

THE INDIAN LABOUR YEAR BOOK 1952-53



सत्यमेव जयते

PRINTED IN INDIA BY THE MANAGER GOVERNMENT OF INDIA PRESS,
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The Seventh Year of Issue

PREFACE

With this issue the Indian Labour Year Book enters its seventh year. We have been able to reduce to some extent the time lag in the publication of the Year Book for which the credit should go to the staff of the Labour Bureau who have worked assiduously to sift and analyse the material received from numerous sources and prepare the various sections in as short a time as possible. We are aware that there is as yet no room for complacency in this regard and are directing our efforts to reduce further the time lag with the active co-operation of the State Governments and the various other sources of our information for the material incorporated in the Year Book.

I am grateful to all persons who have assisted us by furnishing information. I cannot adequately express my appreciation of the efforts of the staff of the Bureau in the preparation of this Year Book.

N. K. ADYANTHAYA

Director

LABOUR BUREAU

Simla, the 31st July 1954

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CHAPTER I

EMPLOYMENT

1. Employment

Overall employment data for the country are now available on the basis of the results of the decennial population census conducted in 1951. The results show that of a total population of 356.6 millions, 249.1 millions (or about 70 per cent.) belonged to agricultural classes and the rest 107.5 (or about 30 per cent.) to non-agricultural classes. A further sub-classification of the figures according to self-supporting persons, non-earning dependants and earning dependants is given below:—

TABLE I
OCCUPATIONAL CLASSIFICATION ACCORDING TO THE CENSUS, 1951

	Agricultural classes		Non-agricultural classes	
	Number (millions)	Percentage	Number (millions)	Percentage
(1) Self-supporting persons ..	71.0	28.5	33.4	31.1
(2) Non-earning dependants ..	147.0	59.0	67.3	62.6
(3) Earning dependants ..	31.1	12.5	6.8	6.3
Total ..	249.1	100.0	107.5	100.0

Self-supporting persons (persons in receipt of income sufficient at least for their own maintenance) of non-agricultural classes have been further sub-divided by an Economic Classification under the categories 'employers', 'employees' and 'independent workers' in the census-reports. From the point of view of this Year Book, interest lies in the number of 'employees'. Under the Population Census, an 'employee' was defined as a person who ordinarily worked under some other person for a salary or wage in cash or kind as the means of his livelihood and included Managers, Superintendents, Agents, etc., who controlled other workers. According to the results of the Census, employees formed 45.7 per cent. of total self-supporting persons in non-agricultural classes. The number of employees in the

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major groups of Economic Classification, as revealed in the census are given below:—

TABLE II
ECONOMIC CLASSIFICATION ACCORDING TO CENSUS, 1951

Economic Classification	Number of employees (millions)
Division 0—Primary industries not elsewhere specified	1.25
Division 1—Mining and quarrying	0.45
Division 2—Processing and manufacture—Foodstuffs, Textiles, Leather and products thereof.	2.17
Division 3—Processing and manufacture—Metals, chemicals and products thereof	0.69
Division 4—Processing and manufacture—not elsewhere classified	0.62
Division 5—Construction and Utilities	0.71
Division 6—Commerce	1.13
Division 7—Transport, Storage & Communications	1.29
Division 8—Health, Education and Public Administration	3.03
Division 9—Services otherwise unclassified	3.45
	<hr/> 14.79

For some of the organised sectors of industries, employment data are available on a serial or *ad hoc* basis from other sources and these will be discussed in later paragraphs. It may, however, be mentioned that there are significant points of difference between the census data and the serial data as regards scope, concepts, method of collection and compilation, etc., and hence the employment levels indicated by the two sets of figures are not strictly comparable.

FACTORIES

Annual and half-yearly statistics of employment in factories registered under the Factories Act, 1948 are collected statutorily in Part A States, Delhi, Ajmer, Coorg and Andaman and Nicobar Islands.* These annual statistics for the year 1952 are presented State-wise and industry-wise in the Statistical Appendix. A summary

* For a full description of these statistics, please see "Statistics of Factories"—An Annual publication of the Labour Bureau.

Table comparing figures for 1951 and 1952 by States and also giving figures for the first half of 1953 is given below:—

TABLE III

NUMBER OF WORKING FACTORIES COVERED BY THE FACTORIES ACT AND THE NUMBER OF WORKERS EMPLOYED IN FACTORIES SUBMITTED RETURNS, BY STATES, 1951 AND 1952.

Name of the State	No. of working factories		Percentage increase (+) or decrease (—) in 1952 over 1951	Average daily number of workers employed		Percentage increase (+) or decrease (—) in 1952 over 1951	Average daily number of workers employed during first half of 1953
	1951	1952		1951	1952		
Assam ..	911	934	+2.5	65,136*	66,626*	+2.3	51,865
Bihar ..	2,605	3,140	+20.5	1,92,150*	1,72,486*	—10.2	1,63,203
Bombay ..	7,825	7,906	+1.0	7,67,704*	7,44,509*	—3.0	7,27,653
Madhya Pradesh	1,544	1,547	+0.2	1,10,994*	1,00,842*	—9.1	1,00,308
Madras ..	11,706	10,207	—12.8	4,17,545	4,00,379	—4.1	4,20,897
Orissa ..	293	336	+14.7	17,186	18,088	+5.2	19,166
Punjab ..	1,336	1,385	+3.7	48,175	52,822	+9.6	48,923
Uttar Pradesh ..	1,458	1,484	+1.8	2,02,514*	2,06,832*	+2.1	2,00,990
West Bengal ..	2,613	2,625	+0.5	6,54,901	6,26,631*	—4.3	6,00,714
Ajmer ..	53	68	+28.3	16,027*	15,603	—2.6	15,453
Coorg ..	22	21	—9.1	366*	380*	+3.8	406
Delhi ..	465	531	+14.2	42,635	36,993*	—13.2	36,410
Andaman & Nicobar Islands.	3	3	0	1,637	1,264*	—22.8	..
Total ..	30,834	30,186	—2.1	25,36,970	24,43,449	—3.7	23,86,018

It may be mentioned that the figures of employment relate only to factories submitting returns (except in West Bengal where employment in working factories not submitting returns is estimated and taken into account) and the factor of non-response varies from year to

* Excluding Ordnance Factories.

year thus vitiating, to some extent, the comparability of the figures. Further, figures relating to Defence factories were excluded in Delhi during 1952 though they were included during 1951 and in Ajmer Defence factories were included in 1952 though not in 1951. Subject to these limitations, the employment in factories in all the States covered declined from 25,36,970 in 1951 to 24,43,449 in 1952 or by 3.7 per cent. The percentage decline was highest in Bihar where bidi, shellac and mica industries were stated to have been adversely affected due to slump conditions. In Madhya Pradesh there was a sharp decline in employment in General jobbing and engineering industry in which the number of working factories also declined from 49 in 1951 to 38 in 1952 due to exclusion of Defence factories. In Madras the appreciable fall in employment in 1952 as compared to 1951 was mainly due to the removal of tobacco barns from the purview of the Factories Act during 1952. In Bombay, considerable reduction in employment was noticed in cotton ginning and baling, tobacco and chemical industries and in West Bengal average daily employment in jute mills was considerably less during 1952. Of the Part A States, only Assam, Orissa, Punjab and Uttar Pradesh recorded an increase in employment during 1952 as compared to 1951. In Orissa and Punjab this was reported to be due to the widening of the scope of the Factories Act, 1948 and in U.P. better reporting was stated to be the reason for the increase in employment. On the whole, employment situation in factories in 1952 appeared to be worse than in 1951. The average daily employment of adult women workers in factories was 2,73,814 during 1952 forming 11.2 per cent. of total employment, the percentage being the same as during the previous year. The percentage of adolescent and child workers was 0.74 and 0.25 respectively. Some of the States, however, reported a growing tendency on the part of employers to reduce the number of women and adolescent and child workers in factories. From the industrial distribution of employment given in the Statistical Appendix it would appear that during 1952 the Textile industry accounted for 10,41,892 workers (42.6 per cent. of total). Food (except beverages) for 3,11,740 (12.7 per cent. of total) and Transport Equipment for 1,82,182 (7.5 per cent. of total).

The figures given in Table III indicate that there was a further fall in factory employment during the first half of 1953. It has, however, to be borne in mind that the half-yearly data are generally less complete than the annual figures and are also subject to seasonal effects.

Attempts are being made to extend the collection of all relevant statistics under the Factories Act, 1948 in States other than those mentioned earlier. At present, however, annual statistics of employment in individual factories in these States (which include all the Part B States and Part C States of Bhopal, Himachal Pradesh, Kutch, Tripura and Vindhya Pradesh) are received from the respective State Governments. These statistics for the year 1951 have been processed and a Statement showing the State-wise and industry-wise distribution of employment and number of working factories for that year is given in the Statistical Appendix. For purposes of comparison a

Table showing employment and number of working factories in these States during 1950 and 1951 is given below :—

TABLE IV

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

State	1950		1951	
	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed
Hyderabad	863	64,050	870	71,505
Jammu & Kashmir	32	53,038	39*	11,290*
Madhya Bharat	825	79,191	521*	31,233*
Mysore	544	68,732	516	55,273
P.E.P.S.U.	168	14,126	450	26,372
Rajasthan	410	33,186	385	33,706
Saurashtra	445	37,637	458	34,802
Travancore-Cochin	509	73,780	727	84,380
Bhopal	19	6,220	35	5,150
Himachal Pradesh	7	1,037	11	1,434
Kutch	30	1,959	20	1,260
Tripura	81	11,119	77	10,910
Vindhya Pradesh	75	10,486	68	9,967
Tota	4,008	4,54,561	4,177	3,77,342

MINES

Annual statistics relating to average daily number of persons (including wage earners, salaried employees, foremen and apprentices) employed in and about mines and quarries, covered by the Mines Act, are collected by the Chief Inspector of Mines under statutory powers and published in his annual reports on the working of the Mines Act. From 1951 onwards these statistics relate to the whole of the Indian Union excluding Jammu and Kashmir. Comparative figures for the years 1951 and 1952 are presented in the following table.

* Figures are provisional.

It will be seen that employment in mines increased by about 1.8 per cent. during 1952 as compared to 1951. Manganese and Iron Ore mines recorded an appreciable increase in employment during 1952, whereas mica mines registered a significant fall. The decline in employment in mica mines was particularly marked in Rajasthan where the industry was faced with a number of problems. The employment in mica mines in Rajasthan was only 6,540 during 1952, as compared to 14,205 during 1951.

The percentage of women workers in mines to the total during 1952 was about 20.0 per cent., the same as during the previous year.

More detailed statistics of employment in the various States in each category of mines are given in the Statistical Appendix. A summary Statement showing employment in all mines in each State is also given in the Statistical Appendix. It will be seen therefrom that the mining industry is concentrated mainly in Bihar, West Bengal and Madhya Pradesh, which together accounted for about 76.5 per cent. of the total labour force in mines during 1952.

A monthly series of average daily number of workers employed in coal mines is also published by the Chief Inspector of Mines. Figures in this series show that employment in coal mines during 1953 was 1.2 per cent. lower than that in 1952. The level of employment was highest in January 1953.

PLANTATIONS

Annual statistics relating to plantations are compiled and published by the Directorate of Economics and Statistics, Ministry of Food and Agriculture, Government of India, in its publications entitled the Indian Tea Statistics, the Indian Coffee Statistics and the Indian Rubber Statistics. Detailed statistics of average daily number of persons employed in tea, coffee and rubber estates by States are presented in the Statistical Appendix. A summary Table comparing the latest available employment figures with those for the previous year is given below :—

TABLE VI
EMPLOYMENT IN PLANTATIONS, 1950 AND 1951

	1950				1951			
	Garden Labour (Permanent)	Outside labour		Total	Garden Labour (Permanent)	Outside labour		Total
		Permanent	Temporary			Permanent	Temporary	
Tea	9,26,938	52,427	53,693	10,33,058	9,00,909	63,244	53,836	10,17,989
Coffee*	86,306	29,597	59,208	1,75,111	82,917	21,888	46,372	1,51,177
Rubber	19,329	9,776	15,132	44,237	19,238	8,689	15,258	43,185
Total	10,32,573	91,800	1,28,033	12,52,406	10,03,064	93,821	1,15,466	12,12,351

* Figures relate to financial years ending in March of next year.

The figures reveal that during 1951 employment in plantations declined by about 3.2 per cent. as compared to the previous year and the fall was recorded by all the three types of plantations, viz., tea, coffee and rubber. During 1951 the percentage of outside labour to total employment was 11.5 per cent. in the case of tea plantations, 45.2 per cent. in the case of coffee plantations and 55.5 per cent. in the case of rubber plantations. A large majority of the outside labour in coffee and rubber plantations was temporary. Temporary labour formed on the whole about 9.5 per cent. of total employment in all plantations.

Up-to-date information in regard to the extent of employment of women and children in plantations is available only for tea estates in Assam from the figures published by the Controller of Emigrant Labour in his annual reports on the working of the Tea Districts Emigrant Labour Act, 1932. The percentage of men, women and children in the average daily working strength in Assam tea plantations, as derived from the figures published by the Controller of Emigrant Labour, were 45.6, 40.2 and 14.2 respectively during 1950-51.

POSTS AND TELEGRAPHS

Figures of employment of different categories of non-Gazetted staff in the Posts and Telegraphs Department as on 31st March 1953 have been obtained from the Director General, Posts and Telegraphs and are presented in the following table:—

TABLE VII

NON-GAZETTED STAFF IN POSTS AND TELEGRAPHS (ON 31ST MARCH 1953)

Occupations	No. of persons employed
Head, Branch and Sub-Postmasters, Accountants, Stenographers, Draftsmen, Sorters, Clerks, etc.	56,877
Mail Guards	396
Runners	7,613
Telegraph messengers in combined offices, delivery messengers and other Class IV servants	33,080
Linemen and Lineriders	7,135
Telephone and wireless operators, monitors and Inspectors of post offices and R.M.S., exchanges, traffic, telephone, etc.	8,547
Telegraphists and Telegraph Masters	3,606
Repeater Station assistants and trainees	670
Telegraph, Engineering and wireless supervisors	1,310
Overseers, head and village postmen, etc.	33,080
Other miscellaneous staff	26,657
Extra departmental agents	51,259
Total ..	2,36,230

As compared to the previous year, the employment recorded an increase of about 11.2 per cent. The increase was mainly noticed in the case of "other miscellaneous staff".

TRAMWAYS

Out of the four tramway Companies existing in four major cities, viz., Calcutta, Bombay, Madras and Delhi, the one in Madras went into liquidation in April 1953. This Company used to employ about 1,700

workers. For the other three tramways figures of employment by Departments as on 31st January 1953 are presented below :—

TABLE VIII
EMPLOYMENT IN TRAMWAYS—BY DEPARTMENTS, JANUARY 1953

Concern	Period	Number of persons employed					Total
		Car-sheds	Traffic	Work-shops	Perma-nent way & Over-head	Others	
BEST, Bombay ..	31-1-1943	411	6,848	875	239	..	8,373
Calcutta Tramway Comp-any	31-1-1953	1,054	5,877	1,427	1,043	157	9,558
Delhi Tramways ..	31-1-1953	94	165	24	16	16	315

As compared to the position as on 31st January 1952, there was a slight increase in employment in Bombay and Calcutta Tramways. Delhi Tramways, however, recorded a fall in employment.

RAILWAYS

The annual reports of the Railway Board contain statistical data relating to the number of persons employed on 31st March of each year in open-line and construction on all Indian Railways, and in the Office of the Railway Board and other subordinate offices. The employees are grouped into classes I and II (i.e., Gazetted Officers and officers of similar rank) and classes III and IV (subordinate staff). The comparative figures as on 31st March 1952 and 31st March 1953, are presented below :—

TABLE IX
NUMBER OF PERSONS DIRECTLY EMPLOYED BY RAILWAYS IN OPEN LINE AND CONSTRUCTION

	Employees under classes I & II		Employees under classes III & IV		Total*	
	1952	1953	1952	1953	1952	1953
(A) Government Railways—						
Central ..	358	369	1,67,709	1,67,302	1,68,067	1,67,671
Eastern ..	566	529	2,50,916	2,46,618	2,51,482	2,47,147
Northern ..	278	389	1,30,183	1,32,581	1,30,461	1,32,970
North Eastern ..	259	302	1,03,506	1,09,150	1,03,765	1,09,452
Southern ..	331	351	1,44,649	1,47,128	1,44,980	1,47,479
Western ..	309	342	1,13,963	1,11,146	1,14,272	1,11,488
Total ..	2,101	2,282	9,10,926	9,13,925	9,13,027	9,16,207
(B) Non-Government Railways—						
Total ..	107	113	8,653	8,594	8,760	8,707
(C) Railway Board and other Railway Offices	136	164	9,902	9,556	10,038	9,720
GRAND TOTAL ..	2,344	2,559	9,29,481	9,32,075	9,31,825	9,34,634

* Excludes staff on loan which numbered 4 during 1952 and 5 during 1953.

The above figures show that the employment position was more or less stable during 1952-53 as compared to the previous year. However, the number of man-days worked during 1952-53 was reported to be 11,77,82,234 as against 13,66,95,022 during 1951-52. Statistics of women employees in Government Railways, Railway Board Office and other subordinate offices, as on 31st March 1953 have also been published and these are presented below:—

TABLE X

NUMBER OF WOMEN EMPLOYEES (PERMANENT AND TEMPORARY, OPEN LINE AND CONSTRUCTION) AS ON 31ST MARCH 1953

Categories of employees								Government Railways	Railway Board and other Railway Offices
<i>Officers (Class I and II)</i>								1	..
<i>Class III Staff—</i>									
Clerks	..	..	..	..	..	..	..	725	25
Stenographers	..	..	..	..	..	..	..	74	1
Nurses	..	..	..	..	..	..	..	421	11
Teachers	..	..	..	..	..	..	..	330	31
Others	..	..	..	..	..	..	..	513	7
<i>Class IV Staff—</i>									
Workshop and artisan staff	..	..	..	..	..	..	..	405	..
Others	..	..	..	..	..	..	..	5,811	13
Total ..								8,280	88

It will be seen that both in Government Railways and Railway Board and other Railway Offices, women formed about 0.9 per cent. of total employment.

Labour employed through contractors is not included in the above figures. Up-to-date information in regard to the extent of employment of such labour is not available but during 1949-50 it was of the order of about 7 lakhs.

STATE MOTOR TRANSPORT

As in previous years, information on employment in nationalised State Motor Transport Services was specially called for from the various State Governments. The figures were furnished by only a few

States and the available information, including employment in privately owned Transport Services furnished by some States, is given below:—

TABLE XI
NUMBER OF WORKERS EMPLOYED IN STATE TRANSPORT SERVICES,
SEPTEMBER 1953

State	No. of workers employed	Remarks
Assam	1,178	....
Bihar	1,060	....
Madhya Pradesh	1,743	....
Madras	2,124	....
Punjab	1,365	Directly employed labour only.
Uttar Pradesh	9,198	The figure has been taken from the Monthly Bulletin of Statistics, Government of U. P. (February 1954) and gives the position as on 31st May 1952.
Mysore	761	....
Saurashtra	367	....
Travancore-Cochin	2,922	....
Ajmer	600	Transport Services have not been nationalised and figure relates to privately owned Transport Services.
Coorg	2,108	Do.
Delhi	1,728	....
Bilaspur	8	....
Kutch	350	....

INLAND WATER TRANSPORT

The Labour Bureau conducted an *ad hoc* enquiry into the labour conditions in Inland Water Transport during the year under review

and the employment data collected in the course of the enquiry are given below:—

TABLE XII
EMPLOYMENT IN INLAND WATER TRANSPORT

Region	Employer	Employment		Remarks
		Period	Number of persons employed on vessels	
North East India	India General Navigation and Railway Co.	January 1953	9,164	About 20,000 other persons were employed in the shore establishments of the companies.
	River Steam Navigation Co.	Do.	943	
Orissa	Bengal Assam Steamship Co.	Do.	1,568	....
	Port Shipping Co. ....	..	..	Inland water transport in the State has not developed on any organized basis and reliable figures of employment are not available.
Bombay	....	..	..	No global figure of employment is available.
Madras ..	....	..	15,000	Estimated figure.
Travancore-Cochin	....	..	55,000	Do.

The enquiry revealed that women and children were not generally employed on vessels.

PORTS

Labour is employed in the ports by various agencies, e.g., Port Trusts or Port Commissioners, stevedores, coaling firms, owners of barges and lighters, ship repairing and painting firms, etc. A figure of total employment in ports by all agencies is not available, but the latest available information about the number of workers directly employed by port authorities in the major ports is given below:—

TABLE XIII
EMPLOYMENT BY PORT AUTHORITIES

Port	Reference period					Average daily number of workers directly employed by Port Authorities
Calcutta	September 1953	..	..	..	..	18,610
Bombay	31st December 1953	..	..	..	..	15,160
Visakhapatnam	September 1952	..	..	..	..	2,349
Cochin	September 1952	..	..	..	..	1,394
Madras	September 1953	..	..	..	..	3,260
Kandla	September 1953	..	..	..	..	152

SEAMEN

As stated in the last issue of the Year Book, 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 census the total number of seamen registered up to the end of October 1953, was about 28,138 at Bombay and 31,459 at Calcutta. The number of seamen actually serving on Articles at any time is estimated at about 22 to 25 thousands. The number of seamen engaged in Bombay during 1952-53 was approximately 37,000 and in Calcutta about 28,500.

MUNICIPALITIES

Comprehensive statistics of employment in Municipalities are not available but as usual the Bureau requested the State Governments to furnish the figures of employment at least in respect of principal municipalities for the month of September 1953. The information, furnished by some of the State Governments, is summarised below:—

TABLE XIV
NUMBER OF PERSONS EMPLOYED IN PRINCIPAL MUNICIPALITIES,
SEPTEMBER 1953

State	Coverage	Number of persons employed			
		Men	Women	Children	Total
Assam ..	Five Municipalities ..	980	187	1	1,168
Bihar ..	Twentysix Municipalities.	4,109	2,726	872	7,707
Madras ..	Three Municipalities ..	3,321	1,141	32	4,494
Punjab ..	Principal Municipalities	4,584	484	17	5,085
West Bengal ..	Four Municipalities and Calcutta Corporation.	11,313	837	293	12,443
Madhya Bharat	Six Municipalities ..	2,438	660	58	3,156
Mysore ..	Eleven Municipalities	409	166	10	576
Rajasthan ..	Thirteen Municipalities	841	354	25	1,220
Saurashtra ..	Nine Municipalities	1,465	711	..	2,176
Travancore-Cochin	Seven Municipalities	1,274	574	10	1,858
Ajmer ..	Two Municipalities ..	1,609	26	..	1,635
Bhopal ..	Principal Municipalities	286	69	16	371
Coorg ..	Two Municipalities ..	35	5	..	40
Delhi ..	Three Municipalities	6,814	718	22	7,554
Kutch ..	Two Municipalities ..	105	81	4	190
Tripura ..	One Municipality ..	57	40	1	98

BUILDING AND CONSTRUCTION

Employment in building and construction industry is subject to seasonal variations. Such variations are generally the result of climatic conditions. In the northern regions building activity is concentrated in the winter months as in summer the days are too hot for outdoor work. During the rainy season also building activity is more or less at a standstill. In the river valley projects particularly not much work can be done in the rainy season when the respective rivers are flooded or full. The same is the case in regard to the construction of road and railway bridges across rivers and streams.

At present, limited information on employment is available for certain organised sectors of building and construction industry, viz., C.P.W.D., Major Projects and State Public Works Departments. The various State Governments were requested to furnish figures of average daily employment in their Public Works Departments and major Projects during September 1953 to the Bureau and the information furnished by them along with employment in the C.P.W.D. furnished by the Chief Engineer, C.P.W.D. is presented in Table XV.

TABLE XV

NUMBER OF WORKERS EMPLOYED IN C.P.W.D. AND STATE PUBLIC WORKS DEPARTMENTS (INCLUDING MAJOR PROJECTS), SEPTEMBER 1953

	Direct Labour			Contract Labour			Total
	Men	Women	Child- ren	Men	Women	Child- ren	
(A) Central Public Works Department	30,750	4,530	697	1,97,789	37,128	4,121	2,95,045
(B) State Public Works Departments and Major Projects —							
Assam	33,387	..	..	45,318	266	..	78,971
Bihar	2,265	22	2	3,038	729	287	6,343
Madras†	11,316	7,099	2,015	41,392	36,007	7,260	1,05,089
Punjab .. ..	..	..	..	..	..	..	6,005§
Madhya Bharat*	423	106	4	502	145	20	1,200
Mysore	8,451	2,997	..	22,760	16,746	1,750	52,704
Rajasthan	124	20	15	3,437	1,340	470	5,406
Saurashtra	4,132	3,260	540	..	..	..	7,932
Travancore-Cochin ..	1,657	75	17	2,415	200	18	4,382
Bilaspur	400	..	..	..	..	..	400
Bhopal	200	..	..	200	75	50	525
Coorg	941	305	31	..	..	..	1,277
Delhi	111	..	..	33,446	12,004	491	46,052
Kutch	222	244	4	..	..	..	470
Tripura	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	11,282†
Vindhya Pradesh ..	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	3,179**

* The figures relate to Chambal Hydrol & Irrigation Scheme.

** The figure included 1,768 men, 876 women and 535 children. No break-up according to direct labour and contract labour was available.

† The figure consisted of 1,414 directly employed workers and 9,868 workers employed through contractors.

‡ For some Departments figures were not supplied separately for direct and contract labour and in such cases the figures have been taken under direct labour.

§ Figure furnished by Chief Engineer, P.W.D., only.

It will be seen from the above Table that there is a large preponderance of contract labour. The percentage of contract labour to total labour employed was 81.0 for C.P.W.D., 80.6 in the Public Works Department in Madras, 78.3 in Mysore and almost 100 per cent. in Delhi. Women and children form a sizeable proportion of the labour force in the C.P.W.D. and some State Public Works, as can be seen from the following table :—

TABLE XVI

PERCENTAGE OF WOMEN AND CHILD WORKERS TO TOTAL LABOUR FORCE

	Percentage to Total	
	Women	Children
C.P.W.D.	14.1	1.6
State Public Works Department and Major Projects —		
Madras	41.0	8.8
Mysore	37.5	3.3
Delhi	26.1	1.1

Another characteristic feature of the building and construction industry is that it employs a large proportion of unskilled workers. It is estimated that in the Public Works Departments—both Central and State—unskilled workers form 55 to 60 per cent. of the labour force.

EMPLOYMENT IN THE CENTRAL GOVERNMENT

A monthly series of employment in the Central Government (excluding Railways and Embassies and Missions abroad) is being published in the Monthly Abstract of Statistics and the figures in this series for the period October 1952 to September 1953 are reproduced below :—

TABLE XVII

EMPLOYMENT IN THE CENTRAL GOVERNMENT

Month and year	Number of persons at the end of the month				
	Administration and Executive	Clerical	Skilled and semi-skilled	Unskilled	Total
October 1952	57,448	1,50,249	1,44,864	2,64,379	6,16,940
November 1952	58,078	1,51,794	1,45,096	2,63,030	6,17,998
December 1952	58,555	1,50,870	1,45,455	2,60,613	6,15,493
January 1953	58,413	1,52,249	1,45,548	2,62,346	6,18,556
February 1953	58,399	1,51,650	1,43,353	2,60,853	6,14,264
March 1953	58,618	1,52,733	1,50,961	2,55,256	6,17,568
April 1953	58,690	1,53,882	1,51,961	2,53,119	6,17,652
May 1953	58,922	1,54,248	1,50,088	2,54,822	6,18,080
June 1953	58,829	1,55,365	1,48,946	2,54,286	6,17,426
July 1953	58,972	1,56,025	1,52,057	2,52,693	6,19,747
August 1953	58,089	1,55,845	1,52,192	2,52,572	6,18,698
September 1953	58,239	1,55,735	1,51,984	2,52,301	6,18,259

It will be seen that employment in Central Government remained more or less steady during the period under review, the average being 6,17,557. There appears to have been a slow rise in employment in the Central Government during the last three to four years. For example, employment rose from 5,77,386 at the end of 1950 to 5,90,662 at the end of 1951 and to 6,15,493 at the end of 1952.

UNORGANISED INDUSTRIES

Serial statistics of employment in unorganised industries (not regulated by the Factories Act) are not available. However, every year the Bureau calls for estimates of employment in unorganised industries from the various State Governments. The latest information furnished by some of the State Governments is summarised below:—

TABLE XVIII

ESTIMATED EMPLOYMENT IN UNORGANISED INDUSTRIES IN SOME STATES

State	Nature of unorganised industries	Method of collection or estimation of employment data	Estimated number of persons employed	Remarks
(1)	(2)	(3)	(4)	(5)
Bombay	Cottage and Home industries and small workshops.	Census of small industries conducted in 1951.	3,59,383 (full-time workers) 12,177 (part-time workers)	The Census was of the nature of an <i>ad hoc</i> survey and the accuracy of the results could not be guaranteed.
Punjab	Shops, commercial establishments, hotels and restaurants in important cities.	Survey of all important cities covered by the Punjab Trade Employees Act, 1948.	39,211	Authentic data in regard to employment in unorganised industries throughout the State is not readily available.
West Bengal	Small industries in Calcutta city.	Survey of small industries conducted by the State Statistical Bureau during 1952-53.	1,21,529	The survey and analysis of data in respect of small industries in other areas of the State have not yet been completed.
P.E.P.S.U.	Main cottage industries in the State.	..	35,380	Important industries are Handloom, <i>Azarband</i> , Tanning and shoe making.
Travancore-Cochin	Unorganised industries not regulated by the Factories Act.	..	1,18,800	The figure includes persons engaged in Road and Water Transport.

TABLE XVIII—contd.

(1)	(2)	(3)	(4)	(5)
Vindhya Pradesh	Unorganised industries mostly run on family basis with little or practically no outside labour employed.	..	1,00,000	The most important industries are Bidi-making, Handloom, Leather workers and Catechue makers.
Bhopal ..	Blacksmithy, footwear, carpentry, tanning, handloom, fireworks, flaying, bucket-making, clay toys and wooden toys.	<i>Adhoc</i> survey of some cottage and village industries conducted recently by the Directorate of Industries.	3,592 families.	The industries are mostly being carried on by individuals with the assistance of their family members. A comprehensive survey of unorganised industries in the State is yet to be made.
Coorg ..	Shops and establishments.	..	2,194	..
Delhi ..	Unorganised industries not regulated by the Factories Act.	..	90,000	Includes Building and Road Construction which alone accounted for about 46,000 workers.
Kutch ..	Handloom, printing presses, wood workshops, private transport and salt works.	..	3,000 to 5,000	Complete figure for all unorganised industries is not available.
Tripura ..	Cycle parts, rickshaw, umbrella handles, etc.	..	1,000	..

2. Employment Situation

It was stated in the last issue of the Year Book that the employment situation deteriorated in early 1952. From various reports received in the Bureau it appears that the depression in the employment market continued throughout the period under review. One index of unemployment trends is the monthly series of "number of applicants on Live Registers of Employment Exchanges". It may, however, be mentioned that registrations of persons seeking employment assistance with Employment Exchanges is purely voluntary in this country and such registrations include also employed persons seeking alternative jobs though it has been reported that employed persons form even less than 0.5 per cent. of the total number of applicants on Live Registers. Further the coverage of rural population in the registrations with Employment Exchanges is not satisfactory because of the distance of the Exchanges from the places of residence of such population. Subject to these limitations, the figures of

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"number of applicants on Live Registers of Employment Exchanges" classified by occupation are presented below for the period October 1952 to September 1953:—

TABLE XIX

OCCUPATIONAL DISTRIBUTION OF APPLICANTS ON LIVE REGISTERS

Month	Number of Live Registers of applicants for employment in							Total
	Industrial Supervisory Services	Skilled & Semi-skilled Services	Clerical Services	Educational Services	Domestic Services	Unskilled Services	Others	
October 1952	4,245	45,634	1,20,221	7,785	12,663	1,94,579	28,371	4,13,498
November 1952	4,250	45,740	1,15,111	7,971	12,842	2,08,274	27,434	4,20,722
December 1952	4,348	46,728	1,15,964	6,929	13,922	2,24,479	25,201	4,37,571
January 1953	4,317	46,539	1,13,424	6,625	13,987	2,21,768	27,768	4,34,428
February 1953	3,986	45,571	1,11,392	6,515	13,990	2,17,493	27,160	4,26,107
March 1953 ..	3,797	44,787	1,13,448	6,699	14,235	2,14,822	27,390	4,25,178
April 1953 ..	3,903	45,632	1,23,262	8,108	15,858	2,28,523	30,131	4,55,417
May 1953 ..	3,860	44,727	1,28,548	10,392	15,488	2,32,403	30,810	4,66,228
June 1953 ..	4,268	45,150	1,32,697	12,772	14,822	2,34,264	29,944	4,73,917
July 1953 ..	4,834	47,193	1,41,001	14,056	16,071	2,38,771	31,482	4,93,408
August 1953	5,057	48,147	1,43,825	13,070	16,726	2,39,269	32,797	4,98,891
September 1953	4,905	49,198	1,50,229	12,226	17,082	2,45,155	33,468	5,12,353

It will be seen that except for a slight improvement in the situation during the first quarter of 1953, the number of applicants on Live Registers steadily increased from 4,13,498 at the end of October 1952 to a record figure of 5,12,353 at the end of September 1953. The increase was noticed in all the occupational categories. The magnitude of the problem of placing by the Employment Exchanges can be appreciated from the fact that for every hundred applicants registered in a particular category there were only 5.6 technical jobs, 1.6 clerical jobs, 3.7 unskilled jobs and 6.3 other jobs during 1953. Reports from Employment Exchanges showed that while slump conditions in industry and trade precluded any increase of employment, some labour unrest in industrial plants, completion of Government projects in some States and the progressive decontrol of foodgrains and cloth aggravated unemployment. Owing to economy drive in Government Departments, employment opportunities were limited in both Central and State Government sectors. Where openings were available, the

vacancies were generally filled with persons already discharged from Government service, thus leading to stagnation among fresh employment-seekers. Unemployment was particularly acute among educated classes who sought "white-collar" jobs.

With a view to meeting the situation of growing unemployment, particularly in the urban areas, the Planning Commission communicated early in August 1953 a 11-point programme to State Governments. The points in this programme are briefly given below:—

- (1) Special assistance to individuals or small groups of people for establishing small industries and businesses.
- (2) Expansion of training facilities in those lines in which manpower shortage at present exist.
- (3) Active encouragement to the products of cottage and small-scale industries through the purchase of stores required by State Governments and public authorities.
- (4) Assistance to Municipal authorities, private educational institutions and voluntary organisations in establishing adult education centres in urban areas. Opening of one-teacher schools to be encouraged in rural areas.
- (5) The proposed National Extension Service under the 5-Year Plan to be handled with courage, for its own sake, in as much as it is fundamental to the growth of rural economy in India as well as for the immediate contribution it can make towards the solution of the problem of educated unemployment.
- (6) Development of road transport.
- (7) Implementation of slum clearance schemes and programmes for the construction of houses for low income groups in urban areas.
- (8) Encouragement of private building activities.
- (9) Planned assistance to refugee townships, which suffer from a somewhat chronic unemployment, with a view to developing a sound economic base for their continued existence.
- (10) Encouragement of schemes for development of power sponsored by private capital.
- (11) Establishment of work and training camps at places where mainly, through action taken by the Government, work opportunities exist, for example, in projects for slum clearance, housing for low income groups, irrigation and power projects, road construction programmes, afforestation and soil conservation and co-operative land resettlement projects, etc.

Towards the end of the period under review, the Government of India became greatly concerned over the abnormal situation that had arisen in the textile industry as a result of accumulation of stocks and consequent threat of closures of one or more mills involving lay-off or retrenchment of a large number of workers. Several remedial measures were announced by the Government of India to remove the basic causes leading to the situation and the question of provision of

compensation for lay-off or retrenchment to workers was also discussed at the 13th Session of the Standing Labour Committee held on 27th July 1953. As a result of agreement reached between employers' and workers' representatives at this session, an ordinance was promulgated in October 1953 providing compensation for lay-off and regulating conditions of retrenchment.

Important features of the employment situation prevailing in various States during the period under review are discussed below:—

Assam.—It was reported that the anticipated industrial expansion and execution of Government Development Projects did not materialise to the desired extent resulting in a deterioration of the employment situation. The tea industry passed through a critical period and towards the end of 1952, 50,000 tea garden labourers and a large number of other staff were thrown out of employment due to closures of many tea gardens.

Bihar.—The period under review was reported to be one of all-round shrinkage in business and industrial activity except in the Dhanbad area where a number of new projects were in progress. Several factories were reported to have closed down due to financial reasons, shortage of raw material, etc. According to statistics furnished by the State Government, about 2,000 workers were retrenched from industrial concerns. In the Jamshedpur area, due to absorption of surplus retrenched workers in organised industries, fewer vacancies were available for fresh seekers of jobs.

Bombay.—It was reported that no less than 32,801 workers were affected in the State during the period October 1952 to September 1953 by the closure of industrial establishments owing to shortage of raw materials, accumulation of stocks, financial difficulties, breakdown of machinery, etc., and the number of workers retrenched during the same period was 2,988. The Bureau of Economics and Statistics, Government of Bombay has conducted Labour Force Sample Surveys and a summary of the results for the period June 1952 to December 1952 in respect of males over 16 years of age is presented in the following Table separately for rural and urban areas.

TABLE XX

PERCENTAGE OF MALES OVER 16 YEARS WITHIN AND OUTSIDE THE LABOUR FORCE IN BOMBAY STATE : PERIOD JUNE TO DECEMBER 1952

	Urban areas*	Rural areas†
(A) Within the labour force :—		
(a) Employed	82.4	89.8
(b) Unemployed	1.2	0.5
(c) With a job but not at work	4.4	2.8
(B) Outside the labour force :—		
(a) Disabled from doing work	5.7	4.8
(b) Household work	1.5	0.9
(c) School	4.8	1.2
Total	100.0	100.0

* The Bulletin of the Bureau of Economics and Statistics, Government of Bombay-January 1954 Vol. VII-No. 3.

† The Indian Journal of Agricultural Economics-March 1954-Vol. IX-No. 1

Madhya Pradesh.—The general employment situation was stated to have deteriorated during 1952-53. The level of factory employment declined and some 8 concerns were reported to have closed down due to reasons other than strikes and lockouts resulting in a loss of 1,31,700 man-days during the period under review. The handloom industry in the State continued to suffer from depression.

Madras.—In this State, restrictions on the consumption of electricity adversely affected the employment situation during several months. In all 84 industrial concerns were reported to have been closed affecting 36,588 workers due to various reasons, e.g., loss of business, non-availability of raw materials, cut in the supply of electricity, etc. Many of these concerns, however, later re-opened. Unemployment in the State was also aggravated by the fall in demand for labour in Government projects some of which were nearing completion and the shrinkage of employment in the Ship-building yard at Visakhapatnam.

Punjab.—The general slump and depression in all principal trades continued during the period under review resulting in increased unemployment.

Uttar Pradesh.—During the period under review 1,916 cases of play-off were reported affecting 98,980 workers and causing a time-loss of 9,58,089 man-days. Besides, 2,686 workers were retrenched out of which only 23 workers were subsequently re-employed. Closures of industrial concerns also affected 7,347 workers out of which 4,250 workers were subsequently re-employed or re-instated.

West Bengal.—The employment situation deteriorated in 1952 due to paucity of raw materials, reduced demand for jute textile and cotton textile goods in the foreign market and lack of purchasing power of the community in general in the internal market. It was stated that 15,762 persons employed in factories were retrenched due to the aforesaid reasons. Tea industry was adversely affected due to economic reasons and 15 gardens and 1 tea factory closed down throwing 6,089 workers out of employment. Minimum wages for workers in this industry were revised by West Bengal Government and closures of more gardens were prevented. The situation improved gradually and the gardens which had closed down re-opened.

An unemployment survey was conducted in the city of Calcutta during 1953. The results of the survey showed that out of the total number of employable persons in the city between the ages of 16 and 60 only 48.1 per cent. were fully employed. The incidence of unemployment was found to be particularly heavy among the middle class population. The Government of West Bengal are, however, trying to increase employment opportunities through Community Projects, River Valley Projects, increased emphasis on technical training, etc.

Hyderabad.—The situation did not improve during the period under review in as much as retrenchment in State Government Departments continued and the business activities in the private

sector continued to be dull. Several establishments either closed down or curtailed their staff due to lack of raw material, financial difficulties, etc. It was reported, however, that the State sponsored Labour Housing Scheme provided employment to a number of artisans.

Madhya Bharat.—A progressive deterioration in the employment position was stated to have prevailed throughout the year. The textile industry, which offers employment to the largest number of industrial workers in the State, suffered from intermittent closures due to reasons such as uneconomic working, shortage of coal, etc., and towards the latter half of the period under review one unit of this industry employing about 1,000 workers closed down indefinitely. Unemployment surveys at important industrial centres were being contemplated by the State Government.

Mysore.—No improvement was noticed in the employment situation in the State during the period under review.

P.E.P.S.U.—The employment situation was reported to be "not bright" during the period under review. On account of closures in non-textile mills resulting mainly from shortage of raw material, 32,566 man-days were reported to have been lost during the period under review.

Rajasthan.—A decline in the total volume of urban employment was reported in the State owing to the fact that employment opportunities, specially in the private sector, did not keep pace with the number of persons seeking work.

Saurashtra.—The employment situation during 1952-53 was reported to be 'not satisfactory'. The State Government started its economy drive and the industrial concerns were reported to be suffering from general slump. It was reported that during the year under review there were 145 stoppages in industrial concerns due to reasons other than industrial disputes accounting for a time-loss of 66,874 man-days.

Travancore-Cochin.—The Coir industry, an important industry in the coastal areas of the State passed through a period of acute depression resulting in large scale unemployment. The industry is almost entirely dependent upon foreign markets and during the period under review there was steep fall in the exports of both yarn and mats accompanied by a considerable fall in prices. To devise means of alleviating the distress and to organise the industry on a sound basis, a conference of representatives of coir interests and the State and Central Government was held.

Ajmer.—Employment position somewhat deteriorated during the period under review owing to retrenchment in Rationing Department and closure of a textile factory employing about 1,300 workers. The situation in rural areas was, however, reported to be normal.

Bhopal.—An appreciable improvement was reported in the overall employment situation in the State during the period under review due to launching of Community Development and other projects. However, about 2,000 persons were registered as unemployed in the course of a Census conducted in the city of Bhopal.

Delhi.—The general employment situation in the State was stated to be "not bright" because of economy drive, general trade depression, large scale retrenchment in the State Civil Supplies and Rationing Department, lack of development in the private sector, etc. However, expansion in the State Educational Schemes gave employment to a number of persons.

Kutch.—The work of construction of a major port at Kandla was in full swing and provided employment to a large number of people.

Tripura.—Several tea gardens were reported to have closed down owing to financial difficulties.

Vindhya Pradesh.—Unemployment was noticed among bidi makers and the educated class. Otherwise, the situation remained the same as during the previous year.

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 utilised. 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 was introduced in Gauhati on an experimental basis but it was reported that its actual implementation had to be postponed owing to recession in local industries. In sugar factories in Bihar the practice was to notify the dates of recruitment by post cards addressed to the employees who worked during the previous season and to send a list of such employees to the Union concerned. All workers of the previous season who turned up in response to the notice were generally employed for the current season. There was no decasualisation scheme in Bihar except at the Tin Plate Company of India Ltd., Tatanagar, where the scheme operated in connection with recruitment necessitated by absenteeism among regular workers. In Bombay a scheme for the decasualisation of textile labour started at Ahmedabad in September 1949 with the cooperation of the Government of India was subsequently extended to Bombay City and Sholapur. During the period under review, 50,482 workers, registered under the scheme, were placed in employment. In Madhya Bharat a tripartite organisation known as the Central Badli Control Committee was set up at Indore for the purpose of recruitment of Textile workers. However, recruitment in factories continued to be made on a large scale either directly from persons presenting themselves at the factory gates or through contractors and jobbers.

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 Kothagudum collieries where contractors' workers formed about 47 per cent. of the total.

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 all 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. The thirteenth session of the Indian Labour Conference held at Mysore in January 1954, recommended that a Tripartite Committee of 6 (2 representatives each of Government, employers and workers) should be set up to recommend to Government steps to be taken in relation to the scheme of recruitment of Gorakhpur labour with a view to considering all questions including the removal of defects if any—particularly those relating to freedom of movement, infringement of trade union rights, security of service and discriminatory treatment.

RAILWAYS

Appointments to the superior railway services are made either by direct recruitment or by promotions from Class II and Class III services. During 1952-53, 42 appointments were made to superior services by direct recruitment and 4 by promotion. Recruitment to Class III posts is made through two Regional Railway Service Commissions at Bombay and Calcutta. In 1952-53 the Commissions recruited 14,311 persons for appointment to Class III posts. Railway Administrations continued to review the temporary posts with a view to

converting them into permanent posts and to confirming temporary staff in available vacancies. About 2,900 men, declared surplus, were absorbed in alternative vacancies during 1952-53.

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 63-65.

SEAMEN

Under the Indian Merchant Shipping Act, ships going to foreign countries are required to sign on or discharge their crews in the presence of a Shipping Master. In the case of Home Trade Ships over 300 tons, the Companies are at liberty to sign on seamen in their own offices, but they have to deposit the relevant articles of agreement subsequently with the Shipping Offices. Home Trade Ships under 300 tons are not required to open any articles at all. 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 persons 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. Negotiations between Government and various interests in connection with the setting up of Seamen's Employment Offices at Bombay and Calcutta are progressing.

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 1951-52, 38,593 emigrant labourers came to the Assam tea gardens as against 46,739 during the previous year. It was reported that the fall in the figure of recruitment during 1951-52 was not due to any shortage of labour or reluctance to emigrate. On the contrary, the movement of labour in the early months of the busy season indicated that labour was easily available and anxious to emigrate. The decline was due to early completion of quotas of most estates. The cost of recruitment per adult labourer was Rs. 143-15-8 during 1951-52 as against Rs. 124-14-6 during the previous year. Table XXI gives statistics of recruitment to Assam tea gardens during recent years.

TABLE XXI

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

State of origin	1948-49		1949-50		1950-51		1951-52	
	Assis- ted	Non- assis- ted	Assis- ted	Non- assis- ted	Assis- ted	Non- assis- ted	Assis- ted	Non- assis- ted
West Bengal	23	14	19	5	46	22	28	7
Bihar ..	13,651	3,696	10,038	2,560	15,131	3,025	17,695	2,468
Orissa ..	8,987	3,097	9,670	2,039	12,459	3,505	7,611	2,193
Madhya Pra- desh ..	8,258	1,633	4,564	1,001	7,769	1,258	4,212	837
Madras ..	1,489	177	880	139	1,082	187	791	164
Uttar Pradesh	251	60	112	46	..	..	..	..
Bombay ..	1,554	431	1,185	319	1,613	642	2,058	529
Total ..	34,213	9,108	26,468	6,109	38,100	8,639	32,395	6,198

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 tea gardens in Bihar recruitment is generally made by Garden Sardars who collect prospective recruits and bring them before Forwarding Agents. The Forwarding Agents have to satisfy themselves that the recruits are volunteers and know fully the conditions of service. After that the Forwarding Agents get the recruits medically examined and vaccinated before they are despatched to gardens. All incidental expenses and Railway fares from home to tea gardens are met by the estates. In some cases recruits directly present themselves before the Forwarding Agents. In the plantations of Punjab, recruitment is made by the employers directly or through *chaudhries* (Labour Mates) from the neighbouring villages. In Tripura also labourers in plantations are recruited either directly or through sardars.

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. In Travancore-Cochin it is reported that when labour is required for short periods, the recruitment is done through estate gangs, preference being given to dependants and relatives of permanent workers. This method of recruitment is gradually eliminating the system of recruitment through *kanganies*.

PUBLIC WORKS AND PROJECTS

There is usually no difficulty in regard to the recruitment of unskilled labour in the building and construction industry because such labour come for engagement to the work sites. In the large cities like Bombay, Kanpur and Calcutta there is always a floating population of unskilled workers. They had originally come from villages in search of work during the non agricultural season. Formerly they used to go back to the villages for agricultural work during the cultivation and harvesting season, but many of them having got accustomed to urban life have since given up their ties with the villages and now form part of the urban population dwelling in *ahattas* and *bustees* of these cities. Requirements regarding unskilled labour are conveyed to labour *mates* who bring in the required number of workers. In some cases, State Public Works Departments send their officers to recruit labour from neighbouring areas. Some of the major Projects like the Damodar Valley Corporation and Bhakra-Nangal maintain Personnel Departments for the recruitment of skilled and unskilled workers. As already discussed in an earlier section, a very large

proportion of workers in the C.P.W.D., State Public Works, River Valley Projects, etc., are employed through contractors. The bulk of the contract labour is generally recruited by contractors on an *ad hoc* basis and is dispensed with as soon as the work is over. However, several of the building contractors in the large cities permanently maintain a number of skilled workers such as masons, carpenters, etc., and when building operations on one job are completed, they are moved to another job. Intermediaries known as *chowkidars*, *jama-dars*, *mates*, etc., are advanced money by the contractors and sent to the villages for recruitment of unskilled labour. Labour for works undertaken departmentally by the C.P.W.D. is, however, recruited through the Employment Exchanges. In Bombay also, one of the clauses of the existing contract forms is that the contractor, carrying out Government works, shall, as far as possible, obtain his requirements of labour, skilled or unskilled, through the nearest Employment Exchange.

