (9)	1,061 (10)	..	14 (1)	23 (1)	3,804 (59)

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	1	2	3	4	5	6	7	8	9	10	11	12	13	14
51. <i>Electricity, gas and steam</i>														
511. Electric light and power	731 (26)	1,831 (6)	110 (2)	3,026 (18)	374 (9)	..	300 (1)	..	104 (5)	23 (1)	247 (8)	6,755 (76)
Total	..	..	731 (26)	1,831 (6)	110 (2)	3,026 (18)	374 (9)	..	300 (1)	..	104 (5)	33 (1)	247 (8)	6,755 (75)
52. <i>Water and sanitary services.</i>														
521. Water supply stations ..	..	..	10 (5)	234 (2)	..	..	12 (1)	..	..	..	..	..	..	256 (8)
522. Sanitary services (pumping and sewage).	..	..	..	..	..	..	11 (1)	..	..	..	..	..	..	11 (1)
Total	..	..	10 (5)	234 (2)	..	..	23 (2)	..	..	..	..	..	..	267 (9)
54. <i>Personal services.</i>														
544. (b) Job dyeing, dry cleaning, etc.	..	..	N. A. (1)	..	..	..	91 (2)	..	..	..	..	..	..	91 (3)
Total	..	..	N. A. (1)	..	..	..	91 (2)	..	..	..	..	..	..	91 (3)
Total All other factories ..	56,317 (816)	3,551 (26)	78,390 (810)	53,992 (516)	14,630 (193)	29,148 (379)	34,695 (417)	71,821 (432)	6,085 (17)	994 (6)	1,809 (28)	11,119 (81)	10,345 (73)	3,72,935 (3,874)
GRAND TOTAL	94,050 (863)	53,038 (32)	79,101 (826)	68,700 (543)	14,640 (194)	33,109 (406)	38,047 (443)	72,954 (490)	6,190 (18)	1,037 (7)	1,959 (30)	11,119 (81)	10,486 (76)	4,54,629 (4,607)

N.A.—Not available

II. EMPLOYMENT MINES IN 1951.

Mineral produced and State	Average daily number of persons employed					
	Under ground	Open-workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
COAL						
Assam	2,350	452	39	1,217	321	4,379
West Bengal	54,853	3,597	1,194	24,196	12,009	95,849
Bihar	84,257	18,266	11,098	51,694	24,640	1,89,955
Madhya Pradesh	18,198	439	515	9,053	3,202	31,407
Orissa	4,270	..	..	1,758	246	6,274
Kutch .. .. .	..	..	..	3	..	3
Vindhya Pradesh	4,285	279	229	1,999	521	7,313
Hyderabad	9,860	..	..	5,552	1,192	16,604
Rajasthan	101	..	..	70	20	191
Total	1,78,174	23,033	13,075	95,542	42,151	3,51,975
ASBESTOS						
Bihar .. .. .	..	107	62	7	56	232
Bombay .. .. .	..	13	9	1	..	23
Madras	124	..	166	16	..	306
Total	124	120	237	24	56	561
BARYTES						
Madras	145	86	196	22	42	491
BAUXITE						
Bihar .. .. .	..	203	38	126	26	393
Bombay .. .. .	..	207	103	36	4	350
Madhya Pradesh .. ..	..	80	81	24	34	219
Madras .. .. .	..	12	36	..	..	48
Total .. .. .	..	502	258	186	64	1,010

1	2	3	4	5	6	7
BERYL						
Rajasthan	3	269	80	7	1	360
CALCITE						
Madras .. ..	..	50	..	3	41	94
Rajasthan .. ..	..	6	7	..	..	13
Total .. ..	..	56	7	3	41	107
CHINACLAY						
Bihar	6	736	1,028	644	393	2,807
Delhi	25	..	..	20	4	49
Hyderabad .. ..	..	31	..	10	10	51
Madhya Pradesh .. ..	..	9	11	1	..	21
Madras .. ..	..	115	98	1	..	214
Mysore .. ..	..	..	..	12	6	18
Orissa .. ..	..	113	213	38	33	397
Vindhya Pradesh	81	..	..	6	18	105
Total	112	1,004	1,350	732	464	3,662
CHROMITE						
Bihar	261	99	63	98	118	639
Madras	118	74	23	65	..	280
Mysore	34	45	..	93	42	214
Orissa .. ..	..	41	49	30	26	146
Total	413	259	135	286	186	1,279
CLAY						
Madhya Pradesh .. ..	..	8	1	..	..	9
COPPER						
Bihar	2,264	..	..	1,258	188	3,710
DIAMOND						
Vindhya Pradesh	361	1,119	465	39	10	1,934
DOLOMITE						
Madhya Pradesh .. ..	..	82	58	12	3	155
EMERALD						
Rajasthan	19	109	78	79	9	294
FELSPAR						
Madhya Pradesh .. ..	..	13	29	10	16	68
Rajasthan .. ..	..	46	..	7	..	53
Total .. ..	..	59	29	17	16	121