4. Employment Exchanges

The National Employment Service set up by the Ministry of Labour under the Directorate-General of Resettlement and Employment continued to function during the year under review. The Shiva Rao Committee, which had been set up in September 1952 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 should be, continued their investigations throughout the period under review.

Although there was no large scale expansion of activity of the Organisation, Employment Exchanges were opened at Serampore (West Bengal), Gwalior (Madhya Bharat), and Thana (Bombay). Nine District/Tehsil Employment Exchanges in Uttar Pradesh were closed down. At the end of September 1953, there were 126 Employment Exchanges and some small sub-offices.

The Central Inspectorate continued to assist in the coordination of policy and procedure and in the efficient working of the Employment Exchanges. It inspected 49 Exchanges and also conducted various special inquiries.

The Employment Exchanges assisted the National Sample Survey Organisation of the Finance Ministry of the Government of India in conducting a sample survey of unemployment in a few selected cities, including Delhi and Calcutta.

Two Training Courses for Employment Officers and Employment Liaison Officers, each of three weeks' duration were held at the Directorate-General of Resettlement and Employment, the first in November 1952 and the second in January-February 1953. Twenty-two Officers attended the first course and sixteen the second course.

Statistical Summary.—A monthly statistical analysis of the work done by Employment Exchanges during the period under review is given in Table XXII.

TABLE XXII

WORKING OF THE EMPLOYMENT EXCHANGES, OCTOBER 1952 TO SEPTEMBER 1953

Month	Number of Exchanges	No. of applicants registered during the month	No. of applicants placed in employment during the month	No. of applicants remaining on the Live Registers at the end of month	No. of employers who used the exchanges during the month
1952 October ..	130	1,30,459	29,159	4,13,498	6,183
November ..	131	1,27,996	27,191	4,20,722	5,711
December ..	131	1,26,745	25,135	4,37,571	5,245
1953 January ..	131	1,14,617	29,378	4,34,428	4,472
February ..	134	99,352	18,013	4,26,107	4,399
March ..	134	1,10,293	17,785	4,35,178	4,569
April ..	134	1,26,708	16,233	4,55,417	4,614
May ..	126	1,20,174	16,925	4,66,228	4,633
June ..	126	1,23,883	16,045	4,73,917	4,563
July ..	126	1,36,333	14,487	4,93,408	4,521
August ..	126	1,14,208	13,114	4,98,891	3,940
September ..	126	1,21,600	12,507	5,12,353	4,348
		14,52,368	2,26,882		

The Exchanges registered 14,52,368 applicants and placed 2,26,882 persons in employment during the twelve months ending September 1953 as against 14,03,681 and 3,76,707 respectively, during the preceding twelve months. The number of vacancies notified to Employment Exchanges was 2,95,087, as against 4,49,001 during the previous twelve months. The average number of employers who utilised the services of the Exchanges every month was 4,759, of whom nearly 36 per cent. were private employers. Various public bodies and industrial and business establishments continued to utilize the organisation as the normal channel of recruitment.

Assistance to special categories of employment-seekers.—The arrangements for providing employment assistance to special categories of employment-seekers remained in operation. Some details in this respect are given below—

- (a) *Employment assistance to displaced persons.*—Displaced persons numbering 1,04,231 were registered and 12,724 placed in employment during the period under report as

against 1,02,702 and 18,138 respectively, during the preceding twelve months. Poor physique, preference for employment in Government establishments, unwillingness to respond to calls for interview with employers unless travelling expenses were paid, and inability to produce appropriate documents were the main factors that hampered placement.

- (b) *Employment of Discharged Government Employees.*—There was a decline in the number of retrenched Government employees seeking employment assistance. Jobs were found for 4,535 discharged Central Government employees and 3,589 State Government employees. Adherence to the priorities fixed by the Ministry of Home Affairs in regard to recruitment by Government establishments contributed considerably towards the resettlement of this category of employment-seekers. At the end of September 1953 the Employment Exchanges had on their Live Registers 4,648 discharged Central and 3,422 discharged State Government employees awaiting placement.
- (c) *Employment of Scheduled Caste Applicants.*—The number of Scheduled Caste applicants who were found employment was 33,588 as compared with 50,800 during the preceding twelve months. The percentage of placings to registrations was 22.3 in respect of this category of applicants as compared with 14.8 for others. During the period under report 3,640 Scheduled Tribe applicants were also placed in employment.
- (d) *Employment Assistance to Anglo-Indians.*—During the period under report 1,795 Anglo-Indians were registered and 234 placed in employment by the Exchanges. On 30th September 1953, 690 Anglo-Indians were borne on the Registers of the Exchanges for employment assistance.
- (e) *Employment Assistance to Women.*—The Employment Exchanges continued to find employment for women. Close contact was maintained with suitable sources of employment, particularly organisations which absorbed 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 employment 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 the placement of a number of women. Nevertheless, the Employment Service registered 55,389 women employment-seekers and found work for 14,838.

Employment Advisory Committees.—The arrangements 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 report. Twentysix meetings of Regional and Sub-Regional Employment Advisory Committees were held.

5. Training

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 1952-53.

TABLE XXIII

WORKING OF THE TRAINING CENTRES OF THE MINISTRY OF LABOUR
OCTOBER 1952—SEPTEMBER 1953

Month	No. of centres at the end of the period	Number of persons undergoing training at the end of the period				
		Men			Women	Total
		Techni- cal	Vocation- al	Appren- ticeship	Vocation- al	
October 1952 ..	186	8,569	1,931	680	434	11,614
November „ ..	253	8,413	1,856	656	426	11,351
December „ ..	268	8,296	1,790	695	426	11,207
January 1953 ..	269	8,130	1,744	646	418	10,938
February „ ..	267	8,041	1,631	627	409	10,708
March „ ..	262	7,946	1,535	580	401	10,471
April „ ..	256	7,878	1,493	561	401	10,333
May „ ..	228	7,822	1,468	437	398	10,125
June „ ..	284	7,747	1,427	536	397	10,107
July „ ..	259	7,718	48	572	9	8,347
August „ ..	270	7,661	1,633	626	465	10,385
September „ ..	302	7,413	1,810	694	478	10,395

Some details about the operation of various training schemes under the Directorate-General of Resettlement and Employment are discussed below :—

Training of Adult Civilians.—The Training Scheme for adult civilians continued to draw young men. The capacity of the Scheme remained at 9,500 seats. The number of Training Institutes/Centres at the end of September 1953 was 60 as against 62, twelve months

previously. During the period under review, 1,648 persons passed the prescribed examinations which were held on an all-India basis with the help of outside paper-setters and examiners. 7,717 trainees were on the rolls at the end of September 1953.

Training of Displaced Persons.—Under the Training Scheme for displaced persons 647 persons successfully completed training at the Labour Ministry's Training Institutes/Centres during the year under review. The cost of training these persons was met by the Ministry of Rehabilitation, the organisation and supervision of the training alone being the responsibility of the Directorate-General of Resettlement and Employment.

Training of Apprentices.—The arrangement introduced in 1950 for providing training to 1,000 displaced persons as apprentices in industrial undertakings in West Bengal and Uttar Pradesh continued, but the number of seats was reduced to 700 during the period under review. Persons numbering 694 were undergoing training under this arrangement at 242 industrial undertakings at the end of September 1953.

Training of Women.—The arrangement already made for training women in suitable trades under the Training Scheme for Adult Civilians, which is open to both men and women, continued at the four Training Institutes for women, one each at Delhi and Dehra Dun and two at Madras. 417 women were undergoing training at these Institutes at the end of September 1953, and 393 women successfully completed training during the period. In addition, 61 women were receiving training alongside of men trainees in other institutions.

Central Institute for Training.—The Central Training Institute for Instructors at Koni-Bilaspur (Madhya Pradesh) continued to function as before. Trainees were deputed during the year by the Governments of Bihar, Bombay, Hyderabad, Madhya Pradesh, Madhya Bharat, Orissa and Uttar Pradesh, by various Central and State Government establishments and by private undertakings. One hundred and nine instructors were undergoing training at the end of September 1953.

The various State Governments were requested to furnish details of training schemes for industrial labour, other than those maintained by the Directorate of Resettlement and Employment, either in force or under consideration during 1952-53. The replies of the State Governments show that in Bombay the Government Apprenticeship Scheme was in force and 50 candidates were selected under the Scheme for Bombay Centre during 1953-54. Three Government Industrial Training Workshops, one each at Sholapur, Bombay (Kurla) and Ahmedabad were started during 1952 for training industrial workers in various technical trades to mitigate the effects of unemployment. Besides, some of the educational institutions and private concerns had also their apprenticeship schemes in the State of Bombay. In Madras, five Polytechnics and several other institutions were run by Government for providing technical and technological training. Besides, a number of private institutions, aided by Government, provided training in a number of artisan courses. In the Punjab also a large number of Government Industrial Institutes and recognised Institutions run

by private enterprises were imparting training to men and women in such trades as Radio servicing, chair caning, wood work, shoe making, weaving, tailoring, etc. In Hyderabad, several schemes were in operation for imparting training to ex-servicemen and their dependants in simple artisan trades and also in established industrial workshops. In Madhya Bharat, a new technical school was started at Indore and the State Government were considering establishment of vocational and technical training centres at Indore, Ujjain and Gwalior. In PEPSU, there were two training-cum-works centres at Patiala and Samana. The Government of PEPSU had a plan to establish a Technical Institute at Nabha under the Five Year Development Plan. The Government of Rajasthan were contemplating to start three technical training centres at Jodhpur, Bikaner and Bhilwara. In Vindhya Pradesh a Government Polytechnic Institute was started with two years' courses of training. In one section of the Institute training was imparted to Mistries of the Public Works Department. The Government Workshops at the Leather Working Institute at Rewa had also Training courses. In Bhopal various training schemes were in operation and a scheme of training labour in lime burning and brick-making was instituted by the Public Works Department. A Polytechnic Institution was also under construction in Bhopal. In Delhi, apart from the facilities for training offered by the Industrial Training Centres/Institutes, some big establishments had their system of apprenticeship.

The Railways continued to maintain their training schools. On 31st March 1953, there were 31 such schools. Most of these were Traffic Training Schools where recruits were trained in the duties of station masters, signallers, guards, booking and parcel clerks, etc. Refresher and promotion courses for staff already in employment were also provided in a large number of these schools. Some railway workshops had technical schools attached to them for training apprentices who would eventually be employed as skilled artisans and supervisors in railway workshops and sheds. On account of the importance of having well trained staff in the Mechanical and Electrical Engineering Departments and the variations which existed in the arrangements thereof on the several railways, the Railway Board appointed a Committee in November 1952 to review the existing facilities for training with a view to improving them.

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 Andhra. 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, 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. Workers from U.P. go to P.E.P.S.U. for work in canals, cotton ginning and sugar factories. The bidi industry in Bhopal gets much of its labour from Madhya Pradesh and a good number of the workers at Jabalpur are from Vindhya Pradesh. There is usually some inter-state migration between U.P. and Bihar for employment in sugar factories.

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 Hyderabad is drawn from the neighbouring States of Andhra and Madhya Pradesh. For execution of big projects in Bhopal, contractors import labour from Madhya Pradesh and Madhya Bharat. In the Hirakud Dam Project in Orissa, a large number of workers, hailing from Andhra, are employed. Unskilled workers employed in building trades in Delhi come from Rajasthan and Punjab. About 90 per cent. of the labour in the Kolar Gold Fields comes from Tamilnad and a small proportion comes from Andhra. 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 1951-52, 38,593 persons emigrated to Assam mostly from Bihar, Orissa and Madhya Pradesh. 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.

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. 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 generally no fresh emigration of unskilled labour to any country overseas.

7. Absenteeism

Statistically absenteeism is measured by the percentage of man-shifts lost due to absence to the corresponding total man-shifts scheduled to work. Such statistics for related industries at important centres are maintained and published by various State Governments such as, Bombay, West Bengal, Orissa, Hyderabad, Mysore, and also by Departments of the Central Government such as the Labour Bureau and the Office of the Chief Inspector of Mines. The Employers' Association of Northern India also compiles statistics of absenteeism in regard to certain industries in Kanpur City. The several agencies concerned do not follow uniform methods in the compilation of statistics of absenteeism and on account of differences in the method of treatment of casual labour, authorised leave, etc., the various individual series of absenteeism are not strictly comparable with one another. Apart from the statistics relating to coal-mines, which are collected statutorily from all coal mines covered by the Mines Act, the other series of statistics of absenteeism are generally based on voluntary returns furnished by selected large concerns. In case of non-response, i.e., when a particular concern fails to furnish the absenteeism returns for a month, that concern is ignored and the absenteeism rate is based on the returns available. This may cause some spurious variations in the monthly trends indicated by the figures. The various series are generally maintained on a monthly basis and some of them are presented in the ensuing tables. It may be mentioned, however, that wherever annual rates of absenteeism have been given in the tables, they are simple averages of the monthly rates.

FACTORIES

The statistics of absenteeism relating to textile industry at some important centres are presented in Table XXIV.

It will be seen that there was a significant decline in the average rate of absenteeism during 1952 as compared to 1951 in the woollen industry both at Kanpur and Dhariwal. In the cotton textile industry at Sholapur and Madras there was an increase in the rate of absenteeism during 1952. At the other centres, the fluctuations were not material. A statistical study of absenteeism rates for the cotton textile industry in Bombay city has recently been published on the basis of monthly data from 1943 to 1952 and this study has revealed significant seasonal trends in the pattern of absenteeism, viz., that the rate of absenteeism maintains a fairly high level during the summer and diminishes with the advent of winter. Another statistical study* gave various statistical measures, e.g., "co-efficient of variability", "relative excess", "index of concentration" and "index of prolongation" for some of the existing series of statistics of absenteeism in this country and concluded that in India the rate of absenteeism was rather high as compared to other countries of the world.

Statistics of absenteeism in some other factory industries such as engineering, iron and steel, cement, match, leather, etc., are presented in Table XXV.

* Sankhya—The Indian Journal of Statistics—Vol. 12, Parts 1 & 2, December 1952.

TABLE XXIV

PERCENTAGE OF ABSENTEEISM IN COTTON, WOOLLEN AND SILK MILL INDUSTRIES

	Cotton						Woollen			Cotton, Woollen and Silk
	Bombay	Ahmeda- bad	Sholapur	Madras City	Madura	Coimbatore	Kanpur	Kanpur	Dhariwal	
	(b)	(b)	(b)	(a)	(a)	(a)	(c)	(c)	(a)	
1946—Average	14.2	7.4	20.1	11.0	16.0	12.8	12.9	8.1	..	..
1947—Average	14.4	6.4	19.1	10.3	14.7	13.8	16.1	11.5	..	..
1948—Average	13.3	5.9	18.1	9.1	13.9	9.6	16.1	10.6	..	..
1949—Average	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	..	11.8
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
1952—Average	12.7	8.8	20.2	9.6	10.5	10.3	11.7	9.4	6.3	11.2
October	12.0	9.5	19.4	9.5	8.7	10.2	12.1	9.2	3.7	10.0
November	12.5	9.0	19.5	9.3	8.7	13.8	15.1	8.4	4.6	10.4
December	12.0	8.6	19.8	9.2	8.5	7.2	10.7	8.2	4.0	10.3
1953—January	12.2	8.7	21.0	9.9	11.4	8.4	9.7	8.4	3.0	10.6
February	14.0	9.7	21.3	9.3	13.6	12.4	11.8	10.3	3.6	12.2
March	14.0	10.3	24.3	9.1	10.5	14.6	12.7	10.9	3.8	14.0
April	13.0	9.7	18.1	9.0	8.8	10.4	11.4	7.8	5.1	11.7
May	13.3	10.0	21.2	9.2	9.1	7.0	13.4	10.3	4.6	11.9
June	13.4	9.9	22.4	9.5	9.6	7.0	15.7	16.1	7.1	12.5
July	12.6	8.8	20.2	8.8	9.5	6.0	13.4	15.6	5.8	10.1
August	10.9	8.8	19.6	9.3	9.4	6.8	12.6	10.2	4.5	11.0
September	12.1	9.9	19.9	9.3	9.1	6.6	11.8	8.7	4.4	10.0

(a) Source : Labour Bureau.

(b) Source : Deputy Commissioner of Labour, Bombay.

(c) Source : Employers' Association of Northern India.

(d) Source : Labour Commissioner, Mysore.

TABLE XXV
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 Kampur
	Bombay (b)	West Bengal (c)	Mysore*	(d)					
1940—Average	19.9	..	..	..	..	10.2	..	12.4	9.7
1947—Average	13.8	..	..	..	..	10.6	..	10.9	15.5
1948—Average	13.4	..	..	..	14.3	8.5	10.9	10.8	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	12.4	8.9	10.6	11.0	8.4
1951—Average	13.9	10.1	9.7	9.7	8.6	11.0	11.8	10.5	7.8
1952—Average	13.4	10.3	10.6	10.6	9.4	10.9	11.5	10.6	9.2
October	12.3	10.6	9.2	9.2	8.9	10.6	12.1	10.0	6.1
November	11.8	9.5	10.5	10.5	8.7	9.8	10.8	9.0	6.0
December	12.6	9.5	10.7	10.7	8.5	9.3	12.7	8.8	6.3
1953—January	12.9	8.9	13.2	13.2	10.7	10.1	9.8	8.2	7.3
February	14.6	9.1	12.7	12.7	9.8	10.0	12.1	10.4	6.2
March	15.8	11.5	13.3	13.3	11.7	13.5	12.1	10.7	9.0
April	13.5	10.2	11.9	11.9	9.7	15.8	16.9	11.4	6.0
May	15.3	11.1	11.9	11.9	9.7	13.4	12.6	11.2	6.9
June	15.0	15.0	11.8	11.8	13.9	13.0	14.0	12.5	11.3
July	13.0	11.6	10.8	10.8	10.2	10.3	10.7	11.1	27.3
August	11.8	12.4	10.5	10.5	7.6	11.0	10.1	9.8	11.0
September	13.9	7.8	10.3	10.3	8.2	8.9	9.8	9.9	6.2

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

(a) Source : Labour Bureau.

(b) Source : Deputy Commissioner of Labour, Bombay.

(c) Source : Labour Commissioner, West Bengal.

(d) Source : Labour Commissioner, Mysore.

(e) Source : Employers' Association of Northern India

It will be seen that the rate of absenteeism increased appreciably during 1952, as compared to the previous year, in the leather industry at Kanpur, in the ordnance factories and in the engineering industry of Mysore. For other industries the variations were not material.

For some of the factory industries, a breakup of the rate of absenteeism according to causes is available and the relevant figures are reproduced in Table XXVI.

TABLE XXVI
PERCENTAGE OF ABSENTEEISM CLASSIFIED BY CLAUSES, 1952-53

Industry	Sickness or accident	Social or religious causes	Leave other than holidays	Other causes	All causes
(1) <i>Textiles—</i>					
(a) Madras State (cotton) ..	2.2	1.9	4.2	1.4	9.7
(b) Dhariwal (Woollen) ..	0.6	..	2.7	1.2	4.5
(c) Mysore (Cotton, woollen and silk).	0.9	1.2	6.2	2.9	11.2
(2) <i>Engineering—</i>					
(a) West Bengal	1.8	0.3	6.1	2.3	10.5
(b) Mysore	3.0	0.5	6.0	1.9	11.4
(c) Iron and Steel (All-India)	2.1	0.7	4.9	3.0	10.7
(d) Ordnance Factories (All-India).	1.4	0.4	5.7	2.1	9.6
(5) Cement (All-India) ..	3.5	1.5	4.9	1.8	11.7
(6) Match (All-India) ..	3.9	0.6	3.1	2.6	10.2

As usual, 'leave other than holidays' accounted for the largest proportion of absenteeism in all the industries except Match factories during 1952-53 and in the case of Match factories "sickness or accident" was the largest contributing factor.

MINES

Monthly statistics of absenteeism covering all workers in coal mines are compiled and published by the Chief Inspector of Mines. These along with the statistics of absenteeism in Kolar Gold Fields compiled by the Government of Mysore are presented in Table XXVII.

TABLE XXVII

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN MINES

		Workers in Kolar Gold Fields†	Workers in coalmines*			
			Under- ground	Open workings	Surface	Overall
1951—Average	.. ..	10.2	15.15	14.56	10.55	13.31
1952—Average	.. ..	11.5	14.78	14.31	10.38	13.11
1952—October	.. ..	10.3	15.61	16.49	10.56	13.85
November	.. ..	15.1	14.58	14.02	10.09	12.85
December	.. ..	14.7	13.72	12.43	9.90	12.22
1953—January	.. ..	9.8	15.37	14.71	8.98	12.77
February	.. ..	13.0	14.23	14.08	10.77	13.01
March	.. ..	11.9	15.78	16.01	11.60	14.40
April	.. ..	10.5	13.90	14.38	10.70	12.86
May	.. ..	12.9	14.07	14.51	11.06	13.05
June	.. ..	19.1	15.90	15.00	11.86	14.34
July	.. ..	10.1	15.27	20.24	11.27	14.20
August	.. ..	9.9	15.57	15.27	10.87	13.82
September	.. ..	19.6	14.56	15.49	19.42	13.01

In the coal mines, there was an all-round improvement in the position during 1952 as compared to 1951 and the rate of absenteeism declined from 13.31 in 1951 to 13.1 in 1952. The decline was noticed among all types of workers, such as, underground, open working and surface. In the Kolar Gold Fields, however, the rate during 1952 was appreciably higher than the rate during the previous year.

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. The Government of Mysore also publishes certain statistics of absenteeism in regard to plantations in Mysore State. These two series are presented in Tables XXVIII and XXIX respectively.

* Source—Chief Inspector of Mines.

† Source—Labour Commissioner, Mysore.

TABLE XXVIII

PERCENTAGE OF ABSENTEEISM IN ASSAM TEA PLANTATIONS

Year	Percentage of absenteeism*
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	23.0
1951-52	22.4

* These data are based on figures for March and September each year. The figures cover settled as well as *fattu* or *bustee* labour.

TABLE XXIX

PERCENTAGE OF ABSENTEEISM IN THE PLANTATIONS IN MYSORE

1951—Average	18.3
1952—Average	18.6
October	16.3
November	15.6
December	16.9
1953—January	16.2
February	16.1
March	14.4
April	25.6
May	18.0
June	22.3
July	17.7
August	15.9
September	12.5

8. Labour Turnover

Labour turnover measures the extent to which the old employees leave and new employees enter into services of an organisation in a given period. There are, therefore, two aspects of the problem, namely, the proportion of workers who go out of employment (separation) and the proportion of workers who enter into employment (accession) —in a given period of time. There can of course be differences in concepts as to what exactly should constitute separation and accession. In general, however, labour turnover should be distinguished on the one hand from absenteeism, which does not involve any break in the workers' employment, and on the other from the wider problem of mobility of labour from one industry to another in response to changes in the conditions of supply and demand.

There is a great paucity of serial statistical data relating to labour turnover in Indian industries. Some such data relating to pre-war period were collected in Bombay in the course of *ad hoc* surveys conducted by the Bombay Labour Office and the Labour Investigation Committee also collected some data on labour turnover in respect of some industries during the last World War. A monthly series of statistics of labour turnover is, however, now available in respect of cotton textile industry in Bombay from 1950 onwards. These statistics are collected by the Government of Bombay under the provisions of the Bombay Industrial Relations Act, 1946, from all the units of the cotton textile industry in the State recognised as cotton textile concerns under the Act and relate to all employees excluding clerks but including the large force of *badlis* employed in the industry to meet the high percentage of absenteeism among the permanent workers. These serial statistics for the years 1951, 1952 and upto September 1953 are presented in the following table:—

TABLE XXX

LABOUR TURNOVER (PER 100 WORKERS) IN THE COTTON TEXTILE INDUSTRY IN BOMBAY STATE, 1951-53

Month	1951		1952		1953	
	Accession	Separation	Accession	Separation	Accession	Separation
January ..	1.55	1.08	1.29	0.97	1.32	0.90
February ..	1.64	1.15	2.13	1.16	1.99	0.99
March ..	2.31	1.46	2.05	1.33	1.61	0.90
April ..	1.35	0.93	1.57	1.52	1.39	1.04
May ..	2.01	1.22	2.07	1.48	1.50	1.46
June ..	2.42	1.05	1.65	1.47	1.37	0.86
July ..	1.45	0.80	2.99	1.12	1.13	1.09
August ..	0.99	1.06	1.68	0.99	0.81	1.21
September ..	1.91	1.26	1.78	1.32	0.91	0.95
October ..	1.53	1.32	1.55	1.27		
November ..	1.37	0.98	1.74	1.02		
December ..	1.24	1.13	1.47	1.06		

The figures show that during 1952 there was some increase in both the accession and separation rates in the Bombay Cotton Textile Industry, as compared to 1951. During the first nine months of 1953, however, the accession rate declined considerably as compared to the rate for the corresponding period of the previous year and the separation rate also declined slightly.

The statistics of labour turnover for the cotton textile industry in Bombay State are also published in the Bombay Labour Gazette separately for the different centres of the industry in the State and according to size of establishments at each centre. Generally the rates are higher in the smaller establishments than in the larger ones.

9. Productivity

Labour productivity may be defined as the ratio of production output to labour input. It has to be understood that labour productivity does not connote efficiency of workers. The influence of factors other than labour alone, e.g., technique, raw materials, etc., is obviously included in the measure. Compilation of labour productivity indices on a scientific basis involves many problems and at present such data for Indian industries are scanty. The Labour Bureau made a study of labour productivity in the cotton textile industry on the basis of data available through the Census of Manufactures and the results of this study* are reproduced in the following Table:—

TABLE XXXI
LABOUR PRODUCTIVITY IN THE COTTON TEXTILE INDUSTRY

(in thousand)

	1946	1947	1948	1949
1. Gross value in Rupees of production at constant prices.	21,25,837	22,15,730	25,68,170	23,58,700
2. Value added in Rupees at constant prices	9,70,035	10,47,070	13,22,866	11,18,816
3. Labour in units of adult man (daily average).	595	642	658	641
4. Labour in units of adult man-hour ..	14,49,597	15,02,169	15,33,770	14,84,665
5. Output per man-year (gross value) ..	3,574 (100)	3,454 (96.6)	3,900 (109.1)	3,680 (102.5)
6. Output per man-hour (gross value) ..	1.466 (100)	1.475 (100)	1.674 (114.2)	1.589 (107.9)
7. Output per man-year (Value added) ..	1,630.7 (100)	1,632.8 (100.1)	2,008.9 (123.2)	1,745.5 (106.0)
8. Output per man-hour (Value added) ..	0.669 (100)	0.697 (104.2)	0.862 (128.9)	0.754 (111.5)

The figures in brackets give the corresponding productivity index.

* For details of the methodology, etc., of the study please see December 1952 issue of the Indian Labour Gazette.

The Ahmedabad Textile Industry's Research Association published a report* on a comparison of productivity in some of the mills of the Ahmedabad Textile Industry. In this study detailed data were specially collected from a number of mills and operational hours for 100ths of production were taken as measures of productivity. On the basis of the results of the Census of Manufactures for the year 1950, the Directorate of Industrial Statistics, Ministry of Commerce and Industry, also published† some figures of labour productivity for different industries and also for small, medium and large establishments in each industry. These figures were derived by dividing the value added by manufacture by the aggregate input of man-hours of all employees. The methods followed in the three studies mentioned above were different and they indicate the different lines of approach for the measurement of labour productivity.

In view of the importance of the subject of labour productivity and lack of authentic data on the subject, the Planning Commission recommended a number of steps including scientific investigations. In pursuance of one of the recommendations the Ministry of Labour, Government of India, invited an I.L.O. team of experts "to show how productivity and earnings of workers in Indian Textile and Engineering industries can be raised by application, in selected plants, of modern techniques of work study and plant organisation, and, in addition, where appropriate, by the introduction of suitable systems of payment by results". This Productivity Mission started work in December 1952, and submitted an interim report of its activities for the period December 1952 to April 1953.

It was stated in this interim report that both the teams—one for textile industry and the other for engineering industry—had been successful in demonstrating to trade union leaders and management alike that, given adequate supervision, members of existing staff could secure important improvements in productivity. The report also enumerated the following factors to be taken into account before the highest levels of productivity could be attained in the two industries:—

- (a) A great need exists for systematic studies and improvement of physical working conditions particularly in the textile industry, and for the extension of provision for workers' safety, health and comfort (e.g., research is required on the effects of temperature on labour productivity and on provision for rest periods).
- (b) There is need for proper selection, education and training of factory supervisory staff from the foremen up to the top management level. The active development of schemes for supervisory training within the industry and for industrial engineering and management education at suitable institutions is required. The creation of an Indian Institute of Management at this stage might also be of the greatest value in improving present standards of Indian supervision and management.

* ATIRA Research Notes—Vol. II, No. 3—July 1952.

† Monthly statistics of the Production of Selected Industries in India—October 1952.

- (c) Before maximum use can be made of existing equipment, adequate machine maintenance procedures must be introduced, particularly in the textile industry. This calls for the increased use of technically trained men on machine maintenance work and for the development of schemes of practical training in this field.
- (d) One of the major problems in the textile industry is that of securing greater flexibility in the allocation of duties between different jobs. The wage structure of the industry also requires study on a scientific basis before satisfactory systems of payment by results can be introduced and maximum labour productivity encouraged.

The Productivity Mission also suggested the setting up of a National Productivity Centre in India (a) to assist with the implementation of the proposals of the First Five Year Plan for future action in the field of productivity and (b) to further the application, in India, of modern techniques for raising productivity, especially those which require little or no new capital investment. This suggestion has since been accepted by the Government of India.

It may be mentioned that at present serial monthly data on productivity of workers employed in coal mines are regularly published by the Chief Inspector, Mines. The figures of output (in tons) of coal per man-shift are taken as measures of productivity. These figures for the period October 1952 to September 1953 are reproduced in the following Table :—

TABLE XXXII

PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

Month	Output (in tons) per man-shift for		
	Miners and loaders	All persons employed underground and in open workings	All persons employed above and underground
October 1952	1.05	0.57	0.35
November 1952	1.12	0.59	0.36
December 1952	1.10	0.59	0.37
January 1953	1.06	0.57	0.33
February 1953	1.03	0.57	0.37
March 1953	1.06	0.57	0.36
April 1953	1.05	0.57	0.37
May 1953	1.03	0.56	0.36
June 1953	1.06	0.57	0.35
July 1953	1.07	0.56	0.34
August 1953	1.04	0.56	0.34
September 1953	0.99	0.55	0.34

The figures do not show any material variation from month to month.

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

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

to provide suitable places for keeping workers' clothing and for the 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

* On 3rd September 1953 the Central Government introduced a Bill in the Council of States to amend the provisions of the Factories Act relating to employment of women and young persons during night and holidays with pay. The Bill was passed into an Act in May 1954.

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.—With the enforcement of the 1948 Act a large number of factories which were so far unregulated are now regulated. The number of registered factories in 9 Part A States and 3 Part C States (*viz.*, Delhi, Ajmer and Coorg), in respect of which information is available increased from 16 thousand in 1948 to nearly 32.5 thousand in 1952. Of these, a little less than 5 thousand were smaller factories covered under section 85 of the Act. This increase in the number of factories has naturally increased the responsibility of the Factory Inspectorate in various States. At present there are about 100 Inspectors in Part A States where nearly 32 thousand factories are on registers. The question of strengthening the factory inspectorate is under active consideration of the 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. In the following years however, it declined. The percentage again increased to 20.1 in 1949 when a large number of new factories were registered under the Factories Act, 1948. In 1950 considerable improvement was recorded and the percentage fell to 10.5. The percentage increased to 14 in 1951 and to 16.8 in 1952. The following table shows the number of factories inspected in Part A States and some Part C States during 1952.

TABLE XXXIII
FACTORY INSPECTION IN 1952

State	No. of factories on register	No. of working factories	No. of factories inspected	Percentage of factories inspected to the no. of factories on register
Assam	951	934	682	71.7
Bihar	3,270	3,140	2,772	84.8
Bombay	8,543	7,906	7,905	92.5
Madhya Pradesh	1,904	1,547	1,874	98.4
Madras	10,395	10,207	8,857	83.6
Orissa	410	336	62	15.1
Punjab	1,688	1,385	865	51.2
Uttar Pradesh	1,633	1,484	1,633	..
West Bengal	2,809	2,625	1,715	61.1
Ajmer	72	68	63	87.5
Coorg	20	20	19*	..
Delhi	567	531	567	..
Andaman & Nicobar Islands ..	3	3	2	66.7
Total	32,465	30,186	27,016	83.2

* Excluding one factory exempted.

The annual reports on the working of the Act during 1952 received from the State Governments show that the inspecting staff continued to pay special attention to the health, safety and welfare provisions of the Act. In some of the States considerable improvement was made in sanitary arrangements in factories but from the reports it would appear that there is still room for more improvement. Over-crowding and insanitary conditions still exist in some of the factories, especially in smaller ones. The Chief Inspector of Factories, U.P., has stated in his report that there is a tendency among employers to evade the provisions of the Act relating to rest-shelters and lunch rooms. Even those employers who have provided rest-shelters or lunch rooms have not equipped them properly or do not keep them clean. To improve the position the State Government are taking suitable action against the employers. Some of the States have reported that considerable difficulty is being experienced by the Inspectorate in interpreting the provisions of the Act relating to leave with wages. The Central Government have already introduced a Bill to amend the provisions of the Act relating to leave in order to remove this difficulty.*

The Factory Inspectors usually adopt persuasive methods to secure compliance with the provisions of the Act but where such measures fail legal action is taken. The following table shows the number of convictions obtained in various States during 1952. Out of 3,148 convictions obtained during the year, 957 related to violation of provisions relating to hours of work and employment of children, 926 to notices, registers and returns and the rest to health, safety etc.

TABLE XXXIV

CONVICTIONS FOR OFFENCES UNDER THE FACTORIES ACT

State	No. of convictions obtained during the year for offences relating to					
	Employment and Hours of work	Notices, registers and returns	Safety	Health & Sanitation	Others	Total
Assam ..	8	9	9	4	2	32
Bihar ..	7	15	14	4	..	40
Bombay ..	351	77	143	49	34	654
Madhya Pradesh ..	76	81	29	20	43	249
Madras ..	171	459	83	90	163	971
Orissa ..	..	11	..	..	7	18
Punjab ..	162	205	43	132	32	574
Uttar Pradesh ..	99	51	20	61	206	437
West Bengal ..	23	17	7	5	8	60
Ajmer ..	..	..	..	2	4	6
Coorg ..	..	..	..	..	..	..
Delhi ..	60	1	17	1	28	107
Andaman and Nicobar Islands ..	..	..	..	..	..	..
Total ..	957	926	305	368	532	3,148

* The Bill was passed into an Act in May 1954.

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 in 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 which 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 crèches ; (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

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

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.

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 4½ 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 4½ 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 women 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.

In 1952 there were 3,236 working mines in India. During the year 5,968 inspections were made by the Inspectors appointed under the Act. In addition, a large number of inspections of sanitary conditions in mines was made by State Medical Officers who are ex-officio Inspectors of Mines. As a result of irregularities noticed 225 prosecutions were launched. Eighty cases were instituted for non-appointment of managers, appointment of unqualified managers or for permitting managers to manage more than one mine without permission. The remaining prosecutions were launched for violation of various other provisions of the Act or rules and regulations, etc., framed thereunder.

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 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 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.

*Notification No. AL 138/EMG (13) dated 24th October 1952.

TABLE XXXV

STATISTICS RELATING TO EMIGRANT LABOUR IN ASSAM*

Year†	Total Labour Force		Total	No. of new emigrants	No. of emigrants repatriated during the year	No. of emigrants who postponed their right to repatriation.
	Adults	Children				
1934 ..	6,25,041	5,03,958	11,28,999	47,966	206	..
1939 ..	6,06,459	5,64,147	11,70,606	30,262	13,999	9,224
1944 ..	5,84,777	5,66,052	11,50,869	41,940	17,351	7,842
1945 ..	5,80,419	5,65,040	11,45,459	45,147	12,955	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	43,607	21,647	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	26,792	23,922
1950 ..	4,99,610	5,00,416	10,00,026	28,160	29,898	18,272
1951 ..	5,06,373	5,12,124	10,18,497	39,783	32,643	18,577
1952 ..	5,10,599	4,97,268	10,77,777	38,593	27,433	20,542

* 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 twentyfive 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.

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

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, crèches, 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 the 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 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 women 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 came into force on 1st April 1954. Its administration is the responsibility of the Chief Inspectors of Plantations appointed by the State Governments. The Central Government are authorised 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. The Act and the Rules framed thereunder 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.*

*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 these Railways the benefits of the award. The preliminary work involved in extending the benefits has been progressing.

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 Department, 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 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 in class IV services.	....	At least one period of rest of 48 consecutive hours in a month or one period of 24 consecutive hours in each fortnight.

* Published in the *Gazette of India* dated 31st March 1951 under notification No. S. 120.450, dated 26th March 1951. The Rules came into force on 1st April 1951.

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 up to 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 exemptions 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). By a notification issued in October 1952* the Central Government have appointed the Chief Labour Commissioner (Central), all Regional Labour Commissioners (Central) and Conciliation Officers (Central) to be Supervisors of Railway Labour.

(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

* Notification No. Fac. 103(9) dated 27th October 1952. It supersedes notification No. S.R.O. 772 dated 9th October 1950.

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 upto 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. Arrangements have now been made for medical examination of seamen before recruitment. During the year 1952-53 about 8,695 seamen in Bombay and about 10,656 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 seamen 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

* 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.

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

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

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

Other Provisions.—Other provisions of the Act deal with disciplinary matters, disposal of the property of deceased seamen, grant of relief to distressed seamen, etc. A seaman who had been lawfully engaged cannot leave the ship unless his agreement terminates. A deserter is liable to forfeit all or any part of his effects which he leaves on board and the wages which he may have earned. If the desertion takes place outside India he is also liable to imprisonment which may extend to 12 weeks. Penalties have been provided for seamen refusing to work or neglecting to join their ships or absenting 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 Offices 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 local 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

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

Bombay Dock Labour Board in April 1951. For the administration of the Calcutta Scheme a similar Board was constituted in September 1952. The Central Government also set up the Madras Dock Labour Board in July 1953. All the Boards are tripartite in character and consist of 12 members representing 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. Similarly, by a notification issued in September 1953 the Central Government appointed the Madras Stevedores' Association to be the Administrative Body for purposes of the Madras Scheme.

Administration.—Reports on the working of the Act during 1952-53 are available in respect of Bombay and Calcutta ports. Since the schemes framed under the Act were enforced in these two ports only recently the Board appointed for the two ports had to pay considerable attention to preliminary work connected with the implementation of the schemes. Till 31st March 1953, 3,395 workers at Bombay and approximately 10,000 workers at Calcutta were registered under the Schemes. During the year 1952-53 the Bombay Dock Labour Board framed rules relating to leave with pay, provident fund and gratuity. The leave rules were put into force with effect from 1st October 1952. Under these rules dock workers covered by the Scheme are entitled to 18 days' privilege leave, 7 days' casual leave and 7 days' sick leave with pay in a year. Under the provident fund scheme which was put into force from 1st January 1953 the rate of contribution is 6½ per cent. of the basic wages. The Bombay Dock Labour Board has introduced a gratuity Scheme which provides for the payment of 15 days' basic wages for each year of service. Since the employment position during the year 1952-53 was fairly satisfactory the Board had no occasion to pay guaranteed wages to workers and they received only Rs. 1,04,362 as attendance allowance. The total number of workers who were charge sheeted during the year was 775 and the number of workers against whom disciplinary action was taken was 439. Disciplinary action was mostly taken against those workers who took booking but did not report for work. On account of preoccupation with other important work the Bombay Dock Labour Board could not make progress in the matter of welfare work and training facilities for workers.

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. With a view to affording better protection to shop and commercial employees in the State the Government of

Delhi decided to pass a separate Act. In December 1952, they introduced the Delhi Shops and Establishments Bill in the State Legislature. The Bill was passed by the State Legislature in March 1953 and at present it is awaiting President's assent. In 1949 the Government of Saurashtra adapted the Bombay Act of 1939. By a notification issued in April 1953 the Government of India applied 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. During the year 1952 the Bombay and Hyderabad Acts were amended to remove certain practical difficulties experienced in the working of the Acts.

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 or 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 XXXVI 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 XXXVII.

*The Government of Bihar introduced the Bihar Shops and Establishments Bill in the State Legislature in March 1953. It is understood that the Bill has since been passed into an Act.

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

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

Establishment (1)	Assam (2)	West Bengal (3)	Bombay (4)	Madhya Pradesh (5)	Madras (6)	Punjab (7)	U.P. (8)	Hyderabad (9)	Madhya Bharat (10)
Shops—									
Daily hours	9	10	9	9	8	10	8	8	9
Weekly hours	50	56	48	..	48	54	..	48	48
Rest intervals	1 hour after 4 hours' work	1 hour after 5 hours' work	1 hour after 5 hours' work	1 hour after 5 hours' work	1 hour after 4 hours' work	1 hour after 6 hours' work	1 hour after 5 hours' work	1 hour after 6 hours' work	1 hour after 5 hours' work
Spreadover (in hours)	12	12½	11½	13	12	..	..	12	11
Opening hour	..	8 a.m.	5 a.m. shops for dealing in perishable commodities; Others 7 a.m.	7 a.m.	To be fixed by an order of Government.	Summer: 6 a.m. Winter: 7-30 a.m.	Summer: 7 a.m. Winter: 8 a.m.	To be fixed by an order of Government.	To be fixed by an order of Government.
Closing hour	5 p.m.	8 p.m.	8.30 p.m. For car-bide shops, etc. 11 p.m.	8 p.m.	Do.	Summer: 10 p.m. Winter: 9.30 p.m.	Summer: 10 p.m. Winter: 9 p.m.	Do.	Do.
Overtime	..	20 hours in a year	3 hours in a week	12½ 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
Commercial Establishments— Daily hours	..	..	9	10 with a maximum of 2½ in a month.	8	10	8	8	9

TABLE XXXVI—contd.

Establishment (1)	Assam (2)	West Bengal (3)	Bombay (4)	Madhya Pradesh (5)	Madras (6)	Punjab (7)	U.P. (8)	Hyderabad (9)	Madhya Bihar (10)
Commercial Establishments—contd. Weekly hours	..	..	48	..	48	54	..	48	48
Rest intervals	..	..	1 hour after 5 hours' work.	1 hour after 4 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.
Special overtime hours.	..	..	14*	12	12	..	..	12	11*
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: 9-30 p.m.	As for shops	To be fixed by an order of Government.	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 ex- ceed 10 per day and 54 per week.	3 hours in a week.
Restaurants, places of amusements, etc.—									
Daily hours	10	10	9	8	8	10	8	8	9
Weekly hours	..	..	..	..	48	54	..	48	..
Rest intervals	1 hour after 5 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.
Spreadover (in hours).	14	14	14½	12	12	..	..	12	14**

Opening hour	..	5 a.m. §	..	To be fixed by an order of Government.	As for shops	To be fixed by an order of Government.	5 a.m.
Closing hour	..	11 p.m. §	..	Do.	Do.	Do.	11 p.m. ††
Overtime	..	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.	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, e.g., provided the total period of overtime work does not exceed 24 hours.

‡ For theatres and other places of amusement 11 hours.

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

¶ 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.

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TABLE XXXVII
PROVISIONS RELATING TO LEAVE AND HOLIDAYS IN DIFFERENT STATE ACTS

State	Weekly holidays*	Privilege Leave†	Casual Leave‡	Sick leave	Other kinds of leave
1. Assam	1 day in the case of shop employees and 1½ days in the case of others.	16 days (cannot be accumulated)	10 days	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)§.	..	..	..
3. Madhya Pradesh	1 day	14 days (Maximum of 14 days can be carried forward).	..	..	..
4. Madras	1 day	12 days (can be accumulated upto 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	15 days (watchmen and care-takers 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 pay.

† With full pay after 12 months' continuous service.

‡ On full pay.

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

|| 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.

¶ On production of medical certificate.

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 XXXVIII

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 a.m.	6 per day	Half an hour after 3 hours' continuous work.
3. Madhya Pradesh	12	7 a.m. to 9 p.m.	7 per day and 36 per week.	One hour after 4 hours' work.
4. Madras ..	14	6 a.m. to 7 p.m.	7 per day and 42 per week. Over-time work prohibited.	..
5. Punjab ..	..	8 a.m. to 7 p.m.	7 per day and 42 per week*.	Half an hour after 3½ hours' continuous work.
6. U.P. ..	14 (except as apprentices)	..	6 per day	..
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.

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

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 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 provision 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 PEPSU, the Director of Industries administers the Act with the assistance of the Deputy Director of Industries, Assistant Directors 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, *Parpattigars* 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 Berhampur 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 information regarding the number of cities, towns, etc., in which the Acts were put into force till 1951 in the various States was given in the previous issue of the Year Book. During 1952 the number of towns, etc., to which the Acts were applied was as follows : Hyderabad and PEPSU 7 each. West Bengal 5, the Punjab 3, Mysore 2, U.P. and Madhya Pradesh one each.

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 1952 and the number of persons employed in them.

TABLE XXXIX
NO. OF SHOPS, COMMERCIAL ESTABLISHMENTS, ETC., IN SOME OF THE STATES DURING 1952

State	Shops		Commercial Establish- ments		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 ..	10,850	6,050	358	1,210	633	565	11,841	7,825
2. Assam ..	3,181	4,897	231	1,177	157	907	3,569	6,981
3. Bihar ..	31,815	67,875	1,765	8,710*	2,080*	13,726	36,260	90,311
4. Bombay†	2,14,590	2,38,436	38,879	1,56,379	18,933	1,06,351	2,72,402	5,01,166
5. Coorg ..	162	393	78	205	139	499	379	1,097
6. Delhi ..	35,867	22,711	2,103	12,630	1,115	4,135	39,085	39,476
7. Madhya Pradesh ..	6,309	14,415	857	5,301	1,176	8,397	8,242	28,113
8. Madras ..	2,27,231	1,79,528	6,991	34,537	23,039	48,138	2,57,261	2,62,203
9. Mysore ..	16,589	21,524	392	4,513	1,225	9,155	18,206	35,192
10. PEPSU ..	10,690	4,100	345	2,602	162	623	11,197	7,325
11. Punjab ..	62,117	14,687	14,025	16,607	1,963	3,572	78,105	34,866
12. Saurashtra ..	13,516	9,850	705	2,520	1,357	5,196	15,578	17,566
13. Travancore-Cochin ..	20,221	36,170	3,400	12,318	2,906	10,386	26,637	58,874
Total ..	6,53,038	6,20,636	70,129	2,58,709	55,485	2,11,650	7,78,652	10,90,995

* Information relates to Muzaffarpur, Chotanagpur and Bhagalpur Divisions only.

† Information relates to the year 1952-53.

Reports on the working of the Acts during 1952 received from the States show that the Acts are very popular among employees. State Governments are constantly receiving requests for extension of the Acts to those areas to which they have not been applied. However, due to financial and administrative difficulties the State Governments have not been able to accede to the requests in all cases. Even in those areas where the Acts are in force some of the State Governments have not been able to enforce the Acts very effectively due to the shortage of inspecting staff. The following statement shows the number of inspections made or establishments inspected, the number of prosecutions launched, the amount of fines imposed, etc., in various States during 1952.

TABLE XL

STATISTICS RELATING TO INSPECTION OF SHOPS AND COMMERCIAL ESTABLISHMENTS

State	No. of inspections made, or establishments covered	No. of prosecutions launched	No. of cases disposed of by courts	Amount realised as fines (Rs.)
1. Ajmer	1,973	435	418	N.A.
2. Assam	889	41	28	330
3. Bihar	226	176	95	N.A.
4. Bombay	2,64,469	6,976	5,868	N.A.
5. Coorg	N.A.	9	2	N.A.
6. Delhi	72,669	3,263	3,397*	63,164
7. Madhya Pradesh	6,106	944	470	N.A.
8. Madras	N.A.	4,643	3,929	35,665
9. Mysore	N.A.	235	..	..
10. Orissa	N.A.	..	..	..
11. P.E.P.S.U.	N.A.	560	..	..
12. Punjab	1,36,104	5,744	3,785	50,450
13. Saurashtra	N.A.	619	N.A.	2,097
14. Travancore-Cochin	14,527	96	70	590
15. U.P.	42,817	693	573	8,589
16. West Bengal	83,513	4,672	2,553	27,234

N.A.—Not available.

* Including some pending cases.

The administering authorities generally adopt persuasive methods to secure compliance of the various provisions of the Act and launch prosecutions only as a last resort against habitual offenders or for breaches of a very serious nature. Most of the irregularities detected related to non-payment of wages, dismissals, closing hours, rest intervals and leave and holidays.

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 81-83.

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 83-84. 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 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

*Published in the *Hyderabad Government Gazette Extraordinary*, dated 11th July 1952.

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 a Housing Advisory Committee consisting of 44 members representing various interests all over the State such as industries, merchants, millowners' 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. By a notification issued in May 1953 the Government of Mysore have fixed the rate of levy at 3 per cent. of the monthly wage bill of the concern.

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 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 pages 267

† 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 Jabulpore 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 dwelling or portions of dwellings unfit for human habitation ; (e) the demolition of obstructive buildings or portions of buildings ; (f) the construction and reconstruction of buildings ; (g) the sale, letting or exchange of any property comprised in any scheme ; (h) the construction and alteration of streets and back lanes ; (i) provision of drainage, water supply and lighting of areas included in any scheme ; (j) provision or enlargement of parks, playgrounds and open spaces for the benefit of any area comprised in any scheme or any adjoining area ; and (k) the provision of facilities for communication and transport.

The Board has been given the necessary powers to enable it to discharge its duties properly and has been declared to be a local authority for purposes of the Land Acquisition Act, 1894. It has been authorised to acquire any land owned by any local body or private individual for purposes of any housing programme. The Act provides that the Board shall pay compensation for any land acquired by it. No compensation, however, is 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-

*See page 267.

saving appliances for the rescue of drowning persons. The regulations apply only to the major ports of Bombay, Calcutta, Madras, Visakhapatnam and Cochin.

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.

From the report of the Chief Adviser, Factories, on the working of the Act and the Regulations during the year 1952, it would appear that compliance with the law on the whole was satisfactory. During the year considerable improvement was noticed in respect of compliance with the Regulations relating to maintenance of first-aid boxes and ambulances. Among the regulations whose observance left room for further improvement was those relating to fencing and lighting of workplaces and approaches, maintenance of life-saving appliances and securing of beams and hatches against displacement. The report points out that the absence of adequate facilities for testing and annealing of machinery and gear at all ports, except Bombay, continued to be the greatest handicap in securing the fullest compliance with the Regulations.

During the year 1952, the Inspectors appointed under the Act made 598 inspections at Madras, 232 at Cochin, 101 at Visakhapatnam, 578 at Bombay and 629 at Calcutta. Four prosecutions were launched against stevedoring firms and shipping companies for violating 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 1952-53 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 order to start organised welfare work in the coalfields, and to constitute a fund to finance such work the Government of India promulgated the Coal Mines Labour Welfare Fund Ordinance on 31st January 1944. The Ordinance was replaced by the Coal Mines Labour Welfare Fund Act, 1947, which came into force on 14th June 1947. The Act 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 1952-53 the cess was apportioned between the General Welfare Account and the Housing Account in the ratio of 7 : 2.

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, scheme financed from the Housing Account of the Fund for the provision of suitable housing accommodation for labour employed in the coal mining industry. By an amending Act passed in 1949 the functions of the Board were enlarged and it was vested with the control of various other building operations financed from the General Welfare Account of the Fund. The Housing Board is to be a body corporate. The Act authorises the Central Government to appoint a Coal Mines Labour Welfare Commissioner and such other officers as they may deem necessary to carry out measures financed by the Fund.

*For details of the activities of the Fund see Chapter on Labour Welfare, pp. 288-290.

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. During the year 1952-53 the Inspectorate set up under the Act consisted of a Chief Welfare Officer, 3 Inspectors, one Welfare Inspector and 27 Assistant and Junior Assistant Inspectors. Each Assistant or Junior Assistant Inspector was in charge of a circle consisting of a group of mines. As in previous years the Inspectorate not only supervised the activities financed by the Fund but also assisted in the enforcement of the various labour Acts affecting coal miners, e.g., the Mines Maternity Benefit Act, the Mines Act and the rules framed thereunder. They also paid attention to various items affecting welfare of the workers. As a result of their efforts improvements were effected at many collieries in regard to housing, sanitation, medical, recreational and educational facilities. During the year 1952-53, 2,769 inspections were made by the Inspectorate. Irregularities or defects noticed in the course of these inspections 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. To remove certain technical difficulties arising out of the enforcement of the Act a supplementary Act called the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Act was passed in October 1953.

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 Government or any person or persons and charges or fees, etc., prescribed under the Act are also to be credited to different Accounts. The items for which the various Accounts can be utilised are specified in the Act.†

* For details regarding the activities of the Fund see Chapter on *Labour Welfare*, pages 285-288.

† For details see the 1951-52 issue of the *Year Book*.

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

* See Chapter on *Industrial Housing* page 269 for further details.

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 desirable for the furtherance of the objects 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 framed by the Government of India in March 1953.*

The Act empowers the Chief Inspector and Inspectors appointed under the Indian 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.

(f) THE BOMBAY LABOUR WELFARE FUND ACT, 1953

The Act was passed by the Bombay Government on 12th June 1953. It extends to the whole of the Bombay State and applies to factories covered under section 2(m) of the Factories Act, 1948 ; tramways, motor or omnibus services ; and all establishments including societies registered under the Societies Registration Act, 1860 and charitable or other trusts which carry on business or trade and which employ 50 or more persons. The State Government have been authorised to put the Act into force in different parts of the State at different times.

The Act provides for the constitution of a fund called the Bombay Labour Welfare Fund. It is to consist of fines realised from employees, unpaid accumulations, voluntary donations, labour welfare funds of establishments transferred to the Fund and any sums borrowed for purposes of the Act with the due approval of the State Government. The Fund is to be defrayed on measures which may be specified by the State Government from time to time to promote the welfare of labour and their dependants. In particular it is to be spent on : (a) community and social education centres including reading rooms and libraries, (b) community necessities, (c) games and

* 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.

sports, (d) excursions, tours and holiday homes, (e) entertainment and other forms of recreations, (f) home industries and subsidiary occupations for women and unemployed persons, (g) corporate activities of a social nature, (h) cost of administering the Act, and (i) such other objects as the State Government consider would improve the standard of living and ameliorate the social conditions of labour.

The Fund is to vest in and be administered by a Board called the Bombay Labour Welfare Board. It is to consist of equal number of representatives of employers and employees and independent persons (some of whom are to be women) nominated by the State Government. The Board is authorised to appoint, with the previous approval of the State Government, a Welfare Commissioner who is to act as the principal executive officer of the Board.

Other provisions of the Act relate to such matters as the definition of certain terms, e.g., 'unclaimed accumulations'; wages mentioned in the Act; the constitution and functions of the Board; duties and powers of the Welfare Commissioner; appointment of Inspectors for purposes of enforcement of the Act; etc. The Act contains an important provision which relates to the amendment of Section 8 of the Payment of Wages Act, 1936 so far as its application to the Bombay State is concerned. The amendment provides that the employers covered by the Act shall deposit the amount realised by them under Section 8 of the Payment of Wages Act in the Bombay Labour Welfare Fund.

By a notification issued on 23rd June 1953 the Government of Bombay put the Act into force in 18 municipal areas of the State with effect from 24th June 1953. Some of the important areas where the Act has been put into force are Greater Bombay, Ahmedabad, Poona, Sholapur and Baroda. Rules under the Act were framed by the State Government on 30th June 1953 and published in the *Bombay Government Gazette*, dated 9th July 1953. On 1st July 1953 the State Government constituted the Bombay Labour Welfare Board consisting of 4 representatives each of employers and employees, 4 independent persons and two members representing women. Inspectors appointed under Sections 8(1) and (2) of the Factories Act, 1948 have been declared to be Inspectors under the Bombay Labour Welfare Fund Act also.

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 commissions specified in notices approved by the competent authority. The total amount of fine which may be imposed in any one wage period on any employed person is not to exceed an amount equal to half-an-anna in the rupee of the wages payable to him in respect of that wage period. All fines must be recorded in a prescribed register and credited to a fines fund. The receipts of the fines fund are to be utilised only for such purposes beneficial to the workers as are approved by the competent authority.

The provisions of the Act, except Sub-Section (4) of Section 8 thereof, have been applied by the Central Government to all classes of persons employed in mines (to which the Mines Act, 1952 applies) in the whole of India except Jammu and Kashmir. 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. They have also issued a preliminary notification notifying their intention to apply the Act to drivers and conductors employed in motor omnibus services in the State. On 2nd September 1952 the Government of Tripura issued a notification notifying that the provisions of the Act will be extended to tramways and motor omnibus services, mines, quarries and oilfields; plantations and workshops or other establishments in which articles are produced, adapted or manufactured with a view to their use, transport or sale after expiry of 3 months from the date on which the notification is published in the Tripura Gazette.

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. For other mines, the Central Government have notified that every officer appointed by the Governments of West Bengal, Madras, Bihar, Bombay, Orissa, Madhya Pradesh, the Punjab, Assam, Delhi, Ajmer, Vindhya Pradesh, Himachal Pradesh, Kutch, Bilaspur and Tripura under the Act for any area shall be the authority to hear and decide claims of workers employed in any mine, other than coal mine, within that area. The authorities appointed under the Act have the power to order payments to the claimants of the amounts wrongfully withheld or delayed together

with compensation up to ten 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.

The Mysore Payment of Wages Act, 1948 which was in force in Mysore State till 1st April 1951, when the Central Act of 1936 replaced it, authorised deductions from wages by employers to recover the amount of provident fund or gratuity paid to a person on his re-employment, deductions specially authorised by the State Government for a purpose beneficial to the employed person and reduction in the incremental scale for disciplinary reasons. Since the Central Act did not contain such provisions and as the State Government considered it necessary to continue them, they introduced a Bill in the State legislature to amend the Central Act in its application to Mysore. The Bill, besides containing the above provisions, also made it clear that a diminution of wages by reason of requirement to perform work involving a standard of skill or responsibility lower than that in the previous work will not be deemed to be a deduction from wages. The Bill was passed into an Act on 15th April 1952.

The available reports on the working of the Act in various States during the year 1952 show that most of the employers are complying with the provisions of the Act. Very few employers were prosecuted for violating the Act. Complaints received by the administering authorities were generally settled promptly.

(b) THE 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 employees. The schedule comprises woollen carpet making or shawl weaving establishments; rice, flour or dal mills; tobacco (including bidi making) manufactories; plantations; oil mills; employment under any local authority; road construction or building operations; stone breaking or stone crushing; lac manufactories; mica works; public motor transport; tanneries and leather manufactories; and agriculture. The Act authorises the appropriate Government to extend its application to any industry wherein, in their opinion, statutory minimum wages should be fixed.

The Act provides for the fixation of (a) a minimum time rate, (b) a minimum piece rate, (c) a guaranteed time rate, and (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 wage. 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, the Government of India introduced in parliament an amending Bill extending the time limit for the fixation of minimum wages in employments in both Part I and Part II of the schedule to 31st December 1954. The Bill passed by the Parliament, received the assent of the President on 20th May 1954.

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.

Details regarding the minimum wage rates fixed under the Act in different employments in various States, may be seen from the statement at pages 221-224 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 persons employed in factories, mines, plantations, mechanically propelled vehicles, construction work and certain hazardous occupations.†

* As defined in section 3 of the Indian Railways Act, 1890.

† For more details see previous issues of the *Year Book*.

The State Government are empowered to extend the application of the Act to other classes of persons whose occupations are considered hazardous. In exercise of this power the Governments of Madras, Uttar Pradesh and Mysore have extended the Act to persons employed for the purpose of loading or unloading any mechanically propelled vehicle or in the handling or transport of goods which have been loaded into such vehicle. The Government of Madras have also applied the Act to persons employed (i) in the plucking of coconuts, (ii) in loading and unloading of timber or in the transport of timber otherwise than by inland waters, (iii) in establishments wherein power is used (irrespective of the number of persons employed) and (iv) in establishments notified as factories under section 5(i) of the Factories Act, 1934. By a notification issued in March 1953 the Government of Mysore have applied the Act to persons employed by any Municipality or District Board in the state in any occupation ordinarily involving out-door work.*

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

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

Occupational Diseases.—Besides bodily injury, compensation is also payable in the case of certain occupational diseases mentioned in Schedule III to the Act. The State Governments are authorised to add to the list of these diseases. In exercise of this power some of the State Governments have notified certain diseases as occupational diseases for purposes of the Act.‡

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

* Mysore Government Notification No. LS6639-LWT-234-52-7, dated 14th March 1953.

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

‡ For more details about occupational diseases see section on 'Occupational Diseases', page 243.

§ 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.

Rs. 1,200 as compensation for permanent total disablement. The Act lays down that half-monthly payments shall be made to workers in the case of temporary disablement. The rate of payment both for adults as well as minors is the same and varies from half a month's wages in the case of workers getting less than Rs. 10 per month as wages to Rs. 30 in the case of those getting more than Rs. 100 per month. For permanent partial disablement, compensation is calculated on the basis of percentage loss of the earning capacity as laid down in Schedule I to the Act.

Dependants.—For purposes of the Act dependants have been grouped into two classes—those who are considered dependants without any proof and those who must prove that they are dependants. The first group includes : a widow, a minor legitimate son, an unmarried legitimate daughter or a widowed mother. The following have been included in the second group : if wholly or partially dependant on the earnings of the workman at the time of his (or her) death, a widower, a parent other than a widowed mother, a minor illegitimate son, an unmarried illegitimate daughter, a daughter legitimate or illegitimate, if married and minor or widowed, a minor brother, an unmarried or widowed sister, a widowed daughter-in-law a minor child of a deceased son, minor child of a deceased daughter where no parent of the child is alive, or where no parent of the workman is alive, a paternal grant-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 1952 the Textile Labour Association, Ahmedabad handled 501 claims. Of these, 302 were

successful, 61 were compromised, 19 were given up for various reasons, 4 were dismissed and 115 were pending at the end of the year. The total compensation secured by the Association amounted to Rs. 1,50,867. The Rashtriya Mill Mazdoor Sangha, Bombay handled 162 cases during 1952 and secured Rs. 51,112 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.

TABLE XLI

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	15,605	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	4,11,893	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	13,63,113	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‡	1,632	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§	1,087	4,391	57,655	63,133	22,07,532	22,93,424	13,97,297	58,98,253
1952	1,040	4,368	53,386	58,734	20,97,687	22,88,011	13,41,672	56,37,370

* 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.

(b) THE EMPLOYEES' STATE INSURANCE ACT, 1948

The Employees' State Insurance Act was passed in April 1948*. Being a pioneer measure of social insurance in the country it was decided that it should be gradually extended to various industrial areas. This decision was opposed by the employers who felt that the application of the Act to certain selected places, without simultaneous application elsewhere, would place industries in those areas at a competitive disadvantage. Largely to meet this objection the Act was amended in October 1951. The amending Act provided for the collection of special 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 contributions at a higher rate than employers elsewhere. The main provisions of the Act as it stands now are as follows :

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

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

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

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 employer. The rates of weekly contributions laid down in Schedule I of the Act as originally passed were as follows :—

Group of employees	Employees' contribution recoverable from employees	Employers' contribution	Total contribution (employees' & employers' contribution)
	Rs. As. Ps.	Rs. As. Ps.	Rs. As. Ps.
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., $1\frac{1}{3}$ per cent. in all, for employers in areas where the Act has been put into force.

* The proportion agreed to at present is 2 : 1.

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 provided he satisfies the contributory conditions laid down in the Act and certain other conditions prescribed in the Regulations. 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 equivalent to one half of the assumed average daily wage 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

* i.e., a period of 26 consecutive weeks.

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 insured employee :

- (a) to the widow during her life or until remarriage, an amount equivalent to $\frac{3}{5}$ th of the full rate. 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 grandparent 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, as may be provided 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, Kanpur and seven industrial centres of the Punjab, where the scheme is in operation. Special Tribunals have been 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.

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 were also brought into force in the newly created Part C States, viz., Himachal Pradesh, Bilaspur, Kutch, Bhopal, Tripura, Vindhya Pradesh and Manipur with effect from 1st December 1950 and 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. Chapters IV (Contributions)* V (Benefits), and VI (Adjudication) were brought into force in Kanpur area and Delhi State with effect from 24th February 1952 and in seven industrial centres of the Punjab† with effect from 17th May 1953.

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. Upto 31st December 1953 all States except West Bengal, Assam, Hyderabad, Madhya Bharat, Rajasthan, Saurashtra, Ajmer, Coorg,

* Except sections 44 and 45 of this chapter which were put into force with effect from 1st April 1950.

† Except sections 76(i), 77, 78, 79 and 81 of Chapter VI which were put into force in the whole of India except Kanpur area, Delhi State and Jammu and Kashmir with effect from 1st September 1952.

Bilaspur and Manipur had framed their Employees' Insurance Courts Rules. Twelve State Governments, viz., U. P. Bihar, Orissa, the Punjab, Madhya Pradesh, Delhi, Ajmer, Bilaspur, Kutch, Vindhya Pradesh, Coorg and Andaman and Nicobar Islands had framed their Employees' State Insurance (Medical Benefit) Rules till the end of the year 1953.

- (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 these regulations which were considered necessary were also published from time to time.

As stated earlier the Scheme framed under the Act is already in force in Kanpur, Delhi and seven industrial centres of the Punjab*. It is proposed to extend the scheme gradually to other industrial centres of India. Five Regional Offices at Delhi, Kanpur, Calcutta, Bombay and Madras are already working. Inspection offices have also been set up throughout the country. To associate various parties connected with the scheme in its efficient working and to deal with local problems more effectively Regional Boards have been set up at Delhi, Kanpur and Calcutta (*ad hoc*) and attempts are being made to constitute similar Boards at Madras and Bombay. The Corporation started collecting employers' special contribution throughout the country with effect from 24th February 1952. Employees' contribution, however, is being collected from only those centres where the Scheme has been put into force. Till the end of the financial year 1952-53 the income from special contributions realised from the employers amounted to Rs. 131.41 lakhs. Net outstanding loans aggregating Rs. 36.42 lakhs taken from the Central Government for meeting the administrative expenses of the Corporation in the earlier years were completely repaid in 1952-53 out of the contributions realised. So far funds to the extent of Rs. 81.42 lakhs have been invested in the Government of India securities.

Working of the Scheme in Delhi and Kanpur.—The information available at present in regard to the working of the Scheme is in respect of Delhi and Kanpur only and the same is given below :

Four local offices at Delhi and 11 at Kanpur have been set up to administer the payment of cash benefits to insured persons. Medical Boards have also been set up at these two places to decide cases relating to the admissibility of permanent disablement benefits. The number of persons insured under the scheme as on 31st March 1953 was 1,15,828 at Kanpur and 56,757 at Delhi. The following statement shows statistics relating to benefits given to workers in Delhi and Kanpur.

* The scheme was extended in the Punjab on 17th May 1953.

TABLE XLII

CASH AND OTHER BENEFITS GIVEN UNDER THE SCHEME IN KANPUR
AND DELHI

Period	1st April 1952 to 31st March 1953			24th February 1952 to 31st March 1953					23rd November 1952 to 31st March 1953.			
Area	Attendance at dispensaries	No. of cases admitted in hospitals	No. of domiciliary visits paid	Disablement claims			Dependants' Benefit		Sickness Benefit		Maternity Benefit	
				No. of accident reports received	No. of disablement 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.		Rs.		Rs.		Rs.
Kanpur	5,92,564	1,168	7,287	6,730	1,881	63,133	2	731	18,225	261,000	6	507
Delhi	3,03,933	226	2,148	2,379	1,237	35,267	2	150	4,775	89,000	6	451
Total	8,97,497	1,394	9,435	9,109	3,138	99,400	4	881	23,000	350,000	12	958

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

The Coal Mines Provident Fund and Bonus Schemes Act was 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-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.

* For the history of the Act see previous issues of the *Year Book*.

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, Hyderabad, Vindhya Pradesh, Rewa, Korca, 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 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 XLIII

NUMBER OF WORKERS WHO EARNED BONUS AND THE AMOUNT OF BONUS PAID DURING 1952-53 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
					Rs.
<i>Bihar—</i>					
June 1952	626	90	56,244	34,580	6,86,538
September 1952	626	143	1,00,778	53,550	9,82,931
December 1952	626	132	1,01,844	58,860	11,06,180
March 1953	626	123	1,02,583	59,266	10,80,979
<i>West Bengal—</i>					
June 1952	234	45	43,909	17,049	3,12,519
September 1952	234	62	40,730	15,406	2,83,619
December 1952	234	69	78,294	27,755	5,00,576
March 1953	234	58	62,573	22,979	4,16,726
<i>Orissa—</i>					
June 1952	7	1	3,131	142	7,567
September 1952	7	2	1,890	458	6,152
December 1952	7	3	4,532	2,050	39,825
March 1953	7	1	741	591	10,389
<i>Vindhya Pradesh—</i>					
June 1952	7	4	3,667	2,344	55,134
September 1952	7	4	3,506	2,393	57,244
December 1952	7	2	2,340	1,561	40,324
March 1953	7	1	872	679	15,122

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, Korba, Vindhya Pradesh and partially excluded areas

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

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.

Under the Scheme every employee whose basic wages do not exceed Rs. 300 p. m. and who earns a bonus under the bonus scheme is required to become a member of the Fund. 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 $1/16$ th 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. 11 per week. No contribution is payable in respect of persons whose basic wages in any particular week are up to 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. It consists of an equal number of representatives of Government, employers and workers. The Central Office of the Fund is functioning at Dhanbad with the Coal Mines Provident Fund Commissioner as the Chief Executive Officer of the Fund.

During the year 1952-53 a sum of Rs. 62,20,662 was contributed to the Fund by employers and employees in equal proportion. The total number of subscribers to the Fund was 6,63,323. Till 31st October 1953 Government securities of the face value of Rs. 3,71,21,800 were purchased by the Fund. 12,237 employees were paid their Provident Fund dues amounting to Rs. 11,78,441.

(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 Funds 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 a 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 Funds 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 8½ 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 the 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 (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

* 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.

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 contribution payable by him and in respect of him is not to 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 is 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 office of the Fund is also required to maintain an account for each member in which all contributions paid by the member or 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	Employer's 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 then 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 upto a maximum of the

employer's 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 a Chairman and representatives of State Governments, workers and employers affected by the Scheme and the Central Government. The Central Government are also authorised to constitute similar Boards for each State. 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 that State. The amount so transferred is to constitute a separate State Fund for that State. 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.*

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. By 1st November 1952 all the provisions of the Scheme came into force. From that date collection of contributions from wages earned on and from that date also started. Up to the end of September 1953, 1,675 factories employing 13,36,269 workers were covered by the Act. Of these 468 factories employing 7,96,179 were granted exemptions. The total amount collected as contributions amounted to Rs. 4,90,32,683. The Central Government have fixed 3 per cent. of the total employers' and employees' contributions as administrative charges payable by non-exempted factories. Up to 30th September 1953 a sum of Rs. 16,08,197 was collected as administrative charges. The Central Government have also fixed $\frac{3}{4}$ per cent. of the total employers' and employees' contributions collected in each month as inspection charges on exempted factories.

In accordance with the provisions of the Scheme a Central Board of Trustees was constituted on 31st October 1953. The Secretary, Ministry of Labour, is the Chairman of the Board. For purposes of implementing the Scheme the whole of India has been divided into 19 regions, viz., Ajmer, Bhopal, Bihar, Bombay, Delhi, Hyderabad, Kutch, Madhya Pradesh, Madhya Bharat, Madras, Mysore, Orissa, Punjab, P.E.P.S.U., Rajasthan, Saurashtra, Travancore-Cochin, Uttar Pradesh and West Bengal. In almost all these regions regional offices

* For details regarding the constitution, etc., of the Central Board, State Boards and Regional Boards see the 1951-52 issue of the *Year Book*.

are located at the capital of the State concerned. Regional Committees as required under para. 4 of the Scheme have been formed in Bombay, Bihar, Madras, Madhya Bharat, West Bengal and Uttar Pradesh.

(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. 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 the State Government in the State Legislature in September 1953. It was passed into an Act on 4th November 1953.

Among the new States, Acts on the subject were passed by the Governments of Mysore in 1937, Hyderabad in 1940, Bhopal in 1943 and Travancore-Cochin in 1952. The Bombay Maternity Benefit Act was adapted by the Government of Saurashtra in 1948 and by the Government of Madhya Bharat in 1949. 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, the Punjab and Orissa the Acts apply to women employed in all regulated factories. The Bombay Act, however, applies only to certain notified districts and towns. Till recently the Bihar Act applied only to non-seasonal factories. By an Amending Act passed in May 1953 the Act now applies to all factories, except those engaged in cotton or jute pressing, manufacture of lac or sugar (including gur), covered by the Factories Act, 1948. 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 Indian Mines Act, 1923.

* The Rajasthan Maternity Benefit Bill, 1953 was published in the *Rajasthan Gazette Extraordinary* dated 7th February 1953. The Bill was passed into an Act on 12th December 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 XLIV
BENEFITS UNDER THE 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—Re. 0-11-6 per day in addition to usual food concession.
	Nil in the case of immigrant women if pregnant at the time of arrival in Assam.		Other industries—Average weekly earnings subject to a minimum of Rs. 2 per week.
2. Bhopal State Maternity Benefit Act, 1943.	9 months' service preceding the date of notice.	8	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.	9 months' service preceding the date of notice.	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. Orissa	6 months' service preceding the date of notice.	7	Actual daily wage or salary subject to a minimum of As. 12 per day.
9. Punjab Maternity Benefit Act, 1933.	9 months' service preceding the date of delivery.	60 days	Average daily earnings or As. 12 per day whichever is greater.

(1)	(2)	(3)	(4)
10. 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.*
11. 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.
12. (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).
13. 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.
14. 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,

* 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.

maternity bonus, provision of crèches, additional rest intervals, etc. Of these, the Assam Act merely provides for 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 mid-wife or other trained persons. Both in Bihar and U.P., a woman worker who avails herself of the services of a qualified mid-wife or a trained woman health visitor at the time of her confinement is entitled to a bonus of Rs. 3. 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 Inspector of Factories in the various States and published in annual reports. The following table gives details regarding maternity benefits paid during 1952 in some of the States and in mines.

TABLE XLV

MATERNITY BENEFIT PAID IN DIFFERENT STATES AND IN MINES
DURING THE YEAR 1952

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.
(1)	(2)	(3)	(4)	(5)	(6)
Assam	2,31,708	44,492	43,377	36	24,75,096
Bihar	11,963	893	888	..	81,187
Bombay	49,065	4,235	4,096	..	1,73,374*
Madhya Pradesh ..	18,593	527	508	..	25,915
Madras	92,655	4,328	4,045	..	1,59,274
Punjab	2,451	14	14	..	773
Uttar Pradesh ..	1,255	83	78	10	6,630
West Bengal ..	92,624	16,381	14,933	7	9,91,215
Ajmer	886	27	25	..	524
Bhopal	209	6	6	..	161
Delhi	485	16	14	..	325
Hyderabad ..	7,328	742	523	..	35,794
Mysore	2,691	373	372	..	31,582
Mines	98,209	9,554	9,106	1,414	3,63,343

* Includes 36 cases in which special benefits were paid.

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.

* For statistics relating to trade unions see section on Trade Unions, Chapter IV pp 149—163.

(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 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 1950-51 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 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. In P.E.S.U., the Labour Commissioner and the District and Sessions Judges have been declared to be the Certifying Officer and Appellate Authorities respectively.

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 Central Government have appointed the Assistant Labour Commissioner

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

† See page 130.

(Central) as the Certifying Officer in respect of Central Government Undertakings, for which the respective Ministries are to submit draft Standing Orders.

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 Millowners' 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 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, notified by the State Government in respect of industrial establishments generally or of that class of industrial establishments shall apply to such industrial establishments.

Table XLVI shows the progress of certification of standing orders in different States during 1952.

As in previous years the progress of certification continued to be slow in most of the States during 1952. From the annual reports received from the administering authorities it would appear that the slow progress is largely due to lack of co-operation from employers. In some of the States workers continued to express their dissatisfaction over the limitations imposed on the powers of Certifying Officers to adjudicate upon the fairness or reasonableness of draft Standing Orders submitted by the employers.

* Notification No. 157 Dis. D/LA/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.

TABLE XLVI

WORKING OF THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946
DURING 1952

State	Estimated number of establishments covered by the Act	Number of applications for certification or modification of Standing Orders				Number of establishments having certified Standing Orders at the end of the year	Number of establishments having certified Standing Orders at the beginning of the year
		Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year		
Assam	824	44	9	36 [†]	17	604	585
Bihar	454	32	28	17	43	141	124 [*]
Bombay	416	253	76	122 [†]	251	173	58 [*]
Madhya Pradesh.	125	10	1	5	6	29	24
Madras	810	62	91	60 [§]	96	747	707
Orissa	19	4	5	1	8	10	9
Punjab	194	74	41	12	103	50	38
Uttar Pradesh.	970	307	53	31 [@]	329	497	468 [*]
West Bengal.	1,189	107	75	145	37	1,082	937
Ajmer	6	..	1	1 [¶]	..	6	6
Bhopal	9	3	..	1	2	1	..
Coorg	80	..	2	1	1	79	78
Delhi	43	5	14	4	15	29	25
Mysore	95	..	4	..	4	76	76
Rajasthan	44	5	8	5	8	5	..
Andaman [‡]	1	..	..	..	..	1	1
Central sphere under-takings.	967	129	95	50	174	439	405||
Total	6,246	1,035	506	491	1,694	3,969	3,541

* Revised.

† Three applications related to modifications of Standing Orders. Four applications related to establishments which had certified Standing Orders for certain category of employees and they applied for certification of Standing Orders in respect of other category of employees.

‡ 17 applications related to establishments not covered by the Act and hence were not considered.

§ 6 applications related to establishments not covered by the Act and hence were not considered. 14 applications related to modification.

|| Provisional.

@ Two applications related to modification of Standing Orders.

¶ The application related to certification of Standing Orders for clerks in three textile mills which had certified Standing Orders for other category of employees.

(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.† A brief summary of the Act as it stands now is 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 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*. The Act authorises Government 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

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

† For more details see 1951-52 issue of the *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.

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 workmen 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 cost is 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 April 1949. The amending Act also authorised the State Government to declare even those industries which are not mentioned in the schedule to the Central Act as public utility services.*

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.

As the Industrial Disputes Act does not contain any provision for transferring industrial disputes from one Tribunal to another and since the Mysore Government considered that such a provision was necessary they introduced a Bill to amend the Act in its application to Mysore State in the State Legislature in March 1953. This Bill was passed into an Act in July 1953.

On 27th August 1953 the Government of Punjab promulgated an Ordinance called the Punjab Industrial Disputes (Validation of Proceedings) Ordinance, 1953. The Ordinance declared that notwithstanding anything contained in Section 7† of the Industrial Disputes Act, 1947 no award made or proceedings held before the commencement of the Ordinance by the Punjab Industrial Tribunal constituted under Section 7 of the Act will be invalid or deemed ever to have been invalid merely by reason of the fact that any appointment to the Tribunal was made without the approval of the High Court of Punjab. It further declared that notwithstanding any judgment, decree or order of any court all such awards or proceedings will be deemed to have been duly made or held as if the Tribunal was validly constituted and any proceedings pending before the Tribunal on 1st June 1953 may be continued before a Tribunal duly constituted under the Act from the stage immediately reached before that date.

(d) 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.

* For details see the 1948-49 issue of the *Year Book*, p. 103. The Schedules specifies only five industries and they alone can be declared as public utility services under the Central Act.

† Relates to the Constitution of Tribunals and qualifications of members of Tribunals.

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 or provident fund, (d) any sum paid or payable to, or on behalf of, the workman to defray special expenses entailed on him by the nature of his employment, (e) gratuity payable on discharge, (f) classification by grades, (g) retrenchment, and (h) any other matter which may be prescribed by rules made under the Act. No appeal, however, can be preferred by any party (i) from any award made by the Industrial Tribunal appointed by the Government of India in June 1949 to decide industrial disputes in banking companies, or (ii) from any award or decision of an Industrial 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 an aggrieved party or by the appropriate Government, or the Central Government, where it is not the appropriate Government, irrespective of the fact whether the Government concerned was a party to the dispute or not. The Act provides that all appeals must be preferred within thirty days from the date of publication of the award or decision concerned or within thirty days from the date of making the award or decision where no provision for the publication of the award has been made. The Appellate Tribunal, however, is entitled to entertain an appeal even after the expiry of the above period if it is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time. It is authorised to stay the implementation of any award or decision which is under appeal if it is satisfied that its implementation would produce serious results on the industry concerned or other industries or on workmen employed in such industry or industries.

The Appellate Tribunal is entitled to confirm, vary or reverse the award or decision appealed from and to award reliefs to the appellant. It is also entitled to determine and award costs of, and incidental to, any proceedings before it. The decisions of the Appellate Tribunal become binding on the expiry of thirty days from the date of their pronouncement. The appropriate Government can, however, reject or modify any decision, before the expiry of the period of thirty

days, if they feel that it would be inexpedient on public grounds to give effect to the whole or any part of the decision. In all such cases it is obligatory on the part of the Government concerned to place the decision together with their reason for rejecting or modifying it before the appropriate Legislature as soon as possible.

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

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

* See page 121

Bench is authorised to hear appeals from Assam, Bihar, Delhi, Himachal Pradesh, Manipur, Orissa, P.E.P.S.U., 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.

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 States 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.

* A third bench has since been constituted at Lucknow.

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 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.

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

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 SETTLEMENTS 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 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.

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

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 was amended again in May 1953 by an Ordinance. This Ordinance was issued to meet certain difficulties which arose as a result of judicial decisions to the effect that the State Government did not possess powers under the U.P. Industrial Disputes Act, 1947 to extend from time to time the period originally fixed for declaration or pronouncement of their awards by the Industrial Tribunals or Adjudicators. The Ordinance specifically empowered the Government in this behalf and also validated the orders passed by them in the past, granting such extensions. The Ordinance was replaced by an Act passed in October 1953.

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

THE LABOUR RELATIONS BILL

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.

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

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, 1948, 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 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. 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 deputed 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.

The Industrial Statistics Act, 1942 and the Hyderabad Collection of Statistics Act (No. 17 of 1357 Fasli) would be repealed by the Collection of Statistics Act, 1953, which received the assent of the President on 18th September 1953. The Central Government has not yet notified the date from which the collection of Statistics Act would come into force. This Act mainly reproduces the provisions of the Industrial Statistics Act with some alterations. The major changes are as follows. It broadens the scope of the units from which statistics may be collected, in as much as it provides for the collection of statistics on (a) any matter relating to any industry or class of industries, and (b) any matter relating to any commercial or industrial concern or class of industrial or commercial concerns and particularly any matter relating to factories. In regard to the matters connected with the welfare and conditions of labour as enumerated above in connection with the Industrial Statistics Act, the subjects of Labour Turnover and Trade Unions have been specifically added. Another major difference from the provisions of the Industrial Statistics Act lies in the fact that it empowers the Central Government to start collection of statistics in the States on its own, besides retaining the power of the Central Government to issue directions to a State Government as to the carrying into execution of the Act in the State. There is a safeguard that the Central Government would not issue any similar directions for the collection of statistics relating to any matter so long as the collection of statistics by the State Government remains to be completed, except in cases where statistics have to be collected with reference to two or more States. A similar safeguard is made in respect of State Government issuing similar directions in respect of any matter so long as the collection of statistics by the Central Government remains to be completed. The State Governments are not empowered to issue any directions for collecting statistics relating to any matter falling under any of the entries specified in List I in the Seventh Schedule to the Constitution. The new Act also provides for the Rules to be laid before the Parliament or the State Legislature, as the case may be.

Administration and Enforcement.—So far as the collection of statistics relating to factories is concerned, the Governments 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, 1948 and 1949 have now been published. Some statistics for 1950 and the subsequent years have been published in some of the issues of the Monthly Statistics of Production of Selected Industries in India. In addition to 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. During the year ending September 1953, West Bengal and Rajasthan published the Rules in their official gazettes for eliciting public opinion. Bhopal and Madhya Pradesh published the final Rules for enforcement. Thus, of Part A States only U.P., Orissa, Assam and West Bengal and of Part B States, Madhya Bharat and Rajasthan, have yet to enforce the Rules. Among the Part C States, Bhopal published the final Rules in June 1953 leaving only Vindhya Pradesh, Manipur, Tripura and Kutch, which have yet to do so. Himachal Pradesh has no factories, which can be covered under the Rules and hence has no need to publish the Rules. The States of Bihar, Bombay, Madras, Punjab, Hyderabad, Pepsu, Saurashtra, Travancore-Cochin, Ajmer, Delhi and Coorg continued to collect the returns under the Act. The response in furnishing the information required under the Rules was comparatively better during the year under review.

From a scrutiny of the data so far received it appears that the units furnishing the information are getting familiar with the requirements of the Rules and that it would not be long before information in the proper form would flow regularly through the returns under the Industrial Statistics Act, Labour Rules. There is some difficulty in supplying correct data on absenteeism, but their proper significance was explained to the employers. The treatment of casual labour for the purposes of furnishing the labour statistics gave rise to a number of references from the States. Necessary instructions for dealing with it on a uniform basis were issued. Some spade work for tackling the problems of applying the Rules to the Ports was undertaken. The main difficulty affecting the speedy progress of the collection of statistics under the Rules is raised by the problem of finding adequate finances. This is engaging the attention of the Central and the State Governments.

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, has 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 debts. After enquiring into the facts of the case, including the worker's wages, and the number of dependants, the Court decides upon the amount which the worker should repay within a reasonable time. The amount of wages which the worker may be required to pay for the liquidation of debt in one month varies from one-sixth to one-third. 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.

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

* Report of the Royal Commission on Labour in India, p. 233.

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

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) Port quarantine, including hospitals connected therewith; seamen's and marine hospitals.
- (3) Regulation of labour and safety in mines and oilfields.
- (4) Industrial disputes concerning Union employees.
- (5) Union agencies and institutions for :
 - (a) professional, vocational or technical training; or
 - (b) the promotion of special studies or research.
- (6) Enquiries, surveys and statistics for the purpose of any of the matters in this list.

(ii) *Concurrent List :*

- (1) Economic and social planning.
- (2) Trade Unions; industrial and labour disputes.
- (3) Social Security and Social Insurance; employment and unemployment.
- (4) Welfare of labour including conditions of work, provident fund, employers' liability, workmen's compensation, invalidity and old age pensions and maternity benefits.
- (5) Vocational and technical training of labour.
- (6) Factories.
- (7) Inquiries and statistics for purposes of any of the matters specified in the Concurrent List and the State List.

(iii) *State List :*

Relief of the disabled and unemployable.

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) Office of the Controller of Emigrant Labour, Shillong, (xiii) Offices of the Industrial Tribunals, Dhanbad and Calcutta, (xiv) Office of the Labour Appellate Tribunal (Central), Calcutta, Lucknow and Bombay, (xv) Office of the Director General, Employees' State Insurance Corporation, New Delhi, and (xvi) Office of the Central Provident Fund Commissioner, New Delhi.

Ministry of Labour (Secretariat).—The Secretariat of the Ministry of Labour is the centre for the consideration of all questions concerning labour as far as the Government of India are concerned. It is the central administrative machinery for the formulation of labour policy, for enforcement of labour laws and for the promotion of labour welfare. The policy laying activity covers subjects like closer co-operation between labour and management, better industrial relationship and increasing production. It co-ordinates the activities of the State Governments in the labour sphere. It also forms the Secretariat for the Tripartite Labour Conferences and Committees connected with particular industries, convened by the Government of India and is the channel for India's participation in the activities of the International Labour Organisation.

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

* Now Andhra.

† Pp. 28-32.

view to furnishing data required for the formulation of policy, (e) editing the monthly *Indian Labour Gazette*, and (f) compiling and editing a Labour Code of various legislative enactments and the statutory rules made thereunder, and a Labour Year Book giving an authoritative description of labour affairs in the country.

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

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

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

- (1) conciliation ; assistance in the formation and maintenance of voluntary machinery in industrial establishments ; the prevention and settlement of trade disputes ; maintenance of information regarding wage rates and conditions of work and maintenance of continuous touch with the employers and work people, so far as the 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 in cases (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), fifteen Conciliation Officers and forty-nine 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 assisted in his work by a Coal Mines Labour Welfare Fund Advisory Committee and a Coal Mines Labour Housing Board. The Coal Mines Welfare Commissioner is also responsible for the administration of the Mines Maternity Benefit Act, 1941 and enforcement of the Mines Crèche Rules, 1946 and Pithead Bath Rules, 1946 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, Dhanbad and Offices of the Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Madras, Nellore, Rajasthan, Jaipur and Ajmer.*—These four officers are responsible for the administration of the Mica Mines Labour Welfare Fund Act, 1946, in the mica mining areas of Bihar, Madras, Rajasthan and Ajmer respectively.

Office of the Chief Inspector of Mines.—The functions of this office are : (a) enforcement of the 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 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 and the Indian Coal Statistics. He also publishes a monthly Coal Bulletin which contains statistics regarding employment, absenteeism, output, hours of work, wages, production, despatches, stock, etc.

The Chief Inspector of Mines is assisted by one Deputy Chief Inspector, nine Inspectors, nineteen Junior Inspectors, seven Assistant Inspectors, a Statistician, a Personal Assistant† 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 Regulation, 1948. It

* Now Andhra.

† Now designated Administrative Officer.

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; setting up of a Central Labour Institute comprising (i) a Museum of Industrial Safety, Health and Welfare, (ii) an Industrial Hygiene Laboratory, (iii) a Training Centre, (iv) a Library-cum-Information Centre, and (v) a National Productivity Centre.

The Chief Adviser, Factories, is assisted in his work by three Deputy Chief Advisers and six Inspectors. They are all at headquarters except three Inspectors who are at 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); and (b) recruitment and repatriation of labour from estates and inspection of tea gardens and depots.

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, Central undertakings, major ports, mines, banks and insurance companies having branches in more than one State and oilfields 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 Standing 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 each at Bombay and Lucknow 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.

Office of the Director-General, Employees' State Insurance Corporation.—This is a statutory institution set up to administer the Employees' State Insurance Act, 1948, which provides for sickness, maternity, disablement and dependents' benefits as well as medical benefit to workers employed in factories throughout the Indian Union. The Corporation will directly render all the services except medical benefit which will be organised by the States.

The Executive Committee of the Corporation is the Standing Committee. The principal executives are the five Principal Officers mentioned in the Act, namely, the Director-General, the Medical Commissioner, the Insurance Commissioner, the Chief Accounts

Officer and the Actuary. The Director-General controls and co-ordinates the work of the other four Principal Officers. The Employees' State Insurance Scheme was introduced in Delhi and Kanpur from the 24th February 1952, in seven industrial centres in Punjab from the 17th May 1953 and in Nagpur from the 11th July 1954.

Office of the Central Provident Fund Commissioner.—This organisation was set up in September 1952, for the administration of the Employees' Provident Funds Act, 1952, and the Employees' Provident Funds Scheme, 1952, framed under Section 5 of the Act. The Central Provident Fund Commissioner is the Chief Executive Officer of the Central Board of Trustees constituted under this Scheme and is subject to its general control and superintendence. He has under his control nineteen regional offices and eight accounts offices.

MACHINERY FOR THE COLLECTION AND DISSEMINATION OF LABOUR INFORMATION IN 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 various labour laws.

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 dissemination of labour statistics and other allied information on additional Factory Inspectors.

BIHAR

The Labour Commissioner 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. A Statistics Authority has been appointed under the Industrial Statistics Act and there are two statistical specialists for the compilation of cost of living index numbers and the collection of statistics of strikes, lockouts, etc.

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. He is also the Statistics Authority appointed under the Industrial Statistics Act.

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*. Statistics relating to attendance, hours of work and earnings are being collected on a statutory basis from September 1953.

MADRAS

The labour laws in the State are administered chiefly by the Labour Commissioner. Statistics under the Industrial Statistics Act and the Census of Manufacturing Industries Rules are being collected by the Director of Statistics, who also 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.

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.

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 Publicity and 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. One of the Deputy Labour Commissioners is in charge of these sections for purposes of general supervision and co-ordination. The section collects statistics relating to strikes, closures and lay-offs, absenteeism, etc., and compiles the working class cost of living index numbers for Kanpur. The collection of retail prices of commodities generally consumed by working class people at Lucknow, Allahabad, Gorakhpur, Meerut, Bareilly and Agra was started.

WEST BENGAL

The labour laws in the State are administered by several Directorates under the Labour Departments such as the Labour Directorate, the Shops and Establishments Directorate and the Factories Directorate. 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. Statistics relating to employment, wage rates and dearness allowance in factory establishments and employment in non-factory and commercial establishments, strikes and lockouts and industrial disputes not involving work stoppages are also collected and compiled.

HYDERABAD

The Labour Commissioner's office collects statistics relating to industrial disputes, absenteeism, accidents, etc., as well as statistics under the Industrial Statistics (Labour) Rules. The cost of living index is compiled by the Statistics Department.

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

MADHYA BHARAT

A Statistical Officer assisted by three Statisticians 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. Statistics on employment, attendance, hours of work and wages of industrial workers are collected by the Statistics Section in the Directorate of Industries under the Industrial Statistics (Labour) Rules, 1952.

RAJASTHAN

The Labour Commissioner is responsible for the administration of Labour Acts. 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. The Labour Officer who also functions as Statistics Authority, Ajmer under the Industrial Statistics Act collects statistics relating to Census of Manufacturing Industries, employment, etc.

EHOPAL

The Director of Labour has been appointed as Statistics Authority under the Industrial Statistics Act. There is also one Statistician in the Labour Department for the collection and dissemination of labour statistics.

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 Statistics Officer who has been appointed Statistics Authority under the Industrial Statistics (Labour) Rules collects labour and other statistics.

TRIPURA

The Labour organisation has one Labour Officer and two Labour Inspectors who collect information in respect of labour.

CHAPTER IV INDUSTRIAL RELATIONS

1. 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 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.

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. Nevertheless, the data contained in this section are divided, as in the past, into two parts (i) those relating to the nine Part A and five Part C States (Ajmer, Bhopal, Coorg, Delhi and Kutch), and (ii) those furnished by five Part B States (Hyderabad, Madhya Bharat, Mysore, Saurashtra and Travancore-Cochin).†

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.

*For detailed provisions of the Indian Trade Unions Act, 1926, see chapter II, pp. 115—118 of this Year Book.

†As the Returns received from Rajasthan were incomplete they have not been included.

TABLE XLVII
REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP^a

Year	Number of registered trades union	Number 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	2,32,270	5,090	2,37,360	1,415	2.1
1937-38 ..	420	343	3,75,409	14,703	3,90,112	1,137	3.8
1938-39 ..	562	391	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	4,94,315	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	8,73,073	36,315	8,89,388	1,552	4.1
1945-46 ^b ..	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	15,40,630	1,02,399	16,42,929	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 ^c	19,48,966	1,06,424	20,55,390	877	6.1
1951-52 ..	3,744	2,291 ^d	17,28,083	1,16,061	18,53,213 ^e	808	6.3

^aStatistics up to the year 1945-46 relate to undivided India.

^bExcluding the Punjab.

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

^dMembership figure for one union is not known.

^eSex distribution of 9,069 members not known.

The number of registered trade unions in 1951-52 was 3,744 as against 3,766 in 1950-51. The number of trade unions submitting returns, however, increased from 2,002 in 1950-51 to 2,291 in 1951-52. Large increases in the number of registered State unions are noticeable in the States of Bihar (52), Orissa (60), Punjab (52) and Delhi (30).^{*} The States of Bombay, Madras and Uttar Pradesh show a decrease in the number of registered unions by 76, 130 and 39 respectively. The variations in other States are comparatively small.

Of the 3,744 registered trade unions, 3,656 were workers' organisations and the remaining 88, employers' organisations. While the number of workers' organisations decreased from 3,714 in 1950-51 to 3,656 in 1951-52, the number of employers' organisations, increased from 52 to 88 during the same period. The number of Central Unions, i.e., unions whose objects are not confined to one State was 130 during 1951-52, as against 112 in 1950-51.

Membership.—The total membership of 2,290 unions (excluding one union for which membership figures are not available) submitting returns was 18,53,213 in 1951-52, as against 17,56,971 for the year 1950-51 in respect of 2,002 unions. The following table gives information regarding the number of unions on registers, number submitting returns and their membership, separately for workers' and employers' unions.

TABLE XLVIII

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS AT THE END OF THE YEAR 1951-52

Trade Unions	No. of unions on registers	No. of unions submitting returns	Membership of unions submitting returns
Employers' Organisations	88	39	5,922
Workers' Organisations	3,656	2,252	18,47,291
Total	3,744	2,291	18,53,213

The total number of women trade unionists at the end of the year 1951-52 was 1,16,061 as against 1,06,424 during the previous year. The percentage of women members to total was 6.3 during 1951-52 as against 6.1 in 1950-51.

The following table shows the regional distribution of registered trade unions and their membership for the year 1951-52.

[†]The figures in brackets indicate the increase in the number of unions in 1951-52, compared to 1950-51. N

TABLE XLIX

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS AT THE END OF 1951-52 BY STATES

	No. of unions on registers	No. of unions furnishing information	Membership of unions submitting returns		
			Men	Women	Total
Central Unions	130	88	4,31,156	1,455	4,32,611
<i>State Unions</i>					
Assam	64	41	75,724	15,108	97,654*
Bihar	506	271	1,99,579	33,029	2,32,608
Bombay	521	382	2,88,899	25,769	3,16,915
Madhya Pradesh	111	67	34,833	5,288	40,121†
Madras	619	357	1,43,267	19,997	1,63,264
Orissa	104	32	17,226	1,983	19,209
Punjab	106	69	11,912	196	12,108
Uttar Pradesh	518	404‡	1,63,187	2,025	1,65,212
West Bengal	921	469	3,24,761	9,969	3,34,730
Ajmer	20	19	4,815	651	5,466
Bhopal	5	5	1,540	32	1,572
Coorg	1	1	315	..	315
Delhi	117	85	30,550	459	31,009
Kutch	1	1	319	100	419
Total	3,744	2,291	17,28,083	1,18,081	18,53,213

The State-wise distribution of 88 Central Unions (including four employers' unions) submitting returns, was as follows : West Bengal—27 (including three employers' unions); Bombay—26; U. P.—13; Madras—11 (including one employers' union); Delhi—8; and one each in Bihar, Madhya Pradesh and Punjab. The average membership of 88 Central Unions at the end of the year 1951-52 was 4,916; the corresponding average in respect of 74 such unions, during the

*Including 6,822 members whose sex distribution is not known.