I	2	3	4	5	6	7
FIRECLAY						
West Bengal ..	56	37	8	32	20	153
Bihar ..	15	122	51	34	36	268
Madhya Pradesh ..	..	218	202	48	3	471
Orissa ..	..	42	24	66	57	189
Total ..	71	419	285	180	116	1,071
GALENA AND SPHALE- RITE						
Rajasthan ..	73	..	..	333	58	464
GOLD						
Hyderabad ..	311	..	..	607	244	1,162
Mysore ..	12,711	..	..	7,198	801	20,710
Total ..	13,022	..	..	7,805	1,045	21,872
GRAPHITE						
Madhya Pradesh ..	..	11	6	8	2	28
Orissa ..	9	61	34	18	13	135
Total ..	9	72	40	26	16	163
GYPSUM						
Madras ..	..	486	156	65	12	719
Rajasthan ..	..	388	80	383	29	880
Total ..	..	874	236	448	41	1,599
ILMENITE						
Travancore-Cochin ..	..	936	..	838	..	1,774
IRON ORE						
Bihar	12	4,631	2,446	2,373	1,128	10,590
Madhya Pradesh ..	..	2	2	2	..	6
Madras .. ..	..	137	39	12	..	188
Mysore .. ..	..	175	29	..	..	204
Orissa .. ..	..	3,218	3,129	1,937	951	9,235
Total ..	12	8,163	5,645	4,324	2,079	20,223

1	2	3	4	5	6	7
KYANITE						
Bihar .. ..	..	565	409	132	58	1,164
Madras .. ..	..	45	22	2	..	69
Orissa .. ..	..	42	56	1	..	99
Total .. ..	..	652	487	135	58	1,332
LIMESTONE						
Bihar .. ..	..	4,038	2,092	1,211	204	7,545
Madhya Pradesh ..	..	2,716	2,473	799	270	6,258
Madras .. ..	..	1,124	726	310	17	2,177
Total .. ..	..	7,878	5,291	2,320	491	15,980
MAGNESITE						
Madras .. ..	..	2,230	724	..	..	2,954
Mysore	216	11	249	32	2	510
Total	216	2,241	973	32	2	3,464
MANGANESE						
Bihar .. ..	..	231	211	56	126	624
Bombay	355	2,059	1,005	909	291	4,619
Madhya Pradesh ..	445	16,114	14,984	3,218	2,410	37,171
Madras .. ..	..	1,967	1,489	95	4	3,555
Mysore .. ..	..	115	..	1	3	119
Orissa .. ..	..	3,522	2,486	1,826	1,323	9,157
Rajasthan .. ..	..	216	60	10	..	286
Total	800	24,224	20,235	6,115	4,157	55,531
MICA						
Bihar	16,400	5,251	89	4,379	1,187	27,396
Madhya Pradesh ..	..	..	..	1	..	1
Madras	3,548	1,925	1,781	1,537	1,748	10,539
Mysore	15	..	..	25	15	55
Rajasthan	4,317	5,995	1,761	1,525	607	14,205
Total	24,370	13,171	3,631	7,467	3,557	52,196

1	2	3	4	5	6	7
RADIO-ACTIVE MINERALS						
Rajasthan ..	20	..	..	9	6	35
SALT						
Himachal Pradesh	104	..	..	23	15	142
SILICA						
Bihar .. ..	..	81	26	28	14	149
SILLIMANITE						
Assam .. ..	..	73	12	167	..	252
SLATE						
Bihar .. ..	..	52	17	..	..	69
East Punjab ..	12	518	..	17	..	547
Total ..	12	570	17	17	..	616
STRATITE						
Bihar	20	143	62	21	7	253
Madras	28	36	..	1	48	113
Madhya Pradesh ..	..	65	91	4	20	180
Oriasa .. ..	..	..	..	17	..	17
Rajasthan ..	..	448	216	166	16	846
Total ..	48	692	369	209	91	1,409
STONE						
West Bengal ..	..	65	5	134	87	291
Bihar .. ..	..	1,171	266	497	62	1,996
Bombay .. ..	..	406	152	84	58	700
Madras .. ..	..	584	370	47	..	1,001
Mysore .. ..	..	62	40	..	..	102
Uttar Pradesh ..	..	427	58	217	316	1,018
Total ..	..	2,715	891	979	523	5,108

SUMMARY OF ALL MINERALS

State 1	Under ground	Open-workings		Surface		Total
	Men 2	Men 3	Women 4	Men 5	Women 6	7
Assam	2,350	525	51	1,384	321	4,631
Bihar	103,325	35,696	17,958	62,558	28,243	247,780
Bombay	355	2,685	1,269	1,030	353	5,692
Madhya Pradesh	18,643	19,757	18,453	13,180	5,961	75,994
Madras	3,963	8,871	5,826	2,176	1,912	22,748
Orissa	4,279	7,039	5,991	5,691	2,649	25,649
Punjab	12	518	..	17	..	547
U. P. .. .. .	..	427	58	217	316	1,018
West Bengal	54,909	3,699	1,207	24,362	12,116	96,293
Hyderabad	10,171	31	..	6,169	1,446	17,817
Mysore	12,976	408	318	7,361	869	21,932
Rajasthan	4,533	7,477	2,282	2,589	746	17,627
Travancore-Cochin .. .. .	..	936	..	838	..	1,774
Delhi	25	..	..	20	4	49
Himachal Pradesh	194	..	..	23	15	142
Kutch .. .. .	..	..	..	3	..	3
Vindhya Pradesh	4,667	1,398	694	2,044	549	9,352
Total	220,312	89,467	54,107	129,662	55,600	549,048