†Including 2,247 members whose sex distribution is not known.

‡Membership figures for one union not available.

previous year was 4,393. The figures of average membership, etc., of State Unions at the end of the year 1950-51 and 1951-52 are given below :

	Number of State Unions submitting returns	Average membership
1950-51	1,928	743
1951-52	2,202	645

The average membership of State Unions has gone down by about 13 per cent. between 1950-51 and 1951-52. The States of Bihar, Bombay, Madras, Uttar Pradesh and West Bengal claimed about 85 per cent. of the total number of State unions submitting returns ; the percentage of membership to total in these States at the end of the year 1951-52 was also the same, namely, 85.

Industrial Classification.—The number and membership of workers' unions, classified according to industries is given in the following table.

TABLE L

NUMBER AND MEMBERSHIP OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1951-52 CLASSIFIED ACCORDING TO INDUSTRIES

Industry	No. submitting returns	Membership at the end of the year		
		Men	Women	Total
I. Agriculture and allied activities ..	60	84,390	25,412	1,18,504
(a) Plantations	34	80,114	24,418	1,13,234
(b) Gins and Presses	3	576	763	1,339
(c) Others	23	3,700	231	3,931
II. Mining and Quarrying	81	1,06,037	26,654	1,32,691
(a) Coal	57	70,470	19,576	90,046
(b) Others	24	35,567	7,078	42,645
III. Manufacturing	924	6,66,080	51,596	7,12,643
(a) Food, beverage and tobacco	251	1,14,354	8,625	1,22,979
(b) Textile	218	3,17,631	30,901	3,48,532
(i) Cotton	136	2,32,828	25,023	2,57,851
(ii) Jute	45	51,958	4,653	56,611
(iii) Others	37	32,845	1,225	34,070
(c) Clothing, footwear, etc.	17	15,532	243	15,775
(i) Clothing	2	423	..	423
(ii) Footwear	4	11,198	4	11,202
(iii) Other wearing apparel and made up textile goods.	11	3,911	239	4,150
(d) Wood and Cork	12	3,024	231	3,255
(e) Paper and paper products	13	6,828	316	7,144
(f) Printing, publishing and allied trades	75	29,745	47	29,792

TABLE L—*contd.*

Industry	No. submitting returns	Membership at the end of the year		
		Men	Women	Total
III. Manufacturing— <i>contd.</i>				
(g) Leather and Leather products	13	4,247	153	4,400
(h) Rubber products	8	4,776	..	4,776
(i) Chemical and chemical products	72	28,945	1,590	30,535
(j) Non-metallic mineral products	47	20,337	3,127	23,464
(i) Cement	19	12,409	1,516	13,925
(ii) Others	28	7,928	1,611	9,539
(k) Basic Metal industries	42	69,574	2,597	76,171
(i) Iron and Steel	38	69,110	2,581	71,691
(ii) Others	4	464	16	480
(l) Metal products	34	10,069	155	10,224
(m) Machinery	50	13,197	833	14,030
(i) General	38	10,149	711	10,860
(ii) Electrical	12	3,048	122	3,170
(n) Transport Equipment	5	1,334	..	1,334
(o) Others	67	27,087	2,778	30,232
IV. Construction	38	14,404	47	14,451
V. Electricity, gas, water and sanitary services.	161	27,690	3,434	31,124
VI. Commerce	369	91,357	294	91,651
(a) Wholesale and retail trade	131	33,135	199	33,334
(b) Banking and insurance	156	33,437	66	39,503
(c) Others	82	18,785	29	18,814
VII. Transport, Storage and Communication	271	6,42,397	2,450	8,92,421
(a) Railways	70	4,65,708	1,238	4,66,946
(b) Tramways	6	8,574	3	8,577
(c) Motor Transport	96	29,490	70	29,560
(d) Seamen	22	28,061	2	28,063
(e) Docks and Ports	29	68,430	473	68,903
(f) Posts and Telegraphs	9	64,024	220	64,244
(g) Others	39	38,110	444	38,554
VIII. Services	196	44,838	2,736	47,574
IX. Miscellaneous	153	44,377	3,429	47,806
Total	2,252	17,22,170	1,16,052	18,47,291

The group 'Manufacturing' accounted for the largest number of unions, viz., 41 per cent. of the total and the membership of these unions at the end of the year 1951-52, was 38 per cent. of the total membership. The average membership was high in the following groups: Posts and Telegraphs—7,138; Railways—5,813; Plantations—3,330; Footwear—2,800; Docks and Ports—2,375; Cotton textiles—1,896; Iron and Steel—1,886; and Coal—1,580. The unions in the cotton textile group in the States of Bombay, Madras, U. P., and West Bengal claimed about 76 per cent. of all the unions in this group and 89 per cent. of membership. In the jute industry in West Bengal, there were 34 unions, out of a total of 45 in the industry; the membership of these 34 unions was 49,180 (86.9 per cent.) out of a total of 56,611.

Size of the Unions.*—Frequency distribution of registered trade unions, submitting returns for 1951-52, according to membership is given below :

TABLE LI

FREQUENCY DISTRIBUTION OF REGISTERED TRADE UNIONS SUBMITTING RETURNS ACCORDING TO MEMBERSHIP

Membership	Unions furnishing figures of membership		Percentage to total	
	Number	Membership	Number	Membership
<i>Below 50</i>	358	11,119	15.6	0.6
<i>50 to 99</i>	391	27,710	17.1	1.5
<i>100 to 299</i>	722	1,28,207	31.5	6.9
<i>300 to 499</i>	239	93,013	10.4	5.0
<i>500 to 999</i>	281	1,98,365	12.3	10.7
<i>1,000 to 1,999</i>	161	2,19,723	7.0	11.9
<i>2,000 to 4,999</i>	75	2,29,631	3.3	12.4
<i>5,000 to 9,999</i>	34	2,43,692	1.5	13.1
<i>10,000 to 19,999</i>	15	2,10,442	0.7	11.4
<i>20,000 and over</i>	14	4,91,311	0.6	26.5
Total	2,290†	18,53,213	100.0	100.0

Out of 2,290 unions submitting returns 722 unions or 31.5 per cent. of the total were in the group whose membership was between 100 to 299 and they accounted for nearly 7 per cent. of the total membership. Another 749 unions, each with a membership of 99 or less (forming 32.7 per cent. of the total number of unions) claimed 2.1 per cent. of the total membership. These two groups, together accounted for 64.2 per cent. of the total number of unions, and 9.0 per cent. of the membership. It is, therefore, obvious that the small-sized unions continue to predominate. At the other end of the distribution are 29 unions (or 1.3 per cent. of the total) each with a membership of 10,000 and above and accounting for 37.9 per cent. of the total membership.

Trade Union Finances.—The following table gives details regarding general funds of trade unions in 1951-52 separately for workers' and employers' organisations.

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

† Excludes one union whose membership is not available.

TABLE LII

GENERAL FUNDS OF REGISTERED TRADE UNIONS SUBMITTING RETURNS FOR THE YEAR 1951-52

	No. of unions submitting returns	Opening Balance	Income	Expenditure	Closing Balance
		Rs.	Rs.	Rs.	Rs.
<i>Workers' Unions</i>					
Central Unions	84	2,96,346	7,23,405	6,78,689	3,44,062
State Unions	2,168	32,63,766	42,97,433	38,30,130	37,31,069
Total ..	2,252	35,63,112	50,20,838	45,08,819	40,75,131
<i>Employers' Unions</i>					
Central Unions	4	11,68,392	15,54,795	1,910,574	8,12,613
State Unions	35	22,09,148	9,67,214	7,27,206	24,49,156
Total ..	39	33,77,540	25,22,009	26,37,780	32,61,769
Grand Total ..	2,291	69,40,652	75,42,847	71,46,599	73,36,900

As in the past, the few employers' unions (about 1.7 per cent. of the unions submitting returns) accounted for a large proportion of the income and expenditure. Their income and expenditure formed 33.4 per cent. and 36.9 per cent. respectively, of the total. Their average income was Rs. 64,667 and their average expenditure Rs. 67,635. The corresponding averages in respect of 2,252 workers' unions were : income—Rs. 2,230 ; expenditure Rs. 2,002. The four employers' Central Unions namely ; (i) The South Indian Sugar Mills' Association, Madras ; (ii) The Indian Sugar Mills Association, (West Bengal) ; (iii) The Indian Jute Mills Association ; and (iv) Indian Paper Mills Association. accounted for about one-fifth of total income of all trade unions and about one-fourth of the expenditure.

Items of Income and Expenditure.—The two tables below give the percentage distribution of (i) income according to sources and (ii) expenditure by items.

TABLE LIII

PERCENTAGE DISTRIBUTION OF INCOME ACCORDING TO SOURCES

Sources of income	All unions	Trade Unions				Fede- rations
		Workers' Unions		Employers' Un- ions		
		State	Central	State	Central	
Contributions from members ..	73.8	73.0	84.9	72.0	71.8	75.5
Donations	8.4	13.1	4.5	4.2	0.1	16.8
Sale of periodicals, etc. ..	0.2	0.3	0.5	0.1	..	0.1
Interest on Investments ..	0.6	0.4	0.1	2.6	0.1	4.0
Miscellaneous	17.0	13.2	10.0	21.1	28.0	3.6

TABLE LIV
PERCENTAGE DISTRIBUTION OF EXPENDITURE ACCORDING TO ITEMS OF EXPENDITURE

Items of expenditure	All Unions	Trade Unions				Fede- rations
		Workers' Unions		Employers' Un- ions		
		State	Central	State	Central	
Salaries, allowances, etc., of offi- cials	11.4	15.1	18.6	13.7	0.3	7.1
Establishment	33.7	23.2	30.5	41.2	53.1	26.6
Auditors' fees	0.6	0.8	0.5	0.3	0.1	0.2
Legal expenses	3.3	4.4	0.7	0.8	3.0	1.7
Trade disputes	3.5	4.5	0.7	0.1	4.0	11.1
Compensation for loss arising out of trade disputes	0.6	0.6	0.8	1.0	0.5	..
Funeral, old age, sickness, unemp- loyment and other benefits.	1.1	1.4	1.0	0.1	0.8	10.1
Education, Social and religious benefits	1.8	2.8	0.1	0.1	1.1	22.6
Publication of periodicals ..	0.6	0.7	2.1	0.1	0.1	12.5
Others	43.4	46.5	45.0	42.6	37.0	8.1

The major source of income was 'contribution from members'. The next important source was 'Donations', except in the case of Employers' Central unions which had practically no income from this source. Federations of trade unions, and Workers' State Unions derived 16.8 per cent. and 13.1 per cent. of their income, respectively, from this source. Establishment charges and salaries, allowances, etc., of officials continued to be important items of expenditure of trade unions. In the case of Federations of trade unions, however, a considerable proportion of the expenditure was incurred on social, educational and religious benefits of their members and on publication of periodicals.

Federations of Trade Unions.—There were 27 Federations of trade unions on registers; of these 23 submitted the returns. The 23 Federations had 435 affiliated member-unions. Their income during 1951-52 was Rs. 3,25,719 and their expenditure Rs. 3,44,503.

Registered Trade Unions in Part B States.—The following five Part B States have furnished trade union statistics for the year 1951-52 : * Hyderabad, Madhya Bharat, Mysore, Saurashtra and Travancore-Cochin. Of the 879 registered unions (as against 220 unions in 1950-51 in all these States including Rajasthan), 265 unions submitted returns. The total membership of these unions, was 1,43,098 at the end of the year 1951-52. State-wise distribution of the number of registered unions, those submitting returns and their membership, etc., are given in the following table.

*Information in respect of Mysore State relates to the calendar year 1951.

TABLE LV
REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP, 1951-52

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>I. Workers' Unions—</i>							
(a) Central Unions—							
Hyderabad ..	2	2	10,589	25	10,614	5,307	0.2
Saurashtra ..	1	1	7,301	36	7,337	7,337	0.6
(b) State Unions—							
Hyderabad ..	171	48	10,056	3,520	15,857*	330	22.6
Madhya Bharat ..	37	32	12,352	915	13,267†	414	6.9
Mysore ..	33	33	23,766	2,459	26,225	794	9.4
Saurashtra ..	55	46	11,970	1,793	13,763	429	13.0
Travancore-Cochin ..	555	100	42,875	11,430	55,504‡	555	20.6
Total (Workers' Unions) ..	854	262	1,18,909	20,196	1,42,567	544	14.2
<i>II. Employers' Unions—</i>							
State Unions—							
Hyderabad ..	24	2	..	..	170	85	..
Madhya Bharat ..	1	1	..	..	361	361	..
Total (Employers' Unions)	25	3	..	..	531	177	..
GRAND TOTAL ..	879	265	1,18,909	20,196	1,43,098	539	14.1

* Including 2,442 members, whose sex distribution is not known.

† Including 361 members, whose sex distribution is not known.

‡ Including 1,190 members, whose sex distribution is not known.

Compared to the year 1950-51, large increases in the number of registered State unions took place in the States of Travancore-Cochin and Hyderabad. In the former State the number of registered workers' State unions increased from 35 in 1950-51 to 555 in 1951-52; the corresponding figures for the latter State are 54 and 171. Travancore-Cochin claimed 63 per cent. of all the registered unions and 38.8 per cent. of total membership. The average membership of trade unions in Part B States was 539. The percentage of women trade unionists to total membership in Part B States was 14.1, as against 6.3 in Part A and C States. In the States of Hyderabad and Travancore-Cochin the percentage of women trade unionists to total was higher than the average.

Industrial classification.—The following table gives the industry-wise classification of trade unions submitting returns and their membership.

TABLE LVI
CLASSIFICATION OF TRADE UNIONS ACCORDING TO INDUSTRIES

Industry	Number of unions furnishing returns	Membership at the end of the year		
		Men	Women	Total
I. Agriculture and allied activities	18	15,095	7,280	22,384
II. Mining and Quarrying ..	5	8,418	587	9,005
III. Manufacturing	158	55,451	10,526	68,816
IV. Construction .. ..	..	..	..	..
V. Electricity, Gas, Water and Sanitary Services	16	3,764	647	4,705
VI. Commerce	18	2,741	4	3,062
VII. Transport, Storage and Communications	15	27,183	77	27,262
VIII. Services	24	4,489	1,043	5,542
IX. Miscellaneous	8	1,768	23	1,791
Total ..	262	1,18,909	20,196	1,42,567*

The 'manufacturing group' claimed the largest number of unions and membership. While the average membership per union in this group was only 436, unions in the groups 'Transport, Storage and Communications', 'Mining and Quarrying' and 'Agriculture and allied activities' had an average membership of 1,817, 1,301 and 1,244 respectively.

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

*Including 3,462 members, whose sex classification is not known. These are included in the figures shown under the column of Totals.

TABLE LVII

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	28	10.6	925	0.6
Between 50 and 99	62	23.4	4,526	3.2
Between 100 and 299	87	32.8	16,737	11.7
Between 300 and 499	28	10.6	11,124	7.8
Between 500 and 999	33	12.5	23,853	16.7
Between 1,000 and 1,999	12	4.5	17,843	12.5
Between 2,000 and 4,999	10	3.8	27,183	19.0
Between 5,000 and 9,999	3	1.1	20,007	13.9
Between 10,000 and 19,999	2	0.7	20,870	14.6
20,000 and over .. ..	..	..	..	..
Total ..	265	100.0	1,43,098	100.0

General Funds.—The General Fund Accounts of 268 out of 879 trade unions are available and the same have been consolidated in the following table.

TABLE LVIII

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.
<i>I. Workers' Unions</i>					
(a) Central Unions—					
Hyderabad	2	12,382	15,700	16,318	11,765
Saurashtra	1	11,760	35,616	25,567	21,809
(b) States Unions—					
Hyderabad	50	15,639	40,276	35,310	20,605
Madhya Bharat	33	22,740	32,425	25,188	29,977
Mysore	33	44,708	74,143	69,259	49,592
Saurashtra	46	62,694	62,753	47,885	77,562
Travancore Cochin	100	45,338	1,51,275	1,48,107	48,506
Total (Workers' Unions) ..	265	2,15,261	4,12,188	3,67,634	2,59,816
<i>II. Employers' Unions</i>					
State Unions—					
Hyderabad	2	50	1,874	1,373	551
Madhya Bharat	1	31	361	..	392
Total (Employers' Unions)	3	81	2,235	1,373	943
GRAND TOTAL ..	268	2,15,342	4,14,423	3,69,007	2,60,759

The average income and expenditure of workers' unions were Rs. 1,556 and 1,387 respectively.

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

TABLE LIX

PERCENTAGE DISTRIBUTION OF INCOME BY SOURCES

Source of Income	All Unions	Hyder- abad	Madhya Bharat	Mysore	Saurash- tra	Travan- core- Cochin
Contributions from members ..	66.4	72.9	71.2	79.2	86.8	43.4
Donations	22.9	11.4	11.0	2.9	9.7	48.2
Sale of periodicals, books etc. ..	0.3	1.1	0.2	0.3	..	0.3
Interest on investments ..	0.3	1.0	0.02	0.4	0.1	0.1
Income from Miscellaneous Sources	10.1	13.6	17.6	17.2	3.4	8.0

TABLE LX

PERCENTAGE DISTRIBUTION OF EXPENDITURE ON VARIOUS ITEMS

Items of expenditure	All Unions	Hyder- abad	Madhya Bharat	Mysore	Saurash- tra	Travan- core- Cochin
Salaries, allowances, etc., of officials	25.6	21.7	..	16.8	16.3	40.2
Establishment ..	26.0	35.9	36.2	24.3	44.3	12.6
Auditor's fees ..	0.6	0.9	0.3	0.8	0.4	0.5
Legal Expenses ..	3.2	3.5	1.6	6.6	1.4	2.8
Trade disputes ..	7.5	6.2	6.8	10.0	6.1	7.2
Compensation for loss arising out of trade disputes	0.4	0.4	0.4	1.3	0.4	0.1
Funeral, old age, sickness, unemployment and other benefits	2.0	1.8	1.0	6.5	0.5	0.9
Educational, social and religious benefits	2.5	0.2	11.7	3.3	5.0	0.2
Publication of periodicals	2.4	5.9	1.8	0.5	0.1	3.3
Other expenses ..	29.8	23.5	40.2	29.9	25.5	32.2

The largest source of income was 'contributions from members' in the case of unions in Hyderabad, Madhya Bharat, Mysore and Saurashtra. In Travancore-Cochin, however, 48.2 per cent. of the income of unions was derived from 'Donations' and only 43.4 per cent. from 'Contributions from members'. The major items of expenditure were establishment charges and 'salaries, allowances, etc. of officials' (except in the case of Madhya Bharat). In the case of trade unions in Madhya Bharat, expenditure on educational, social and religious benefits of members formed 11.7 per cent. of the total expenditure. One-tenth of the total expenditure of trade unions in Mysore State was on account of trade disputes.

All-India Organisations of Workers.—The following statement gives information regarding the number of registered trade unions affiliated to the four important All-India Organisations of workers and their membership.

TABLE LXI

MEMBERSHIP OF ALL-INDIA ORGANISATIONS AS ON 31ST MARCH 1953

Name of the Organisation	Number of affiliated unions	Total membership
Indian National Trade Union Congress	587	9,19,258
Hind Mazdoor Sabha	220	3,73,459
All-India Trade Union Congress	334	2,10,914
United Trade Union Congress.. .. .	154	1,29,242
Total ..	1,295	16,32,873

State-wise break-up of the number of unions affiliated to each of the four All-India Organisations and their membership is given in Table LXII.

Structure of Trade Unions.—The majority of the trade unions are industrial unions, i.e., unions which aim at organising all the workers in a single industry irrespective of the occupation, sex, skill, etc. of the member. The Ahmedabad Textile Labour Association is, however, an exception to this in that its affiliated unions are craft unions.

TABLE LXII

STATEMENT SHOWING THE STATE-WISE BREAKUP OF THE TOTAL VERIFIED MEMBERSHIP OF FOUR LABOUR ORGANISATIONS

State	Indian National Trade Union Congress		Hind Mazdoor Sabha		All-India Trade Union Congress		United Trade Union Congress	
	Unions	Membership	Unions	Membership	Unions	Membership	Unions	Membership
1. Assam ..	15	80,135	1	4,380	8	1,246	2	582
2. Andhra ..	6	4,400	6	4,039	11	6,129	..	..
3. Bombay ..	115	2,73,900	74	1,78,486	50	61,163	4	2,958
4. Bihar ..	57	82,295	33	66,710	17	9,841	24	13,312
5. Delhi ..	5	1,845	3	2,086	5	4,521	1	6,480
6. Hyderabad	20	8,872	23	28,294	23	14,040	7	682
7. Orissa ..	4	9,155	7	4,547	2	377	..	..
8. Punjab ..	7	2,412	1	73	2	1,067	..	..
9. Mysore ..	7	11,931	..	..	12	17,550	..	..
10. Madras ..	47	48,728	26	31,316	..	..	27	11,027
11. Madhya Pradesh	16	12,300	..	..	6	1,053	1	50
12. Madhya Bharat	15	19,525	1	124	14	11,426	..	..
13. Rajasthan	10	11,188	..	..	..	..	..	..
14. Saurashtra	8	6,346	..	..	..	..	..	..
15. Travancore-Cochin	12	20,313	..	..	24	5,841	3	16,954
16. Uttar Pradesh	102	54,536	25	26,709	..	..	11	2,197
17. West Bengal	141	2,71,377	20	26,695	159	75,649	74	75,000
18. Vindhya Pradesh	..	..	..	..	..	..	..	..
19. P.E.P.S.U.	..	..	..	..	..	1,011	..	..
20. Himachal Pradesh	..	..	..	..	..	..	..	..
Total ..	587	9,19,258	220	3,73,459	334	2,10,914	154	1,29,242

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 Part C States (*viz.*, Delhi and Ajmer) and relate to industrial disputes resulting in work-stoppages involving 10 or more workers directly or indirectly. 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 way for the collection of complete statistics of industrial disputes statutorily under the collection of Statistics Act, 1953. 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 LXIII.

TABLE LXIII

INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES, 1947-1952

Year						Number of disputes	No. of workers involved	Number of mandays lost
1947	..	..	..	..	..	1,811	18,40,784	1,65,62,666
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
1952	..	..	..	..	..	963	8,09,242	33,36,961

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. This was followed by a sharp fall in the time-loss in 1951. There was a further improvement in the situation in 1952, the time-loss recorded in that year being the lowest during the post-war period. The number of workers involved during 1952 was, however, the highest since 1949.

Out of 963 disputes which were reported during 1952, lockouts were declared at one stage or other in 46 cases accounting for a loss of 5,32,066 man-days and involving 29,786 workers. Twenty-four of these lockouts occurred in West Bengal.

Table LXIV shows the regional distribution of the number of disputes, workers involved and man-days lost for 1951 and 1952. In both the years the time-loss was the highest in Bombay followed by West Bengal. During 1952 these two States accounted for more than 63 per cent. of the total time-loss. Compared to the previous year, both these States, as also the States of Assam, Orissa, Punjab and Delhi recorded appreciably higher time-losses during 1952. On the other hand, Bihar, Madhya Pradesh, Madras and Uttar Pradesh registered a notable decline in the time-loss during 1952 as compared to the previous year.

TABLE LXIV
INDUSTRIAL DISPUTES BY STATES, 1951-52

State	1951			1952		
	Number of disputes	Number of workers involved	Number of mandays lost	Number of disputes	Number of workers involved	Number of mandays lost
Assam	24	17,451	22,984	18	7,159	65,076
Bihar	88	30,345	2,14,255	67	25,291	1,86,893
Bombay	319	1,89,696	10,99,369	269	4,25,457	12,07,323
Madhya Pradesh ..	81	1,71,639	5,02,863	49	48,422	3,37,302
Madras	198	1,02,880	5,72,099	220	86,913	2,49,167
Orissa	3	6,578	42,670	6	5,241	1,17,288
Punjab	16	6,859	29,063	45	4,593	75,918
Uttar Pradesh ..	108	75,908	3,81,313	119	35,495	1,25,868
West Bengal ..	214	1,05,745	8,18,677	166	1,59,372	9,05,511
Ajmer	9	6,185	5,960	7	4,193	6,863
Delhi	11	32,935	1,29,675	6	7,106	60,622
Total	1,071	6,91,321	38,18,928	963	8,09,242	33,36,961

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

TABLE LXV

CLASSIFICATION OF INDUSTRIAL DISPUTES BY INDUSTRIES, 1951-52

Industry	1951			1952		
	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	221	3,24,481	15,57,381	227	4,38,359	10,81,198
Jute	18	29,086	1,03,791	33	37,482	1,50,655
Others	62	11,534	69,444	62	13,065	61,920
Engineering ..	73	30,282	2,32,880	51	20,839	2,08,196
<i>Minerals & Metals—</i>						
Iron & Steel ..	26	19,241	54,193	24	20,831	27,083
Others	42	7,098	87,244	20	5,000	76,121
Food, Drink and Tobacco	120	41,276	3,82,231	88	22,085	1,16,008
Chemicals, Dyes, etc.	25	6,213	61,587	16	5,442	84,494
Wood, Stone and Glass	42	13,332	1,85,617	55	17,449	83,250
Paper and Printing	22	4,877	32,255	21	6,398	1,02,936
Skins and Hides ..	19	2,654	13,212	13	2,200	22,965
<i>Mines—</i>						
Coal	50	22,384	2,98,390	42	13,569	2,71,185
Others	12	16,285	29,426	24	19,949	1,02,182
<i>Transport—</i>						
Railways	26	14,897	88,239	25	53,669	48,859
Others	8	924	8,962	14	37,389	1,45,809
Docks and Ports	35	28,142	36,475	31	13,210	40,843
Plantations ..	35	29,507	47,037	37	21,119	1,78,305
Municipalities ..	56	15,436	87,811	52	7,470	50,054
Miscellaneous ..	179	73,672	4,42,753	128	53,717	4,84,898
Total	1,071	6,91,321	38,18,928	963	8,99,242	33,36,961

About one-third of the total time-loss recorded during the year was suffered by the cotton mill industry which also accounted for about 24 per cent. of the total number of disputes. The time-loss suffered by this industry during 1952 was, however, much less than that in the previous year. Engineering, Minerals and Metals, Food, Drink and Tobacco and Municipalities showed considerable improvement in the labour situation during 1952. The Jute mill industry, Mines, Transport and Plantations on the other hand showed considerable deterioration in the labour situation. While Chemicals and Dyes, Paper and Printing, Ports and Miscellaneous industries recorded smaller number of disputes but higher time-loss during 1952 as compared to the previous year, the industry Wood, Stone and Glass recorded higher number of disputes but lower time-loss.

Table LXVI gives a classification of disputes according to the main or immediate demands during 1951 and 1952.

TABLE LXVI

CLASSIFICATION OF INDUSTRIAL DISPUTES BY CAUSES, 1951-52

Cause	1951		1952	
	No. of disputes	Percentage to total	No. of disputes	Percentage to total
Wages and Allowances	301	28.1	283	29.4
Bonus	70	6.5	94	9.8
Personnel	301	28.1	326	33.8
Leave and hours of work	84	7.9	72	7.5
Others	270	25.2	158	16.4
Not known	45	4.2	30	3.1
Total ..	1,071	100.0	963	100.0

Compared to the previous year, there was a further increase in the proportion of disputes relating to personnel in 1952. The percentage of disputes relating to personnel was 33.8 of the total during 1952 as against 22.8 during 1950 and 28.1 during 1951.

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

TABLE LXVII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY RESULTS, 1951-52

Result	1951		1952	
	No. of disputes	Percentage to Total	No. of disputes	Percentage to Total
Successful	150	14.0	199	20.7
Partially successful	145	13.5	118	12.3
Unsuccessful	431	40.2	384	39.9
Indefinite	144	13.5	161	16.7
Not known	174	16.3	88	9.1
In progress	27	2.5	13	1.3
Total ..	1,071	100.0	963	100.0

Disputes in which workers were successful or partially successful formed 33.0 per cent. of the total during 1952 as against 27.5 per cent. during 1951.

A classification of the disputes during 1951 and 1952 according to duration is given in Table LXVIII.

TABLE LXVIII

CLASSIFICATION OF INDUSTRIAL DISPUTES BY DURATION, 1951-52

Duration	1951		1952	
	No. of disputes	Percentage to Total	No. of disputes	Percentage to total
A day or less	420	39.2	396	41.1
More than 1 day upto 5 days	285	26.7	250	26.0
More than 5 days upto 10 days	120	11.2	107	11.1
More than 10 days upto 20 days	69	6.4	96	10.0
More than 20 days upto 30 days	35	3.3	28	2.9
More than 30 days	72	6.7	48	5.0
Not known	43	4.0	25	2.6
In progress	27	2.5	13	1.3
Total ..	1,071	100.0	963	100.0

The average duration of disputes during 1952 was 4.1 days, as against 5.5 days in 1951 and 17.8 days during 1950.

Industrial Disputes in 1952-53.—The monthly statistics of industrial disputes for the 12 months ending September 1953 are given in Table LXIX. The total time-loss during this period was 29,37,809 man-days as compared to 33,04,365 man-days recorded during the corresponding period of the previous year.

TABLE LXIX

INDUSTRIAL DISPUTES RESULTING IN WORK-STOPPAGES IN 1952-53

Month						Number of disputes	Number of workers involved	Number of man-days lost
<i>1952—</i>								
October	..	..	..	..	..	96	78,181	3,29,618
November	..	..	..	..	..	87	48,766	2,73,245
December	..	..	..	..	..	81	27,525	1,55,617
<i>1953—</i>								
January	..	..	..	..	..	85	42,383	2,44,414
February	..	..	..	..	..	45	26,477	1,28,411
March	..	..	..	..	..	67	38,231	2,16,207
April	..	..	..	..	..	72	49,132	2,18,853
May ..	..	..	..	..	..	88	38,617	2,76,216
June ..	..	..	..	..	..	99	80,357	2,52,279
July	..	..	..	..	..	87	48,066	1,31,122
August	..	..	..	..	..	74	53,083	2,25,154
September	..	..	..	..	..	106	44,863	4,67,273

The salient features of some important industrial disputes during the year ending September 1953 are summarised in the Statistical Appendix.

Industrial Disputes in Part B States.—As mentioned earlier, the statistics of industrial disputes discussed above relate to Part A States and Delhi and Ajmer. However, for the purpose of the Year Book, figures were called for on the number of disputes, number of workers involved and number of man-days lost during years ending September 1952 and September 1953 from the remaining States also.

The information furnished by some of the States is presented in the following table :

TABLE LXX

INDUSTRIAL DISPUTES IN SOME PART B AND C STATES DURING 1951-52 AND 1952-53

State	1951-52			1952-53		
	No. of disputes	No. of workers involved	No. of man-days lost	No. of disputes	No. of workers involved	No. of man-days lost
Rajasthan* ..	4	352	8,700	13	7,094	2,11,051
Madhya Bharat ..	12	12,250	24,845	9	11,492	9,917
P.E.P.S.U. ..	4	N.A.	N.A.	5	N.A.	N.A.
Mysore	21	8,337	20,727	28	43,615	67,738
Travancore-Cochin	N.A.	N.A.	N.A.	121	30,116	2,12,125
Saurashtra ..	42	24,222	74,197	32	12,046	25,314
Kutch .. ..	..	..	..	1	100	1,000
Tripura	5	692	20,237	7	693	40,931

N.B.—Bhopal and Vindhya Pradesh reported that there were no disputes in these States during 1952-53.

N.A.—Not available.

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 was rectified in 1938 by an amendment which provided for the appointment of Conciliation Officers. In Bombay, the Bombay Industrial Disputes Act, 1938, made provision for the creation of a permanent machinery in the shape of an Industrial Court which marked the beginning of a labour judiciary in India. 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

* The figures relate to financial years.

† For details regarding its provisions see Section on Labour Legislation.

State Governments such as Bombay, Madhya Pradesh and U.P., have also adopted measures to supplement the Central Act, providing for the creation of internal and external machinery for preventing and settling industrial disputes. The machinery laid down in the Industrial Disputes Act, 1947, or in the State enactments has been created in most of the States. The paragraphs below describe briefly the type of machinery which has been set up.

Speaking generally, the organisation set up for the prevention and settlement of disputes consists of Works Committees, Labour and Conciliation Officers and Industrial and Labour Courts for arbitration and adjudication. *Ad hoc* Industrial Tribunals are also set up by the Central and State Governments as and when necessary. Formation of Works Committees in industrial concerns employing more than 100 or 200 workers, as the case may be, has been ordered by most of the State Governments. Standing Industrial Courts or Tribunals have been set up in Bombay, Madhya Pradesh, Bihar, West Bengal and Madras. In addition to the Tribunals at Dhanbad and Calcutta the Central Government have also set up a Labour Appellate Tribunal.

During 1952-53, 63 meetings were held at headquarters level and about 700 meetings at district divisional/workshop level. On five occasions meetings were held between the Railway Board and the All-India Railwaymen's Federation and the Indian National Railway Workers' Federation. There was no occasion during the year to make any reference to an *ad hoc* Railway Tribunal.

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 adjudication to the Industrial Tribunal.

Bihar.—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. 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 as 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 Labour Officers use their good offices in settling individual grievances.

Under the Bombay Industrial Relations Act, 1946, the 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. Besides, there are 6 Industrial Tribunals constituted 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. and 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. The Deputy Commissioners and the Additional Deputy Commissioners are appointed Conciliators for purposes of disputes under any local authority.

Madras.—The Labour Commissioner is the Chief Conciliator under the Industrial Disputes Act, 1947. He is assisted by an Assistant Labour Commissioner and 10 Labour Officers who have been appointed Conciliation Officers under the Act. On the failure of conciliation proceedings, disputes are referred by Government for adjudication to Standing Industrial Tribunals set up at Madras, Madurai and Coimbatore. In Andhra State which is now separated from Madras, the Commissioner of Labour is the Chief Conciliation Officer. The Assistant Commissioner of Labour and the Deputy Chief Inspector of Factories have also been appointed as Conciliation Officers with jurisdiction throughout the State.

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 Officers are functioning as Conciliation Officers in their respective jurisdictions. An *ad hoc* industrial Tribunal has also been set up for adjudication of industrial disputes.

Punjab.—The Labour Commissioner and two Labour Officers have been appointed Conciliation Officers under the Industrial Disputes Act, 1947. There is an Industrial Tribunal with headquarters at Jullundur. Works Committees have been constituted in 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 Commissioners, 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 Chairmen 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.—The Labour Commissioner, two Deputy Labour Commissioners, 10 Assistant Labour Commissioners and 12 Labour Officers are Conciliation Officers under the Industrial Disputes Act, 1947. Failing attempts at settlement of disputes through conciliation they are referred to Industrial Tribunals under the Industrial Disputes Act, 1947, for adjudication. For the purpose of speedy settlement of industrial disputes the State has been divided into eight industrial regions, each in charge of an Assistant Labour Commissioner assisted by a Labour Officer. One Regional Office is, however, in charge of a Labour Officer. Six whole time Judges of the cadre of District Judges form the Industrial Tribunal of the State.

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.

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.

P.E.P.S.U.—The Labour Commissioner, the Assistant Labour Commissioner and two Labour Officers are Conciliation Officers. District and Sessions Judges have been appointed as Industrial Tribunals within their respective jurisdictions. 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.

Rajasthan.—Rajasthan has been divided into five divisions, Jodhpur, Jaipur, Kota, Bikaner and Udaipur, for the purpose of the prevention and settlement of disputes and the Labour Officer in each of these divisions has been given the powers of the Conciliation Officer under the Industrial Disputes Act. There is also a standing Industrial Tribunal at Jaipur.

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.—The Labour Commissioner and Assistant Labour Commissioners are Conciliation Officers within their respective territorial jurisdictions. 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.

Ajmer.—The Labour Officer, Ajmer, is the Conciliation Officer under the Industrial Disputes Act, 1947.

Bhopal.—The Director of Labour and the Assistant Labour Officer are the Conciliation Officers under the Industrial Disputes Act. Works Committees have been formed in the three major industrial concerns in the State. Industrial Tribunals are appointed in the State on an *ad hoc* basis as and when necessary.

Coorg.—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. Five more part-time additional Industrial Tribunals each consisting of a single member have also been constituted to cope with the adjudication of the disputes. Works Committees have been established in all Industrial Establishments employing 100 or more persons.

Tripura.—The Labour Officer has been appointed as Conciliation Officer under the Industrial Disputes Act.

Vindhya Pradesh.—The Labour Commissioner has been appointed as the Conciliation Officer. The additional Judicial Commissioner is the Industrial Tribunal for the State.

Himachal Pradesh.—All Deputy Commissioners have been appointed as Conciliation Officers in their respective districts.

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 disputes 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.

4. Tripartite Labour Machinery

A detailed outline of tripartite labour machinery in India was given in the first issue of the Year Book.* Briefly, tripartite machinery at the centre consists of the Indian Labour Conference, the Standing Labour Committee, Industrial Committees and a few other bodies of a tripartite nature. The Labour Ministers' Conference, though not tripartite in character, is closely associated with this machinery. Most of the State Governments have also constituted tripartite labour organisations.

The tenth session of the Labour Ministers' Conference was held in New Delhi on 6th and 7th February 1953 and 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 Factories; and (iv) Uniform Standards for National and Festival Paid Holidays in private undertakings. The thirteenth session of the Standing Labour Committee was held in New Delhi on 27th and 28th July 1953 and the following items were on the agenda: (i) Special Review of Tripartite Machinery; (ii) Uniform Standards for National and Festival Paid Holidays in private industrial undertakings; (iii) Productivity Studies and Programmes; (iv) Payment of Compensation for Involuntary Unemployment; and (v) Central Legislation for Shops and Commercial Establishments. A special meeting of the Standing Plantations Committee was also convened at Shillong on 27th February 1953 for consideration of the following subjects: (i) closure of tea gardens and surplus Labour in tea plantations; and (ii) conversion of foodgrain concessions into cash.

Other important tripartite bodies functioning in the country are the Central Advisory Council of Industries, the Minimum Wages Central Advisory Board, the Central Employment Advisory Committee, the Central Board of Trustees to administer the Employees

* The Indian Labour Year Book, 1946, pp. 205-67.

Provident Fund Scheme, Dock Labour Boards and Advisory Committees for the Coal and Mica Mines Labour Welfare Funds.

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

Assam.—The Government of Assam have constituted a Minimum Wages Advisory Board consisting of equal representatives of employers, employees and Government to enquire into the conditions prevailing in tea plantations and advise Government in the matter of the revision of the minimum rates of wages fixed. The first sitting of the Board was held in January 1953. A separate Board for Cachar has also been set up. The Government have also constituted a Standing Labour Committee with four representatives each of employers, employees and Government to advise them on various labour problems relating to tea plantations. One hundred and seventy-two Works Committees, all in plantations, are also functioning.

Bihar.—The Bihar Central (Standing) Labour Advisory Board consists of representatives of employers and employees from each of the main industries in the State. A Standing Advisory Board has been constituted under the Minimum Wages Act on a tripartite basis. Besides Minimum Wages Committees constituted under the Minimum Wages Act, which are all tripartite in character, Minimum Wages Advisory Committees have been formed for three of the scheduled employments, namely, bidi manufacture, road construction and building operations and stone crushing. Three tripartite bodies have been set up for the sugar industry to deal respectively with (1) standardisation of wages; (2) payment of retaining allowance to seasonal workers; and (3) to look into and resolve various labour matters of general interest. The Shellac Enquiry appointed by the Government to enquire into the conditions of shellac workers is also tripartite in its constitution. The total number of works committees set up is 116.

Bombay.—The Labour Advisory Board consists of representatives of employers, employees, consumers and Government. Its functions are to advise Government on matters affecting the interests of labour and, in particular, relations between employers and employees. The Board held a meeting on 23rd and 24th February and discussed (i) amendments to the Bombay Industrial Relations Act, the Payment of Wages Act and the Workmen's Compensation Act; (ii) provident fund scheme for factories employing 50 or more persons and not covered by the Employees' Provident Funds Act; (iii) procedure for referring dispute for adjudication; and (iv) pre and post employment training in the textile industry.

The Government of Bombay appointed a tripartite committee to consider the question of consolidation of Forms prescribed under labour laws and another tripartite Advisory Committee to advise Government and the Factory Inspectorate in the matter of standards of compliance with the provisions of the Factories Act. The Bombay Labour Welfare Board has been constituted under the Bombay Labour Welfare Fund Act, 1953, to administer the Labour Welfare Fund.

In Bombay State there were, in September 1953, 283 Works Committees and 128 Joint Committees. In March 1953 there were, in all, 157 Production Committees.

Madhya Pradesh.—The Government have reconstituted the Labour Advisory Committee which now consists of 4 official members, 5 representatives each of employers and workers, 4 representatives of consumers and 3 additional members with the Minister for Labour as Chairman. The Committee met on 10th July 1953 to discuss fair wages in organised industries and the constitution of labour welfare funds in industrial undertakings. It met again on 10th September 1953 and considered the problem of industrial housing. An advisory Board under Section 7 of the Minimum Wages Act and a Minimum Wages Advisory Committee under Section 6 of the Act have also been constituted. Works Committees have been formed in all textile mills, in the bidi factories at Yeotmal and Nagpur, the cement factories at Katni and Kymore and the Brooke Bond Co., Kanhan. There Unit Production Committees are also functioning.

Madras.—Tripartite Enquiry Committees for Cement and Minor Engineering industries were constituted to examine and enquire into the existing terms and conditions of employment in these industries. A State Advisory Board under the Minimum Wages Act was also constituted during the year. It consists of 5 representatives each of employers and workers and 5 independent members. Works Committees have been constituted in 596 industrial concerns* and Unit Production Committees in 183.

Orissa.—The Government of Orissa have set up a Labour Advisory Board consisting of representatives of Government, employers and employees. Twenty Works Committees and four Production Committees are functioning in the industrial establishments in the State.

Punjab.—An Advisory Committee under Section 6 of the Minimum Wages Act has been constituted for revising minimum wages for employment under local authorities. The number of Works Committees functioning in the State is 128.

Uttar Pradesh.—The Government of U.P. have constituted the following tripartite bodies: (1) the State Labour Tripartite Conference; (2) the Kanpur Labour Tripartite Conference; (3) Standing Committee on Labour; (4) Housing Board under the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act; (5) Advisory Committee under the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act; (6) Industrial Tripartite Committees; (7) the State Labour Welfare Advisory Committee; and (8) District Labour Welfare Advisory Committees. The Government have also constituted an Advisory Board under Section 7 of the Minimum Wages Act.

* Eight Works Committees are functioning in industrial establishments in Andhra.

West Bengal.—There is a tripartite Labour Advisory Board in West Bengal. An Advisory Board under Section 7 of the Minimum Wages Act and Advisory Committees under Section 6 in respect of tea plantations were also set up during the year.

Hyderabad.—Government have appointed a Labour Advisory Committee consisting of representatives of Government, employers, employees and consumers to advise Government on broad principles of labour policy, industrial relations, labour legislation, etc. A meeting of the Committee was held on 11th November 1952 which discussed, among other things, leave and holidays for workers, housing and draft rules for the Advisory Committee.

Madhya Bharat.—A labour advisory committee known as Standing Labour Committee consisting of members of the State Legislative Assembly is functioning in Madhya Bharat.

Mysore.—Fifteen industrial concerns in the State have formed Works Committees and three have formed Production Committees.

P.E.P.S.U.—Thirteen Works Committees are functioning in the industrial establishments in the State.

Rajasthan.—A Tripartite Labour Conference was held in Rajasthan in March 1953. The Conference discussed various subjects including the constitution of Labour Welfare Funds, settlement of Industrial Disputes, Retrenchment, Industrial Housing and the Grant of National and Festival Holidays with Pay. It has been decided to form a Labour Advisory Board with the Labour Minister as Chairman and five members each representing Government, employers and workers. A Minimum Wages Advisory Board under Section 7 of the Minimum Wages Act has also been formed. Fortyfour Works Committees are functioning in various industrial establishments in the State.

Saurashtra.—Twenty-two Works Committees were functioning in the industrial establishments of the State in June 1953.

Travancore-Cochin.—A Minimum Wages Advisory Board has been constituted in Travancore-Cochin. Minimum Wages Committees were constituted for Public Motor Transport, Oil Mills, Cashew-nut industry, Municipalities and Panchayats in addition to the committees for Coir and Plantations constituted earlier. Industrial Relations Committees on the model of the Joint Industrial Councils in the United Kingdom, were constituted for Motor Transport in Kayamkulam, for Printing Presses in Trivandrum, for Tapping in the Cochin Kanayannur Taluk and for Plantations in the State. Industrial Relations Committees were already functioning at Alleppey in the coir, oil milling and tapping industries and in the Port. Works Committees are functioning in 151 industrial establishments. Two Unit Production Committees were constituted during the year.

Ajmer.—Works Committees and Unit Production Committees are functioning in four textile mills.

Bhopal.—An Advisory Committee under the Minimum Wages Act has been constituted by Government. Three Works Committees and two Production Committees are functioning in the State.

Delhi.—A Tripartite Labour Advisory Board having an equal number of employers' and employees' representatives and four official members has been constituted to advise Government on matters concerning the welfare of labour, effect of current labour legislation, labour efficiency and industrial production, etc. A Minimum Wages Committee had also been appointed to hold enquiries and advise Government regarding minimum wages to be fixed in the scheduled employments. Fortyfive Works Committees are functioning in various industrial establishments in the State.

Tripura.—Twenty Works Committees, all in plantations, are functioning in Tripura.

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 minimum wage rates obtaining in the various centres of the industry are : Rs. 30 p.m. in Bombay City and suburbs, Kanpur, Delhi and Beawar, Rs. 28 p.m. in Ahmedabad, Rs. 26 p.m. in Sholapur, Madhya Pradesh, Madhya Bharat, Bhopal, Hyderabad and Madras State, and Rs. 24 p.m. in Saurashtra and Madhavnagar. The units in Baroda, Navsari and Kalol pay basic wages at 90 per cent. of the rates obtaining in Ahmedabad. In Bangalore the minimum basic wage rate varies from Re. 0-10-0 to Re. 0-14-9 per day while in the unit in Mysore, it amounts to Re. 0-8-0 per day. The basic minimum wage is Rs. 20-2-5 p.m. in the mills in West Bengal.

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 rates are in force : a rate of 3 annas per month per point of rise above 100 in the Madras City cost of living index number, for the mills situated in the larger centres of the industry like Madras City, Madura and Coimbatore ; and a lower rate of 2½ annas per point per month for the smaller textile centres in the State.

The rate of dearness allowance in the cotton 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, Navsari and Kalol 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 91½ per cent. respectively of the Sholapur rate. The mills in Porbandar and Rajkot (Saurashtra) pay dearness allowance at 70 per cent. and 81 per cent. of the Ahmedabad rate respectively. 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.

Most of the units in Mysore State pay dearness allowance at the rate of 2½ 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 and in Beawar get a dearness allowance of Rs. 26 p.m.

Table LXXI shows the actual amounts of dearness allowance paid to workers in some of the important cotton textile centres during 1952-53.

TABLE LXXI

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 1952 ..	60 12 0	74 9 9	56 7 6	67 2 4	51 9 0	41 4 10	42 12 0	58 12 0	38 7 0	58 6 0
November 1952 ..	61 12 0	75 6 0	55 6 2	67 13 5	51 9 0	41 9 2	42 9 0	57 10 6	37 8 0	58 7 0
December 1952 ..	62 4 0	77 4 9	54 9 2	69 9 1	51 9 0	41 13 6	42 12 0	55 12 6	37 13 0	58 15 0
January 1953 ..	64 6 0	76 2 3	56 5 4	68 8 5	52 2 0	41 13 6	42 9 0	56 14 0	37 15 0	58 15 0
February 1953 ..	62 0 0	72 11 0	59 6 8	65 6 8	52 2 0	41 11 4	42 9 0	57 10 6	38 9 6	55 3 0
March 1953 ..	63 5 0	71 14 9	59 2 10	64 11 9	52 2 0	41 11 4	47 1 0	55 15 0	38 7 0	52 10 0
April 1953 ..	65 2 0	73 7 3	60 4 2	66 1 9	52 11 0	41 11 4	47 7 0	53 12 0	38 2 0	53 14 0
May 1953 ..	65 6 0	73 13 6	61 1 2	66 9 4	52 11 0	41 13 6	47 10 0	54 13 6	38 2 0	54 3 0
June 1953 ..	66 6 0	75 0 0	62 0 4	67 8 0	52 11 0	41 15 8	48 0 0	56 11 6	37 15 0	54 13 0
July 1953 ..	68 7 0	77 11 0	61 12 0	69 14 8	55 11 0	42 8 4	48 12 0	58 9 6	38 7 0	56 0 0
August 1953 ..	68 15 0	80 6 0	59 13 8	72 5 5	55 11 0	43 1 0	47 13 0	59 3 6	38 9 6	57 1 0
September 1953 ..	69 12 0	82 11 0	59 13 8	74 6 8	55 11 0	43 9 8	47 4 0	58 10 0	38 2 0	56 4 0

Bonus.—The following table gives details of annual profit bonuses paid in important centres of the cotton mill industry in recent years.