III. EMPLOYMENT IN PLANTATIONS, 1950.

	Number of estates	Total area of estates (acres)	Average daily number of persons employed			Total
			Garden labour	Outside labour		
			Permanent	Permanent	Temporary	
TEA						
Assam	1,002	1,429,950	454,870	32,999	27,553	515,422
Bihar	8	13,399	1,964	371	664	2,999
Madras	2,122	195,694	78,414	5,146	6,389	89,949
Punjab	2,615	9,724	663	1,766	5,919	8,348
Uttar Pradesh ..	39	21,957	1,873	416	800	3,089
West Bengal ..	321	468,775	314,548	6,104	8,382	329,034
Mysore	9	14,776	2,732	1,584	1,147	5,463
Travancore-Cochin	230	159,065	65,012	3,233	1,809	70,054
Coorg	1	1,226	513	..	..	513
Himachal Pradesh	328	1,002	..	30	100	130
Tripura	55	38,317	6,349	778	930	8,057
Total	6,730	2,353,885	926,938	52,427	53,693	1,033,058
COFFEE						
Madras	1,927	149,245	33,044	15,406	26,934	75,384
Orissa	3	19	..	..	27	27
Mysore	4,423	137,168	34,899	7,644	23,339	65,882
Travancore-Cochin	54	20,246	2,101	591	749	3,441
Coorg	4,444	86,258	16,262	5,956	8,159	30,377
Total	10,851	392,936	86,306	29,597	59,208	175,111
RUBBER						
Madras	137	59,207	3,282	1,766	4,120	9,168
Mysore	9	3,035	42	305	945	1,292
Travancore-Cochin	8,717	141,427	15,246	7,705	10,044	32,995
Coorg	5	5,202	759	..	23	782
Total	8,868	208,871	19,329	9,776	15,132	44,237
GRAND TOTAL ..	26,449	2,955,692	1,032,573	91,800	1,28,033	1,252,406

NOTE.—(1) Figures for coffee estates relate to 1950-51.

(2) Average daily number of persons employed for a garden is arrived at by multiplying the number of persons employed for any period less than a year by the number of days in that period and the total divided by 300.

IV. AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS FOR THE YEAR 1951.

Code No.	Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Coorg	Delhi	All States
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
01	Processes allied to agriculture	266.5	650.9	108.7	127.5	106.7	..	102.4	449.5	994.1	202.9	..	217.0	154.9
20	Food except beverages	295.2	535.2	561.4	382.4	351.5	285.4	707.3	770.5	461.1	205.6	547.9	954.3	479.5
21	Beverages	553.1	705.0	945.2	480.8	395.0	498.9	792.7	992.8	1,333.2	..	..	1,160.3	989.0
22	Tobacco	..	562.2	509.4	385.1	236.8	257.3	..	1,109.5	657.3	352.0	..	..	392.2
23	Textiles	468.0	660.8	1,333.9	872.5	564.4	666.8	657.9	1,064.3	818.7	687.1	..	1,494.8	1,044.0
24	Footwear, other wearing apparel and made up textile goods	..	1,529.3	940.2	..	322.0	..	..	1,058.2	772.8	..	..	1,625.9	989.3
25	Wood and cork except furniture	582.4	515.5	709.4	570.5	478.7	526.5	742.3	734.1	706.0	..	..	905.9	653.8
26	Furniture and fixture	..	972.1	1,123.0	198.2	1,121.7	..	629.7	644.0	715.3	..	..	993.1	940.0
27	Paper and paper products	..	802.6	805.9	..	501.2	1,284.9	752.2	963.3	1,000.9	..	..	633.6	947.0
28	Printing, publishing and allied industries	921.8	1,012.4	1,148.5	673.7	765.9	686.4	1,583.0	934.1	1,273.0	626.6	..	1,406.1	1,082.9
29	Leather and leather products (except footwear)	..	2,349.7	840.2	..	695.7	240.5	..	758.3	622.8	..	..	..	752.3
30	Rubber and Rubber products	..	..	1,404.7	677.5	695.3	..	691.6	627.0	1,348.1	..	539.4	1,231.9	1,325.1