TABLE LXXII
BONUS IN THE COTTON TEXTILE INDUSTRY

	Bonus paid for			
	1949	1950	1951	1952
<i>Bombay</i>				
Bombay City ..	1/6th of wages	15% of wages	1/4th of basic earnings.	15% of basic wages.
Ahmedabad ..	Do.	1/6th of earnings	Do.	..
Sholapur ..	1/12th of basic earnings	6½% of earnings	..	..
Baroda ..	..	12½% of basic earnings.	..	..
<i>Madras</i>				
Madras ..	15% of wages	..	..	..
Madurai ..	3 months' wages	3 months' wages	3 months' wages	3 months' wages
Coimbatore ..	(1) 2 months' wages (28 units). (2) 1 month's wages (1 unit)	2 months' wages (27 units) 1 month's wages (1 unit).	3 months' wages (26 units) (2) 2½ months' wages (1 unit). (3) 3 months' wages (1 unit).	.. ..
<i>Uttar Pradesh</i>				
Kanpur ..	25% of basic earnings	25% of basic earnings.	..	..
<i>Delhi</i>				
Delhi Cloth Mills	Rs. 140 per worker (for 1949-50).	3 months' average basic wages (1950-51).	3 months' average basic wages (1951-52).	..
<i>Bhopal</i> ..	1/6th of basic earnings (1949-50).	1/6th of basic earnings (1950-51).	..	..
<i>Hyderabad</i>				
Secunderabad ..	16 2/3% of basic wages (1949-50)	12½% of basic wages (1950-51)	8 1/3 % of basic wages (1951-52).	..
<i>Mysore</i>				
Bangalore ..	20% of basic earnings.	..	25% of wages earned.	..
<i>Travancore-Cochin</i>				
Alagappanagar..	..	..	1/12th of basic wages	..

JUTE MILL INDUSTRY

Basic Wages.—The basic minimum wages obtaining in the various centres of the jute mill industry are : Rs. 26 p.m. in West Bengal, about Rs. 12 p.m. in Kanpur and Gorakhpur and Rs. 24-6-0 p.m. (6½ per cent. less than in West Bengal) in Bihar. In the units in Andhra the basic minimum wage was raised, in March 1953, from Rs. 19-8-0 p.m. to Rs. 23 p.m. by the award of an Industrial Tribunal. In the unit in Madhya Pradesh the basic wage amounts to Rs. 17-12-0 p.m.

Dearness Allowance.—Workers in the jute mills in West Bengal get a flat rate dearness allowance of Rs. 37-6-0 p.m. while in Kanpur and Gorakhpur 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 in these centres amounted to about Rs. 1-12-6 per day in December 1953. In the jute mills in Bihar dearness allowance amounted to Rs. 32-5-0 p.m. in December 1953. In the units in Andhra, workers were getting, till March 1953, a uniform dearness allowance of Rs. 22-12-0 p.m. besides food concessions valued at Rs. 4-7-0 p.m. This was raised, by the award of the Tribunal referred to above, to a rate of Re. 0-2-5 p.m. per point of rise above 100 in the Visakhapatnam cost of living index number. The workers in the jute mills in Madhya Pradesh get a dearness allowance of Rs. 32-8-0 p.m.

WOOLLEN MILL INDUSTRY

Basic Wages.—The minimum basic wages in the woollen mill industry vary from Rs. 28 p.m. to Rs. 32-8-0 p.m. in Bombay and from Rs. 9 p.m. to Rs. 30 p.m. in Uttar Pradesh. In Bangalore the minimum wage rate is Re. 1 per day while in the Punjab, the largest unit in the industry pays a minimum wage of 9 annas per day. In Srinagar, the minimum wage is Rs. 1-8-0 per day.

Dearness Allowance.—Most of the units in the Punjab do not pay 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 at Baroda pays at the 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. In the mills in Bangalore, dearness allowance is paid at the rate of Re. 0-2-6 per month per point of rise above 100 in the Bangalore cost of living index number.

Bonus.—For the year 1952, one unit in Bombay paid a bonus of 2 months' basic 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. The unit at Bangalore paid 2 months' wages as bonus for 1952.

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 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 in 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 following table gives details regarding the basic minimum wages and minimum dearness allowance paid in important centres of the Silk mill industry.

TABLE LXXIII

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
	Chennapatna (1)			9 12 0	14 0 0
	Bangalore			16 4 0	13 0 0
	Kankanahalli			9 12 0	17 0 0
	Amritsar (1)			35 0 0	15 0 0
Punjab ..	(2)			45 0 0	(consolidated wage)
	Jullundur			30 0 0	Do.
Saurashtra ..	Surendranagar			6 8 0	19 8 0

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. 60-12-0 in October 1952 and Rs. 69-12-0 in September 1953. Most of the dockyards in Calcutta pay dearness allowance on a scale graded according to income groups, those in the lowest income group, viz., upto 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 upto Rs. 2 per day, and Rs. 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 1/3rd, 1/4th and 7/24ths 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 Nagapatam ; Re. 1-0-0 per day in the Tata Iron and Steel Co.; Rs. 1-2-0 per day in the Indian Iron and 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 upto 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 upto 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 Nagapatam dearness allowance is paid at 20 per cent. of pay subject to a minimum of Rs. 35 p.m.

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, Nagapatam, 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.—In the units controlled by the Associated Cement Companies Ltd., the basic minimum wage for the least skilled worker has been since January 1953, Re. 1 per day. In the unit at Vijayawada, it is Re. 0-9-0 per day while in the other units in the industry the basic minimum wage varies from Rs. 21 p.m. to Rs. 40 p.m.

Dearness Allowance.—In the 3 units in Madras and 2 units in Andhra, workers are given dearness allowance at the rate of 2 annas per point rise above 100 in the cost of living index numbers. The unit at Dwarka compiles its own cost of living index number (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 above 100 in the cost of living index number. In the unit at Japla dearness allowance at a flat rate of Rs. 30 p.m. is paid to all the 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 Rs. 9-3-0 per month in Jamnagar to Rs. 35 p.m. in Dalmianagar.

* For details, please see page 189 ante.

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 LXXIV

MONTHLY BASIC WAGES, DEARNESS ALLOWANCE AND EARNINGS OF THE LOWEST PAID WORKERS IN THE CEMENT INDUSTRY (JANUARY 1953)

Centre	Monthly basic wage			Monthly dearness allowance			Minimum total monthly earnings		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
Banjari	19	0	0	22	0	0	41	0	0
Chaibasa	26	0	0	26	0	0	52	0	0
Dalmianagar	21	0	0	35	0	0	56	0	0
Jajpla	26	0	0	30	0	0	56	0	0
Khalari	22	12	0	26	0	0	48	12	0
Dwarka	26	0	0	26	0	0	52	0	0
Sevalia	26	0	0	26	0	0	52	0	0
Dalmiapuram	22	12	0	35	2	0*	57	14	0
Madukkarai	25	0	0	37	10	0*	62	10	0
Mangalagiri	26	0	0	45	15	0*	71	15	0
Tinnevely	22	12	0	31	2	0*	53	14	0
Vijayawada	14	10	0	36	5	0*	50	15	0
Kymore	26	0	0	21	2	0	47	2	0
Shahabad	26	0	0	26	0	0	52	0	0
Banmore	26	0	0	26	0	0	52	0	0
Bhadravati	16	4	0	19	3	8	35	7	8
Dalmia Dadri	30	0	0	22	0	0	52	0	0
Suraiapur	26	0	0	29	4	0	55	4	0
Lakheri	26	0	0	26	0	0	52	0	0
Jamnagar	36	13	0	9	3	0	46	0	0
Porbandar	26	0	0	26	0	0	52	0	0
Kottayam	40	0	0	20	0	0	60	0	0

*Dearness allowance linked to cost of living index numbers.

N.B. One month=26 working days.

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 January 1953 in the various centres of the industry is as given below :

Centre	Money value of concessions (per worker per month)		
	Rs.	A.	P.
Banjari (Bihar)	3	9	2
Chaibasa (Bihar)	2	0	0
Khalari (Bihar)	2	6	0
Kymore (Madhya Pradesh)	2	2	3
Banmore (Madhya Bharat)	1	11	0
Lakheri (Rajasthan)	7	0	0

Bonus.—The following table gives the rates of bonus paid by the various units in the industry :

TABLE LXXV
BONUS IN THE CEMENT INDUSTRY

Unit	Rate of bonus for		
	1950	1951	1952
A.C.C.'s factories	$\frac{1}{4}$ th of basic wages earned.	$\frac{1}{4}$ th of basic wages earned.	$\frac{1}{4}$ th of basic wages earned.
Dalmia Dadri Cements Ltd.	2 months' basic wages.	3 months' basic wages.	..
Dalmia Cements Ltd. (Dalmiapuram).	$5\frac{1}{2}$ ths of basic earnings.	$1\frac{1}{4}$ th of total basic wages.	..
Rohtas Industries Ltd. (Dalmianagar).	$1\frac{1}{2}$ months' wages	..	$2\frac{1}{4}$ months' wages
Andhra Cement Co. (Vijayawada).	..	..	(1) 3 months' basic wages for permanent workers. (2) $1\frac{1}{2}$ months' basic wages for temporary workers.
India Cements Ltd. (Tinnevely).	..	$1\frac{1}{6}$ th of total basic wages.	..
S.V.P.C. Co. (Japla) .. .. .	..	..	3 months' basic wages.
Digvijay Cement Co., Jamnagar	..	$1\frac{1}{12}$ th of basic wages.	$1\frac{1}{8}$ th of basic wages.

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, Dalminagar 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 LXXVI

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 allowances	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 (HRA)	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 (HRA)	67 0 0
Bengal	Raniganj	37 12 6	27 10 8	2 0 0 (HRA)	67 7 2
	Calcutta	30 0 0	35 0 0	2 0 0 (HRA)	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

HRA—House Rent Allowance

CHEMICAL INDUSTRY

Basic Wages.—The basic minimum wage of the lowest paid worker in this industry, on the basis of the available information, is seen to vary from Rs. 30 p.m. to Rs. 45 p.m. in West Bengal, from Rs. 25 p.m. to Rs. 30 p.m. in Bombay State, and from Re. 0-10-0 per day to Rs. 23 p.m. in Madras. It amounts to Rs. 21 p.m. in the units in Bihar and to Re. 0-10-0 in Mysore. The units in Madhya Pradesh, Punjab, Hyderabad and Rajasthan pay consolidated wages varying from Rs. 1-4-0 to Rs. 1-12-0 per day.

Dearness Allowance.—Wide differences are to be found in the amount of dearness allowance paid by the units in different centres. The allowance varies from Re. 0-8-0 per day to Rs. 20 p.m. in West Bengal and from Re. 1 per day to about Rs. 65 p.m. in Bombay. A number of units in Bombay City pay at the Bombay textile scale of dearness allowance while some others pay at a certain percentage of that scale.

Details regarding the basic minimum wages and the minimum dearness allowance obtaining in important centres of the industry are given in the table below :

TABLE LXXVII

BASIC WAGES AND DEARNESS ALLOWANCE IN THE CHEMICAL INDUSTRY
(APRIL 1953)

State	Unit No.	Basic minimum wage			Minimum dearness allowance		
(1)	(2)	(3)			(4)		
		Rs.	A.	P.	Rs.	A.	P.
Bihar	1	21	0	0 p.m.	35	0	0 p.m.
Bombay	1	1	0	6 p.d.	65	2	0 p.m.
	2	30	0	0 p.m.	45	0	0 p.m.
	3	25	0	0 p.m.	40	2	10 p.m.
	4	30	0	0 p.m.	40	0	0 p.m.
	5	1	4	0 p.d.	65	2	0 p.m.
	6	1	0	0 p.d.	65	2	0 p.m.
	7	1	0	0 p.d.	1	0	0 p.d.
Madras	1	12	0	0 p.m.	29	0	0 p.m.
	2	15	0	0 p.m.	@as. 8 per Re.		
	3	1	8	0 p.d.	No separate D.A.		
	4	23	0	0 p.m.	15	0	0 p.m.
Madhya Pradesh	1	1	4	0 p.d.	No separate D.A.		
Punjab	1	1	12	0 p.d.	Do.		
	2	1	8	0 p.d.	Do.		
West Bengal	1	45	0	0 p.m.	15	0	0 p.m.
	2	30	0	0 p.m.	20	0	0 p.m.
	3	1	8	3 p.d.	1	5	0 p.d.
	4	1	2	0 p.d.	0	8	0 p.d.
	5	1	14	9 p.d.	No separate D.A.		
Hyderabad	1	1	12	0 p.d.	Do.		
Rajasthan	1	1	0	0 p.d.	Do.		
Saurashtra	1	1	4	0 p.d.	0	4	0 p.d.
Mysore	1	0	10	0 p.d.	17	0	0 p.m.
	2	1	0	0 p.d.	No separate D.A.		

SUGAR INDUSTRY

Basic Wages.—Workers in most of the sugar mills in Uttar Pradesh and Bihar get a consolidated wage of Rs. 55 p.m. although in a few cases this amount is split up into a basic wage and a separate allowance. The basic minimum wages vary from Rs. 13 p.m. to Rs. 26 p.m. in Madras and from Rs. 13 p.m. to Rs. 30 p.m. in Bombay. It amounts to Re. 0-10-0 per day in Mysore, Rs. 28 p.m. in Bhopal, Rs. 26 p.m. in Madhya Bharat, Re. 0-12-0 per day in Travancore-Cochin and Rs. 21 p.m. in West Bengal.

Dearness Allowance.—Most of the units in U.P. and Bihar do not pay a separate dearness allowance to their workers. A majority of the units in Madras pay dearness allowance on a scale linked to the cost of living index numbers for the nearest centres for which such indices are published by the Government. 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. 15 p.m. to Rs. 35 p.m. In the units in West Bengal, Bhopal, Orissa and Mysore dearness allowance is paid at a flat rate, the actual amount paid being Rs. 23 p.m., Rs. 31 p.m., Rs. 18 p.m. and Rs. 21 p.m. respectively.

Details regarding the basic minimum wages and dearness allowance obtaining in some units of the industry are given in the following table :

TABLE LXXVIII

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE SUGAR INDUSTRY
(MARCH 1953)

State (1)	Unit (2)	Minimum basic wage (3)	Minimum dearness allowance (4)
Bihar	1	Rs. s. p. 47 8 0 p.m.	Rs. s. p. 7 8 0 p.m.
	2	38 0 0 p.m.	14 4 0 p.m.
	Other 5 mills	55 0 0 p.m.	(No separate dearness allowance.)
Bombay	1	23 2 6 p.m.	35 0 0 p.m.
	2	0 8 0 p.d.	0 10 0 p.d.
	3	0 9 0 p.d.	0 8 0 p.d.
	4	20 0 0 p.m.	30 0 0 p.m.
	5	30 0 0 p.m.	20 0 0 p.m.
Madras	1	19 8 0 p.m.	@2 as. per point over 100 in the Visakhapatnam cost of living index.
	2	1 0 0 p.d.	@2 as. per point over 100 in the Cuddalore cost of living index.
	3	0 13 0 p.d.	@2 as. per point over 100 in the Visakhapatnam cost of living index.
	4	0 8 0	24 0 0 p.m.
	5	17 8 0 p.m.	@2 as. per point over 100 in the Visakhapatnam cost of living index.

TABLE LXXVIII—contd.

(1)	(2)	(3)	(4)
Orissa	1	27 0 0 p.m.	18 0 0 p.m.
Uttar Pradesh	1	14 8 0 p.m.	32 8 0 p.m. (ex- clusive of Rs. 11-6-0 as other allowance).
	2	56 0 0 p.m.	(No separate dearness allowance).
	3	16 0 0 p.m.	8-0-0 p.m. (exclusive of Rs. 32-8-0 as other allowance).
	4	55 8 0 p.m.	(No separate dearness allowance).
	5	15 0 0 p.m.	7-8-0 p.m. (exclusive of Rs. 32-8-0 as other allowance).
	Other 20 mills	55 0 0 p.m.	(Consol dated wage)
West Bengal	1	21 0 0 p.m.	23 0 0 p.m.
Madhya Bharat.. .. .	1	26 0 0 p.m.	25 0 0 p.m.
Mysore	1	0 10 0 p.d.	21 0 0 p.m.
Travancore-Cochin		0 12 0 p.d.	@ 2 as. per point over 112 in the Madras cost of living index number (Dearness allowance at 112 being Re. 1-0-0).
Bhopal		28 0 0 p.m.	31 0 0 p.m.

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, 1950-51 and 1951-52 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 upto 2 lakhs	2
Over 2 lakhs and upto 3½ lakhs	4
Over 3½ lakhs and upto 5 lakhs	6
Over 5 lakhs	8

The mills in Bihar also paid bonus at the above rates for the 1949-50 and 1950-51 seasons. For the 1951-52 season, the bonus paid varied from 14 days' to 43 days' consolidated wages. A number of units in Madras and Bombay as also the units in Bhopal and Madhya Bharat paid bonuses varying from 25 days' wages to 4 months' wages, for 1950-51. The amounts of bonus paid by the various units for the 1951-52 season varied from 1/12th of the basic wages to 4 months' wages.

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 LXXIX

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.

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 the 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.

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 LXXX

BASIC MINIMUM WAGES AND DEARNESS ALLOWANCE IN POTTERIES
(MARCH 1953)

State (1)	Unit No. (2)	Minimum basic wage (3)	Minimum dearness allowance (4)
		R. A. P.	R. A. P.
Andhra	1	26 0 0	Nil
Bihar	1	26 0 0	25 0 0
	2	26 0 0	25 0 0
	3	18 11 0	28 7 0
	4	26 0 0	25 0 0
Bombay	1	26 0 0	12 0 0
	2	32 8 0	26 0 0
	3	32 8 0	26 0 0
	4	26 0 0	15 0 0
	5	30 0 0	(Consolidated wage)
Delhi	1	26 0 0	11 6 0
Madhya Bharat	1	20 0 0	25 0 0
Madhya Pradesh	1	14 10 0	24 6 0
	2	29 4 0	21 2 0
	3	39 0 0	Nil
	4	9 12 0	27 10 0

TABLE LXXX—contd.

(1)	(2)	(3)	(4)
Madras	1	26 0 0	(Consolidated wage)
	2	29 4 0	19 0 0
Mysore	1	26 0 0	20 0 0
	2	13 0 0	15 0 0
Punjab	1	35 0 0	Nil
West Bengal	1	45 8 0	(Consolidated wage)
	2	32 8 0	Nil
	3	26 0 0	25 0 0
	4	8 15 0	13 13 0
	5	45 8 0	(As per Govt. rate)
	6	55 0 0	(Consolidated wage)
	7	26 0 0	39 12 6
	8	26 0 0	25 0 0
	9	37 6 0	20 0 0

N.B.—Figures are calculated on the basis of 26 working days per month.

Bonus.—A few units in the Potteries and Ceramics Industry have paid annual profit bonuses to their workers for 1951 and 1952. In Bombay one unit paid bonus equal to one month's pay and $\frac{1}{4}$ month's pay for 1951 and 1952 respectively; one unit in West Bengal paid bonus equal to 3 months' pay and 2 months' pay for 1951 and 1952 respectively. The bonus amounted to 2 months' basic wages for 1950-51 in the unit at Gwalior and 3 months' average basic wages for 1951-52 in the unit at Katni (Madhya Pradesh). The Government Porcelain Factory, Bangalore, paid to its workers bonus equal to $\frac{1}{12}$ th and $\frac{1}{6}$ th of total earnings for 1951 and 1952 respectively.

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, are 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		
Drying and Sorting Yarn (women)	0	14	6
Spooling	0	9	6
Warping	0	14	0
Dyeing	0	11	3
Stitching	0	13	0
Baling	2	14	0
Quilling	1	4	0
Weaving	0	11	3
Stencilling	2	8	0
Packing	1	8	0
Passing	0	16	0
	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 118½ per cent. of basic wages. Taking the dearness allowance of 118½ per cent. or Rs. 1-3-0 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 (or below) 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.

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.

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 Re. 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 LXXXI

MINIMUM BASIC WAGES AND DEARNESS ALLOWANCE IN THE GLASS INDUSTRY
(JUNE 1952)

State	Centre	Minimum monthly basic wage	Minimum monthly dearness allowance
		Rs. A. P.	Rs. A. P.
Bihar	Haripur	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
	Barenda	29 0 0	15 0 0
Madhya Pradesh		to	to
		23 15 6	25 0 0
	Nagpur	15 0 0	39 6 0
Madras	Chanda	39 0 0	..
	Madras	19 0 0	7 0 0
Orissa	Barang	40 0 0	..
Punjab	Ambedkar	32 0 0	6 8 0
	Amritsar	45 0 0	..
Uttar Pradesh	Perozabad	39 0 0	..
		to	
		60 0 0	
	Aligarh	35 0 0	..
	Banaras	38 0 0	..
West Bengal	Shikohabad	22 12 0	26 0 0
	Bahjoi	16 4 0	16 4 0
	Calcutta	26 0 0	9 12 0
		to	to
		45 0 0	31 0 0
Hyderabad	Begampet	26 0 0	..
Mysore	Bangalore	15 0 0	19 0 0
Saurashtra	Morvi	23 0 0	25 0 0
Travancore-Cochin	Alwaye	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 Table LXXXII.

Indices of Real Earnings.—The indices of real earnings (Base : 1944=100) obtained by dividing indices of earnings on base shifted to 1944=100 by the All-India cost of living index numbers (Base : 1944=100) are presented in the following Table :

TABLE LXXXIII

INDEX OF REAL EARNINGS (1944=100)

Year	1944	1945	1946	1947	1948	1949	1950	1951	1952
General Index of earnings	100	99.7	102.2	125.3	150.4	168.3	165.4	176.5	190.8
All-India Cost of Living Index	100	100	106	120	134	138	135	144	141
Index of real earnings	100	99.7	97.4	101.1	112.2	122.6	119.9	122.6	135.8

It will be seen that there was a significant rise in the index of real earnings during 1952, because while the index of earnings moved up appreciably, there was actually a fall in the All-India cost of living index during that year. However, the indices of real earnings should be used with caution in view of the limitations of the statistics of earnings and of the All-India cost of living index numbers.

2. Mines

COAL MINING

Basic Wages.—The basic wage rates fixed by the Conciliation Board, Fact Finding Committee, etc.* during the years 1947-49, conti-

* For details see the *Indian Labour Year Book*, 1948-49, pp. 181-83.

TABLE LXXXII
INDEX NUMBERS OF EARNINGS (1939=100) BY STATES

State	Average annual earnings in 1939	Index Numbers								
		1944	1945	1946	1947	1948	1949	1950	1951	1952*
	Rs.									
Assam ..	263.7	236.2	263.5	282.7	302.0	322.7	388.7	417.8	424.4	466.0
Bihar ..	415.5	129.3	133.8	130.9	204.9	217.2	227.6	269.3	278.0	329.4
Bombay ..	370.4	235.4	223.6	220.8	267.3	314.7	336.9	318.6	349.2	366.0
Madhya Pradesh ..	..	258.8	286.2	250.7	325.7	390.1	437.6	482.5	405.7	385.8
Madras ..	175.9	192.3	204.0	243.4	337.6	371.8	438.9	341.5	377.8	499.1
Orissa ..	161.8	229.1	230.0	263.7	300.3	402.9	417.9	449.8	521.3	585.9
Punjab ..	296.0	197.8	209.8	..	234.1	256.2	345.5	304.8	264.5	278.5
Uttar Pradesh ..	235.6	216.7	223.7	212.2	284.0	380.9	427.2	401.9	418.7	432.9
West Bengal ..	248.7	170.0	176.7	193.6	222.8	282.3	333.5	344.7	363.3	372.4
Ajmer ..	163.7	227.1	234.3	280.9	273.3	341.1	343.2	412.1	443.4	445.2
Delhi ..	309.4	241.7	242.4	240.3	266.3	322.9	323.6	348.1	453.8	453.8
All States ..	292.3	202.1	201.5	208.6	253.2	304.0	340.3	334.2	356.8	385.7

*Figures estimated by linking.

nued to be in force in the different coal mining areas. These rates are as follows :

Bihar and West Bengal.—Miners 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 table LXXXIV.

Bonus.—Workers in the coal mines in Bihar, West Bengal and Madhya Pradesh are entitled to an annual bonus equal to 4 months' basic wages subject to conditions relating to attendance and production. Details regarding the actual amount of bonus received during 1952 may be seen from the statement on page 104.

Food Concession.—Workers in the collieries in all the above regions are supplied with food grains at concession rates, the money value of which amounts to 6 annas per day per worker.

The Table LXXXV shows the trend of average weekly earnings of certain categories of workers in the important coalfields.

TABLE LXXXIV
RATES OF DEARNESS ALLOWANCE IN COLLIERIES IN INDIA

Scale of Dearness allowance									
	Bihar and West Bengal		Madhya Pradesh		Orissa	Assam*		Hyderabad	
	Percent- age of basic wage	Minimum	Percent- age of basic wage	Minimum		Percent- age of basic wage	Minimum	Percent- age of basic wage	Minimum
Upto Rs. 30 ..	150	Rs. A. P. ..	100	Rs. A. P. 11 4 0	A flat rate of 100 per cent. of basic wages for all emp- loyees.	112½	Rs. A. P. 13 0 0	100	..
Rs. 31 to Rs. 50 ..	100	45 0 0	66-2/3	30 0 0	.	75	33 12 0	66-2/3	30½
Rs. 51 to Rs. 100 ..	66-2/3	50 0 0	66-2/3	30 0 0		50	37 8 0	50	33
Rs. 101 to Rs. 300 ..	40	67 0 0	40	66 10 0		30	50 0 0	30	50

* All underground workers are entitled to dearness allowance at the rate of 112½ per cent. of basic wages.

TABLE LXXXV

AVERAGE TOTAL WEEKLY WAGES EARNED IN VARIOUS COALFIELDS IN DECEMBER 1951, 1952 AND 1953

	Assam	Raniganj	Jharia	Madhya Pradesh	Rowa	Orissa	Hydrambad	Bikaner	Indian Union
	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>									
<i>Miners and Loaders—</i>									
1951 ..	16 3 7	12 3 7	12 14 9	11 0 3	10 0 2	7 8 1	16 2 10	9 6 1	12 8 4
1952 ..	19 2 5	13 3 11	14 0 7	11 3 2	9 8 5	9 14 3	17 8 3	10 15 2	13 8 3
1953 ..	19 7 5	13 0 2	13 14 8	10 8 10	10 10 8	10 8 0	17 2 6	14 1 9	13 5 9
<i>Open Workings</i>									
<i>Miners and Loaders—</i>									
1951 ..	11 14 5	11 4 9	10 6 2	11 4 9	7 15 2	..	..	..	10 9 0
1952 ..	12 4 8	12 4 7	11 10 4	10 9 1	6 14 8	..	..	..	11 10 6
1953 ..	13 11 8	12 12 11	11 10 9	11 11 8	8 4 0	..	..	..	12 1 11
<i>Women—</i>									
1951 ..	8 13 8	9 11 1	7 10 8	4 2 11	5 3 1	..	..	..	7 11 6
1952 ..	10 2 8	11 3 3	8 6 6	5 13 3	6 3 4	..	..	..	8 8 5
1953 ..	14 3 0	11 8 6	8 11 4	6 3 2	5 9 10	..	..	..	8 15 5
<i>Surface</i>									
<i>Men—</i>									
1951 ..	11 6 0	11 12 2	11 1 10	9 5 1	10 11 1	8 4 6	13 13 4	8 12 8	11 3 10
1952 ..	13 4 7	12 14 1	11 13 6	9 10 0	10 12 0	11 4 1	14 2 2	10 15 8	12 0 8
1953 ..	14 2 7	12 15 3	11 12 7	9 8 9	9 15 0	13 8 2	14 3 3	8 14 9	12 1 8
<i>Women—</i>									
1951 ..	8 2 3	7 4 0	6 11 8	4 10 6	5 15 5	3 7 5	7 11 3	4 1 6	6 11 4
1952 ..	8 1 6	7 13 10	7 12 6	4 15 4	4 1 5	6 12 2	7 8 1	4 4 1	7 7 11
1953 ..	8 2 6	7 14 9	7 11 4	5 0 7	4 11 0	7 2 4	8 6 8	4 3 4	7 8 8
<i>Overall—</i>									
1951 ..	14 0 7	11 7 0	11 2 3	9 0 7	9 4 3	9 2 0	13 14 9	8 9 7	11 1 9
1952 ..	15 15 0	12 7 10	11 15 2	9 6 8	8 12 7	11 10 4	14 6 0	9 14 5	11 4 11
1953 ..	16 5 1	12 4 11	12 6 8	9 4 10	9 6 3	12 9 10	14 10 9	9 10 6	11 15 6

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 1953, April 1953 and July 1953 was Rs. 39-11-0, Rs. 40-4-0 and Rs. 42-3-0 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 3 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. For the year 1951, a total amount of Rs. 9,91,900-10-0 was paid as bonus, the rate of bonus being equal to 39 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 LXXXVI

ANNUAL EARNINGS OF WORKERS IN THE KOLAR GOLD FIELD

Year					Average annual cash earnings per worker	Money value of benefits (average per worker per year)	Total average earnings
					Rs.	Rs.	Rs.
1939	..	..	..	..	312.82	8.76	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	..	..	..	..	877.16	203.72	1080.88†

* 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. 1-4-0 (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 LXXXVII

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
(1)	(2)	(3)	(4)	(5)	(6)
		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 19 6
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 0	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 Water-carrier	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

* Notification No. SRO. 1082 dated 11th June 1952 published in the Gazette of India Extraordinary, dated 14th June 1952.

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 LXXXVIII

BASIC WAGE RATES FIXED BY THE TRIBUNAL FOR WORKERS IN THE MICA MINES IN MADRAS STATE

Category (1)	Consolidated wages fixed by the Minimum Wages Act (2)	Tribunal's Award (Basic rate) (3)
	Rs. A. P.	Rs. A. P.
1. Jumer Mazdoor	2 0 0	1 2 0
2. Mine or Blasting Mistries	2 0 0	1 2 0
3. Mica Mistries	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 p.m.	18 p.m.
2. Office boys	36 p.m.	20 p.m.
3. Clerks	58 p.m.	36 p.m.
4. Typists	60 p.m.	42 p.m.

The scale of dearness allowance awarded by the Tribunal was as follows :

Basic wage	Dearness Allowance
Upto Rs. 30 p.m.	100%
From Rs. 31 to 100 p.m.	66 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 the following table :

TABLE LXXXIX

AVERAGE DAILY EARNINGS, IN DECEMBER, OF WORKERS IN MICA MINES

	1929	1939	1944	1945	1946	1947	1948	1949	1950	1951	1952
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
<i>Underground-Miners—</i>											
Bihar ..	0 7 3	0 7 9	0 13 3	0 15 3	1 1 6	1 8 0	1 8 3	1 7 0	1 12 3	2 1 3	2 3 6
Madras ..	0 7 0	0 6 3	0 15 6	0 15 6	1 1 3	1 4 3	1 3 6	1 0 3	1 13 6	2 0 3	2 1 0
<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 0	1 7 3	1 4 9	1 7 6	1 7 9
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	1 7 3
<i>Open Workings—</i>											
<i>Miners—</i>											
Bihar ..	6 7 0	0 6 9	0 11 6	1 0 3	1 4 6	1 5 9	1 8 9	1 16 0	1 8 6	1 12 6	1 11 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	1 6 3
<i>Surface Skilled—</i>											
Bihar ..	0 9 0	0 6 6	0 11 3	0 14 3	1 5 9	1 6 6	1 9 3	1 15 6	2 1 0	2 6 6	2 4 9
Madras ..	0 7 6	0 5 3	0 12 6	0 13 6	1 1 9	1 3 9	1 1 6	1 4 0	1 9 9	1 13 6	1 10 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 0	1 8 6	1 10 9	1 11 6
Madras ..	0 5 0	0 6 3	0 10 9	0 11 6	0 11 6	0 13 9	0 15 3	1 1 6	1 4 3	1 7 0	1 5 6

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. 1-0-0 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 $2\frac{1}{2}$ 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 XC.

MINERAL OIL INDUSTRY

Basic Wage.—The table below gives details of the basic wages of different categories of workers in the industry in Assam.

TABLE XCI

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

TABLE XC
AVERAGE EARNINGS, IN DECEMBER, OF WORKERS IN MANGANESE MINES IN MADHYA PRADESH

	1929	1939	1944	1945	1946	1947	1948	1949	1950	1951	1952
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
<i>Underground—</i>											
Minors ..	0 10 3	0 7 0	0 13 6	0 15 6	1 0 0	1 7 9	1 14 9	1 13 0	1 11 6	1 13 3	2 0 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	1 11 0
<i>Open Working—</i>											
Minors ..	..	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	1 7 6
<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	2 1 9
Unskilled ..	0 8 0	0 5 0	0 8 3	0 8 6	0 10 0	0 14 9	1 1 0	1 3 9	1 4 3	1 5 0	1 6 9

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Dearness Allowance.—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 table XCII.

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-Wynad and Wynad 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 food stuffs and other articles at concession rates. In South India, the practice does not exist although a few estates supply food-grains at concession rates.

TABLE XCII
MINIMUM WAGES FIXED UNDER THE MINIMUM WAGES ACT FOR WORKERS IN PLANTATIONS

State	Plantations	Minimum wages fixed for							
		Men				Women			
		Basic wage (3)	Dearness allowance (4)	Total (5)	Rs. A. P.	Basic wage (6)	Dearness allowance (7)	Total (8)	Rs. A. P.
Assam*	Tea— (a) .. (b) .. (c) ..	0 12 0 0 12 0 0 10 0	0 5 0 0 6 0 0 5 0	1 1 0 1 2 0 0 15 0	Rs. A. P. 0 11 0 0 11 0 0 9 0	0 5 0 0 5 0 0 5 0	0 5 0 0 5 0 0 5 0	1 0 0 1 0 0 0 14 0	Rs. A. P. 1 0 0 1 0 0 0 14 0
Bihar ..	Tea— (1) Ranchi .. (2) Patna ..	0 12 0 ..	0 7 0 ..	1 6 0 1 3 0	.. 0 10 0	.. 0 7 0	.. 0 7 0	.. 1 1 0	.. 1 1 0
Madras Punjab Uttar Pradesh ..	Tea, Coffee and Rubber Tea .. Tea ..	.. .. ..	.. .. ..	1 5 0 0 11 0 1 0 0	.. .. ..	.. .. ..	.. .. ..	1 0 0 0 8 6..	......
West Bengal ..	Tea— (1) Dooars and Terai (2) Darjeeling .. Cinchona .. Coffee .. Tea, Coffee and Rubber .. Coffee .. Cardamom (Chats) .. (Towns and villages) ..	0 12 0 0 8 0 0 9 3 0 10 0 0 15 0 0 8 9 0 11 0 0 8 9	0 7 0 0 7 0 0 15 6 0 6 0 0 10 6 0 10 0 0 10 0 0 10 0	1 3 0 0 15 0 1 8 9 1 0 0 1 9 6 1 2 9 1 5 0 1 2 9	0 10 0 0 7 0 0 6 6 0 9 0 0 11 3 0 6 6 0 8 3 0 6 6	0 7 0 0 7 0 0 11 6 0 4 0 0 8 0 0 7 6 0 7 6 0 7 6	1 1 0 0 14 0 1 2 0 1 3 3 1 4 0 0 15 9 0 14 0	................	................

* (a), (b), and (c) refer to (1) Nowgong, Kamrup and North Lakhimpur, (2) Rest of Assam Valley and (3) Cachar respectively.

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 XCIII

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— $\frac{1}{2}$ —35, Rs. 35—1—40, Rs. 35—1—50 and Rs. 40—1—50—2—60 are prescribed for Class IV employees on Railways. Unskilled and unlearned employees are to be given the lowest scale and unskilled staff carrying a measure of personal responsibility are to be given the scale of Rs. 35—1—40. The scale of Rs. 35—1—50 is generally meant for staff who supervise the duties of unskilled staff. Class IV staff who are required to have a modicum of literacy are given the scale of Rs. 40—1—50—2—60. In addition to the above there are two scales, namely, Rs. 35—1—50—E.B.—2—60 for basic tradesmen and semi-skilled artisans and Rs. 55—3—85—4—93—EB—4—125—5—130 for skilled artisans. These scales are given according to the nature of their job and the degree of their skill.

Dearness Allowance.—Railway employees get dearness allowance at the same rates as other Central Government servants. The rates of the allowance are as follows :

Pay range	Dearness Allowance
	Rs.
Upto 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 grain shop facilities the rate of dearness allowance is 17½ per cent. of pay plus Rs. 5 p.m. subject to the following minima :

				Rs.
X Area—Pay below Rs. 40	...	...	...	24
Pay Rs. 40 and above	...	...	...	25
A Area—Pay below Rs. 40	...	...	...	22
Pay Rs. 40 and above	...	...	...	24
B Area—Pay below Rs. 40	...	...	...	19
Pay Rs. 40 and above	...	...	...	21
C Area—Pay below Rs. 40	...	...	...	17
Pay Rs. 40 and above	...	...	...	19

Note.—Areas X, A, B and C are defined as under :

X Area—Kanpur, Bombay and Calcutta.

A Area—Towns with a population of 2,50,000 and above.

B Area—Towns with a population of 50,000 or more but less than 2,50,000.

C Area—All other localities.

The money value of the concessional supply of food grains was estimated to be about Rs. 31-11-0 to Rs. 33-2-0 p.m. in the different areas, during March 1953. Railway employees who are not enjoying grainshop concessions are allowed to draw from the Railway grainshops cereal ration at controlled rates.

Overtime.—Staff governed by the Hours of Employment Regulations were paid overtime at 1½ times the pay, while staff employed in Railway workshops governed by the Factories Act, 1948, were paid overtime at double the ordinary rate of pay.

The running staff are allowed certain extra allowances in addition to wages and dearness allowance. The Central Pay Commission recommended, as an interim measure, certain basic grades of pay for the running staff and empowered the Railway authorities to fix the rates of running allowances. In July 1948, the Railway Board appointed a Departmental Committee to recommend reasonable basic scales of pay for the running staff and to suggest a rationalised and uniform procedure for payment of running allowances on all Indian Government Railways. The recommendations of the Committee were accepted, with suitable modifications, by Government and were given effect to from 1st January 1947. Some of these rates, however, have again been revised, with effect from 18th November 1950, as a result of the recommendations of the Railway Joint Advisory Committee, appointed in May 1949.

The following tabular statement shows the basic scales of pay and running allowances as recommended by the *ad hoc* Departmental Committee and as accepted by Government and as later revised by the Railway Joint Advisory Committee.

TABLE XCIV
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. Committee	As recommended by the Departmental Committee	As accepted by Government	As further revised by the Ry. Jt. Adv. Committee	
Drivers—	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
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	
Shunters—							
Gr. A ..	75-5-105	Do.	69-150 } 75-105 } 60-85 }	2 0 0 per day	2 8 0 per day (of 8 hours)	..	
Gr. B ..	60-2½-70-EB-2½-85	Do.	..	1 8 0 per day	2 0 0 per day	..	
Firemen—							
Gr. A ..	60-3-90	60-5-90 ..	75-105	1 4 0	1 8 0	..	
Gr. B ..	50-2-60	(As recommended)	60-80	1 2 0	1 6 0	..	
Gr. C ..	40-1-50	..	40-60	1 0 0	1 2 0	..	
Guards—							
Gr. A ..	150-7-185-8-225	Do.	..	2 0 0	As recommended	2 6 0	
Gr. B ..	100-5-125-6-155-EB-6-185.	Do.	..	1 12 0	Do.	2 0 0	
Gr. C ..	60-4-120-EB-5-170	Do.	80-4-120-EB-5-170	1 8 0	Do.	..	
Brakemen—							
Gr. A ..	60-5½-80	Do.	60-3-72-4-80	1 0 0	1 4 0	..	
Gr. B ..	40-1-50-2-60	Do.	40-2-60	1 0 0	1 2 0	..	

Drivers and Guards employed on Mail and important Express trains are to be placed in Grade A, those employed on main line and important branch line passenger trains in Grade B and the rest in Grade C.

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 XCV

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 II 40-1-50-2-60
	20-1-40 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. 47 p.m. (Rs. 22 as wages, Rs. 15 as dearness allowance, 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.

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 upto 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.

House Rent Allowance.—In Bombay and Calcutta ports workers not provided with housing accommodation by the port authorities are given Rs. 10 p.m. as house rent allowance. In Madras port, the allowance is paid at Rs. 10 p.m. in the Marine Deptt. and at Rs. 7 p.m. in the Engineering and Traffic Departments.

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 XCVI. Almost all the municipalities have adopted regular monthly scales of pay for their workers.

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 of all persons drawing pay upto Rs. 25 p.m. with effect from 1st June 1951.

Minimum Monthly Earnings.—The table below shows the total minimum monthly earnings of the conservancy staff who form a considerable proportion of the total number of municipal workers.

TABLE XCVI

MINIMUM MONTHLY WAGES, DEARNESS ALLOWANCE, ETC., OF THE LOWEST PAID CONSERVANCY STAFF IN CERTAIN MUNICIPALITIES

S. 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

TABLE XCVI—*contd.*

S. No.	Municipality	Minimum monthly basic wage	Minimum monthly dearness allowance	Other (Monthly) allowance and concessions	Total minimum monthly earnings
		Rs. A. P.	Rs. A. P.		Rs. A. P.
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 annas 8 H. Rent).	33 12 0
14	Kanpur ..	25 0 0	6 4 0	Rs. 7 (Rs. 5 as 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 H. 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 Govt. Notification No. 1226-LP/51/481 dated the 15th February 1951.

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 Government, for C.P.W.D. contractors' labour in the different regions in the country are as follows :

TABLE XCVII

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 XCVIII

MINIMUM DAILY RATES OF WAGES IN P.W.D.

State	Mazdoors	
	Men	Women
	Rs. A. P.	Rs. A. P.
Bihar	1 4 0	1 4 0
Bombay	1 12 0 to 2 6 0	1 12 0 to 2 6 0
Madras	1 2 0 to 1 8 0	0 10 6 to 0 14 0
Uttar Pradesh	1 0 0 to 2 0 0	..
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-rated 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 XCIX

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 cre- dit 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
Firemen Sarang	60	120	60	66	246
Coal trimmer	18	36	18	36	90
Bhandari (cook)	25	50	25	50	125
Bhandari's mate	10 to 12	20 to 24	10 to 12	20 to 24	50 to 60

TABLE C

SEAMEN'S WAGES IN BOMBAY (MONTHLY)

Ratings	Wages on 16th September 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	46	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, various State Governments have fixed minimum rates of wages for workers employed in the scheduled employments. These rates are given in the following statement.

TABLE CI
MINIMUM WAGE RATES FIXED UNDER THE MINIMUM WAGES ACT, 1948

Sl. No.	Employment	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Hyderabad	Mysore	PEPSU
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	Rs. A. P. 1 0 0	Rs. A. P. 1 12 0	Rs. A. P. 1 0 0	Rs. A. P. Rice (1) 0 13 0 to 1 2 0 Flour (2) 1 2 6 to 1 13 6 1 14 9*	Rs. A. P. ..	Rs. A. P. 1 0 0	Rs. A. P. ..
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*	..	1 0 0	..
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 13 0 to 1 0 0	1 12 0	1 0 0	1 14 0 to 2 0 0	..	1 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	..	..	1 0 0	..
5.	Tanneries and leather manufacturing.	..	2 6 0	1 8 9 to 2 5 0	(3) 1 3 0 to 0 12 0	1 0 0 to 1 5 0	..	1 12 0	1 0 0	1 15 0	(4) 1 0 0	(5) 1 5 1	..
6.	Local Authority	..	25 0 0 to p.m. 27 0 0 p.m.	..	0 12 0 to 1 0 0	25 0 0 p.m.	..	40 0 0 to 60 0 0 p.m.	17 8 0 to 36 4 0 p.m.	10 0 0 p.m. to 52 8 0 p.m. to 18 4 0 50 0 0 p.m.	..	35 0 0* p.m.	..
7.	Motor Transport	1 13 0	1 12 0	1 8 9 to 2 5 0	..	1 7 4 per day or 38 0 0	1 2 4	0 12 5 (7)	1 0 0	2 1 10	..	1 8 7	..
	Conductors	(6) 2 1 10	..	2 2 0 to 2 14 3	1 4 0 per day or 49 0 0	1 14 8 per day or 49 0 0	1 12 0	1 13 9 (7)	..	2 14 0 to 3 0 0	..	1 12 0	..

TABLE CI—contd.

Sl. No.	Employment	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Hyderabad	Mysore	PERSU
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
8.	Tobacco (including bulk manufacturer rates) (a) Rs. per 1,000	..	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 to 2 4 0	(b) 1 4 0	1 6 0	..
	(b) Cigarettes ..	..	..	..	..	..	..	..	..	2 2 6 per day	..	..	..
	(c) Cigars ..	..	..	..	..	2 0 0 per 1,000	..	..	..	..	..	..	..
	(d) Curing ..	..	..	..	..	1 4 0 per day	..	..	..	..	..	1 2 0*	..
	(e) Others ..	..	..	..	..	0 12 0 per day	..	..	..	..	..	..	..
9.	Mica (A) Mines ..	..	1 6 9	..	..	0 14 0 per day	..	..	..	..	..	..	..
	(B) Works ..	..	1 4 6	..	..	1 0 0	..	..	..	..	..	..	..
10.	Agriculture ..	..	1/16 of the harvest	..	..	1 4 0	..	1 0 0 to 2 8 0	1 0 0	..	..	0 14 0 to 1 0 0	..
11.	Lac Manufactories.	..	1 4 0	..	0 15 6	..	..	0 11 0	1 0 0	0 15 0 to 1 3 0	..	1 0 0	..
12.	Plantations ..	0 15 0 to 1 2 0	1 3 0 to 1 6 0	..	..	1 5 0	..	..	1 0 0	..	..	1 0 0	..
13.	Cement ..	..	..	..	1 6 0	..	..	..	..	..	..	..	..
14.	Potteries ..	..	..	..	1 6 0	..	..	..	..	..	..	..	..
15.	Glass ..	..	..	..	1 8 0 to 1 12 0	..	..	..	..	..	..	..	..

TABLE CI—contd.

Sl. No.	Employment	Rajasthan	Saurashtra	Travancore-Cochin	Ajmer	Bhopal	Coorg	Delli	Kutch	Vindhy Pradesh	Bilapur	Himachal Pradesh
1.	Rice, Flour or Dal Mills.	Rs. A. P. 1 2 0	Rs. A. P. 1 4 0 to	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. 1 12 5 to 1 15 7	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..
2.	Oil Mills	1 2 0	2 0 0 to 1 8 0	..	..	..	..	..	..	..	..	..
3.	Road Construction and Building operations	1 2 0	2 0 0 to 1 2 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 2 0	1 12 0 to 1 8 0	..	..	1 4 0	..	1 12 0	..	0 8 0 to 0 10 0	..	..
5.	Tanneries & Leather Manufactories.	..	..	..	..	..	..	..	..	..	..	..
6.	Local Authority	30 0 0 p.m. or 1 2 0 p.d.	32 8 0 p.m. to 52 0 0 p.m. or 1 6 0 p.d. to 1 12 0 p.d. (8)	..	47 8 0* to p.m. 49 4 0* p.m.	1 0 0 p.d. to 1 4 0 p.d.	..	51 0 0 p.m. to 65 0 0 p.m. or 1 11 0 p.d. to 2 2 6 p.d.	..	20 0 0 p.m. or 0 13 0 p.d.	..	..
7.	Motor Transport	1 2 0	1 0 0	..	..	..	..	2 0 0 p.d. or 60 0 0 p.m.	..	1 4 0 p.d. or 30 0 0 p.m.	..	..
8.	Conductors	..	(8) 1 8 0	..	..	..	..	60 0 0 p.m.	..	..	..	..
	Tobacco (including bidi manufactures)	1 2 0 p.d.	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 p.d.	..	..
	(a) Bidi per 1,000	..	..	..	..	..	..	..	..	..	..	..
	(b) Cigarettes	..	..	..	..	..	..	..	..	..	..	..
	(c) Churns	..	..	..	..	..	..	..	..	..	..	..
	(d) Curing	..	..	..	1 0 0	..	..	..	..	..	..	..
	(e) Others	..	..	..	p.d.	..	..	..	..	..	..	..

TABLE CI—contd.

	Employment	Rajasthan	Saurashtra	Travancore-Cochin	Ajmer	Bhopal	Coorg	Delhi	Kutch	Vindhya Pradesh	Bilaspur	Himachal Pradesh
		Rs. A. P. 30 0 0 p.m. or 1 2 0 p.d.	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. 45 0 0 p.m.	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..	Rs. A. P. ..
9.	Mica (A) Mines ..	..	..	..	1 8 0 p.d.	..	..	..	..	..	..	..
	(B) Works ..	..	..	..	0 12 0 to	..	..	..	..	..	..	..
10.	Agriculture ..	..	..	..	1 0 0	..	1 5 0	1 8 0 to 2 0 0	0 12 0	..	1 8 0	1 8 0
11.	Lea Manufactories ..	..	..	..	..	..	..	..	..	..	..	..
12.	Plantations ..	..	..	1 0 0	..	..	1 2 9 to	..	..	..	..	..
13.	Automobile Engi- neering including Servicing & Repairs of Aut. mobile Employment in any foundry.	..	..	..	..	..	1 5 0	2 0 0 p.d. or 60 0 0 p.m.	..	..	..	..
14.	..	..	..	..	..	..	..	1 14 5 to 2 0 0 p.d.	..	..	..	..
15.	Textile ..	..	..	..	(4) 30 0 0	..	..	..	..	..	..	..