31	Chemicals and Chemical products	1,207.2	404.3	1,181.2	339.5	516.2	291.8	917.6	866.7	982.3	..	..	982.8	868.9
32	Products of petroleum & coal	1,426.1	1,145.5	256.9	965.3	964.9	..	947.5	..	1,051.0	..	..	1,286.2	1,131.8
33	Non-metallic mineral products	457.3	769.2	700.6	620.4	502.5	474.8	581.1	703.3	783.5	..	..	694.1	699.2
34	Basic metal industries	370.9	1,802.8	966.9	487.1	701.8	609.8	753.8	722.3	1,104.8	617.0	..	936.8	1,368.2
35	Manufacture of metal products	610.1	570.0	1,055.2	489.4	520.5	709.2	882.5	671.5	999.7	..	..	821.6	917.3
36	Manufacture of machinery	1,035.4	1,348.5	1,951.4	1,091.3	514.3	625.5	790.0	786.3	1,128.0	706.5	..	1,091.6	998.5
37	Electrical machinery, apparatus, etc.	..	1,102.8	1,416.7	1,233.2	587.1	..	810.3	681.2	1,269.4	..	..	1,251.8	1,237.6
38	Transport equipment	1,214.6	900.9	1,476.1	758.0	848.7	372.5	808.7	886.4	1,209.1	1,141.6	..	1,609.3	1,168.3
39	Miscellaneous industries	256.4	410.7	1,156.6	748.0	598.7	829.3	659.4	739.2	1,328.5	650.0	..	1,106.8	1,067.3
51	Electricity, gas and steam	992.6	999.9	1,408.1	844.6	1,190.2	741.5	1,093.1	1,349.6	1,213.4	1,315.1	680.5	1,205.6	1,220.2
52	Water and sanitary services	1,302.0	1,546.7	875.6	854.2	122.2	..	1,006.4	859.7	786.8	..	..	1,111.5	907.9
83	Recreation services	..	..	1,062.3	..	845.6	..	..	..	871.7	..	..	..	968.6
84	Personal Services	..	414.6	906.8	..	503.1	581.1	..	..	902.4	..	..	1,316.6	852.9
..	All Industries	288.6	1,018.5	1,448.8	618.4	528.2	525.5	711.4	902.1	967.7	683.7	562.9	1,281.8	898.1
..	..	296.8	547.2	374.2	236.6	261.9	273.1	481.6	786.3	647.4	227.3	547.9	971.6	417.8
..	..	1,017.9	1,289.3	1,279.5	862.0	664.9	740.1	756.0	459.4	942.1	694.2	883.3	1,292.6	1,035.4

to 22

23

to 84

V. DISTRIBUTION OF FACTORIES ACCORDING TO NUMBER OF DAYS WORKED DURING THE YEAR AND THE AVERAGE DAILY EMPLOYMENT THEREIN, 1951.

State	60 days or less		More than 60 days but not more than 120 days		More than 120 days but not more than 180 days		More than 180 days but not more than 240 days		More than 240 days but not more than 300 days		More than 300 days		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Assam	17	216	38	777	136	11,376	242	31,084	112	8,170	199	13,513	844	66,136
Bihar	33	2,037	102	10,718	130	13,031	278	17,082	470	56,195	476	31,875	1,489	1,86,938
Bombay	631	29,995	615	25,741	402	19,715	287	12,613	1,286	2,74,178	2,936	4,05,362	6,188	7,67,704
Madhya Pradesh	90	5,021	181	11,314	144	8,707	133	6,145	293	30,236	326	50,201	1,161	1,11,624
Madras	410	11,220	518	22,247	614	20,793	640	25,504	1,705	1,42,704	4,047	1,89,017	7,934	4,17,545
Orissa	13	333	16	536	19	609	26	1,029	101	8,479	92	6,140	267	17,186
Punjab	53	1,444	78	2,659	69	2,644	71	1,968	265	12,677	483	26,783	1,019	48,175
Uttar Pradesh	25	2,550	48	6,610	72	8,551	86	9,615	410	1,11,096	538	64,062	1,179	2,02,514
West Bengal	42	1,286	96	8,193	154	8,912	334	31,736	1,292	5,02,328	695	1,02,446	2,613	6,54,901
Ajmer	12	931	2	493	2	219	..	..	18	7,915	19	6,469	53	16,027
Coorg*	..	..	..	..	1	11	4	29	5	126	11	105	21	271
Delli	3	34	7	352	6	125	13	284	148	21,524	270	20,316	447	42,635
Andaman and Nicobar Islands	..	..	..	..	..	..	..	..	2	1,546	1	91	3	1,637
Total	1,329	55,097	1,701	95,760	1,750	1,00,693	2,214	1,37,089	6,107	11,77,934	10,117	9,86,480	23,218	25,32,293

A—Number of factories.

B—Average daily employment.

* The number of days worked by 1 factory employing 95 workers is not known.

COST OF LIVING INDICES
I. WORKING CLASS COST OF LIVING INDEX NUMBERS.
(Base : August 1939=100)

	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
Ahmedabad ⁽¹⁾ ..	107	108	119	156	282	290	272	286	300	333	339	351	357	355
Bombay City ⁽²⁾	103	107	118	150	219	226	224	246	265	288	292	298	314	321
Calcutta ⁽³⁾ ..	108(a)	106	115	144	289	279	284	275	309	339	348	349	370	351
Kanpur ⁽³⁾ ..	105	111	123	181	306	314	308	328	378	471	478	434	451	441
Madras City ⁽⁴⁾	106	109	114	135	180	207	228	240	277	315	320	332	341	337
Nagpur ⁽⁵⁾ ..	104	110	119	165	299	267	259	285	320	372	377	372	391	380

Source :—State Governments.

(a) Average of last three months.

(1) Original base : Year ending July 1927=100.

(2) Original base : Year ending June 1934=100.

(3) Original base : August 1939=100.

(4) Original base : Year ending June 1936=100.

II. FOOD INDEX NUMBERS. (Base : August 1939=100)

	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951	1952
Ahmedabad (1) ..	109	111	120	169	325	326	303	337	360	374	392	420	414	414
Bombay City (2)	105	112	125	161	225	235	242	283	307	311	327	340	356	368
Calcutta (2) ..	109(n)	109	120	156	362	338	355	360	428	451	474	474	485	474
Kanpur (3) ..	106	112	122	181	319	331	326	364	424	514	538	471	494	472
Madras City (4)	109	114	117	151	218	257	274	293	324	360	382	380	383	377
Nagpur (2) ..	103	106	117	163	299	263	251	282	320	379	384	382	397	392

Source :—State Governments.

(1) Average of last three months.

(2) Original base : Year ending July 1927=100.

(3) Original base : Year ending June 1934 = 100.

(4) Original base : August 1939=100.

(5) Original base : Year ending June 1936=100.

III. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (ALL ITEMS) (Base : January to December 1944=100)

	Delhi	Ajmer	Jam- shedpur	Juaria	Dehri- on- Sone	Mon- ghyr	Cuttack	Ber- hampur	Gauhati	Shihar	Tin- sukia	Ludhi- ana	Akola	Jabal- pur	Kha- nagpur	Mer- cator	Madras Plan- tation Con- tines*
1945—Average ..	103	110	100	97	93	105	102	101	90	92	94	105	98	95	97	..	..
1946—Average ..	108	118	103	122	131	132	106	111	86	96	83	119	107	101	100	..	..
1947—Average ..	122	152	123	139	158	153	117	120	97	110	93	142	139	123	111	..	..
1948—Average ..	132	161	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	161	137	211	106†
1950—Average ..	132	168	145	182	185	193	163	162	126	146	114	165	162	153	137	116	112
1951—Average ..	142	178	160	184	197	188	181	190	141	159	124	167	165	168	136	118	120
1952—Average ..	143	174	154	175	188	172	160	156	142	141	128	151	156	160	133	110	110

* Interim series for Plantation Workers in Madras on base January to June 1949=100.

† Interim series for Plantation workers on base July to December 1948=100.

‡ Average of July—December 1949.

IV. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS
(BY GROUPS)
(Base : January to December 1944=100)
(A) Food

	Delhi	Ajmer	Jam- shedpur	Jhar- khand	Dehri- on- Sone	Monghyr	Cuttack	Ber- hampur	Ganbati	Silchar	Tinsukia	Lachhi- pur	Akela	Jabal- pur	Kha- ragpur	Mar- war†	Madras
1945—Average ..	103	105	102	98	99	107	98	98	80	89	94	106	90	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	155	138	151	180	178	137	151	124	130	114	183	175	149	136	..	..
1949—Average ..	126	159	139	159	180	189	153	166	129	141	113	177	193	152	142	112	108‡
1950—Average ..	126	172	145	189	230	215	171	174	128	152	116	175	190	162	142	118	114
1951—Average ..	140	179	162	190	212	206	194	204	148	167	126	179	198	173	138	114	118
1952—Average ..	138	176	155	180	199	187	168	156	145	144	133	160	162	148	138	104	107

* Interim series for Plantation workers in Madras on base January to June 1949=700.

† Interim series for plantation workers on base July to December 1948=100.

‡ Average of July to December 1949.

V. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (By Groups)—contd.
 (Base : January to December 1944=100)
 (B) Fuel and Lighting.

	Delhi	Ajmer	Jamshed- pur	Bharis	Dehri- on-Sone	Monghyr	Cuttack	Borham- pur	Gauhati	Silchar	Tinsukia	Lodhi- ana	Akola	Jabal-Kha- pur	Mer- cure*	Madras plan- tation Con- tinue.
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	65	156	91	110	106	..
1948—Average ..	172	100	154	145	126	148	124	162	67	161	57	160	204	127	116	..
1949—Average ..	181	165	166	128	147	131	140	155	67	159	58	157	106	143	114	100
1950—Average ..	168	143	171	115	164	126	141	158	64	162	61	163	169	148	109	99
1951—Average ..	105	159	191	113	162	118	142	214	67	165	62	141	165	133	113	102
1952—Average ..	160	153	171	117	152	109	133	164	107	155	58	118	200	131	106	115

* Interim series for Plantation workers on base July to December 1948=100.
 N.D.—This group is absent in the cost of living index number for Madras Plantation centren.

VI. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—contd.

(Base : January to December 1944=100)

(C) Clothing, Bedding and Footwear.

	Dellai	Ajmer	Jamshed- pur	Jhar- khand	Delhi- on-Sone	Monghyr	Cuttack	Berham- pur	Gauhati	Silchar	Tinsukia	Ladhinia	Akola	Jabal- pur	Kha- ragpur	Mer- cara	Madras
1945—Average ..	90	122	78	81	94	90	105	121	98	88	99	98	91	85	83	..	..
1946—Average ..	100	155	76	76	96	106	104	123	96	78	82	93	90	79	76	..	..
1947—Average ..	111	178	83	78	108	100	110	139	95	94	94	110	95	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	99	100†
1950—Average ..	138	108	132	114	137	166	138	132	162	160	156	111	105	114	130	101	104
1951—Average ..	153	222	153	126	160	168	170	172	203	157	194	147	109	128	139	132	130
1952—Average ..	160	191	154	137	156	163	156	170	183	154	182	141	139	132	137	116	127

† Average of July-December 1949.