* Includes dearness allowance.

(1) In addition dearness allowance of Re. 0-4-6 to Re. 0-6-0 is given.

(2) In addition dearness allowance of Re. 0-12-4 is given.

(3) For tanneries. In leather manufactories wages are fixed on a piece basis.

(4) Excluding dearness allowance of Rs. 26-0-0 p.m.

(5) In addition dearness allowance of Re. 0-11-1 is given.

(6) Trip allowance is also given.

(7) Excluding dearness allowance, travelling allowance, Simla compensatory allowance.

(8) In addition dearness allowance of Re. 0-13-0 to Re. 1-0-0 is given.

(9) Excluding dearness allowance.

(10) For harvesting Paddy.

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 pp. 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 :

(a) The following family budget enquiries were conducted by the Labour Bureau :

Vindhya Pradesh.—An enquiry into the family budgets of industrial workers employed in the municipality, motor transport, *bidi* factories, oil mills, public works department, electricity supply and the lime quarries in Satna was started by the Labour Bureau in October 1952. It was proposed to collect in all about 400 budgets. The enquiry was in progress at the end of the year under review.

Coorg.—An enquiry into the family budgets of industrial workers employed in the plantations in Coorg was started by the Labour Bureau in November 1952. It was proposed to collect 383 family budgets. The enquiry was in progress at the end of the year under review.

Ajmer.—An enquiry into the family budgets of cotton mill workers and workers in the municipality and *bidi* industry in Beawar town was conducted by the Labour Bureau during the period July 1951 to June 1952. A report on the results of the enquiry has been published. In all 371 family budgets and 81 singlemen's budgets were analysed. It was found that on an average, a family consisted of 5.08 persons ; 1.69 men, 1.54 women, 0.94 boys and 0.91 girls. Of the 5.08 persons, 2.17 were earners, 1.44 being men, 0.56 women and 0.17 children. The average monthly income was Rs. 96-8-3 of which Rs. 64-12-6 was wages including overtime pay, Rs. 24-0-1 dearness allowance, Re. 0-4-7 bonus and money value of concessions and Rs. 7-7-1 income from sources other than regular employment. As against an income of Rs. 96-8-3, the average monthly expenditure on consumption items was Rs. 89-13-6 showing a surplus of Rs. 6-10-9. However, the expenditure on interest on loans amounted to Rs. 4-0-10 and on remittances to dependants Rs. 4-12-3, converting

the surplus into a deficit of Rs. 2-2-4. The actual and percentage expenditure on the various consumption groups is given below :

EXPENDITURE BY GROUPS

Groups							Average monthly expenditure per family	Percentage to total
							Rs. A. P.	
1. Food	..	..	..	..	..	..	59 10 7	66.40
2. Fuel and Lighting	..	..	..	..	..	..	6 0 1	6.68
3. House Rent	..	..	..	..	..	..	3 7 4	3.85
4. Clothing and Footwear	..	..	..	..	..	..	9 12 6	10.85
5. Bedding and Household Requisites	..	..	..	..	..	..	1 3 10	1.38
6. Miscellaneous	..	..	..	..	..	..	9 11 8	10.84
Total							89 13 1	100.00

The 5.03 persons in the family constituted 4.16 adult consumption units.

The enquiries revealed that 246 of the 371 families had a deficit budget and 329 families were in debt. The average debt per family for families reporting indebtedness was Rs. 573-15-0.

Bhopal.—The Labour Bureau conducted an enquiry into the family budgets of workers in cotton textiles, bidi, matches and paper industries and in the municipality in Bhopal city. The enquiry was started in December 1950 and completed in January 1952. A report on the results of the enquiry has been published. 360 family budgets and 18 singlemen's budgets were analysed.

It was found that there were 5.03 persons per family consisting of 1.58 men, 1.55 women, 1.03 boys and 0.87 girls. Of the 5.03 persons, 1.63 were earners—1.35 men, 0.24 women and 0.04 boys. The average monthly income of the family was Rs. 91-1-11 of which wages and overtime pay accounted for Rs. 46-15-1, dearness allowance for Rs. 32-1-7, bonus for Rs. 4-0-5, money value of concessions for Rs. 9-6-2 and sources other than regular employment for Rs. 7-10-8. Of the family income of Rs. 91-1-11, the head of the family contributed Rs. 64-6-0 or 73 per cent. of the total family income.

The average monthly expenditure per family amounted to Rs. 86-15-2 for a family of 5.03 persons or 4.32 adult consumption

units. The distribution of expenditure in the various consumption groups is given below :—

EXPENDITURE BY GROUPS

Groups	Average monthly per family	Percentage to total
	Rs. A. P.	
1. Food	53 2 1	61.12
2. Fuel and Lighting	5 4 6	6.07
3. House Rent	5 6 5	6.21
4. Clothing and Footwear	7 5 3	8.43
5. Bedding and Household Requisites	1 2 3	1.31
6. Miscellaneous	14 10 8	16.86
Total	86 15 2	100.00

The average monthly expenditure on interest on loans was Rs. 1-8-2, on remittances Re. 0-6-3 and contribution towards provident fund Re. 0-5-7. Thus it will be seen that an average family in Bhopal is able to balance its budget and have a small surplus of Rs. 1-14-9 per month.

Of the 360 families analysed 131 showed a deficit. 207 families reported indebtedness, the average amount of debt per family reporting indebtedness being Rs. 215-4-4.

(b) STATES

1. *Assam*.—The family budget enquiry among the tea plantation employees in Assam, which was started in May 1951, was completed in the early part of 1952. The data collected were analysed and a report containing the results of the enquiry has been published. The enquiry was conducted in order to determine the weights for the purpose of constructing a cost of living index number for the plantation workers in the State. Another object of the enquiry was to obtain a comprehensive picture of the general economic condition of the plantation employees in regard to employment, wage structure, concessions and amenities, housing and sanitation, education, etc., so that the Government may be able to consider the protective and ameliorative measures to be taken to improve the conditions. For selecting the families to be surveyed a two-stage sampling was adopted. In all, 49 tea gardens, which roughly represent 5 per cent. of the total, were selected for the enquiry. This number was distributed over the 5 tea districts in accordance with their characteristics of owner-ship (European or Indian), acreage under tea and number of gardens. A sample of 1,200 families was selected on a random basis from the pay-rolls. It was initially proposed to collect nearly 1,000 budgets relating to ordinary labour, 100 budgets for artisans and another 100 for ministerial staff. This broad classification was in accordance with that adopted for the purpose of minimum wage fixation. The number of family budgets was determined with a view to obtaining a separate picture of socio-economic conditions as well as the pattern of family consumption expenditure of the three classes.

The enquiry was restricted to families whose principal wage or salary earner was a settled labourer or in permanent or semi-permanent employment in the gardens. The enquiry was spread over a period of 12 months in 4 rounds. In each quarter, all the sampled families were covered and thus in respect of each family, 4 seasonal budgets were collected. The questionnaire provided for the collection of information relating to the size and composition of the family, the employment status, the income and amenities and the expenditure pattern. Certain information on wages, employment and vital statistics was also collected in the course of the investigation and a supplementary form was issued for collecting the relevant data. The main difficulty that was experienced during the course of the enquiry was that the respondents were mostly illiterate. To overcome this difficulty, a system of maintaining daily accounts of receipts and expenses among the employees with the assistance of literate and more intelligent persons among them was introduced. This system is stated to have worked fairly successfully.

The budgets collected were scrutinised and a small number of defective and incomplete ones was rejected. They were analysed separately for the Assam Valley and Cachar. The budgets of ordinary labourers were also analysed separately for the three zones in which the gardens have been divided for the purpose of minimum wages. Important results of the family budget enquiry are given below :

TABLE CII
RESULTS OF THE FAMILY BUDGET SURVEYS CONDUCTED IN ASSAM

	Ordinary Labourers		Staff		Artisan	
	Assam Valley	Cachar District	Assam Valley	Cachar District	Assam Valley	Cachar District
1. Number of Budgets ..	870	192	84	29	73	18
2. Average family size—						
(a) Number of persons ..	3.86	4.34	5.38	7.35	4.43	5.21
(b) Equivalent adult consumption Units.	2.89	3.21	4.12	5.48	3.26	3.94
(c) Number of earners ..	2.12	1.97	1.13	1.06	1.77	1.74
3. Average weekly Income ..	Rs. 18.10	15.77	53.57	41.30	32.35	21.37
4. Weekly Total Expenditure	Rs. 18.65	16.39	44.30	43.31	30.27	20.83
5. Group Expenditure (per cent.)						
(i) Food ..	67.0	75.3	59.8	64.5	61.0	75.8
(ii) Fuel and Lighting ..	9.3	5.3	6.3	3.7	7.7	5.3
(iii) Clothing and Footwear	8.5	6.8	5.6	6.6	8.8	5.8
(iv) Household requisites ..	1.6	1.4	1.7	1.7	2.1	1.3
(v) Tobacco and Intoxicants	9.7	7.2	5.7	4.5	7.6	7.2
(vi) Toilet and Personal care	2.7	2.7	11.5	15.5	8.4	3.4
(vii) Miscellaneous ..	1.2	1.3	6.4	3.5	4.4	1.2
	100	100	100	100	100	100

The Report also mentions that the consumption expenditure of ordinary labourers showed a standard deviation of 5.77 in the Assam Valley and 5.18 in the Cachar District, leading to co-efficient variation of 31.97 per cent. and 31.58 per cent. respectively.

2. Bihar.—No fresh family budget enquiry was conducted in the State during the period under review. In accordance with the recommendations of the Conference of the Central and State Statisticians held in New Delhi in October 1952, fresh family budget surveys are contemplated to be undertaken in 1955-56 as desired by the Planning Commission.

3. *Madras*.—The sample family budget survey of the middle classes in Madras City started during the year 1951-52 was completed. The Government of Madras have decided that the results of the enquiry when published should make it clear that the Enquiry or the Report was not officially sponsored. Families having incomes ranging from Rs. 100—Rs. 599 were covered in the enquiry and a random sample of 1,500 families out of a total of 39,583 was drawn. The families were first stratified into groups with monthly income between Rs. 100—199, 200—299, 300—399, 400—499 and 500—599. The questionnaire was prepared on the model of that used in the family budget enquiry among middle class employees of the Government of India in 1945 with necessary modifications to suit local conditions. The questionnaire aimed at the collection of information on income and expenditure on food, fuel and lighting, clothing, furniture, household requirements, housing and miscellaneous items.

Of the family budgets collected, 97 were found to be defective and 67 were singlemen's budgets. Thus 1,336 budgets were processed and analysed. The main results of the family budget enquiry are given below :

1. No. of family budgets analysed	...	...	1,336
2. Average family size :			
(a) Number of persons	...	...	5.84
(b) Number of consumption units	...	...	4.6
(c) Number of earners	...	...	1.5
3. Average monthly family income—Rs. 281.			
4. Average monthly family expenditure—Rs. 239-7-0.			
5. Group Expenditure (per cent.):			
(a) Food	...	...	45.8
(b) Housing	...	...	10.0
(c) Clothing	...	...	9.9
(d) Fuel and Lighting	...	...	5.2
(e) Furniture	...	...	1.8
(f) Rest	...	...	27.3
		TOTAL	100.0

4. *U.P.*—An enquiry into the family budgets of industrial workers in Tea Plantations at Dehradun was conducted.

5. *West Bengal.*—A family budget enquiry among the working classes in the industrial area of Naihati—Jagatdal was started. Actual collection of budgets began on the 1st June 1953 and ended on 1st August 1953. It was proposed to collect an equal number of budgets sometime in December '53. The budgets were thus proposed to be collected in two representative seasons in order to trace any significant seasonal difference in income, which affects the pattern of expenditure. The results of the two halves, when combined, were expected to eliminate the seasonal variations. The area covered by the enquiry extended from South Barrackpore Municipality to the Naihati Municipality of 24 Parganas. All industries in the area excluding the Arms and Ammunition Factories, the Railway workshops and the unorganised industries like *Bidi*, Public Motor Transport, etc., were covered by the enquiry. Unregistered factories were omitted. All factories registered under the Factories Act, 1948, and employing 25 workers or more per day were covered. Clerical and Supervisory personnel were excluded; casual and temporary workers having less than one month's service were left out. The enquiry was confined to workers earning up to Rs. 200 per month in cash, including all allowances except casually paid bonuses.

With a view to ensuring an overall precision allowing for 2 per cent. marginal error, a sample of 900 family budgets together with 100 singlemen's budgets for the purpose of comparative study were proposed to be collected. A two-stage sampling was adopted for the enquiry. In the first stage, 50 per cent. of the mills in the industries were selected at random subject to a minimum number of 4 mills in any industry covered. Factories were divided into 5 industrial groups, namely Jute Textiles, Cotton Textiles, Engineering, Paper and Miscellaneous. In the second stage, the workers were selected at random from the sampled factories so as to obtain the same proportion of sampled workers as the total number of workers in the industry bears to the total number of workers in all the industries combined. The number of budgets to be collected from a particular selected unit was determined by the proportion of the workers in that unit to the total number of workers in all the selected units in the industry.

A pilot survey was carried out and the schedule of the enquiry was finalised in the light of the results. The field enquiry was being conducted by three units each consisting of 4 Investigators with one Inspector under the direct control of one Labour Officer (Statistics) who acted as the Supervisor and co-ordinated the working of the four units. The Inspectors scrutinised the budgets which were tabulated at the headquarters after a further scrutiny.

6. *Delhi.*—It is proposed to conduct a family budget survey among the industrial workers and the details are being worked out.

7. *Hyderabad.*—Fresh family budget enquiries among industrial workers are proposed to be taken up in the next year.

8. *Mysore*.—Proposals were made to the Government for a re-survey in the cities of Bangalore, Mysore and Kolar Gold Field areas. The decision of the Government is awaited.

9. *PEPSU*.—A Committee was appointed by the State Government in January 1953 to collect material for arriving at a reasonable cost of living index for the various labour centres in the State. This Committee recommended that family budget enquiries may be started at Phagwara and Surajpur in the first instance. Accordingly, it is proposed to start enquiries at Surajpur.

2. Cost of Living Index Numbers

(a) *Labour Bureau Series*.—No new series was started during the period under review and there was practically no major structural change in the cost of living index numbers compiled by the Labour Bureau.

(b) *State Series*.—The State series of working class cost of living index numbers for Cuttack and Berhampur on base 1914=100 and 1939=100, respectively, published by the Orissa Government were discontinued with effect from 1st August 1943. The Labour Bureau series with base 1944=100 for the two centres continued to be published by the Labour Bureau. The State Bureau of Statistics has a proposal to conduct a fresh family budget enquiry for constructing cost of living index numbers for the labour class in these areas.

The old series of cost of living index numbers for 7 centres in Bihar with the quinquennium ending 1914 as base were discontinued from December 1952. The new series of cost of living index numbers with the year ending July 1939 as base for Monghyr, Jamalpur, Jamshedpur, Dehri-on-Sone, Patna, Muzaffarpur and Ranchi were compiled from April 1953.

(c) *Trends*.—Cost of living index numbers for the various centres compiled by the Labour Bureau and the State Governments are given in table CIII. For the year 1953, the all-India average working class cost of living index number was 145 as against 141 in the previous year. The monthly index number during the first four months of 1953 was below the annual average but it kept above the annual average thereafter upto October. In November and December it was again below the annual average figure. The index number followed a rising trend since January. The index number stood at 152 in the months of July and August, when it touched the highest point of the year, but thereafter it followed a declining trend. Most of the cost of living index numbers for the various centres followed the seasonal variation noticed above.

It is interesting to note that the working class cost of living index numbers for most of the Centres in the various States, which are compiled by the Labour Bureau, show a substantial decline in 1953, when compared to 1952. Only the index numbers for Akola, Jabalpur, Kharagpur, Mercara and Madras Plantations show a rise in 1953. These movements in the index numbers seem to be associated with similar movements in the food group index numbers. The general cost of living index numbers for Dehri-on-Sone, Gauhati and Silchar

TABLE CIII
COST OF LIVING INDEX NUMBERS DURING 1953

	Aver- age for the year 1952	1953												Aver- age for the year 1953
		Janu- ary	Feb- ruary	March	April	May	June	July	Aug- ust	Sep- tem- ber	Octo- ber	Nov- em- ber	Dec- em- ber	
		Base : August 1953 = 100												
STATE SERIES														
BOMBAY														
1. Amalabad	355	356	362	363	367	377	386	395	390	388	386	384	367	377
2. Bombay	321	330	334	341	342	346	353	355	358	353	350	344	342	346
3. Jalgaon	447	436	458	468	458	476	489	499	489	487	470	455	464	471
4. Sholapur	424	425	432	441	448	452	458	456	445	445	438	437	432	442
MADHYA PRADESH														
1. Nagpur	380	381	380	381	384	391	393	394	397	391	389	385	380	387
MADRAS														
1. Madras	337	334	358	360	361	363	367	362	359	358	359	360	357	358
UTTAR PRADESH														
1. Kanpur	441	454	459	448	434	441	453	465	469	464	457	453	438	453
WEST BENGAL														
1. Calcutta	351	337	334	333	344	345	363	375	373	366	349	339	329	349
COCHIN														
1. Ernakulam	387	386	386	389	391	389	396	397	394	392	394	394	394	392
2. Trichur	376	373	374	378	381	380	384	387	387	383	382	383	383	381

Base : Year ending June 1936=100

MADRAS

1.* Visakhapatnam ..	366	375	376	368	370	374	382	386	389	389	390	388	381	381
2.* Eluru ..	444	444	441	453	457	460	472	480	483	482	480	466	462	465
3.* Bellary ..	383	376	384	382	386	388	397	400	402	402	..	..	..	..
4.* Cuddalore ..	366	353	359	362	371	372	380	370	365	368	372	380	377	369
5.* Tiruchirappally ..	362	370	361	363	363	365	370	365	363	365	370	364	363	365
6.* Madurai ..	368	377	382	381	382	386	391	384	378	376	375	375	374	380
7.* Coimbatore ..	403	406	411	411	413	417	420	424	425	423	422	421	419	418
8.* Kozhikodo ..	440	443	442	445	447	448	450	445	441	434	422	423	423	439
MYSORE														
1. Bangalore City ..	346	347	346	344	344	344	346	347	344	341	340	340	336	343
2. Mysore City ..	343	349	348	348	349	348	355	359	353	348	343	341	336	348
3. Kolar Gold Fields ..	379	384	385	386	388	391	400	402	392	385	385	384	385	389

Base : Year ending July 1944=100

HYDERABAD

1. Hyderabad City ..	164	167	167	170	170	173	183	184	181	183	182	179	177	177
2. Warangal ..	173	182	185	185	184	189	197	194	195	195	196	201	196	192
3. Nizamabad ..	180	178	181	179	176	178	188	190	190	191	190	191	192	185
4. Nanded ..	187	185	187	187	194	194	199	200	202	201	203	202	206	198
5. Aurangabad ..	163	162	164	165	168	168	172	175	176	176	176	173	171	171
6. Gulbarga ..	146	142	142	144	147	151	158	160	159	161	162	162	160	154

* Relates to low paid employees.

TABLE CIII—contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
LABOUR BUREAU SERIES														
Assam														
1. Gauhati	142	134	132	131	131	129	130	130	129	128	128	129	130
2. Silchar	141	121	120	120	129	148	137	133	134	132	128	123	131
3. Tinsukia	128	122	121	119	119	120	120	122	120	117	116	115	119
Bihar														
1. Jamshecpur	154	149	150	148	148	152	158	160	163	162	155	145*	154*
2. Jharia	173	154	155	156	156	169	184	183	184	175	151	146	166
3. Dehri-on-Sone	188	168	167	167	166	173	181	187	183	179	165	151	173
4. Monghyr	172	151	152	149	147	158	167	167	165	152	149	139	155
Madhya Pradesh														
1. Akola	156	151	149	157	158	162	168	168	165	162	161	160	161
2. Jabalpur	150	146	144	145	146	155	160	157	154	153	148	146	151
Orissa														
1. Cuttack	160	147	153	154	157	155	163	163	156	156	157	151	157
2. Barampur	156	147	141	145	147	150	163	163	171	163	160	160	156

Base: 1911 100

PUNJAB															
1. Ludhiana ..	..	151	144	144	145	147	146	148	148	149	150	150	149	149	147
WEST BENGAL															
1. Kharagpur ..	..	133	128	126	131	135	142	148	158	152	146	143	136	127	139
AJMER															
1. Ajmer ..	..	174	168	167	165	166	173	180	176	174	168	163	159	153	168
DELHI															
1. Delhi ..	..	143	135	136	136	137	139	140	142	144	145	144	144	140	140
Base: July—December 1948=100															
COORG															
1. Mercara ..	..	110	111	110	110	115	116	118	120	121	120	119	119	119	116
Base: January—June 1949=100															
MADRAS															
1. Plantation Centres ..	..	110	113	117	120	120	121	122	124	124	121	120	117	115	120
Base: 1941=100															
ALL INDIA INDEX ..		141	139	141	142	142	145	150	152	152	150	147	144	141*	145*

* Provisional.

recorded a decline of 10 points or more, those for Ajmer, Jharia, Monghyr, Tinsukia and Beawar declined by 5—10 points. On the other hand, of the working class cost of living index numbers for 13 centres, which are regularly published in the Indian Labour Gazette, all except that for Bangalore show a considerable rise in 1953 when compared to 1952. In particular, the index numbers for the four centres of Bombay, Ahmedabad, Sholapur and Jalgaon in the State of Bombay and Madras show a sharper rise. Here again, the movements in the general cost of living index numbers are associated with similar movements in the food group index numbers.

3. Food Control and Rationing

During the year a more active policy of relaxations in food controls was followed. It was not based on any claim that the country had attained self-sufficiency in internal production. The relaxations were in the nature of adjustments within the frame-work of the basic policy of controls and in no sense implied any policy change, such as reversion to complete decontrol as in November 1947. They were intended to minimise the rigours of the irksome features of food controls, as far as possible, without running the risk of increasing import of foodgrains or facing any undue increase in prices. Their salient features are as follows: The statutory rationing commitments were curtailed or given up and instead a system of fair price shops was established. Procurement generally remained suspended. In some states it was resumed in respect of rice at the time of 1952-53 crop but was generally made on a levy basis. The ban on intra-State movement of foodgrains was relaxed except for the areas of statutory rationing, but the ban on inter-State movement of foodgrains continued, except in the case of gram. The austerity measures were relaxed.

It was opportune to make these relaxations in view of the comfortable stock position of the States and the Central Government. The stocks with the State Governments were steadily increasing rapidly due to a fall in the market prices and there was difficulty in finding storage accommodation. The State Governments did not find it convenient to lift in full the quotas allotted by the Central Government. This was so particularly in respect of the wheat quotas for Bihar, Bombay, Madras, Assam and West Bengal. The imports from abroad, which had been tuned to the earlier demand from State Governments, were large, and the Government of India also were faced with the problem of storing the imported grain. A "storage crisis" was thus created. To meet it, purchases of half million tons from abroad were cancelled and imports were staggered. Storage godowns were acquired by the Central Government throughout the country and at one time the storage capacity was as high as 8 lakh tons.

Towards the beginning of February, there was a recession in the commodity markets, and the prices of foodgrains also moved down in sympathy. At some places they fell below the issue prices which, it will be recalled, had been enhanced after the revision of the subsidy scheme in March 1952. Thus, foodgrains were available at prices

lower than the issue prices in the open market in or near the ration areas. This led to a perceptible switching off of the consumer's demand to the open market, and resulted in a smaller off-take from the ration establishments. The South-West Monsoons had begun well and it was expected that the crops in the various States would be good and that calamities of the magnitude of 1950 and 1951 would not recur this year. These conditions favoured extension of relaxations in food controls. A Conference of Food Ministers of the States held in New Delhi in January 1953 reviewed the food situation in the country and considered the import requirements for 1953. It was agreed that all States should make an all-out effort to utilise their resources to the maximum extent possible and that the aid from the Central Government should be restricted to the really needy areas so that the imports of foodgrains from abroad may be reduced to the minimum. The State Governments were requested to contribute the maximum possible surplus to the Central pool and also to examine the existing machinery for checking hoarding. It is against this background of events that the relaxations, described in greater details below, should be considered.

Statutory rationing was completely given up in Madras, Bihar, U.P., Saurashtra, Madhya Bharat, Mysore, Punjab and Ajmer. From December 1952, statutory rationing was abolished in 7 towns of West Bengal in Asansol and Kharagpur areas. It was similarly abolished in the five towns of Hyderabad State and only Hyderabad and Secunderabad were under statutory rationing there. It was removed from six towns in Assam State from August 1953, 103 towns in Bombay State from January 1953, 4 towns in Punjab from March 1953 and all towns in Punjab in respect of foodgrains except rice from April 1953, Ajmer from May 1953, Delhi rural areas and Andaman and Nicobar Islands from July 1953. There was no statutory rationing even before the relaxations in Madhya Pradesh, Orissa, Pepsu, Rajasthan, Himachal Pradesh, Vindhya Pradesh, Bhopal, Kutch, Coorg, Bilaspur, Manipur and Tripura. The total population under statutory rationing at the end of May 1952 (prior to relaxation in controls) was 46 millions and it stood at 25.7 millions at the end of June 1953.

Immediately after the relaxation of controls, fair price shops were opened in most of the States to exercise a regulating influence on the open market. The card-holders were entitled to draw from the fair price shops the ration quantum under the abolished statutory rationing, but now they could supplement their supplies with purchases from the open market. After the new Kharif harvest the supply position in the open market gradually improved, and the number of fair price shops was reduced in several States. Their number was reduced in Madras to 9,891 by the 5th June 1953 from 12,225 shops as at the end of September 1952, in Bihar to 3,884 by the end of June 1953 from 10,954 as at the end of June 1952 and in U.P. to 1,052 by the end of June 1953 from 2,334 as at the end of September 1952. The number of shops opened in U.P. in the scarcity affected districts under the austerity provisioning scheme was reduced by the end of June 1953 to 409 from 2,385 as at the end of September

1952. The relaxation in controls was made in West Bengal from 1st January 1953, and by the end of March 1953, the number of fair price shops was reduced to 225 from 3,213 as at the end of December 1952. The number rose to 2,030 by the end of June 1953 as modified rationing was introduced from May 1953 in 13 districts which included 40 Municipalities. In May 1952, the total population served by other types of rationing such as by fair price shops, non-statutory rationing and controlled distribution was 68.2 millions. This figure stood at 63.8 millions by the end of June 1953.

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 :

* *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.

Sickness Absenteeism.—Information regarding absenteeism of industrial workers due to sickness alone is not available on an all-India basis. Some information on absenteeism of these workers due to sickness or accidents is, however, available and the same is presented in the table below.

TABLE CIV
PERCENTAGE OF ABSENTEEISM* DUE TO SICKNESS OR ACCIDENT TO TOTAL ABSENTEEISM DURING 1952

<i>Textiles—</i>							
Madras (cotton)	..	..	..	..	..	..	22.7
Dhatriwal (woollen)	..	..	..	..	..	..	13.3
Mysore (cotton, woollen and silk)	..	..	..	..	..	..	8.0
<i>Engineering—</i>							
West Bengal	..	..	..	..	..	..	17.1
Mysore	..	..	..	..	..	..	26.3
Iron & Steel (All-India)	..	..	..	..	..	..	19.6
Ordnance factories (All-India)	..	..	..	..	..	..	14.6
Cement (All-India)	..	..	..	..	..	..	29.9
Match (All-India)	..	..	..	..	..	..	37.9

* For limitations of these data please see the Section on "Absenteeism" published in this issue of the *Year Book*.

It will be seen that the percentage of absenteeism due to sickness or accident to total absenteeism was as high as 37.9 in the match industry (All-India), 29.9 in Cement industry (All-India) and 26.3 in the Engineering industry in Mysore. The Cotton Textile industry in Madras also reported a high percentage of absenteeism, viz., 22.7 due to sickness or accident. Absenteeism due to these causes was very low in the textile industry in Mysore.

Some individual concerns like the Tatas maintain comprehensive statistics on the health of industrial workers employed by them. These, however, have no all-India significance and can at best be regarded only as illustrative. Some data regarding sickness absenteeism gleaned from the annual Report of the Department of Industrial Health, Tata Industries, Ltd. for the year 1952 are reproduced below.

In the Tata mills, where average factory population was 5,826 in 1952 the sick severity rate (average days lost per absence) was 15.0. The severity rates for some specified diseases were as follows :

(i) Respiratory diseases	...	...	16.2
(ii) Digestive diseases	...	...	10.3
(iii) Malaria and other fevers	...	...	12.0
(iv) Nutritional diseases	...	...	58.0
(v) Venereal diseases	...	...	26.0

Further analysis of severity rates under Respiratory diseases shows that the rate was as high as 75.4 in the case of Chronic Bronchitis. Commenting on the high rates in the case of Chronic Bronchitis and Nutritional diseases, the report observes that it may be because such patients benefit by going to their villages, but take

their own time to return. The data have been further analysed in the report according to the sickness severity rate in different departments of the mill. This analysis shows that the rates were higher than the over-all average of 15, in the case of the following departments :

- (i) Winding (22.0)*
- (ii) Drawers-in (15.8)
- (iii) Folding (17.0)
- and (iv) Dye and Bleach (20.6).

Incidence of Sickness.—No information on the incidence of sickness, the nature of sickness, etc., of industrial workers is available on an all-India basis. Some isolated reports like the ones published by the Department of Industrial Health, Tata Industries Ltd., Coal Mines Labour Welfare Fund, the Society for the Study of Industrial Medicine, etc., which cover only a specified and a limited sector of industrial workers are available. Relevant information obtained from these Reports is reproduced below.

(i) TEXTILE INDUSTRY

The report of the Department of Industrial Health, Tata Industries Ltd., shows that the average factory population and the total number of new cases (workers only) attended to in the clinics of three textile mills were as follows :—

Name of the mill	Average factory population	Attendances at factory clinics	
		Total number of new cases (workers only)	Percentage of Col. (3) to Col. (2)
(1)	(2)	(3)	(4)
1. Advance mills	3,425	6,039	176.22
2. Swadeshi mills	5,149	11,544	223.29
		3,058	59.43
3. Tata mills	5,812	16,456	283.70

These statistics, however, do not represent the total incidence of illness among workers on account of the fact that a good many of the workers seek medical treatment from outside private doctors also.

The incidence of lung Tuberculosis amongst the employees of the three mills mentioned above was 1.17, 7.4 and 5.6 per thousand respectively in the Advance Mills, Swadeshi Mills and Tata Mills.

* The figures in brackets indicate the sick severity rate in each of the departments.

With a view to finding out to what extent the physical conditions of workers matched with the physical demands of their jobs, the Department analysed all jobs in the Mixing, Blow-room, Card and Frame Departments of Tata Mills and then medically examined 550 workers employed on these jobs. This examination revealed, among other things, that (a) about 73 per cent. of the workers were found underweight according to the standard of Indian Insurance Companies, (b) 11 per cent. had definite nutritional troubles. Forty-two per cent. of the workers had the disease of Pterygium—an eye disease caused by some irritation.

(ii) SOAP AND OIL INDUSTRY

Some data are available regarding the health of workers engaged in two units in soap and oil industry and the same are given below. Information relating to Unit No. 1 is based on some investigation made by the Society for the Study of Industrial Medicine and that relating to Unit No. 2 has been obtained from the annual Report of the Department of Industrial Health, Tata Industries Ltd., for 1952.

	1951	1952	1953 (First half year)
<i>Unit No. 1</i>			
Average working population	2,898	3,004	3,122
Total number of illnesses	10,270	10,861	5,203
Percentage of lost time illnesses to the total number of illness.	36.7	37.7	40.1
Incidence of T.B.—			
(Percentage to total No. of workers) ..	0.8	1.0	0.4

In this unit, 2 per cent. of the total working time was lost on account of sickness in the first half of 1953. The main types of illnesses were respiratory diseases and diseases of the digestive system.

Unit No. 2

Average working population	1,239
Total number of new cases (of illness) amongst workers only	6,970
Incidence of lung Tuberculosis per 1,000 workers ...	4.84

(iii) COAL MINES

As a result of the Anti-Malaria operations conducted in the mining areas there has been a considerable decrease in the incidence of Malaria between the years 1951 and 1952, as shown in the following table :

TABLE CV
INCIDENCE OF MALARIA IN THE COAL MINING AREA*

Coalfield	Average annual malarial morbidity rate per 1,000	
	1951	1952
1. Jharia	57.09	53.05
2. Raniganj	85.05	80.16
3. Hazaribagh	65.23	45.5
4. Pench Valley	98.93	74.24
5. Margherita	39.71	21.79
6. Chanda	123.24	354.4
7. Talcher	202.27	165.3
8. Korba	291.35	241.8

* Source: Report on the Activities of the Coal Mines Labour Welfare Fund, 1952-53, p. 11

2. Occupational Diseases

Information regarding the incidence of Occupational Diseases is somewhat scanty. At present the only sources of information are the data obtained under the Workmen's Compensation Act, 1923, the Factories Act, 1948 and the enquiries and investigations conducted by some Government agencies and Public Institutes. The information obtained from these sources is discussed below.

(i) WORKMEN'S COMPENSATION ACT, 1923

Under schedule III of the Workmen's Compensation Act, 1923, 12 occupational diseases are deemed to be injuries by accident for purposes of payment of compensation. State Governments are, however, empowered to add to this list. Recently some of the State Governments have exercised these powers and have notified certain other diseases also as occupational diseases under the Act. Details of diseases notified and the States notifying them are given below :

Disease	States which have notified
Silicosis	Andhra, Madras, Rajasthan,
Dermatitis	Mysore (added in 1953).

The returns received under the Workmen's Compensation Act, 1923 contain some data regarding the number of cases of occupational diseases compensated, the amount of compensation paid, etc., and the same are given below.

Only four States, namely Bombay, Madhya Pradesh, West Bengal and Mysore have reported cases of occupational diseases during the year 1952*. In Bombay only one case of lead poisoning resulting in temporary disablement of the worker concerned was reported; the amount of compensation paid in this case was Rs. 499-3-0. Madhya Pradesh reported one case of Dermatitis, resulting in temporary disablement; the compensation paid in this case was Rs. 12-2-0. Five new cases of alleged lead poisoning were filed during the year in the State of West Bengal. The largest number of cases were, however, reported from Mysore State. In this State there were 256 cases of Silicosis† (as compared to 90 during 1951-52), 14 resulting in death and 242 in partial disablement. The amount of compensation paid was Rs. 40,600 in the case of death and Rs. 3,48,154 in partial disablement cases. In this State, out of total amount of Rs. 6,27,352-14-11 paid as compensation under the Act, as much as Rs. 3,88,794 (or 51 per cent.) was due to cases of Silicosis.

(ii) THE FACTORIES ACT, 1948

Under the Factories Act, 1948 it is 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 1952 show that occupational diseases were reported only in three States, viz., Bihar, Bombay and West Bengal. In Bihar 23 suspected cases of lead poisoning were reported from one factory. The cases reported were not confirmed cases of lead poisoning; however, a great deal of improvement has been made in the plant of this factory and a very strict system of medical examination of employees has been enforced. Details of cases notified, etc., in Bombay in 1951 and 1952 are given below:

Disease	Industry	Number of cases reported	
		1951	1952
A. Lead Poisoning	(i) Coach painting ..	1	..
	(ii) Battery Manufacture ..	..	3
	(iii) Presses ..	..	1
B. Chronic Ulceration	(iv) Manufacture of Dichromates	91	66
Total ..		92	70

* In the case of Mysore State the period covered is 1st April 1952 to 31st March 1953.

† All these cases were from Kolar District where the gold mines are located.

From the above statement, it may be seen that the incidence of notifiable diseases was less in 1952, when compared to 1951. In the three cases of lead poisoning in factories manufacturing batteries, the workers concerned were declared unfit as an excess of stipulated cells was detected in their blood. In West Bengal one case of poisoning by halogens or their derivatives, has been reported.

Apart from the cases reported under the Factories Act, the Bombay State has reported the existence of Dermatitis amongst workers who fill the kerosene oil tins or clean the metal parts with this oil. In the absence of imported protective cream, preparation of an ointment to serve as a barrier cream was undertaken and it was found that the preparation, when applied to part of the body would prevent injury to the skin.

(iii) ENQUIRIES AND INVESTIGATIONS

The number of organisations dealing with the problem of Occupational Diseases, which exist in the country are very few. Nevertheless some of the States such as Bombay and Bihar have made a beginning in this direction by appointing medical inspectors of factories. In Madhya Bharat the question of setting up an Industrial Health "Section" is under consideration. Delhi State has created a post of Medical Inspector, which, however, has not been filled up for want of a suitable person. The Government of Uttar Pradesh have already established an Industrial Health Organisation. Apart from these, are agencies like the Chief Adviser of Factories, All-India Institute of Hygiene and Public Health which carry on a certain amount of work in this direction. The following paragraphs give a brief summary of the more important investigations conducted by these and similar agencies.

(a) The All-India Institute of Hygiene and Public Health conducted several investigations : (1) The first one relates to 'Porphyrin Excretion in common Tropical diseases and in lead works'. The object of this investigation was to examine the utility of porphyrin test to detect lead absorption. Porphyrin excretion in urine is increased in workers absorbing high amounts of lead. Before introducing this test it was necessary to study whether tropical diseases cause any increase in porphyrin excretion. With this end in view, the urine of patients suffering from Malaria, Kalazar, Filaria and some other diseases as well as of a number of workers from a lead accumulator factory and a group of healthy subjects as controls were examined for excess excretion of Porphyrin.

It was found that all lead workers having urinary concentrations of lead above 0.1 mg/litre excreted excess Porphyrin. A large proportion of patients suffering from Malaria, Kalazar, and Filaria also excreted excessive quantities of Porphyrin in urine. Therefore, the prophysin test can be used for periodic check up of workers for the detection of increased lead absorption only if effects of the common tropical diseases mentioned above can be excluded.

(ii) HEALTH SURVEY OF WOMEN WORKERS IN JUTE INDUSTRY

An investigation was conducted to find out the incidence of vital losses amongst women workers in the jute industry. A total of 1,454

women workers from 5 jute mills were interviewed and data on marital status, pregnancies, home environment and other social factors were noted. Of the total of 1,454 women, 725 were from a factory with good environmental working conditions. As controls, a total of 700 non-working women belonging to two groups were interviewed. Of these, 350 were living in the same environment and belonged to the same socio-economic strata as the 725 women referred to above. The environmental as well as the socio-economic conditions of the remaining 350 workers in the control group, was similar to that of the rest of the women in the selected group. The enquiry revealed that there was a significant increased incidence of vital losses amongst working women and thus corroborated the previous findings that work of this type has adverse effects on the maternity of women.

(iii) EXPERIMENTS ON TOXICITY OF MINERAL DUSTS

To assess the potential harmfulness of mineral dusts, experiments were conducted on guinea-pigs with the dusts of ten minerals commonly worked upon in this country. Of these dusts Quartz, Mica-Schist, Barakar sandstone and Mica-pigmatite showed reactions characteristic of a hazardous nature. Dolomite with Lead Zinc ore from Rajputana was shown to be innocuous. The other dusts gave somewhat anomalous biological reactions and will be further studied.

(iv) INCIDENCE OF SERO-POSITIVE CASES AMONGST TRAINEE-RATINGS

Trainee-ratings in a Government of India training ship were examined for the presence or absence of syphilis by serological tests.

A very large proportion of the boys came from lower middle class Bengali Hindu families. Of the 527 boys tested, 471 were Bengalees, 92 per cent. of the subjects were between 18 to 22 years of age. The investigation revealed an incidence of 1.7 per cent. of sero-positive cases amongst the subjects. It may be mentioned here that a previous examination of more than 700 industrial workers of various ages showed an incidence of 13.7 per cent. sero-positive cases.

(v) POSTURAL CIRCULATORY ADJUSTMENTS DURING DIFFERENT SEASONS, INCLUDING A COMPARISON BETWEEN PEOPLE WORKING IN AIR-CONDITIONED AND NON-AIR-CONDITIONED ROOMS

Inadequate adjustment of the blood circulation to the upright posture is an important cause of industrial fatigue, especially in hot environment. The following study was made to give some idea of the significance of this factor among people adjusted to the Calcutta climate. The circulatory response on transition from recumbent to upright posture was studied on the same subjects during the comfortable winter season, the hot pre-monsoon season and the warm and excessively humid monsoon season. Significant differences were found between the seasons indicating an impaired venous recirculation in upright posture during the warm seasons as compared to the winter data. The differences were, however, rather small indicating a high degree of acclimatization. A comparison with the same test

during the hot pre-monsoon season between people working in air-conditioned and non-airconditioned rooms failed to show any significant differences.

In addition to these, the Institute has undertaken investigations in respect of seasonal variations in chloride and water balance. A medico-social follow-up of workers with lung Tuberculosis is also being undertaken to evolve practical methods of successful treatment and social adjustment of the lung Tuberculosis cases detected by the Mars Chest X-Ray unit and to ascertain the full use of the existing therapeutic and preventive services within the community.

(b) The Chief Adviser of Factories conducted the following three surveys with the assistance of the Industrial Hygiene Unit from U. S. A., whose services were obtained under the U. S. Point-4 Programme :

1. Chromite and Megnasite Ore Mining in Mysore.
2. Mica Mines and Mica Factories in Bihar.
3. Refractories (Silica brick and fireclay brick making) industries in Bihar.

The studies carried out in these three industries are the first comprehensive studies on the subjects in this country. The studies have yielded, among other things, valuable data on the incidence of silicosis and its frequency rate in relation to dust exposure.

In continuation of the work of the Industrial Hygiene Unit, the Central Government have requested the U. S. Government for the services of an expert to carry out preliminary investigations and to recommend the procedure for the study of "Thermal environment in Industry and Determination of Comfort Ranges in relation to work."

The Government have approved the plan for starting a Central Labour Institute at Bombay, which will be partly financed under the American Programme of Technical Assistance. The scheme of the Institute is a composite one comprising, (i) a Museum of Industrial Safety, Health and Welfare, (ii) an Industrial Hygiene Laboratory, (iii) a training centre and (iv) a Library-cum-Information Service. It is expected that the Institute would start functioning by the beginning of 1955.

(c) In Bihar, two investigations have been conducted. The first one relates to Refractories concerns, the report of which is being compiled. The second enquiry relates to a general health survey of young persons working in 'bidi' factories.* The Government of Bihar also undertook a preliminary survey of Industrial Dermatitis; this survey will be followed by a detailed survey later on.

(d) In Uttar Pradesh, the Medical Officer of the Industrial Health Organisation conducted an enquiry into the health of children of tender age employed in the 'bidi' factories of the State. Out of an estimated total of 3,000 children between the ages of 12 and 15 employed in this industry in the State about 100 boys in the western districts of the State were physically examined. Among other things,

* This report has been submitted to Bihar Government and further details are not available.

the enquiry revealed that (i) generally, nutrition was good in 20 per cent. of them, poor in 40 per cent. and fair in the remaining 40 per cent., (ii) general cleanliness was fair in 60 per cent ; poor in 20 per cent. and good in the remaining children. Xerosis of conjunctive was found in only 10 per cent. of children and no other abnormalities were detected in other children.

(e) In West Bengal, the workers of the manganese department of a dry cell factory were the subject of special study because of repeated complaints regarding blood vomiting, pneumonia, tuberculosis and other pulmonary diseases. Medical and environmental tests did not, however, reveal any case of manganese poisoning.

In the Mysore Iron and Steel works, in Mysore State a small scale enquiry was conducted into the incidence of silicosis among 15 workers in the ore crushing department. The enquiry revealed, among other things, that the problem of silicosis existed in this factory.*

3. Industrial Injuries

Statistics of injuries are based on the number of persons involved (killed or disabled) in industrial or work accidents. Thus statistically the number of injuries is the number of persons receiving injuries in accidents and this number is different from the number of accidents because one accident may result in injuries to several persons. Such statistics for 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 respectively. It is usual to include cases of industrial or occupational diseases also in the statistics of injuries but at present, owing to lack of proper arrangements for diagnosis, reporting of cases of occupational diseases is not satisfactory.

Two important statistical measures for injuries are (a) Frequency rate and (b) Severity rate. The standard methods for calculating these rates were recommended by the Sixth International Conference of Labour Statisticians as follows :

- (a) "The frequency rate should, if possible, be calculated by dividing the number of injuries (multiplied by 10,00,000) by the number of hours of working time of all persons covered".
- (b) "The severity rate should be calculated by dividing the number of working days lost (multiplied by 1,000) by the number of hours of working time of all persons covered".

Thus, while the frequency rate attempts to measure the degree of incidence of injuries, the severity rate attempts to measure the degree of disability of the injuries. The figures of total man-hours worked are not collected under the Acts mentioned above and hence in this country the common method of calculating frequency rates has been to divide the total number of injuries (multiplied by 1,000) by the corresponding average daily number of persons employed. An additional difficulty in the calculation of severity rates in accordance

* For further details, see *Mysore Labour Gazette*, March 1953 issue, p. 35.

with the procedure recommended by the Sixth International Conference of Labour Statisticians is that the number of working days lost should include the cases of permanent disablement and deaths. The general practice is to calculate working days lost in such cases according to a standard scale of time-charges. For example, in the U. S. A. each death or permanent total disability is charged with a time-loss of 6,000 days, loss of 1 finger (not thumb) 300 days, loss of 1 thumb 600 days, loss of 1 hand 3,000 days, loss of 1 eye 1,300 days, etc. A standard scale of time-charges for death and permanent disablement has not yet been evolved in this country and no details are collected as to the nature of disablement, *e.g.*, loss of 1 thumb, loss of eye, etc. As a result, it is not at present possible to calculate proper severity rates. However, for factories, statistics are collected of man-days lost in non-fatal injuries in the case of which workers return to work. Hence for this type of injuries it is possible to derive figures of average number of days lost per injury which indicate the duration of disability. The available statistics of industrial injuries are discussed below :

FACTORIES

Under the Factories Act, statistics of injuries in which persons involved are prevented from attending to work for 48 hours or more are collected at present from all the Part A States, 3 Part C States (Delhi, Ajmer and Coorg) and Andaman and Nicobar Islands. These statistics are consolidated for all the States by the Labour Bureau and published in the "Statistics of Factories"—an annual publication of the Bureau.

The following table gives the number and frequency rates for fatal and non-fatal injuries in factories for all the above mentioned States together from 1947 onwards.

TABLE CVI
INJURIES IN FACTORIES, 1947—52

Year	Fatal Injuries		Non-fatal injuries		Total injuries	
	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
1952	246	0.10	81,645	33.41	81,891	33.51

It will be seen that there was an appreciable increase in the frequency rate of non-fatal injuries during 1952 and the rate was the highest recorded in recent years. There was some increase in the number

of fatal injuries also. An analysis of the number of injuries and frequency rates by States during 1952 is presented in Table CVII.

TABLE CVII

INJURIES IN FACTORIES IN 1952 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	1,042	15.64	1,050	15.76
Bihar	30	0.17	5,515	31.98	5,545	32.15
Bombay	65	0.09	28,725	38.58	28,790	38.67
Madhya Pradesh ..	7	0.07	2,077	20.60	2,084	20.67
Madras	49	0.10	6,816	17.02	6,866	17.12
Orissa	4	0.22	240	13.27	244	13.49
Punjab	10	0.19	846	16.02	856	16.21
U.P.	30	0.15	6,849	33.11	6,879	33.26
West Bengal ..	43	0.07	23,550	37.58	23,593	37.65
Ajmer	1	0.06	4,411	282.71	4,412	282.77
Coorg .. ..	..	..	..	..	..	..
Delhi	7	0.19	1,524	41.26	1,531	41.39
Andaman & Nicobar Islands ..	1	0.79	50	39.56	51	40.35
Total ..	246	0.10	81,645	33.41	81,891	33.51

As compared to the previous year, the frequency rate of non-fatal injuries increased during 1952 in all States except Punjab. Madras recorded considerably larger number of fatal injuries, whereas West Bengal recorded an appreciable fall in this number. As during the previous year, the overall frequency rate was highest in Ajmer and lowest in Orissa. It was reported from Bombay and Bihar that the rise in the frequency rate was to a large extent due to better reporting. In U.P., some extent of the rise in the number and frequency rate of non-fatal injuries was attributed to the enforcement of the Employees State Insurance Act at Kanpur. In Ajmer, most of the injuries were reported from Railway Workshops.

The number of injuries and frequency rates, classified by industries for all the States together, for the year 1952 are presented in Table CVIII.