* Interim series for plantation workers on base July to December 1948=100.

† Interim series for plantation workers in Madras on base January to June 1949=100.

VII. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (By Groups)—*contd.*
(D) Miscellaneous.

	Delhi	Ajmer	Jamshed- pur	Jharia	Dohri- on-Sone	Monghyr	Outtaok	Borham- pur	Ganhai	Sikhar	Tinankia	Ludhiana	Akols	Jabal- pur	Kha- pur	Mer- cure	Madras
1945—Average ..	110	122	106	102	118	106	112	95	99	109	100	106	101	114	109	..	..
1946—Average ..	118	135	109	108	120	109	112	110	94	89	83	122	101	126	113	..	..
1947—Average ..	136	171	129	138	150	124	114	115	125	92	83	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	175	142	115	101†
1950—Average ..	140	161	160	180	177	143	167	150	145	108	105	185	122	190	144	120	105
1951—Average ..	154	177	167	177	180	143	165	156	146	124	112	170	136	192	142	126	124
1952—Average ..	150	182	157	168	189	143	153	155	149	115	115	156	135	185	134	122	115

* Interim series for Plantation workers on base July to December 1948 = 100.

† Interim series for Plantation workers in Madras on base January to July 1949 = 100.

‡ Average of July to December 1949.

INDEX

A

Absenteeism :

- Causes of, 49.
- Factories in, 46-49.
- Mines in, 49-50.
- Plantations in, 50-51.
- Statistics of, 47-51, 138, 253-54.

Accidents, see Industrial Accidents, 263-75.

Acts :

- Adjustment and Liquidation of Industrial Workers' Debt Act (1936), 139.
- Assam Maternity Benefit Act (1944), 117.
- Assam Shops and Establishments Act (1948), 72-80.
- Bengal Maternity Benefit Act (1939), 116-20.
- Bengal Shops and Establishments Act (1940), 72-80.
- Bengal Workmen's Protection Act (1934), 140.
- Bihar Maternity Benefit Act (1947), 116-20.
- Bihar Workmen's Protection Act (1948), 140.
- Bombay Housing Board Act (1948), 81-3.
- Bombay Industrial Relations Act (1946), 132-4.
- Bombay Maternity Benefit Act (1929), 116-20.
- Bombay Shops and Establishments Act (1949), 72-80.
- C. P. and Berar Industrial Disputes Settlement Act (1947), 134-5.
- C. P. and Berar Shops and Establishments Act (1947), 72-80.
- C. P. Maternity Benefit Act (1930), 116-20.
- C. P. Protection of Debtors Act (1937), 140.
- Children (Pledging of Labour) Act (1933), 136.
- Coal Mines (Conservation and Safety) Act (1952), 90-1.
- Coal Mines Labour Welfare Fund Act (1947), 81, 87-8.
- Coal Mines Provident Fund and Bonus Schemes Act (1948), 107-10.
- Cochin Maternity Benefit Act (1936), 117-20.
- Dock Workers (Regulation of Employment) Act (1948), 34, 69-71.
- Employees' Provident Fund Act (1952), 111-6.
- Employees' State Insurance Act (1948), 97, 100-7.
- Employment of Children Act (1938), 136-7.
- Factories Act (1934) and (1948), 1, 2, 3, 52-5, 93, 138, 263-4, 275.
- Hyderabad Shops and Establishments Act, (1951), 72-80.
- Indian Dock Labourers' Act (1934), 85-6, 271-3, 275.
- Indian Emigration Act (1922), 44.
- Indian Merchant Shipping Act (1923), 66-9.
- Indian Mines Act (1923), 10, 56-9, 97.
- Indian Railways Act (1890), 64-6.

- Indian Trade Unions Act (1926), 121-2, 132.
- Industrial Disputes Act (1947), 125-29.
- Industrial Disputes (Appellate Tribunal) Act (1950), 129-31.
- Industrial Disputes (Banking and Insurance Companies) Ordinance (1949), 128, 132.
- Industrial Disputes (Madras Amendment) Act (1949), 128-9.
- Industrial Disputes (U. P. Amendment) Act (1951), 129.
- Industrial Employment (Standing Orders) Act (1946), 122-4.
- Industrial Statistics Act (1942), 137-9.
- Madhya Pradesh Housing Board Act (1950), 84-5.
- Madras Maternity Benefit Act (1934), 116-20.
- Madras Shops and Establishments Act (1947), 72-80.
- Mica Mines Labour Welfare Fund Act (1946), 81, 86-7.
- Mines Maternity Benefit Act (1941), 116-20.
- Minimum Wages Act (1948), 94-6.
- Mysore Labour Housing Act (1949), 83-4.
- Mysore Maternity Benefit Act (1937), 117, 119.
- Mysore Shops and Establishments Act (1948), 72-80.
- Patiala Trade Employees Act (1947), 72-80.
- Payment of Wages Act (1936), 92-4.
- Plantations Labour Act (1951), 62-4.
- Punjab Maternity Benefit Act (1943), 116-20.
- Punjab Relief of Indebtedness Act (1934), 139.
- Punjab Trade Employees Act (1940), 72-80.
- Tea Districts Emigrant Labour Act (1932), 15, 35, 60-1.
- Travancore-Cochin Shops and Establishments Act (1949), 72-80.
- Travancore Maternity Benefit Act (1943), 117-18.
- U. P. Industrial Disputes Act (1947), 135-6.
- U. P. Maternity Benefit Act (1938), 116-20.
- U. P. Shops and Commercial Establishments Act (1947), 72-80.
- U. P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act (1950), 81, 88-90.
- Weekly Holidays Act (1942), 72, 78.
- West Bengal Maternity Benefit (Tea Estates) Act (1948), 117-20.
- Workmen's Compensation Act (1923), 77, 96-100, 273.
- Adjudication and Adjudicators, 125-36.
- Agrarian Legislation, 309-18.
- Agricultural Labour, 308-44.
- Agricultural Labour Enquiry, 322-5, 330, 334, 339, 340.
- Almedabad Textile Labour Association, 164, 297.

All-India Railwaymen's Federation, 64.
 All-India Organisations of Workers, 163-4.
 Appellate Tribunals, 129-31, 145.
 Arbitration 130, 133, 135, 347.
 Asian Regional Labour Conference, 343.

B

Badli Labour, 32.
Bidi Factories, 23, 43, 94, 137.
 Bonus : 129, 200, 226.
 Attendance, 107-10, 207, 219.
 Maternity, 119.
 Profit, 189, 191, 192, 196, 198, 200, 205, 212.
 Production, 207, 219.
 Bombay Millowners' Association, 99.

C

Canteens, 52, 62, 291.
 Cement Industry, 48, 96, 137, 198-200, 283, 293.
 Central Public Works, 21, 22, 28, 36, 232-4.
 Chemical Industries, 5, 9, 203, 266.
 Chief Adviser, Factories, 86, 144-5, 273, 275.
 Chief Inspector of Factories, *See also* Factories 137, 264, 275.
 Chief Inspector of Mines, *See also* Mines 10, 46, 49, 144, 268, 275.
 Chief Labour Commissioner (Central), 66, 70, 123, 137, 143-4.
 Children :
 Employment of, 53, 58, 62, 63, 67, 76, 136-7.
 Holidays with pay for, 53.
 Hours of work of, 53, 63, 76, 137.
 Pledging of Labour of, 136.
 Wages and Earnings of, 227.
 Coal Mines : 87-88, 90-1.
 Absenteeism in, 49.
 Accidents in, 268-9.
 Bonus in, 219.
 Employment in, 10-12, 27, 43.
 Industrial disputes in, 167.
 Recruitment in, 33-4, 43.
 Stowing measures in, 90-1.
 Wages and earnings in, 216-9.
 Welfare in, 87-8.
 Coal Mines Labour Housing and General Welfare Fund, 283, 301-2.
 Coal Mines Labour Welfare Commissioner, 144.
 Coffee Plantations, 13, 14.
 Commissioner for Workmen's Compensation, 99.
 Conciliation : 130, 133-6, 176.
 Boards, 125-7, 133, 176.
 Officers, 70, 125-7, 137, 173, 175.
 Concurrent List, 141.
 Contract Labour, 22, 28, 32.
 Cost of Living, 243-50, 346, 348, 350.
 Controller of Emigrant Labour, 15, 61, 145.
 Cotton Textile Industry :
 Absenteeism in, 47, 49.
 Bonus in, 189.
 Employment in, 5, 9, 26, 42-3.
 Housing in, 282-3, 285.

Industrial Disputes in, 138, 167.
 Recruitment in, 32, 42-3.
 Wages and earnings in, 185-90.
 Welfare in, 290-1, 297.
 Courts of Enquiry, 125, 133.
 Creches, 52, 62, 119, 290-2.

D

Dearness Allowance, 185-8, 190, 192, 194-6, 198-9, 201, 203-5, 207, 209, 211-2, 214, 216, 219, 220, 222, 225-8, 232-3.
 Decasualisation of Labour, 31, 39.
 Dependants' benefit, 104.
 Director-General of Resettlement and Employment, 36, 40, 41.
 Disablement Benefit, 97, 103.
 Disputes, Industrial : 138, 165-73.
 Prevention and Settlement of, 125-8, 132-35, 173-8.
 Statistics of, 165-73.
 Dock Labour, 34, 69-71, 93, 271-5.
 Dockyards, 195-96, 292.

E

Education, 62, 287, 289, 297-300.
 Emigrant Labour, 35, 44-5, 346.
 Employees' State Insurance Corporation, 145-6.
 Employers' Association of Northern India, 123.
 Employment :
 Factories in, 1-9.
 Mines in, 10-2.
 Motor Transport in, 19.
 Municipalities in, 20-1.
 Plantations in, 13-5.
 Ports in, 19.
 Posts and Telegraphs in, 18.
 Public Works in, 21-2.
 Railways in, 15-7.
 Seamen of, 20.
 Tramways in, 18.
 Unorganised Industries in, 23.
 Employment Exchanges, 24, 25, 32, 36-40.
 Engineering Industry, 48, 195-8, 282, 291-2.