TABLE CVIII
INJURIES IN FACTORIES CLASSIFIED BY INDUSTRIES, 1952

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).	3	6.03	183	2.16	186	2.19
20. Food except beverages ..	59	6.19	4,862	15.60	4,921	15.79
21. Beverages .. ..	..	..	47	7.78	47	7.78
22. Tobacco	2	6.62	329	2.97	331	2.99
23. Textiles	49	6.05	27,352	26.25	27,401	26.30
24. Footwear, other wearing apparel and made-up textile goods.	1	0.10	149	15.11	150	15.21
25. Wood and cork except Furniture.	7	0.29	385	15.82	392	16.11
26. Furniture and Fixtures ..	..	..	17	2.54	17	2.54
27. Paper and paper products ..	7	6.31	522	22.90	529	23.21
28. Printing, publishing and allied industries.	2	0.03	388	5.44	390	5.47
29. Leather and leather products (except footwear).	1	0.08	74	5.73	75	5.81
30. Rubber and rubber products	1	0.04	691	36.80	692	36.84
31. Chemicals and chemical products.	15	0.20	2,015	27.38	2,030	27.58
32. Products of petroleum and coal	3	0.28	913	84.10	916	84.38
33. Non-metallic mineral products (except products of petroleum and coal).	8	0.08	1,623	15.76	1,631	15.84
34. Basic metal industries ..	27	0.30	5,197	57.47	5,224	57.77
35. Metal products (except machinery and transport equipment).	10	0.18	1,360	23.60	1,370	23.78
36. Machinery (except electrical machinery).	12	0.15	3,762	46.59	3,774	46.74
37. Electrical machinery, apparatus, appliances and supplies.	1	0.04	713	25.66	714	25.64
38. Transport equipment ..	26	0.11	26,472	115.36	26,492	115.41
39. Miscellaneous industries ..	9	0.23	3,020	75.71	3,029	75.94
51. Electricity, gas and steam ..	6	0.27	1,477	67.24	1,483	67.51
52. Water and sanitary services	2	0.45	67	15.49	69	15.54
83. Recreation services (Cinema Studios).	1	0.21	18	3.73	19	3.94
84. Personal services (Laundries, dyeing and cleaning).	..	..	9	0.44	9	0.44
Total	246	0.10	81,645	33.41	81,891	33.51

As compared to the previous year, the important industries which recorded an appreciable rise in the overall frequency rates were Food (except beverages), Basic Metal, Machinery (except electrical machinery), Electrical Machinery, Transport Equipment and Miscellaneous. The industry "Rubber and rubber products" recorded a significant decline in the overall frequency rate. As during the previous year, the industry Transport Equipment had the highest frequency rate. The largest number of fatal injuries was accounted for by the Food Industry followed by Textiles.

As discussed in the introductory portion, in the absence of proper severity rates, figures of days lost per injury may be taken to indicate the degree of disability due to injuries. Such figures for non-fatal injuries in which the workers returned to work are presented in Table CIX by States and industries.

One interesting feature revealed by this Table is that Ajmer, which had the highest frequency rate of injuries recorded the lowest figure of average number of days lost per non-fatal injury and Orissa, which had the lowest frequency rate registered the highest duration of disability of non-fatal injuries. Among industries again, Transport Equipment and Basic Metal Industries, which had a high frequency rate, recorded comparatively low figures of days lost per non-fatal injury. Taking the important industry Textiles, the average number of days lost per non-fatal injury varied from 7 in Bihar to about 22 in Ajmer, the average for all States being about 12 days. In the case of Food (except beverages) which is the next important industry from the point of view of employment, the duration of disability of non-fatal injuries varied from 5 days in West Bengal to 27 days in Madhya Pradesh, the average for all States being slightly more than 10 days. The industries which recorded comparatively high duration of disability for non-fatal injuries were Beverages, Wood and Cork, Paper and Paper products, Water and Sanitary Services and Recreation Services.

A good deal of attention is paid to the causes of injuries by the Factory Inspectorates in order to improve the safety conditions and to reduce the number of injuries. Cases of fatal injuries are closely investigated and the State reports on the working of the Factories Act contain detailed information on the circumstances leading to fatal injuries or major accidents in factories. For statistical purposes, an elaborate classification of causes has been laid down and for each State an industry-wise and cause-wise classification of fatal and non-fatal injuries is obtained. A study of the data reveals significant inter-State and inter-industry variations in the cause-wise

TABLE CIX

AVERAGE NUMBER OF DAYS LOST PER NON-FATAL INJURY IN WHICH
WORKER RETURNED TO WORK CLASSIFIED BY STATES AND INDUSTRIES, 1952

Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Ajmer	Delhi	Andaman and Nicobar Islands	Total
I	2	3	4	5	6	7	8	9	10	11	12	13	14
01, Processes allied to agriculture (Gins and Peaches)	..	..	21.0	15.0	22.1	..	6.5	5.2	11.4	..	..	..	14.2
20, Food except beverages ..	25.7	6.5	13.5	27.0	9.2	16.0	14.9	11.0	5.1	..	8.6	..	10.3
21, Beverages ..	..	4.0	16.7	33.5	..	..	2.0	20.6	11.7	..	..	..	18.8
22, Tobacco ..	..	7.1	23.2	..	17.2	..	..	7.8	7.9	..	..	..	14.0
23, Textiles ..	..	7.0	13.1	11.1	15.1	10.5	21.3	10.3	11.0	22.1	9.2	..	12.2
24, Footwear, other wearing apparel and made up textile goods	..	7.6	32.0	..	8.0	..	16.6	8.2	..	..	..	..	9.9
25, Wood and cork except Furniture	11.1	8.0	22.0	24.1	19.6	..	..	15.9	11.2	..	4.0	11.6	16.7
26, Furniture and Fixtures ..	..	..	2.0	..	9.2	..	..	..	21.3	..	..	..	11.0
27, Paper and paper products ..	..	6.7	29.0	16.5	16.9	19.1	10.7	12.3	18.6	..	24.0	..	17.7
28, Printing, Publishing and allied industries ..	..	3.6	17.9	24.5	5.9	25.5	9.3	15.9	7.0	8.2	7.1	..	12.8
29, Leather and leather products (except footwear)	..	6.8	25.3	..	19.0	..	..	18.6	6.5	..	..	..	14.6
30, Rubber and rubber products ..	..	..	29.8	..	27.0	..	2.0	..	9.1	..	..	..	9.6
31, Chemicals and chemical products ..	23.1	6.8	11.0	9.0	7.2	..	..	9.7	8.1	..	6.8	..	9.9

TABLE CIX—*contd.*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
22. Petroleum and coal	11.4	7.4	15.0	..	17.8	..	8.0	..	6.3	..	8.5	..	9.9
23. Non-metallic mineral products (except products of petroleum and coal)	17.5	6.8	15.2	14.8	14.7	17.2	..	15.2	7.9	..	14.9	..	11.6
24. Base metal industries	7.0	17.7	..	13.8	38.0	15.6	7.3	6.8	..	11.7	..	7.0
25. Metal products (except machinery and transport equipment)	6.9	14.9	16.0	5.3	10.4	21.5	13.4	8.8	..	8.6	..	11.8
26. Machinery (except electrical machinery)	9.8	6.0	14.3	6.2	11.4	4.2	5.4	12.1	9.8	..	11.6	30.0	10.4
27. Electrical machinery, apparatus, appliances and supplies	7.2	10.0	6.1	6.5	..	..	..	5.6	..	19.2	..	8.3
28. Transport equipment	18.1	4.9	9.4	9.5	8.8	5.2	12.5	13.5	5.9	5.2	23.4	..	8.0
29. Miscellaneous industries	12.7	..	14.0	4.0	6.0	9.6	5.1	..	27.0	..	9.8
31. Electricity, gas and steam	17.0	6.0	12.8	16.8	8.1	..	25.0	6.7	5.4	9.3	5.0	..	7.5
32. Water and sanitary services	5.9	23.9	..	..	..	..	2.0	10.4	..	24.0	..	19.6
33. Recreation services (Cinema Studio)	71.8	..	4.6	..	..	..	..	..	..	..	22.5
34. Personal services (Laundries, dyeing and cleaning)	2.0	..	..	..	2.0
Total	15.7	6.2	12.1	10.9	11.0	16.6	12.3	11.4	8.3	6.2	9.3	11.6	10.1

distribution of injuries. Detailed statistics in this respect are published in the "Statistics of Factories"—an annual publication of the Labour Bureau and a summary distribution of fatal and non-fatal injuries by the main causes for the year 1952 is given in Table CX.

TABLE CX

INJURIES IN FACTORIES CLASSIFIED BY CAUSES, 1952

Causes	Fatal injuries		Non-fatal injuries		Total injuries	
	Number	Percentage to total	Number	Percentage to total	Number	Percentage to total
1. Prime movers .. ..	..	..	87	0.1	87	0.1
2. Machinery moved by mechanical power—						
(a) Transmission machinery ..	34	13.8	1,498	1.8	1,532	1.9
(b) Lifting machinery .. ..	..	..	309	0.4	309	0.4
(c) Machine tools for metal working.	2	0.8	3,628	4.5	3,630	4.4
(d) Wood working machinery	4	1.6	632	0.8	636	0.8
(e) Other machinery moved by mechanical power.	7	2.9	11,615	14.2	11,622	14.2
3. Machinery not moved by mechanical power.	1	0.4	491	0.6	492	0.6
4. Transport (whether moved by power or not)—						
(a) Railways	12	4.9	236	0.3	248	0.3
(b) Others	9	3.7	743	0.9	752	0.9
5. Electricity	12	4.9	257	0.3	269	0.3
6. Explosives	15	6.1	74	0.1	89	0.1
7. Fires	6	2.4	195	0.2	201	0.2
8. Gassing	4	1.6	440	0.5	444	0.5
9. Molten metals and other hot or corrosive substances.	9	3.7	4,457	5.5	4,466	5.5
10. Hand tools	3	1.2	7,440	9.1	7,443	9.1
11. Falling bodies	22	8.9	11,715	14.4	11,737	14.4
12. Persons falling	54	22.0	5,163	6.3	5,217	6.3
13. Stepping on or striking against objects.	6	2.4	8,361	10.3	8,367	10.2
14. Handling goods or articles ..	6	2.4	7,764	9.4	7,770	9.4
15. Others	40	16.3	16,597	20.2	16,637	20.2
Total	246	100.0	81,645	100.0	81,891	100.0

It will be seen that "Persons falling" and "Machinery moved by mechanical power" (in particular transmission machinery) accounted for a large number of fatal injuries. As regards non-fatal injuries, "Machinery moved by mechanical power", "Falling bodies", "Stepping on or striking against objects", "Handling goods or articles" and "Hand tools" were important causes. All these causes together accounted for about 65 per cent. of total non-fatal injuries during 1952. As compared to the previous year, "Molten metals and other hot or corrosive substances" caused appreciably less number of fatal injuries whereas "Persons falling" accounted for a considerably larger number of fatal injuries. In the case of non-fatal injuries, "stepping on or striking against objects" and "falling bodies" caused appreciably larger number of injuries as compared to the previous year.

MINES

The Annual Reports of the Chief Inspector of Mines in India contain detailed statistical and other information regarding injuries in mines. A 'minor' injury 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' injury is one 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 injuries received by the Chief Inspector of Mines represent a fair proportion of minor injuries in coal mines and only an insignificant proportion of minor injuries in other mines. Since statistics of minor injuries are thus incomplete, statistics of only fatal and serious injuries in mines are presented in the following table :

TABLE CXI
INJURIES IN MINES, 1947 TO 1952

Year	Fatal		Serious	
	Number	Rate per 1,000 workers	Number	Rate per 1,000 workers
1947	263	0.35	1,450	3.58
1948	272	0.69	1,295	3.27
1949	271	0.61	1,558	3.70
1950	273	0.60	2,033	4.47
1951	425	0.77	2,568	4.70
1952	453	0.89	3,887	7.19

It appears from the above table that the number of both fatal and serious injuries—particularly the latter—rose appreciably during 1952. The numbers as well as frequency rates during 1952 were the highest recorded in recent years.

Apart from the number of injuries (i.e., number of persons receiving injuries), the actual number of accidents is also available for mines. Both these sets of figures along with frequency rates of injuries for the year 1952 are presented in Table CXII for different categories of mines.

TABLE CXII

NUMBER OF ACCIDENTS AND PERSONS KILLED OR INJURED SERIOUSLY IN VARIOUS MINES, 1952

Category of mine	No. of accidents		No. of injuries		Rate of injuries per 1,000 workers	
	Fatal	Serious	Persons killed (fatal)	Persons injured seriously* (serious)	Fatal	Serious
Coal	293	2,529	353	2,676	1.00	7.68
Gold	14	716	42	749	2.06	36.89
Mica	18	35	21	54	0.51	1.32
Manganese ..	15	98	16	106	0.20	1.42
Iron Ore ..	4	64	4	67	0.15	2.54
Copper .. ..	..	66	..	66	..	17.01
Limestone ..	7	133	7	139	0.50	9.61
Bauxite .. ..	..	1	..	1	..	0.79
Clay	1	6	1	7	0.28	1.94
Gypsum	4	8	4	8	1.46	2.92
Kyanite	1	2	1	3	0.46	1.39
Magnesite ..	1	3	1	3	0.27	0.82
Slate	2	1	2	3	3.78	5.67
Stone	1	5	1	5	0.26	1.29
Total	361	3,667	453	3,887	0.8	7.10

* 114 persons injured seriously in fatal accidents are included.

It will appear that frequency rate of fatal injuries was highest in Slate mines followed by gold mines and the rate for serious injuries was highest for gold mines followed by copper mines. The rates of both fatal and serious injuries in coal mines, which account for about two-thirds of employment in all mines, were slightly higher than the over all rates for all mines together,

For different categories of mines, statistics of injuries are available separately for underground operations, open-workings and surface occupations. The frequency rates in this classification for the year 1952 for some categories of mines and for all mines together are presented in the following table :

TABLE CXIII

INJURY FREQUENCY RATES (PER 1,00 WORKERS EMPLOYED) FOR BROAD CATEGORIES OF OCCUPATIONS, 1952

Category of mines	Rates for fatal injuries			Rates for serious injuries		
	Under-ground	Open workings	Surface	Under-ground	Open workings	Surface
Coal	1.7	0.3	0.2	11.5	0.8	3.5
Mica	0.7	0.4	0.2	1.3	0.6	1.0
Manganese ..	5.3	0.1	0.3	24.5	0.1	5.6
Copper .. ..	..	..	..	29.8	..	1.2
Iron Ore ..	20.8	..	0.4	20.8	0.3	7.3
All mines ..	1.7	0.2	0.3	12.8	0.9	4.3

The above figures show that incidence of both fatal and serious injuries was by far the highest among underground workers in all categories of mines.

A classification of the fatal accidents and the number of persons killed in all mines by causes during 1952 is presented in the following table :

TABLE CXIV

DISTRIBUTION OF FATAL ACCIDENTS AND FATAL INJURIES IN MINES BY CAUSES, 1952

Causes	No. of accidents	No. of persons killed (fatal injuries)
Explosion and ignition of gas .. ..	..	..
Fall of roof	119	162
Fall of side	82	93
In shafts	12	13
Sundries underground	18	18
Haulage	54	55
Explosives	21	23
Suffocation by gas	1	2
Electricity	3	3
Miscellaneous on surface	23	27
Rockbursts	5	33
Surface machinery	4	4
Underground machinery	4	4
On surface railways and tramways	15	16
Total	361	453

It will be seen that most important causes of fatal injuries in mines were "Fall of roof" and "Fall of side" which accounted for 35.8 per cent. and 20.5 per cent. of the fatal injuries respectively.

RAILWAYS

Statistics of injuries to Railway servants as a result of accidents are published in the Annual Reports of the Railway Board and relate to the financial year. Only those cases of injuries in which the incapacity lasts for more than 48 hours are included in the statistics and serious injuries are taken to be those which result in "grievous hurt" as defined in Section 320 of the Indian Penal Code. Serial statistics from 1947-48 onwards are presented in the following table :

TABLE CXV
INJURIES TO RAILWAY SERVANTS

Year	No. of injuries reported by Railways open for traffic.		No. of injuries which occurred in Railway workshops and certain other places		Estimated frequency rates per 1,000 persons employed for all injuries	
	Fatal	Non-fatal (Total of serious and minor injuries)	Fatal	Non-fatal (Total of serious and minor injuries)	Fatal	Non-fatal (Total of serious and minor injuries)
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	23,131	18	18,559	0.28	46.38
1950-51 ..	199	25,370	7	16,661	0.22	45.53
1951-52 ..	185	23,904	6	17,960	0.20	44.93
1952-53 ..	226	24,187	8	20,477	0.25	47.79

It will appear that frequency rates for both fatal and non-fatal injuries increased appreciably during the year under review as compared to the previous year. The number of railway servants killed on railways open for traffic increased by 41 during 1952-53 as compared to the previous year. The fatalities occurred in accidents which were caused while working on the permanent way, sidings, etc., and attending to gates of level crossings. The number injured increased by 266 in accidents which occurred while coupling and uncoupling of vehicles, braking, spragging or choking wheels and due to other miscellaneous causes.

A detailed break-up of the injuries by nature and causes of accidents is available in the Annual Reports of the Railway Board and a broad classification for the year 1952-53 is presented below :

TABLE CXVI

ANALYSIS OF INJURIES ON RAILWAYS OPEN FOR TRAFFIC BY THE NATURE OF ACCIDENTS, 1952-53

Nature of accidents	Fatal injuries		Serious injuries		Minor injuries	
	Number	Percentage to total	Number	Percentage to total	Number	Percentage to total
(a) In accidents to trains, rolling stock permanent way, etc.	16	7.1	23	2.5	142	0.6
(b) In accidents caused by the movement of trains and railway vehicles exclusive of train accidents.	186	82.3	419	45.8	5,260	22.6
(c) In accidents on railway premises in which the movement of trains, vehicles, etc., was not concerned.	24	10.6	474	51.7	17,869	76.8
Total ..	226	100.0	916	100.0	23,271	100.0

It will be seen that most of the fatal injuries resulted from accidents caused by the movement of trains and railway vehicles and most of the non-fatal injuries resulted from accidents on railway premises.

A classification of injuries, other than those reported by Railways open for traffic, according to origin for the year 1952-53 is given in the following table :

TABLE CXVII

ANALYSIS OF INJURIES OTHER THAN THOSE REPORTED BY RAILWAYS OPEN FOR TRAFFIC, 1952-53

Origin	Number of injuries			
	Fatal	Serious	Minor	Total
1. Railway workshops	6	481	19,938	20,425
2. New works not opened for traffic .. ..	..	..	1	1
3. Lines under construction	1	3	13	17
4. Lines not used for the public carriage of passengers, animals and goods.	1	2	5	8
5. Steamers or flats working in connection with railways.	..	..	34	34
Total ..	8	486	19,991	20,485

Docks

Under the Indian Dock Labourers Regulations, 1948, it is the responsibility of the Port Authorities to report every injury 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 injuries 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. At present it is not possible to calculate injury frequency rates because reliable figures as to the number of persons employed in the "processes" covered by the Indian Dock Labourers Act and Regulations are not available. The number of reportable injuries in the different ports classified by main causes for the year 1952 is given in the following table :

TABLE CXVIII
INJURIES ON DOCKS CLASSIFIED BY MAIN CAUSES, 1952

Causes	Bombay		Calcutta		Madras		Cochin		Vizagapatam		Total	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
1. Lifting machinery.	1	16	..	6	..	3	..	1	..	..	1	26
2. Transport ..	1	27	1	15	1	6	..	..	..	1	3	49
3. Struck by falling bodies	1	161	1	391	1	32	2	11	..	4	5	599
4. Persons falling	2	39	3	238	..	52	..	20	..	4	5	263
5. Handling goods	..	229	2	410	..	208	1	20	..	9	3	876
6. Stepping or striking against objects	..	43	..	61	..	24	..	3	..	1	..	132
7. Use of hand tools	..	13	..	25	..	..	..	..	..	..	..	38
8. Miscellaneous	..	119	1	186	..	35	..	14	..	4	1	358
Total ..	5	647	8	1,332	2	300	3	79	..	23	18	2,441

As compared to the previous year, the total number of injuries increased by about 22.2 per cent. though the number of fatal injuries declined slightly from 20 in 1951 to 18 in 1952. As during the previous year, the largest number of injuries was caused by "Handling Goods" which accounted for about 35.7 per cent. of total injuries during 1952. Huge consignments of scrap iron and barbed wire had to be handled during 1952 and this caused a large number of minor injuries. Injuries under the heads "Struck by falling bodies" and "Persons falling" together accounted for 39.5 per cent. of total injuries.

Quite a number of injuries, which, according to strict interpretation of the Indian Dock Labourers Regulations, are not "reportable" are all the same brought to the notice of the Inspectors for investigation, if necessary. The number of such injuries during 1952 was 1,646 (including 11 fatal injuries) as compared to 1,586 during 1951.

COMPENSATION FOR ACCIDENTS

Under the Workmen's Compensation Act, 1923, compensation is payable to workers employed in scheduled employments and drawing less than Rs. 400 p.m. for injuries due to accidents or occupational diseases resulting in death or disablement for more than seven days provided that the injury is not caused by the fault of worker himself. It may be mentioned that the number of compensated injuries is much less than the total number of injuries which take place because only those injuries in which the incapacity lasts for more than 7 days are to be compensated. Further, the information about the number of compensated injuries and amount of compensation paid, received by State Authorities from various establishments covered by the Workmen's Compensation Act is not complete because many of the establishments fail to submit returns. Subject to these limitations, the statistics of compensated injuries and the amount of compensation paid for the year 1952, received under the Workmen's Compensation Act, 1923 from Railways, C.P.W.D., Posts and Telegraphs Departments, nine Part A States, Ajmer, Bhopal, Coorg and Delhi and Andamans and Nicobar Islands, are presented in Table CXIX classified according to industries.

Of the compensated injuries during 1952, death accounted for about 1.0 per cent. permanent disablement 7.3 per cent. and temporary disablement 90.9 per cent. The amount of compensation paid depends both on the nature of the injury and the wage-level of the workers injured. The statistics for the year 1952 reveal that average compensation paid per case of death was Rs. 1,930, per case of permanent disablement Rs. 531 and per case of temporary disablement Rs. 25, the overall average for all injuries being Rs. 96.

PREVENTION OF ACCIDENTS

The Organisation of the Chief Adviser, Factories, continued its efforts towards industrial safety of the workers by educating both employers and workers in regard to the value of measures laid down in the Factories Act, 1948 for the health, safety and welfare of the workers. This Organisation, with the help of the Industrial Hygiene Unit from the U.S.A., carried out investigations in the Mica mines

TABLE CXIX
COMPENSATED INJURIES AND THE AMOUNT OF COMPENSATION PAID BY INDUSTRIES, 1952

	Number of injuries for which compensation was paid				Amount of compensation paid			
	Death	Perma- nent disable- ment	Tempo- rary disable- ment	Total	Death	Perma- nent disable- ment	Tempo- rary disable- ment	Rs.
Railways	162	251	14,925	15,338	4,01,875	2,35,817	3,71,370	10,09,062
Posts and Telegraphs	16	3	95	114	29,900	1,383	2,931	34,214
C. P. W. D. .. .. .	..	1	1	2	..	882	143	1,025
Factories	206	2,871	27,992	31,129	5,91,500	14,20,195	7,16,914	27,28,609
Mines	351	572	6,109	7,032	5,27,850	3,14,494	1,31,511	9,73,655
Tramways	4	2	399	405	13,020	1,182	13,508	27,710
Docks and Ports	21	169	661	1,151	62,024	84,108	29,936	1,76,068
Plantations	35	32	756	823	50,584	18,275	13,629	82,488
Building and Construction	69	76	299	444	1,25,881	48,950	15,595	1,90,420
Municipalities	6	5	39	49	10,050	3,890	1,307	15,247
Miscellaneous	63	143	1,492	1,698	1,11,603	60,420	36,306	2,17,389
Cases for which industrial classification is not available	48	185	299	530	83,600	89,570	7,097	1,80,867
Total	1,040	4,308	53,367	58,715	20,07,687	22,88,166	13,40,907	56,36,760

N. B.—In addition to the above figures two cases of temporary disablement resulting from occupational diseases were compensated for in factories and seventeen such cases were compensated for in the Building and Construction industry, the amount of compensation paid being Rs. 511 and Rs. 121 respectively.

in the Kodarma and Giridih areas in Bihar. A report on the survey was published in the form of a booklet entitled "Silicosis in Mica Mining in Bihar". The Government of India have decided to set up in Bombay a Central Labour Institute comprising a Museum of Industrial Safety, Health and Welfare, an Industrial Hygiene Laboratory, a Training Centre and a Library-cum-Information Centre.

Formation of Safety Committees in industrial units continued to be encouraged by various States. In Hyderabad Safety Committees were set up in 25 large concerns following the recommendations of an Enquiry Committee set up earlier. In Bombay, the Chief Inspector of Factories issued circulars on all typical accidents occurring in factories wherein suggestions were made for prevention of recurrence of similar accidents. A Tripartite Advisory Committee was also appointed by Bombay Government for advising on Health, Safety and Welfare of the workers in factories. In West Bengal also, measures for reducing industrial and occupational hazards continued to receive attention. The danger arising out of weakness of welded vessels, came to notice once again when a circular steam chest for heating oil seeds exploded. Death of a worker employed in the electroplating department of a factory necessitated examination of the plant and environments by the All-India Institute of Hygiene and Public Health. In Bihar the problem of coal dust explosion was thoroughly studied and a memorandum for the guidance of the factories concerned was prepared.

Enquiries were made into all the fatal accidents in mines. A Court of Enquiry was set up under the Mines Act, 1952 to inquire into the major accidents which occurred at the Pure Chirimiri Colliery in Madhya Pradesh on 15th May 1953, resulting in loss of eight lives. A Court of Inquiry also investigated into accidents which occurred in Gold mines and made a number of recommendations. With a view to reducing the incidence of Silicosis in mica mines, orders were issued under Section 22(1) of the Mines Act requiring the owners of mica mines in Bihar and in the Nellore District to introduce measures to suppress dust during drilling operations.

Bulletins, Posters and Memoranda, illustrating some of the common causes of accidents in dock work were issued by the Chief Adviser, Factories to the Port Authorities, Stevedores' Associations and Shipping Agents. The standard of compliance with the Indian Dock Labourers Regulations, 1948, was stated to have improved though the handicap of inadequacy of facilities at the Ports for testing and annealing of machinery and gear continued to be felt.

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 1950-51 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.

1. Subsidised Industrial Housing Scheme of the Government of India

Details of the Government of India's Subsidised Housing Scheme for Industrial Workers were given in the previous issue of the Year Book. Briefly, the scheme contemplates the building of houses 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. 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. Employers will be granted loans to the extent of 37½ per cent. of the cost of construction.

Certain important modifications were made in the Scheme as a result of the review of its working during 1952-53. Agencies entitled to financial assistance under the Scheme can now construct two-roomed tenements to the extent of 10 per cent. of the total number in each project. The amount of loan admissible to co-operative societies of industrial workers has been raised from 37½ per cent. to 50 per cent. Another condition of the original Scheme, namely, that the ownership of the tenements constructed by such co-operative societies should not pass to non-industrial workers, has been relaxed to some extent to obviate the hardship to workers who may die or retire and it is now possible for a worker or his heirs to retain the ownership if the worker concerned has to his credit at least 15 years' service. The mode of payment of sanctioned assistance has also been slightly liberalised.

Considerable progress has been made in the implementation of the scheme. From October 1952 to September 1953 nearly 52 schemes of the State Governments and Employers for the construction of 21,421 tenements, involving the grant of Rs. 3.17 crores as loan and Rs. 2.88 crores as subsidy, were sanctioned. Construction of the sanctioned projects is in progress and up to 30th September 1953, 4,124 tenements were completed. The following table shows the progress in regard to the construction of tenements under the scheme during the period 1st October 1952 to 30th September 1953 :

TABLE CXX
PROGRESS OF CONSTRUCTION OF TENEMENTS UNDER THE SUBSIDISED HOUSING SCHEME

Agency	Loan sanctioned	Subsidy sanctioned	No of tenements ^a	Progress of construction			Disbursement	
				No. of tenements completed	No. of tenements under construction	No. of tenements in respect of which construction has not started	Loan	Subsidy
							Rs.	Rs.
State Governments	2,96,14,843	2,70,96,354	18,737	3,804	4,569	10,364	1,37,12,979	..
Employers	20,74,231	17,20,327	2,684	320	1,114	1,250	4,25,250	..
Co-operatives .. ..	..	..	..	..	..	..	..	..
Total	3,16,89,074	2,88,16,681	21,421	4,124	5,683	11,614	1,41,38,229	..

Improvement in rural housing standards is a part of the comprehensive rural development programme now being operated in many parts of the country by the Community Projects Administration. For providing the necessary technical assistance a Rural Cell has been established in the Ministry of Works, Housing and Supply and model plans of houses suitable for different rural parts of the country are being prepared.

2. Housing Schemes of the State Governments

Assam.—The Government of India have under their Industrial Housing Scheme sanctioned Rs. 10 lakhs for construction of houses for industrial workers. Thirteen applications for loans were received from employers. Three loans were granted and the rest were under consideration. The Government of Assam have constituted an Industrial Housing Board to promote and supervise building programmes for industrial workers.

Bihar.—In Bihar, three schemes for the construction of houses for industrial workers are in operation; namely, the Industrial Housing Scheme of the Government of India, 1949; the Bihar Industrial Housing Scheme; and the Subsidised Industrial Housing Scheme of the Government of India. One hundred and eight one-room tenements are being completed by two employers under the Government of India's Scheme of 1949. Under the Bihar Industrial Housing Scheme the Tata Locomotive and Engineering Company who were advanced a loan of Rs. 40 lakhs have completed 999 two-room tenements out of a total of 1,063 tenements for which the loan was advanced. The remaining 64 tenements are also nearing completion. The completed tenements have already been allotted to the workers. Under the subsidised Industrial Housing Scheme the Government of India have sanctioned financial assistance to three firms for the construction of a total of 236 single room and 500 two-room tenements.

Bombay.—Under the Subsidised Industrial Housing Scheme the Government of Bombay have been sanctioned loan and subsidy amounting to Rs. 215 lakhs for constructing 3,063 tenements in Bombay and 2,866 tenements in Ahmedabad. The Bombay Housing Board is in charge of construction and the work is in progress. Table CXXI gives details of the housing schemes of the Bombay Housing Board.

Madhya Pradesh.—Under the old Industrial Housing Scheme 100 houses have been constructed at Jabalpur and the construction of 50 houses at Achalpur is in progress. Under the Subsidised Industrial Housing Scheme the Madhya Pradesh Housing Board will be constructing 750 quarters of which 450 will be at Nagpur and the rest at Burhanpur, Pulgaon and Hinganghat. The Government of India have sanctioned an amount of Rs. 9,32,625 as loan and an equal amount as subsidy.

Madras.—The State Government have no housing scheme of their own. About 22 industrial establishments in the State have applied for financial assistance under the Subsidised Industrial Housing Scheme.

TABLE CXXI

TENEMENTS FOR INDUSTRIAL LABOUR CONSTRUCTED/UNDER CONSTRUCTION
BY THE BOMBAY HOUSING BOARD ON 31ST MARCH 1953

Serial No.	Housing Colony	Type and number of tenements				Subsidised rent per month
		One room	Two room	Three room	Total	
<i>Tenements completed</i>						
<i>Bombay—</i>						
1	Worli-G Plot ..	..	208 (a)	36 (b)	244	(a) Rs. 31 to Rs. 51. (b) Rs. 49 to Rs. 67.
2	Worli-Foot of Hill ..	..	192	..	192	Rs. 37
3	Sewri-Wadala ..	306	..	..	306	Rs. 20 to Rs. 34
4	Worli-Neighbourhood	..	283	..	283	Rs. 25 to Rs. 46
<i>Ahmedabad—</i>						
5	Rakhial	44 (a)	84 (b)	24 (c)	152	(a) Rs. 13 (b) Rs. 30-4-0 (c) Rs. 39-5-0 to Rs. 43-12-0
6	Asarwa .. ..	..	336	..	336	Rs. 23.
		350	1,103	60	5,113	
<i>Tenements nearing completion</i>						
1	Worli-Neighbourhood ..	..	720	..	720	Rs. 25 to Rs. 35-8-0
2	Rakhial-Ahmedabad ..	..	120	..	120	Rs. 17
<i>Tenements in progress (Subsidised Industrial Housing Scheme)</i>						
1	Chembur and Kurla, Bombay.	..	3,063	..	3,063	Rs. 21.
2	Malak Saban Tank, Ahmedabad.	..	2,866	..	2,866	Rs. 13-8-0

Orissa.—The Orissa Textile Mills, Chowduar, who were advanced a sum of Rs. 5 lakhs under the Government of India's Housing Scheme of 1949 have completed the construction of 196 single room quarters for their labourers. The labourers are to pay rent at 2½ per cent. of the capital cost of the house subject to a limit of 10 per cent. of their wages.

Punjab.—Under the Subsidised Industrial Housing Scheme the Government of Punjab have completed 200 one room tenements at Amritsar. They have also under construction another 100 houses. One employer at Amritsar has also completed 40 houses under the Scheme.

Uttar Pradesh.—In Uttar Pradesh two schemes of providing houses to industrial workers are in operation. One of these schemes is for the construction of quarters for workers in the sugar factories. A fund for financing the scheme was started under the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951. The execution of the scheme is done by a Housing Board constituted under the Act. In all, 1,500 one-roomed and two-roomed quarters are to be constructed in 66 sugar factories. The construction of quarters is the responsibility of the factories but Government provides the necessary facilities such as arrangement for supply of raw material, technical guidance, preparation of plans and layouts, etc. The Town and Village Planner prepared estimates for single and double-roomed quarters which were approved by the Housing Board. According to these estimates a single-roomed tenement costs Rs. 2,040 and a double-roomed tenement Rs. 3,805. Thirtyfour factories have started construction of houses under the scheme; 486 houses have been completed; 143 houses have reached roof level; 42 have reached plinth level; and 16 are below plinth level. A total amount of Rs. 10,73,934-8-0 has so far been paid from the fund to the sugar factories as part payment of the cost of construction.

Under the Subsidised Industrial Housing Scheme of the Government of India the U.P. Government are constructing workers quarters at Kanpur and Lucknow. The P.W.D. and the Development Board, Kanpur are in charge of the execution of the scheme in Kanpur while at Lucknow the tenements are being constructed by the Municipal Board. The P.W.D. is constructing 1,472 houses in the first phase in Mataiyapurwa locality in Kanpur and 1,500 quarters in the second phase of the scheme at Babapurwa. The Development Board is constructing 744 quarters in the first phase of the scheme at Govindnagar and 1,300 quarters in the second phase at Mataiyapurwa. At Lucknow 560 tenements are being constructed. All the houses are in blocks of 8 and 6 tenements. All tenements are being provided with sewer arrangements, water pipes and electricity. The colonies will be provided with parks and Labour Welfare Centres. So far, 2,100 quarters have been completed; 920 have reached roof level, 1,202 plinth level and 958 below plinth level. The 1954-55 programme under the scheme envisages construction of 3,408 tenements in Kanpur, 2,000 in Agra and 1,000 each at Hathras and Firozabad.

The Development Board, Kanpur are making special efforts to improve the sanitary and living conditions in the labour *ahatas* and at its instance several owners of *ahatas* have provided latrines, water taps and light points, besides proper repairs, white washing, etc.

Hyderabad.—Under the Industrial Housing Scheme formulated by the Government of India in 1949, 300 houses have been completed. The Government of Hyderabad have now revised their original plans to conform to the new subsidised Housing Scheme. Assistance to the extent of Rs. 37 lakhs was received from the Central Government for building 1,480 single-room tenements. The balance of Rs. 6 lakhs from the earlier scheme is also being utilised

for building 240 single-room tenements. The tenements will be located in Mashirabad, Chikadpalli, Sanatnagar, Nanded and Gulbarga. The houses are being constructed by Labour Co-operatives. Five thousand building workers were organized into 50 primary labour co-operatives each having 100 members and an apex body, namely, the Federation of Labour Co-operatives, helps and guides the primary units. Till 30th September 1953, the Labour Co-operatives completed 314 houses and 336 houses were in different stages of construction.

Mysore.—The Mysore Labour Housing Corporation has so far incurred an expenditure of Rs. 6,28,000 in respect of 240 houses constructed by the City Improvement Trust Board, Bangalore. During 1952-53 it was proposed to take up construction of 480 tenements each for the workers in the Krishnarajendra Mills, Mysore and the Sugar Company, Mandya, 100 houses for the workers of the Silk Filature, T. Narsipur, 600 tenements for industrial workers at Devangere and 480 tenements for the workers of the Iron and Steel Works, Bhadravati. A proposal is also under consideration to take up the construction of 700 tenements at Bangalore and 100 tenements for the workers of the Silk Filatures, Channapatna.

PEPSU.—Thirty tenements for industrial workers have been constructed in the factory area in Patiala under the Government's Five Year Development Plan. Each tenement consists of two rooms, a kitchen, a bathroom and a lavatory. Proposals for the establishment of housing colonies at Phagwara, Kapurthala, Gobindgarh, Rajpura, Patiala and Hamira are also afoot.

Rajasthan.—A few employers in Rajasthan have applied for subsidies and loans under the Subsidised Industrial Housing Scheme for the construction of 747 quarters in all. As the employers and workers have not given satisfactory response the Government may be required to take the initiative in the construction of houses for industrial workers and it is estimated that about 2,000 houses require to be constructed in the main industrial centres of Jaipur, Kishangarh, Bhilwara and Pali.

Travancore-Cochin.—Three schemes for the housing of industrial workers in the State are in operation. According to the State Government's Housing Scheme for Industrial Labour the Government will advance 50 per cent. of the cost or Rs. 750 per house whichever is less to the employer as interest free loan repayable within 25 years. The total number of houses constructed under the Scheme till 30th September 1953 was 42 — 18 at Punalur, 10 at Kumarakom and 14 at Alwaye. Most of the industrial concerns dropped the idea of implementing the State Government's Scheme as they felt that the new subsidised Industrial Housing Scheme of the Government of India was more advantageous. Under this scheme a sum of Rs. 25 lakhs has been earmarked for the State and plans and estimates for constructing 720 houses in industrial centres have been prepared. The third scheme relates to municipal employees and the municipalities concerned are responsible for the working of the scheme. The entire amount required for the scheme will be advanced by Government as interest free loan repayable in 25 years. Under this scheme 118 houses at a cost of Rs. 1,29,824 have been completed and 206 houses are in different stages of construction.

Bhopal.—The Bhopal Government propose to construct 250 one-room tenements under the Subsidised Housing Scheme. The Government of India have approved the plans and specifications in this regard and conveyed sanction for loan and subsidy each of Rs. 3,37,500.

Delhi.—It is proposed to construct 5,000 tenements for industrial workers under the Subsidised Industrial Housing Scheme. The proposal together with estimates is awaiting approval of Government.

Vindhya Pradesh.—The Subsidised Industrial Housing Scheme is under the active consideration of Government and a survey is being conducted.

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 are 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 has built 12,000 houses for their employees. As many as, 8,600 houses have been built by the employees themselves on the Company's land leased to them at very low rates. The Company also advances loans to its employees for building houses. Recently a Co-operative Housing Society has been formed by the employees and the Company has offered all facilities to promote its growth. Some of the dockyards 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. 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.

(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 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 Labour Welfare Fund has also suggested to the Mines Boards of Health that the occupation of a house by more than one miner should not be allowed if he lives with his wife and children and that only such number of workers should be permitted to occupy a house as would ensure a floor space of 40 sq. ft. and air space of 385 c. ft. for each adult and half the space for children, the kitchen, bath room, store room and verandah being excluded while calculating per capita accommodation.

The Coal Mines Welfare Fund has constructed a number of houses for coal mines as shown below.

Coalfield	Location of colony			Number of houses constructed
Jharia	Bhuli			1,566
Raniganj	Vijoyanagar			48
Bokaro	Bokaro			164
	Kargali			180
Giridih	Giridih			50
Katanpura Ramgarh	Bhurkunda			50

Many of the quarters built by the Fund at Bhuli and Vijoyanagar are lying vacant on account of the reluctance of Colliery owners to take these quarters.

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. The Kolar Gold Fields in Mysore have provided workers' housing colonies with many amenities. The total number of quarters provided is about 12,800.

(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-roomed housing plan was accepted for South India and a two-roomed 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. Available data in regard to the housing of plantation workers in Assam show that there are 1,47,167 houses of which 22,738 are *pucca*, 58,110 semi-*pucca*, 65,781 *katcha* and 538 were of the *Machan* type. It was proposed to construct 762 *pucca*, 151 semi-*pucca* and 604 *Katcha* houses during 1953 and to remodel another 807 houses.

(iv) RAILWAYS

On 31st March 1952 there were 2,80,988 units of residential quarters for the use of Class III and Class IV employees of the Indian Government Railways. During 1952-53, 5,775 'A', 1,442 'B', 86 'C' and 20 'D' type quarters were constructed.

(v) PORTS

The Bombay Port has provided 2,126 quarters for the workers of which 1,802 are *pucca* built. The quarters are provided in several labour settlements of which those at Antop Village and at Wadi Bunder are the largest. The Antop village labour colony consists of 571 cottages and at Wadi Bunder 687 tenements have been provided in *chawls*. The Calcutta port provides housing to about 50 per cent. of its employees; no rent is charged from Class IV staff. A sum of Rs. 154.5 lakhs has been earmarked for the construction of quarters for Class IV employees under the Ports Development Scheme and the work is in progress. The Madras and Cochin Ports provide quarters only to some essential service personnel. The Visakhapatnam Port provides quarters for about 10 per cent. of the staff. In the Kandla Port Project about 275 hutments have been constructed at the port site and about 60 hutments in other labour camps. Some workers are accommodated in *pucca* hired buildings.

(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 Indian Seamen's Hostel opened in June 1950 can accommodate another 500 men. In Calcutta, a small hostel providing accommodation for about 50 seamen is being run by the Merchant Seamen's Amenities Fund Committee. The first unit of the new hostel for seamen in Behala with accommodation for 260 seamen has been completed. 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. The Committee has raised some funds from the various shipping companies and other interests for the construction of a new hostel for seamen. The Government of India also propose to give a grant to the building fund.

4. Housing Schemes of Workers' Organisations

As a result of the assistance and encouragement given by the Textile Labour Association, Ahmedabad, 35 co-operative housing societies have been formed to take advantage of the Subsidised Industrial Housing Scheme of the Government of India. Twenty Housing Societies have already applied for subsidy and loan.

CHAPTER IX

LABOUR WELFARE

1. Welfare

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 measures outside the purview of statutory provisions in industrial undertakings owned and controlled by the Government of India (excluding Railways and Dockyards) an experimental scheme for constituting labour welfare funds was formulated in 1946. Details of the scheme were given in the Indian Labour Year Book, 1947-48.‡ The experimental period of operation of the scheme was completed by 1952 but pending the considerations of the enactment of a Labour Welfare Fund Act or the introduction of a comprehensive scheme of Welfare Trust Funds, the labour welfare fund scheme is being continued on a temporary arrangement. At present about 1,20,000 workers avail of the benefits under the scheme.

WELFARE TRUST FUNDS

Details regarding the proposal for setting up welfare trust funds in private undertakings were given in the 1947-48 issue of the Year Book.§ The subject was discussed at the 7th and 9th sessions of the

* Report II of the I.L.O. Asian Regional Conference, p. 3.

† Details are given in other relevant sections.

‡ P. 189

Labour Ministers' Conference and at the 12th Session of the Standing Labour Committee. A draft bill drawn up in the light of these discussions was discussed at the 11th session of the Indian Labour Conference. As there was no unanimity about the introduction of welfare trust funds on a compulsory basis legislation was deferred for some time. The State Governments were, however, requested to consider issuing instructions to the employers to constitute labour welfare funds on a voluntary basis.

ACTIVITIES OF THE STATE GOVERNMENTS

Assam.—The Government of Assam inaugurated in 1950-51 a labour welfare scheme for plantation labour and sanctioned a recurring grant of Rs. 1 lakh for the purpose. Under the scheme three welfare centres for women workers and nine centres for men workers and ex-tea garden labour have been started and a few more centres are under construction.

Bihar.—The Government of Bihar have set up three labour welfare centres at Jamshedpur, Katihar and Dalmianagar. During the year the State Government appealed to all industrial establishments employing 500 workers or more to set up labour welfare funds to provide sports, games, cinema shows, reading rooms, etc., for the workers' recreation. Seven industrial establishments have so far responded to this appeal.

Bombay.—In July 1953, the Government of Bombay transferred all welfare activities to the Bombay Labour Welfare Board constituted under the Labour Welfare Fund Act, 1953. The Board consists of 14 members including representatives of employers, workers, independent persons and women. The Welfare Fund, consisting of unutilised fines and accumulations of unclaimed dues, is to be utilised on community and social education centres, community necessities, games and sports, excursions and holiday homes, entertainment and such other objects as would, in the opinion of the State Government, improve the standard of living and ameliorate the social conditions of labour.

The Board now maintains 54 labour welfare centres of which 5 are of the 'A' type, 11 'B' type, 36 'C' type and 2 of the 'D' type. 'A' type centres are located in spacious, well-planned buildings with gymnasias, wrestling pits, shower baths, open spaces for games and sports and children's playgrounds. 'B' type centres are on a similar but smaller scale than 'A' type centres; while 'C' type centres are housed in hired premises and provide for indoor games and limited outdoor recreational facilities. 'D' type centres provide only outdoor games. The activities of the welfare centres include entertainment by visual aid such as cinemas, magic lantern, etc., facilities for physical education, educational activities, including facilities for adult education, employment aids by training in alternative occupations, welfare and anti-drink propaganda, crèches and nursery schools, sewing classes and clubs for women and health education in the form of instructions in First Aid, Hygiene, etc. There are 5 medical aid posts in Bombay city, 3 in Ahmedabad and one at Gadag for the medical relief of the workers. The attendance of workers at the welfare centres progressively increased from 29,59,800 in 1947 to 1,40,33,750 in 1953.

Madhya Pradesh.—The Labour Welfare scheme of the Government of Madhya Pradesh was modified so as to provide for the opening of labour welfare centres by Government and Government have sanctioned the opening of 8 welfare centres in different industrial areas. Four labour welfare centres have so far been started, two in Nagpur and one each at Akola and Jabalpur.

Madras.—A scheme for the opening of a demonstration-cum-training centre for basket making at Kullakamby in the Nilgiri district for plantation workers has been finalised and it is expected that very shortly the centre will start functioning.

Punjab.—Under the State Government's scheme of opening six labour welfare centres, centres have been started in five places, namely, Ambala Cantt., Ludhiana, Jullundur, Amritsar and Batala. The centres provide educational and recreational facilities including adult literacy classes, sewing classes for women, library and indoor and outdoor games.

A scheme for the welfare of plantation workers in the Kangra district has also been started at Palampur and the activities at this centre are more or less the same as at other welfare 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 1953 there were 42 labour welfare centres in the State of which 38 are regular and 4 seasonal. The seasonal centres are located at Khatauli, Ram Kola, Balrampur and Raja-ka-Sahaspur and are meant for the workers in the sugar industry. Three of the regular centres have been specially organised for tea garden labour. The distribution of the welfare centres is as follows :

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
Barcilly .. .. .	..	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
Rampur	1	..	..	1
Jhansi .. .. .	..	1	..	1
East Hoptown Tea Estate, Dehra Dun ..	..	..	..	1
Udailbagh Tea Estate, Dehra Dun ..	..	..	..	1
Harbanswala Tea Estate, Dehra Dun ..	..	..	..	1
Total	11	14	19	28

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.

West Bengal.—The Government of West Bengal started two more labour welfare centres during the year bringing the total number to 25. Proposals for starting a few more centres are also under way. The centres provide facilities for rest and recreation to industrial workers and education for them and their children. Musical functions, variety entertainments, children's sports, etc., are organised at these centres from time to time. Charitable dispensaries are attached to nine of these centres where the workers got free medical attention and medicines.

Hyderabad.—The Government run a labour welfare centre at Azamabad where arrangements have been made for indoor and outdoor games and for adult education classes in English, Hindi and Telugu.

Madhya Bharat.—The State subsidises welfare activities through representative unions of labour. The State gives a grant-in-aid of Rs. 30,000 every year to four labour welfare centres maintained by the representative trade unions at Indore, Gwalior, Ujjain and Ratlam.

Mysore.—Two labour welfare centres, one at Cottonpet and another at Chamarajapet, Bangalore are run under the direct control of the Labour Department, to afford recreational facilities for industrial workers.

PEPSU.—A scheme for the opening of welfare centres for the industrial workers at Phagwara and Gobindgarh is under consideration.

Rajasthan.—The State Government have sanctioned Rs. 21,000 for labour welfare. Three welfare centres, at Jaipur, Pali and Bhilwara, providing indoor and outdoor games, newspapers and a small library have been opened. A visiting lady doctor and a nurse have also been provided at the Bhilwara centre.

Saurashtra.—The Government of Saurashtra conduct 20 labour welfare centres in different parts of the State. Of these 11 are 'C' type centres and 9 'D' type. The 'C' type centres are housed in hired premises and provide indoor and outdoor games, nursery school, sewing, knitting and embroidery classes, reading room and library, radio and musical instruments, first aid, adult education, etc. The 'D' type centres which are also housed in hired premises afford facilities for outdoor and indoor games, reading room and library and club activities. The budget provision for welfare activities in 1952-53 was Rs. 2,01,000.

Ajmer.—The starting of labour welfare centres is under consideration.