F

Factories :
 Absenteeism in, 46-9.
 Accidents in, 263-8, 274-5.
 Chief Inspectors and Inspectors of, 1, 57, 59, 263-4, 275.
 Employment in, 1-9.
 Hours of work in, 53.
 Wages and earnings in, 185-216.
 Family Budget Enquiries, 241-3.
 Five Year Plan, 25, 40, 357.
 Food Concessions, 200, 219, 227.
 Food Control, 250-2.

G

Glass Industry, 96, 137, 214-5.
 Gold Mines, 11, 12, 43, 50, 219, 284, 293.
 Gratuity, 130, 290.

H

Health, 52, 56, 62, 69, 253-9.
 Holidays with pay, 53, 59, 63, 65, 70, 72, 75, 94.
 Hours of work, 53, 58-9, 63, 64, 70, 72-74, 76, 94, 138, 309.
 Housing, 62, 81-5, 87-89, 138, 276-85.

I

Immigration, *see* Migration:
 Immigrant labour, *see* also Emigrant labour.
 Indebtedness, 137, 139-40.
 Indian Jute Mills Association, 291.
 Indian Labour Gazette, 2, 99, 143, 146, 165.
 Indian Labour Overseas, 345-51.

Burma in, 348.
 Ceylon in, 345-6.
 Fiji Islands in, 347.
 Malaya in, 348-9.
 Mauritius in, 347-8.
 West Indies in, 349-51.

Industrial Accidents:

Compensation for, 160, 273.
 Factories in, 263-8.
 Mines in, 268-9.
 Prevention of, 273, 275.
 Railways on, 270-1.
 Statistics of, 264-74.

Industrial Committees, 179, 180, 183, 353-4.
 Industrial Courts, 125-8, 173.

Industrial Disputes, *see* Disputes, Industrial, 165-73.

Industrial Health, *see* Health.

Industrial Relations Machinery, 132-6, 173-8.

Industrial Tribunals, 125-31, 145, 175-8.

Inspectors of Factories, *see* Factories.

International Confederation of Free Trade Unions, 164.

International Labour Conference, 286, 343, 352-6.

International Labour Conventions and Recommendations, 353, 355-6.

International Labour Office, 20, 352-3.

International Labour Organisation, 136, 151, 352-5.

Iron Ore Mines, 11, 269.

J

Joint Committees, *see* Works Committees,
 Jute Mill Industry: 190-1, 291.

Bonus in, 191.

Employment in, 5, 6, 9, 42.

Housing in, 282.

Industrial Disputes in, 167, 172.

Recruitment in, 32, 42.

Wages and earnings in, 190-1.

Welfare in, 291.

K

Kolar Gold Fields, 12, 43, 50, 219, 284.

L

Labour Administration, 141-50.

Labour Appellate Tribunals, 129, 130, 131, 145.

Labour Bureau, 46, 95, 99, 143, 146, 165, 264.

Labour Commissioners, 143, 146-50.

Labour Courts, 133.

Labour Officers, 133.

Labour Welfare, *see* Welfare.

Leather Factories (including Tanneries) 48, 94, 137.

Libraries, 287, 289-291, 297.

Literacy Classes, 288, 296.

Lockouts, 127, 134, 170.

M

Manganese Mines, 11, 222-4, 269, 284.

Match Factories, 48, 49, 137, 207-8.

Maternity Benefit, 64, 103, 116-20.

Medical Benefit and Medical Aid, 62, 104, 289, 297.

Mica Mines Labour Welfare Fund, 86, 305-7.

Mica Mining and Cutting Industry, 11, 86-7, 137, 220-2, 284.

Migration, 42-5.

Mines:

Absenteeism in, 49-50.

Accidents in, 268-9.

Chief Inspector and Inspectors of, 10, 49, 57, 91, 144, 268.

Employment in, 10-12.

Hours of Work in, 58-9.

Housing in, 282-4.

Industrial Disputes in, 173.

Maternity Benefit in, 117, 119, 120.

Recruitment in, 33-4.

Safety in, 56-7.

Wages in, 216-26.

Welfare in, 56-7, 86-8, 293-4.

Mineral Oil Industry, 13, 225-6.

Minerals and Metals Industry, 9.

Municipalities, 20-1, 232-3, 285, 296.

Ministry of Labour, 31, 36, 40, 142.

O

Occupational Diseases, 53, 98, 259-63.

Ordnance Factories, 48, 49.

P

Paper Mill Industry, 5, 201-2.

Planning Commission, 40.

Plantations, 13-5, 60-4, 93, 133.

Absenteeism in, 50-1.

Cost and Standard of Living in, 243-4.

Employment in, 13-5.

Housing in, 284.

Industrial Disputes in, 167.

Recruitment in, 35-6, 60-1.

Wages and Earnings in, 226-7.

Welfare work in, 286-7, 294.

Ports, 19, 34, 136, 231-2, 273, 285, 296.

Posts and Telegraphs, 18, 97, 230.

Production Committees, 184.

Provident Fund, 92, 107-16, 130, 138, 144, 146, 290.