Bhopal.—The question of opening a few labour welfare centres in the State is under active consideration of Government.

Coorg.—A sum of Rs. 25,000 was earmarked for labour welfare in Coorg. The amount was being utilised for the implementation of welfare schemes for plantation workers and agricultural labour.

Delhi.—A labour welfare centre has been opened in an industrial locality in Delhi from October 1953. Games, radio, library, literacy classes and cinema shows are some of the facilities provided.

Tripura.—Two labour welfare centres have been started for tea plantation workers.

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 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, Kankinarrah, 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

^{*} *The Indian Labour Year Book*, 1949-50, pp. 289-93.

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 a number of mills.

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.

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.

Special mention should, however, be made of the welfare facilities provided by the Tata Iron and Steel Company at Jamshedpur. A hospital with 416 beds, 51 doctors of whom 11 are specialists in different branches and 114 nurses, six branch dispensaries suitably spread over the town and two First Aid posts inside the works at which qualified doctors are on duty day and night form the framework of the medical facilities provided by the Company. 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, 11 Middle Schools, 16 Primary Schools and a few night schools for the education of the workers and their children. About 25,000 children attend the Company's schools or schools aided by it. The welfare department arranges for games and tournaments of all kinds for which purpose large play grounds are maintained.

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 Hindusthan 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 eight dockyards. Facilities for indoor and outdoor games are provided in 9 dockyards. All dockyards have instituted schemes of provident fund, gratuity or pension.

Paper Mills

All the paper mills provide dispensaries for the free medical treatment of their employees although the standards vary. Some of these dispensaries are under the charge of full-time doctors while some have only part-time doctors. 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.

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. Educational facilities exist in all the centres. School buildings, furniture, etc., are supplied by the managements and education is free. In a few cases, books, slates, etc., are also supplied free to the workers' children. All the units employing more than 100 women workers have made provision for crèches. A few of these are housed in Pucca buildings properly equipped with cradles, etc., and are staffed by trained nurses.

Sugar Industry

All except a few sugar factories maintain dispensaries under the charge of full-time or part-time doctors for the benefit of their workers. A few maintain hospitals. The majority of the factories provide facilities for the education of the workers' children but only a few have made arrangements for the education of adults. Most of the units have opened workers' clubs providing facilities for recreation such as indoor and outdoor games. Canteens, Co-operative Societies and grainshops are provided only in a few units.

(ii) MINES

The Coal and Mica Mines Labour Welfare Funds are now responsible for providing welfare facilities for workers in coal and mica mines. The activities of the respective funds are described in subsequent sections in this chapter. Even so, individual employers also provide certain welfare amenities. For instance, it has been reported that 28 coal mines have provided recreation grounds and 167 have provided play-grounds for the workers; 279 mines have provided schools for children and 13 run adult education centres.

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 Kolar Gold Field Hospital provides 250 beds. It has two operation theatres, two X-ray plants, bacteriological and pathological laboratories, etc. Five maternity homes with a total of 75 beds are being maintained by the company. During the year 1952, 3,246 of a total of 3,897 births in the mining area took place in the Mines' Maternity Homes. 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. The number of pupils on the rolls of these schools was 9,321. Thirteen night classes for adult workers and thirteen recreation clubs, each providing radio, reading rooms and facilities for indoor and outdoor games, are also maintained.

(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.

Sickness benefit for a maximum period of 14 days in a year at the rate of $2\frac{1}{2}$ 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.

(iv) RAILWAYS

The Railways maintain hospitals and dispensaries for the medical care of their employees. The following table shows the number and distribution of hospitals and dispensaries provided in Indian Railways during the year 1951-52 and the cost of medical and health services.

TABLE CXXII

MEDICAL AND HEALTH SERVICES ON RAILWAYS, 1952-53

Railway	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.
Central ..	11	477	51	8	53,42,216	31.85
Eastern ..	15	773	107	19	90,08,500	36.80
Northern ..	15	399	52	5	56,81,985	42.72
North Eastern ..	11	471	61	5	48,27,500	44.40
Southern ..	12	426	64	5	40,56,000	27.56
Western ..	8	243	52	10	29,38,611	26.53
Total ..	72	2,789	387	52	3,18,53,442	34.93

*Several of the Railway hospitals have, besides, electrocardiogram and electro-medical and physio-therapy equipment.

The Railways continued to maintain 152 railway schools.

In March 1953, there were 265 grainshops on the Indian Railways besides 64 mobile grainshops. These shops served in all 3,79,000 members of the staff of whom 1,92,000 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 94 to 101 and the average number of persons patronising these canteens also increased from about 1,06,000 per day to 1,09,000. There were 53 consumer co-operative stores on the Railways with a total membership of 26,531 and a working capital of nearly Rs. 18 lakhs.

(v) POSTS AND TELEGRAPHS

The Posts and Telegraphs Department devotes special attention to the organisation of staff welfare. One hundred and sixty-five 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 17 grainshops, 15 in Bombay, 1 in Ahmedabad and 1 in Calcutta. As many as 194 canteens are being run for the benefit of the Posts and Telegraphs employees. Fifteen night schools are being conducted for Class IV employees. There are 243 Rest Houses and 6 Holiday Homes spread throughout the country. Seven dispensaries for the benefit of Posts and Telegraphs workers and their dependants are also being run. About 350 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. 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 Dock, which is run by the Bombay Social Hygiene Council. The Government of India are also running a clinic for seamen at Bombay and some beds have been reserved in the local hospitals for seamen. There is a seamen's clinic near the dock area in 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.

ACTIVITIES OF WORKERS' ORGANISATIONS

The Textile Labour Association, Ahmedabad, has several social activities designed for the betterment of its members. It 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. The Association also conducts four vocational training classes.

The Association started a Co-operative Bank in 1947 the paid up capital of which amounted to Rs. 5,02,720 in March 1953. As a result of its efforts several co-operative credit societies and co-operative consumers' societies have been started in different units of the textile industry.

2. 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 1952-53.

HOSPITAL AND MEDICAL FACILITIES

The Central Hospital at Dhanbad is one of the best equipped and staffed hospitals in the country. It has two surgical operation theatres, one gynecological operation theatre, two labour rooms and one plaster room and a bed strength of 122. 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. Medical facilities provided at the hospital are available to the workers and their dependants. The number of cases treated in the hospital during the year was—

In-patients—

Men	...	...	1,075
Women	...	...	412
Children	..	...	193

Out-patients—

Men	...	...	5,178
Women	...	...	1,890
Children	...	...	1,275

* For provisions of the Act see Chapter II, pp. 82-83.

† Page 272.

The Central Hospital near Asansol and allied buildings were under construction and were expected to be completed by the end of 1954.

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 19,683 in-patients and 44,650 out-patients during the year ending 31st March 1953 as shown below :

TABLE CXXIII

ATTENDANCE AT THE REGIONAL HOSPITALS

Hospital	Number of cases treated							
	In-patients				Out-patients			
	Men	Women	Children	Total	Men	Women	Children	Total
Katras ..	3,206	1,912	866	5,984	8,740	7,191	3,457	19,388
Tisra ..	3,019	1,134	644	4,797	4,130	2,755	2,355	9,240
Searsale ..	3,925	881	128	4,934	4,276	2,610	714	7,600
Chora ..	2,685	853	430	3,968	4,165	2,189	2,068	8,422
All hospitals	12,835	4,780	2,068	19,683	21,311	14,745	8,594	44,650

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 Mugma coalfield is nearly completed. 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 and the work was in progress.

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. A new van was purchased for the Dhanbad Central Hospital. X-ray units have been supplied by the Fund to the Barqui Hospital and the Giridih Hospital. Installation of an X-ray plant at the hospital of the Nowrozabad colliery in Vindhya Pradesh was sanctioned and proposals for the supply of X-ray plants to hospitals in Assam, Korea and Talcher coalfields were under consideration. Three water coolers and two disinfectors were provided at the Kothadum and Tandur hospitals of the Singareni collieries company in Hyderabad. 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.

ANTI-MALARIA OPERATIONS

Malaria control operations continued in the Jharia, Raniganj, Hazaribagh, Assam, Pench Valley, Chanda, Talcher, Sambalpur and Hyderabad coalfields throughout the year. Malaria control operations included insecticide spraying, examination of blood slides and suppressive treatment.

PIT-HEAD BATHS AND CRÉCHES

The total number of pithead baths completed up to 31st March 1953 was 105 and the number under construction 91; the number of crèches completed was 140 and the number under construction 101. One hundred and fortyfour persons have so far been trained as crèche attendants of whom 103 were employed as crèche attendants in different collieries.

MOBILE CINEMA

During 1952-53 117 cinema shows were given in the Jharia coalfield, 144 in the Raniganj coalfield, 188 in the Madhya Pradesh coalfield and 39 in the Karanpura-Ramgarh coalfield.

Annual sports in the Jharia, Raniganj and Talcher coalfields, health weeks, baby-shows and exhibitions, co-operative societies and canteens in Hyderabad were some of the other welfare activities financed from the Fund.

MINERS INSTITUTES

The construction of 13 new institutes was sanctioned during the year bringing the total number to 33. Of these, 17 institutes were completed and 7 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

Thirtyone 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. The opening of 8 more centres was sanctioned during the year bringing the total sanction to 41 centres.

There were 554 Kamins and 2,499 children on the rolls on 31st March 1953 and the average daily attendance during the year was 12 Kamins and 53 children in each centre. Six hundred and thirtyone Kamins were trained in handicrafts during the year.

ADULT EDUCATION CENTRES

Thirtyfive adult education centres have so far been sanctioned of which 22 have been opened, 6 each in Jharia and Raniganj coalfields,

4 in Karanpura-Ramgarh, 2 in Bokaro and 1 each in Mugma, Giridih, Sambalpore and Talcher. A sum of Rs. 3,761 was paid to the Madhya Pradesh Government for social education schemes in the Pench Valley and Chanda coalfields and Rs. 199 was spent on social education in the Korea coalfields. In the Hyderabad coalfields 23 adult education classes functioned during the year; 956 persons appeared for the literacy test of whom 587 passed.

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 CXXIV

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	22,93,934	11,18,862	6,46,485
1948-49	63,05,351	41,97,528	16,73,673	18,52,417
1949-50	47,11,293	55,22,943	66,99,159	30,26,547
1950-51	51,97,793	37,97,383	78,19,114	11,80,394
1951-52	86,03,634*	55,47,111*	22,76,949*	14,36,660*
1952-53	1,97,91,891	46,81,970	28,81,505	9,63,456
Total	5,69,23,641	3,20,91,341	2,64,69,562	91,06,959

* Revised.

† Ad hoc transfer from General Welfare to Housing Account.

3. Mica Mines Labour Welfare Fund

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 2,732 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 these dispensaries was 7,290, 9,352 and 9,733 respectively. 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 11,473 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.

The mobile cinema gave 182 shows during the year. Of the four multi-purpose centres sanctioned by Government only one could function owing to non-availability of suitable accommodation. The centre located 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 and adults who attended the centre was 60 and 37 per day. Sports competitions for children and adults and a baby show were special features of the annual function arranged in March 1953.

In Madras, the three dispensaries at Kalichedu, Talupur and Sydapuram continued to work satisfactorily. The total attendance at these dispensaries was 32,133, 26,462 and 29,059 respectively. Serious cases were sent by the Ambulance to the Government Headquarters Hospital at Nellore. The ambulance van was also used by the medical officers to give medical aid to mica mine labourers residing far away from the dispensaries. The four maternity centres conducted 466 maternity cases during the year. The anti-malaria operations started in January 1951 were continued.

Six radio centres were working in the mining areas. The annual sports and tournaments were conducted in the last week of March 1953.

Five elementary schools were working under the Fund in the mining area. The total strength of these schools was 466. Books, slates, etc., were supplied free to the children of mica miners studying in these schools.

Fortytwo children of mica miners studying in high schools and colleges were given financial help and a sum of Rs. 1,910 was spent on scholarships. Five Adult Education Schools were also run in the mining areas. An amount of Rs. 200 was sanctioned by the Advisory Committee for meeting the expenses for conducting training classes for shot firers in the mining area. Two crèche attendants of Sha and Bhavani Sanker Mica Mines were given training at "Asoka Vihar", Madras.

The Mica Mines Welfare Fund Advisory Committee for Rajasthan considered that the immediate need was to provide medical, educational and recreational facilities, supply of foodstuffs at concessional rates and the supply of wholesome drinking water. Schemes for the establishment of two 'A' class, three 'B' class and four 'C' class centres at Babor, Shivrati, Malpura, Ropa, Sardagarh, Tonk, Kishanagarh, Bhilwara and Gangapur were under examination. 'C' class

centres will provide medical facilities through mobile vans; 'B' class centres, a dispensary, maternity and child welfare facilities, grain-shops and recreational facilities; while 'A' class centres will provide drinking water and educational facilities in addition to those provided in 'B' class centres.

The Mica Mines Labour Welfare Fund Advisory Committee for Ajmer decided that a survey work of the area was necessary before any scheme of welfare could be formulated. The Committee recommended that medical aid should be provided through mobile vans and that provision of a radio set, free supply of books and slates to school children and the grant of a sum of Rs. 2,000 to the Panchayat for the construction of a school building were necessary. These schemes were under consideration.

The following were the receipts and expenditure of the Fund during 1952-53. The estimates of receipts and expenditure for 1953-54 are also given below :

<i>Receipts</i>			<i>Expenditure</i>		
	Rs.	A. P.		Rs.	A. P.
1952-53 Opening balance	1,07,45,802	13 5	Bihar ..	3,46,059	15 0
Receipts during the year.	13,14,248	7 0	Madras ..	1,15,830	6 11
			Rajasthan ..	5,226	2 6
			Ajmer ..	Nil	
			Balance on 31-3-1953 ..	1,15,92,934	12 0
	1,20,60,051	4 5		1,20,60,051	4 5
1953-54 (estimates)	25,00,000	0 0	Bihar ..	14,08,000	0 0
			Madras ..	4,33,000	0 0
			Rajasthan ..	1,27,000	0 0
			Ajmer ..	44,000	0 0
				20,12,000	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

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 per cent.), Bhopal (31 per cent.), Madras (28 per cent.), Madhya Pradesh (27 per cent.), Bihar and Hyderabad (25 per cent.) and West Bengal (21 per cent.). Bombay, Orissa, Punjab, Madhya Bharat and PÉPSU have an agricultural labour population varying between 12 to 15 per cent. Among the larger States, Uttar Pradesh has the lowest percentage (8 per cent.).

1. Agricultural Labour Enquiry undertaken by the Government of India

The Agricultural Labour Enquiry conducted in 813 villages by the Government of India, in the Ministry of Labour during 1949-51 has been completed. The reports on the first two stages of the enquiry (*viz.*, General Village Survey and General Family Survey) have been prepared, while that on the third and final stage of the enquiry, *viz.*, intensive family survey is under preparation. The results of the first stage of the enquiry have been published in a monograph entitled 'Agricultural Wages in India', Vols. I and II. The report on the second stage is under print. The main findings of the first two stages of the enquiry are given below :

(i) POPULATION

The total population in the sample villages consisted of 51.7 per cent. males and 48.3 per cent. females.

* Source : *The First Five Year Plan*, p. 203.

(ii) EARNERS, HELPERS AND DEPENDENTS

(a) The earners formed about 30.4 per cent. of the total population in the sample villages, 22.5 per cent. being men, 6.9 per cent. women and 1.0 children.

(b) About 19 per cent. of the population were helpers, men forming 7.5, women 9.0 and children 2.4 per cent.

(c) Dependants formed 50.7 per cent. of the total population, 35 per cent. being children, 13.9 women and 1.8 men.

(d) Men earners constituted 70.9 per cent. of the total number of men in the sample villages; women earners formed 23.2 per cent. of the total number of women and child earners 2.5 per cent. of the total number of children.

(iii) OCCUPATIONAL DISTRIBUTION OF FAMILIES*

According to the data collected during the General Family Survey the agricultural land owners' families constituted 24.9 per cent., tenants 24.6 per cent. and agricultural workers 28.8 per cent. (14.0 being with land and 14.8 without land) of the total number of families.

(iv) AVERAGE SIZE OF DIFFERENT CATEGORIES OF FAMILIES

The overall average size of families was about 5. The average number of persons in the families of agricultural land owners was 5.48, while that in the families of tenants and agricultural workers was 5.44 and 4.61 respectively.

(v) AVERAGE NUMBER OF EARNERS PER FAMILY

The average number of earners per family was 1.53, composed of 1.13 men, 0.35 women and 0.05 children. The average number of earners in the families of agricultural land owners was 1.11, the figures for the families of tenants and agricultural workers being 1.13 and 2.33 respectively.

(vi) AGRICULTURAL HOLDINGS

(a) The average size of cultivators' holdings possessed by the families residing in the sample villages was 7.53 acres, the corresponding figures for the families of agricultural land owners, tenants and agricultural workers being 11.37, 7.74 and 2.86 acres respectively.

(b) The families of agricultural landowners held 34.71 per cent. of the total number of holdings which accounted for 52.38 per cent. of the total area of holdings. The corresponding figures for tenants and agricultural workers were 34.70 and 35.73, and 20.62 and 6.83 respectively.

(c) Of the total area of holdings, 56.3 per cent. were owned, 40.7 held on lease and only 2.5 held free of rent. About 96 per cent. of the area were under agricultural families.

*The definitions followed during the Agricultural Labour Enquiry were different from those adopted during the 1951 Census.

(vii) LAND TENURE

About 43 and 42 per cent. of the sample villages were under *Ryotwari* and *Zamindari* systems of tenure respectively; the remainder were other tenures. About 56 per cent. of the total area of the sample villages was under the *Ryotwari* and 20 per cent. under the *Zamindari* tenures. The position, has, however, changed materially due to the abolition of the *Zamindari* system in some states. The *Ryotwari* tenure is now gradually becoming universal.

(viii) PERCENTAGE OF "ATTACHED" AND "CASUAL" AGRICULTURAL WORKERS

In the sample villages, the percentages of attached and casual agricultural workers were 11 and 89 respectively.

(ix) ATTACHED WORKERS

(a) Although women and children were engaged in some States as regular workers, the permanent working force was largely composed of men. Women workers were employed mostly in South India in the States of Madras, Mysore, Coorg and Travancore-Cochin.

(b) The terms governing the period of contract, conditions of employment and modes and quanta of wages are settled between the workers and the employers by mutual agreement which is generally oral, though sometimes reduced to writing. They are engaged either for a year or at least for a month, but some cases of life-long and even hereditary employment were noticed during the enquiry. Employment on such long term basis was made possible because of perpetual indebtedness in which the attached worker found himself in relation with his employer.

(c) Attached workers were employed on yearly contracts in most of the Part A States. There were, however, some instances of quarterly, half-yearly, or monthly employment in some States such as Assam, Madhya Pradesh, Orissa and Punjab. In some zones of Uttar Pradesh they were employed for a period of five months. In Assam, attached workers were not free to leave their employers during the period of contract of employment. When advances were made against wages without interest, it was laid down that these would be repaid within the period of employment. In case repayment was delayed the worker was required to serve for another term whether he liked it or not.

Perquisites such as meals, clothes and lodging and sometimes small plots of land were allowed. In some States, e.g., the Punjab, the attached workers were crop-sharers. The average monthly earnings of attached workers in Part A, B, and C States generally ranged from Rs. 38 to Rs. 50, from Rs. 25 to Rs. 44, and from Rs. 15 to Rs. 60 respectively.

(x) CASUAL WORKERS

(a) Casual workers formed the bulk of the agricultural labour force. They were employed in busy periods when seasonal exigencies required the performance of agricultural operations in time.

(b) Wages were paid according to time or piece rates. Various modes of wage payment were noticed, viz., in cash, in kind and partly in cash and partly in kind. The daily wage was occasionally supplemented by perquisites such as breakfast, a daily meal or two, tobacco, gur, etc. Payment in kind was usually made in the form of grain produced in the tract, e.g., paddy in rice tracts, wheat and gram in wheat tracts and jowar or bajra in areas where *kharif* crops other than rice were important.

(c) Men, women and children were all engaged as casual workers but the employment of women was rare in the States of Jammu and Kashmir, the Patiala and East Punjab States Union, and Tripura. Women and children were generally engaged in weeding, transplanting, harvesting and threshing. Women were employed even for ploughing in some villages in Assam, Orissa, Hyderabad, Mysore, Kutch and Vindhya Pradesh. The employment of children in ploughing was relatively more prevalent than that of women in Bihar, Madhya Pradesh, Madras, Orissa and Uttar Pradesh among Part A States; in Hyderabad, Jammu and Kashmir, Mysore, Patiala and East Punjab States Union and Travancore-Cochin among Part B States and Kutch, Tripura, and Vindhya Pradesh in Part C States.

(xi) Migration of workers either from one tract to another within a State, or from one State to another was noticed in a few instances. The employment of agricultural labour from neighbouring villages was quite a common feature in the sample villages where there was scarcity of labour. Casual workers were employed in some States in groups or gangs consisting usually of workers belonging to neighbouring areas. These gangs were generally employed on piece rates for harvesting.

(xii) HOURS OF WORK

During harvesting and threshing the casual workers were engaged for about 10 to 11 hours a day, with suitable rest intervals. It was also common to employ a worker on different agricultural operations on the same day specially when he was engaged on preparatory work for three to four hours. The working day usually consisted of 8 hours but it lasted for about 6 hours when a worker was employed on strenuous operations such as ploughing or harrowing.

(xiii) WAGES

(a) The methods of wage payment to casual agricultural workers revealed considerable diversity, being influenced by factors such as the force of tradition and custom, lack of adequate cash resources with the employers and the preference by agricultural workers for a specific mode of wage payment.

(b) The wage rates for ploughing, preparatory operations, sowing, harvesting and threshing were generally higher than those for other agricultural operations. This was probably due to the strain involved in ploughing and preparatory work, the skill that sowing entails, and the seasonal exigency which calls for quick harvesting of the crop.

(c) During the General Village Survey, only the most typical wage rates obtaining in the sample villages were collected. During the Intensive Family Survey, wage rates for every individual earner

in each sample family were collected for every month for a period of 12 months and average wage rates, "weighted" by man-days worked out. The Intensive Family wage rates are, therefore, more reliable.

(xiv) WAGES AND PRICES

(a) Information about the wholesale and rural retail prices of staple articles of consumption for the years 1938-39 and 1949-50 was collected either from local shopkeeper or from the village *mandis* close to the villages selected for the enquiry in the different States. Wherever available, official records were also consulted for collecting this information. On account, however, of the time-lag the price data for the pre-war year 1938-39 may not have the same degree of accuracy as those for 1949-50.

(b) It may be stated that in Assam, Bihar, Bombay, Orissa, Punjab and Uttar Pradesh wages appeared to be in broad parity with prices as between 1938-39 and 1949-50, while in Madhya Pradesh, Madras and West Bengal the agricultural wage-rates seemed to lag behind prices. Among Part B States, wages generally lagged behind prices in Hyderabad, Kashmir and Rajasthan, while they were in broad parity with prices in Travancore-Cochin, Mysore, Saurashtra and Madhya Bharat. The wage-rates of agricultural workers in the Patiala and East Punjab States Union appeared to have broadly outpaced the prices of staple articles. Wage rates generally lagged behind prices in Ajmer, Delhi and Himachal Pradesh while they appeared to be broadly on par in Kutch, Manipur and Vindhya Pradesh. Agricultural wages, however, had ostensibly outpaced prices in Bhopal and Tripura.

(xv) HOUSING

(a) The conditions of rural housing were far from satisfactory. While a few big landholders, merchants and moneylenders had *pucca* houses, the working classes, artisans and even marginal cultivators resided in *Kacha* houses which had mud walls and thatched roofs. The houses or huts of poor people had mostly one or two rooms, although those of economically better off persons had more space. Most of the villages had no satisfactory means of communication and as the roads were *kacha*, the surroundings of the houses were often insanitary.

(b) The houses were generally owned by the occupants.

(c) The average number of persons per house varied from 4.7 to 7.3.

(d) The average number of persons per room varied from 1.7 to 4.1.

2. Wages and Earnings

The Agricultural Labour Enquiry has revealed that there is little uniformity in regard to agricultural wages and methods of payment and these vary not only from State to State but even between districts in the same State. For doing the same work, low caste workers are often paid less than high caste workers. Details of average wage rates for men, women and children engaged in different agricultural operations in 1949-50, in the various States, are given in Table CXXV.

TABLE CXXV

AVERAGE WAGE RATES FOR MEN, WOMEN AND CHILDREN IN DIFFERENT OPERATIONS IN 1949-50

Name of State 1		Plough- ing 2	Sowing 3	Trans- planting 4	Weeding 5	Irrigating 6	Harvesting 7	Threshing 8
		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
1. Assam ..	Men ..	2 0 1	2 0 2	2 2 7	2 1 2	1 15 3	2 1 8	2 0 9
	Women ..	..	1 12 7	1 11 9	1 11 10	1 11 7	1 13 6	1 12 6
	Children ..	0 12 6	1 4 0	1 4 0	1 4 0	..	1 4 0	1 4 0
2. Bihar ..	Men ..	1 0 6	1 0 11	1 2 5	1 0 4	1 0 6	1 2 6	1 1 5
	Women ..	..	1 3 6	1 0 0	0 14 9	1 0 0	1 1 6	1 1 0
	Children ..	0 12 6	0 14 7	1 0 0	0 15 1	..	1 0 0	1 0 9
3. Bombay ..	Men ..	1 2 5	1 1 5	1 2 7	0 14 3	1 3 3	1 2 0	1 2 2
	Women ..	..	0 10 8	0 12 9	0 10 2	0 6 0	0 14 10	0 15 2
	Children ..	..	0 10 8	1 0 0	0 7 9	0 8 0	0 10 11	0 10 1
4. Madhya Pradesh ..	Men ..	0 12 0	0 12 0	0 9 2	0 9 1	0 13 5	0 12 3	0 13 3
	Women ..	..	0 9 5	0 9 7	0 7 6	..	0 9 10	..
	Children ..	0 9 9	0 9 1	0 7 4	0 7 1	0 12 0	0 8 5	0 10 3
5. Madras* ..	Men ..	0 14 5	0 14 8	0 13 4	0 13 8	0 15 1	0 15 1	1 1 3
	Women ..	..	0 8 0	0 10 6	0 9 0	0 9 0	0 12 2	0 12 6
	Children ..	0 13 7	0 7 11	0 9 8	0 8 0	0 8 0	0 11 0	0 11 3
6. Orissa ..	Men ..	0 11 3	0 11 4	0 12 4	0 12 0	0 14 1	0 13 0	0 12 0
	Women ..	..	0 9 6	0 10 2	0 9 3	..	0 8 8	0 9 4
	Children ..	0 8 0	0 7 0	0 9 6	0 9 6	0 8 11	0 8 7	0 7 2
7. Punjab ..	Men ..	1 10 7	1 10 3	1 6 2	1 9 7	1 9 9	4 3 9	1 13 2
	Women ..	..	..	1 1 4	1 1 7	..	3 11 2	..
	Children ..	..	..	0 15 3	..	0 13 6	2 3 4	..
8. Uttar Pradesh ..	Men ..	1 3 4	1 3 4	1 3 1	1 2 1	1 4 1	1 7 3	1 3 11
	Women ..	..	0 13 1	0 14 9	0 11 11	0 12 4	1 5 0	1 2 0
	Children ..	0 11 0	0 10 9	0 14 1	0 10 3	0 12 4	0 15 5	0 12 9

9. West Bengal	..	Men .. Women .. Children ..	1 12 8	1 10 2	1 13 11	1 9 4	1 9 4	1 9 4	1 14 4	1 13 4
	..	..	..	1 10 0	1 9 3	1 5 8	..	..	1 7 0	1 7 0
	..	..	..	1 0 4	1 3 10	1 3 1	1 0 0	1 0 0	1 1 7	1 0 4
10. Hyderabad	..	Men .. Women .. Children ..	0 15 9	1 0 5	1 1 10	0 11 6	1 0 3	1 0 3	1 3 6	1 4 3
	..	..	..	0 8 0	0 8 11	0 7 2	0 6 8	0 6 8	0 11 6	0 12 0
	..	..	..	0 6 10	0 7 6	0 8 9	0 7 2	0 8 0	0 9 7	0 13 5
11. Jammu and Kashmir	..	Men .. Women .. Children ..	1 12 8	1 11 4	1 11 4	1 11 4	1 11 0	1 11 0	1 12 8	1 12 8

	..	..	..	1 7 0	1 7 0	1 7 0	1 7 0	1 7 0	1 7 0	1 7 0
12. Madhya Bharat	..	Men .. Women .. Children ..	0 13 8	0 13 11	0 11 0	0 10 3	0 14 0	0 14 0	1 2 6	0 14 9
	..	..	..	0 11 1	0 9 1	0 9 3	0 9 2	0 9 2	1 1 2	0 12 11
	..	..	..	0 8 5	0 8 2	0 8 5	0 7 9	0 7 9	0 13 4	0 9 3
13. Mysore	..	Men .. Women .. Children ..	1 1 8	0 15 2	0 15 6	0 14 2	0 14 2	0 14 2	1 0 8	1 1 0
	..	..	..	0 8 7	0 9 5	0 9 7	0 9 7	0 9 7	0 12 10	0 11 7
	..	..	..	0 7 4	0 8 7	0 8 9	0 6 0	0 6 0	0 9 11	0 10 5
14. PEPSU*	..	Men .. Women .. Children ..	2 5 5	2 2 9	2 0 0	2 4 5	2 6 8	2 6 8	3 8 7	2 11 8
	..	..	..	1 12 0	1 12 0	1 12 0	..	..	1 6 0	..

15. Rajasthan	..	Men .. Women .. Children ..	1 7 3	1 3 0	1 2 3	1 0 6	1 2 7	1 2 7	1 3 9	1 4 0
	..	..	..	0 15 0	0 12 5	0 13 0	0 14 5	0 14 5	0 15 10	0 15 9
	..	..	..	0 12 0	0 13 0	0 12 1	0 12 0	0 12 0	0 11 11	0 12 2
16. Saurashtra	..	Men .. Women .. Children ..	1 9 1	..	1 0 6	1 1 5	1 6 8	1 6 8	1 13 4	1 7 3
	..	..	..	..	..	1 1 6	..	..	1 13 4	0 14 6
	..	..	..	..	..	0 10 8	0 15 9	0 15 9	1 1 1	0 12 0
17. Travancore-Cochin	..	Men .. Women .. Children ..	0 13 11	1 8 4	1 4 0	..	1 8 2	1 8 2	2 4 5	2 3 1
	..	..	..	0 15 9	1 0 1	0 14 6	1 8 0	1 8 0	1 11 7	1 12 3
	..	..	..	0 12 4	0 0 4	0 10 0	0 9 3	..	1 4 3	1 4 5
18. Ajmer	..	Men .. Women .. Children ..	1 0 5	1 0 0	0 13 4	0 11 0	1 0 0	1 0 0	0 13 9	0 13 1
	..	..	..	..	..	0 8 5	0 11 0	0 11 0	0 8 11	0 8 9
	..	..	..	..	..	0 11 0	0 8 10	0 8 10	0 7 10	0 8 4

Employment in agriculture is one of the scheduled employments under the Minimum Wages Act, 1948. Under the provisions of the Act as amended, State Governments are authorised to fix minimum rates of wages for certain categories of employees only or in parts of the state only.

A number of State Governments have taken steps to fix minimum wages under the Act, while some of the States have fixed minimum wages in agriculture for the whole State, some have fixed them in respect of a few specified areas of the State only. The minimum wage rates fixed for important occupations are given in the following table :

TABLE CXXVI

MINIMUM WAGES FIXED IN AGRICULTURE (FOR ADULT MALE WORKERS)

State	Ploughing	Sowing	Trans- planting	Weeding
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Ajmer	1 0 0	1 0 0	0 12 0	0 12 0
Bihar	1 sr. 12 ch. of rice or wheat and $\frac{1}{2}$ seer sattoo		2 srs. 3 ch. of rice or wheat and 10 ch. sattoo	1 sr. 12 ch. rice or wheat and $\frac{1}{2}$ seer sattoo
Bilaspur	1 8 0	1 8 0	1 8 0	1 8 0
Bombay	1 0 0	1 0 0	0 12 0	0 12 0
Coorg	1 5 0	1 5 0	1 5 0	1 5 0
Delhi	2 0 0	2 0 0	1 8 0	1 8 0
Kutch .. ..	..	0 12 0	0 12 0	0 12 0
Madras*	1 8 0	0 12 0	0 12 0	0 12 0
Madhya Pradesh*	0 12 0	0 12 0	0 10 0	0 10 0
Punjab	1 8 0 to 2 8 0	1 8 0 to 2 8 0	1 4 0	1 0 0 to 1 12 0
Rajasthan	1 4 0	1 4 0	1 4 0	1 4 0
Tripura	2 0 0	2 0 0	2 0 0	2 0 0
Uttar Pradesh ..	1 0 0	1 0 0	1 0 0	1 0 0
West Bengal	Rs. 1-8-0 to Rs. 2-4-0 per day in different localities.			

* Draft proposals only.

It will be seen from the above statement that there are large variations in the wage rates payable to workers doing the same type of work in different States. For instance, the daily rates of wages for ploughing vary from 12 annas in Madhya Pradesh to Rs. 2 in Delhi and Tripura.

On the basis of certain returns received, the Ministry of Food and Agriculture publish data on wage rates in agriculture in their monthly journal 'Agricultural Situation in India'. The latest available data are given in the following statement :

TABLE CXXVII
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
Assam								
Topakuchi (Nowgong)	July 1953	8	Rs. A. P. 2 12 0	2 4 0	Rs. A. P. 1 4 0	..	..	Rs. A. P. ..
Rangchul (Sibsagar)	"	..	2 0 0	..	..	2 0 0	..	..
Bihar								
Narsingpur (Muzaffarpur)	June 1953	..	1 8 0	1 0 0	0 12 0	1 8 0	..	..
Mahadoopur (Patna)	"	..	1 6 9	1 6 9	1 6 9	1 8 0	1 0 0	0 12 0
Itki (Ranchi)	"	..	1 4 0	0 12 0	0 12 0	1 4 0	0 12 0	0 12 0
Jagannathpur (Singbhum)	"	..	1 4 0	0 8 0	0 8 0	0 12 0	0 8 0	0 8 0
Bombay								
Tulsigeri (Bijapur)	September 1953	7	1 8 0	0 12 0	..	1 0 0	..	..
Hubli (Dharwar)	"	10	1 8 0	1 0 0	0 12 0	1 8 0	1 0 0	0 12 0
Odo (Kaira)	"	8	2 0 0	2 0 0	1 0 0	2 0 0	2 0 0	1 0 0
Junnar (Poona)	"	8	1 8 0	1 0 0	0 12 0	1 8 0	1 0 0	0 12 0
Kalyan (Thana)	"	8	2 0 0	1 4 0	0 12 0	1 4 0	1 4 0	0 12 0

[illegible]

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, provision has been made in the Five Year Plan* for programmes relating to agricultural production, land reforms, reorganisation 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 ;
- (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 :

*The First Five Year Plan pp. 206-207.

Assam.—The Government of Assam have undertaken schemes of rural uplift designed for the general improvement of agriculture, ex-tea and other labour. The question of fixing minimum wages for agricultural workers in Cachar district to ensure income security is also under consideration.

Madras.—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.

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 bounded 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 have 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.

Saurashtra.—The State Government made grants-in-aid, amounting to Rs. 2,13,990 in 1951-52, 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. 7,58,500 was sanctioned for the year 1952-53.

In the year 1951-52 there were about 2,226 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 is 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 have 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, Aheved 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 59,678 house sites at a cost of Rs. 34,40,166 were granted by the end of March 1952. In addition 61,500 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. 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 on "Minimum Wage Fixing Machinery in Agriculture" were agreed upon. 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	306

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.

TABLE CXXVIII

ESTIMATED POPULATION OF INDIANS IN SOME COUNTRIES OVERSEAS*

Country	Total population	Indian population	Percentage of Indians to total population
Ceylon	80,98,637	9,84,327	12.2
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	54,53,798	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	47.0

* Estimates relate to the years between 1946 and 1948. In the case of Burma the figures are for 1931 and Ceylon for 1953.

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 1952 the number of Indian labourers and their dependants in Ceylon was 2,10,759 as against 7,89,718 in 1951. The last census of Ceylon took place on 20th March 1953 according to which the total population of Ceylon was 80,98,637 and the number of

Indians 9,84,327. The distribution of Indians in Ceylon during 1952 was as follows :

	Men	Women	Children	Total
Workers	2,22,379	2,13,931	38,491	4,74,801
Non-workers	7,744	14,272	3,13,942	3,35,958
Total ..	2,30,123	2,28,203	3,52,433	8,10,759

In 1952 there were on the tea, rubber, cocoa, cardamom and coconut estates in Ceylon 4,52,144 resident and 967 non-resident Indian labourers as against 46,458 resident and 85,414 non-resident non-Indian labourers. 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.

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. The amount of dearness allowance payable to estate workers in September 1953 was 118, 88 and 81 cents respectively for men, women and children. A normal working day comprises 9 hours with one hour interval at midday. Overtime work is paid for at $1\frac{1}{4}$ or $1\frac{1}{2}$ times the ordinary rate. Employers are bound by law to provide work for 6 days in the week or pay for such period to all Indian labourers. A labourer is entitled to annual holidays with pay at the rate of one day for each unit of 5 days worked in excess of 228 days in the case of men workers and 204 days in the case of women and children, subject to maximum of 12 days.

The following table gives the number of Indian estate labourers arriving in Ceylon and the number leaving Ceylon in recent years.

TABLE CXXIX

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	131	47,115	47,266
1949	42,188	2,237	44,425	302	46,538	46,840
1950	49,385	1,525	50,910	267	55,300	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 sugar cane 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 138,425 and formed about 48 per cent. of the whole population. The bulk of the Indian population is settled on the land.

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.

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.

Mauritius

Indian labour in Mauritius is employed mainly as unskilled workers in sugar and tea plantations. Their monthly wages are about 62 rupees for men, Rs. 42 for women and Rs. 30 for children. In addition, they get a house allowance of Rs. 5 per month. The hours of work are 8 per day. Men above 65 years of age and women above 60 years are given an old age pension of Rs. 20 per month. A destitute pension irrespective of age is also granted.

Burma

The latest available figures of Indian population in Burma relate to 1931 when there was a total of 10,17,825 Indians in Burma the large majority of whom were employed in agriculture. The bulk of the Indian labour was recruited from South India and Orissa. Although no figures are available it may be mentioned that at present more Indians are employed as industrial workers than previously. In the matter of wages no distinction appears to be made between Burmese and Indian labour and the minimum wage at present in Government factories and in several commercial firms is in the neighbourhood of Rs. 80 per month consisting of a basic pay of Rs. 40 and cost of living allowance of Rs. 40. The cost of living index for Indian workers in Rangoon compiled on an austerity basis stood at 331 in December 1952 with base year 1941=100. A Minimum Wages Act was enacted in 1949 but has not so far been brought into operation. In the mines, factories and oil fields a 44 hour week has been prescribed by law but in shops and commercial establishments the weekly hours of work prescribed are 48. Wages for overtime work are paid for at double the ordinary rates of pay. In agriculture there are no regular hours of work. Under the provisions of the Leave and Holidays Act, 1951 persons drawing less than Rs. 400 per month and employed in factories, railways, ports and mines are eligible for 14 days' public holidays, 10 days' earned leave and 6 days' casual leave, all with full wages, for every year of service. Persons employed in shops and commercial establishments are eligible for 52 days paid holidays in a year.

Housing conditions of industrial labour is very unsatisfactory but industrial housing is engaging the attention of Government and industrial housing schemes are under preparation. Recently four labour welfare centres have been opened in Rangoon and one in Akyab. These centres provide medical and recreational facilities to the working classes.

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 cocoa plantations and in agriculture. Several of them are also employed in shops, restaurants and theatres.

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.

Although originally Indians came as agricultural labourers today they or their descendants have entered into all walks of life. 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.

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 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. 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.

Housing.—Since the termination of indentured 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.

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 and 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 obligations of the Organisation to promote programme 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 1953 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. The total expenditure budget of the International Labour Organisation for the year 1954 was U.S. \$6,556,887 of which India's contribution was U.S. \$270,799, i.e., 4.13 per cent. of the total.

The functions of the International Labour Organisation 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. The composition of these organs is given below :

(a) *International Labour Office*.—The number of established posts provided for in the budget of the I.L.O. for 1954, including branch offices was 671 of which 267 posts were of the rank of Member of Division and above. The number of Indian nationals on the staff of the I.L.O. excluding branch offices, was 13 on 1st December 1953, of which 9 were of the rank of Member of Division and above. An Indian (Shri R. Rao) is an Assistant Director General.

The Indian Branch of the I.L.O. has on its staff a Director and three officers with other necessary staff. Dr. P. P. Pillai, Director of the Indian Branch of the I.L.O. proceeded on leave in April 1953 preparatory to retirement. Shri V. K. R. Menon, former Secretary in the Ministry of Labour, Government of India took over as Director on 1st October 1953.

(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 36 sessions held so far, has adopted 103 Conventions and 97 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 below :

LIST OF INTERNATIONAL LABOUR CONVENTIONS RATIFIED BY INDIA

Convention (1)	Date of registration of ratification (2)
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
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

(1)	(2)
No. 18.—Workmen's compensation (Occupational Diseases) Convention, 1925—concerning Workmen's compensation for occupational diseases.	30.9.1927
No. 19.—Quality 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 convention 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

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.

Participation by India in meetings convened by the International Labour Organisation

INDUSTRIAL COMMITTEES

With a view to studying in detail the special problems of important industries, the International Labour Organisation set up during recent years Industrial Committees for the following nine industries : coal mining ; inland transport ; iron and steel ; metal trades ; textiles ; building ; civil engineering and public works ; petroleum production and refinery ; chemicals ; and plantations. India is a member of all the Industrial Committees except the one relating to petroleum production and refinery.

OTHER MEETINGS

During the year India participated in a number of meetings convened by the International Labour Organisation. Important among these was the 36th Session of the International Labour Conference held at Geneva from the 4th to the 25th June 1953. India was

represented by a tripartite delegation. The delegation was led by Shri Abid Ali, Deputy Minister for Labour, Government of India. The following were some of the subjects discussed by the conference : (i) Holidays with pay (with a view to a first discussion); (ii) Protection of health of workers in places of employment (with a view to a final decision); (iii) Minimum age of admission to work underground in coal mines (with a view to a final decision); (iv) Organisation and working of National Labour Departments (for general discussion); and (v) Amendment of the Constitution of the Organisation relating to membership of the Governing Body.

The conference adopted the following two Recommendations :

- (1) Recommendation (No. 96) concerning the protection of the health of workers in places of employment.
- (2) Recommendation (No. 97) concerning the minimum age of admission to the work underground in coal mines.

The Second Asian Regional Conference was held at Tokyo from the 14th to 25th September 1953. A tripartite delegation from India under the leadership of Shri Abid Ali, Deputy Minister for Labour, Government of India, attended the Conference. Resolutions dealing with wages, workers' housing, protection and vocational preparation of young workers, ratification of I.L.O. Conventions by Asian countries, international flow of capital for assisting the economic development of underdeveloped countries and workers' suffrage eligibility for election, were adopted.

India was also represented in the following meetings convened by the I.L.O. :—

Name of the Committee or meeting	Date/s of meeting	Place of meeting
1. 121st Session of the Governing Body	February-March 1953 ..	Geneva
2. 122nd Session of the Governing Body	May-June 1953 ..	Geneva
3. 123rd Session of the Governing Body	November 1953 ..	Geneva
4. Textiles Committee—4th Session ..	February 1953 ..	Geneva
5. Committee on work on Plantations—Second Session.	March 1953 ..	Havana
6. UN—ILO <i>ad hoc</i> Committee on Forced Labour.	April-May 1953 ..	Geneva
7. Permanent Agricultural Committee—4th Session.	May 1953 ..	Geneva
8. Asian Advisory Committee—5th Session.	October 1953 ..	Nuwara Eliya
9. Asian Maritime Conference—1st Session.	October 1953 ..	Nuwara Eliya
10. Building, Civil Engineering and Public Works Committee—4th Session.	October-November, 1953.	Geneva
11. Coal Mines Committee—5th Session	November-December 1953.	Dusseldorf
12. Meeting of panel of experts from the members of the Correspondence Committee on Co-operation.	November-December 1953.	Geneva

TECHNICAL ASSISTANCE ACTIVITIES

The I.L.O.'s Asian Field Office in Bangalore continued to render assistance in the field of technical assistance.

The services of three I.L.O. experts on social security were secured in Autumn, 1953 with a view to advising the Government of India on the organisation of the Employees' State Insurance Scheme and the methods of its administration as well as the development of the panel system of medical benefits. One of the experts organised practical training courses for instructors with the object of training a nuclear staff for operating the training schemes of the Employees' State Insurance Corporation. Expert assistance was also rendered in the setting up of the Panel system. A number of important matters relating to the organisation and administration of the Scheme were referred to the experts for advice.

A team of five I.L.O. Productivity experts from the U.K. arrived in India in December 1952. The object of the expert mission was to conduct pilot projects in textile and engineering industries with a view to demonstrating how productivity and earnings could be improved by the application of modern techniques of works study and plant organisation, and where appropriate, by the introduction or improvement of systems of payment by results.

The expert team recommended the establishment of a National Productivity Centre to continue and expand the work so far done in the field. It has been decided to set up the Centre.

In February 1953 the services of a Japanese Expert on vocational training were secured through the I.L.O. for exploring the possibilities of developing alternative employment for Plantation workers not employed throughout the year and for organising suitable training centres for the purpose. The expert carried out a survey of the available resources in the Assam Plantations and prepared plans for the development of handicrafts and cottage industries. The plans have been forwarded to the Government of Assam for consideration.

With a view to promoting the spread of Training-Within-Industry techniques—an important form of supervisory training, the Government of India secured in August 1953 the services of an I.L.O. expert for one year and placed them at the disposal of the Ahmedabad Textile Industries Research Association. Request for the services of a second expert has also been made to the I.L.O.

Two Indian Nationals are at present serving as I.L.O. technical assistance experts in other countries. One of them is in Burma rendering technical assistance in the field of cottage industries, and the other is in the Philippines rendering assistance in the field of co-operation.

CHAPTER XIII

SUMMARY OF IMPORTANT EVENTS

During the period under review, the world economy, on the whole, displayed remarkable strength which was characterised by a marked rise in industrial and agricultural production and a fair degree of price stability. The improvement in the economic situation was also reflected in the general movement away from direct physical and financial controls, leading to the gradual restoration of free markets. Inflationary pressures ceased over large parts of the world, and, unlike in the previous year, Governments of many countries were concerned with the problem of averting an economic recession rather than fighting inflation. Several Governments initiated a cheap money policy by lowering bank rates, relaxing credit restrictions and lessening tax burdens. The political outlook, however, was less heartening. The world was still marred by cleavages and threatened by discords and the cold war was threatening to envelop a wider area.

The period was also significant to India as it marked the liquidation of the food problem. Industrial production reached a new record level and satisfactory progress was achieved in the First Five Year Plan.

The employment situation in the country, however, further deteriorated and the number of applicants on the live registers of Employment Exchanges, which is at present the only guide in these matters, increased from 4,13,498 in October 1952 to a record figure of 5,12,353 in September 1953. The increase was noticeable in all occupational categories. Reports from the Employment Exchanges showed that unemployment was particularly acute among educated classes who sought 'white collar' jobs. The deterioration in the employment situation was also reflected in total employment in registered factories. In Assam the tea industries passed through a critical period and towards the end of 1952, about 50,000 tea garden labourers and a large number of other staff were thrown out of employment due to closures of several tea gardens. Early in 1953, however, the tea industry was once again back in its normal strides and the employment position improved. In Madras the shortage of electrical energy and the restriction in its supply adversely affected the employment situation. The coir industry in Travancore-Cochin passed through a period of acute depression resulting in large scale unemployment. In the States of Bombay, Madhya Pradesh, Uttar Pradesh and Madhya Bharat also large numbers of workers were affected by closures of factories. The Planning Commission which examined the problem of unemployment evolved a 11-Point Programme and suggested the expansion of the Five Year Plan to the extent of about 150 to 175 crores of rupees selecting schemes with a large volume of immediate employment content.

The labour situation further improved during the period and the time loss due to industrial disputes during 1952-53 was only 29,37,809 man-days as against 33,04,365 during 1951-52. The most serious work-stoppage was a lockout in the Indian Iron and Steel Company, Burnpur following go-slow tactics by the workers.

During the year there were no wage revisions of major importance although in a number of individual units in various industries wage revisions were made on the decisions of Adjudicators and Industrial Tribunals. As in the preceding year, large sections of industrial workers, particularly in the cotton textile industry, received substantial amounts of money by way of annual bonus. As the time limit prescribed for the fixation of minimum wages had expired by 31st March and 31st December 1952 respectively for employments in Part I of the schedule and for agriculture no minimum wages were notified during the period pending the enactment of legislation to extend the time limit.

The retail and wholesale prices were comparatively more stable during the period under review than during the corresponding period during the preceding year although during the last few months prices showed a slight tendency to rise. The average wholesale price index for the period was 392 as against 401 in the preceding year. This fall in prices was not, however, reflected in the working class cost of living index as during the same period, the average all-India Working Class Cost of Living Index increased by 3 points and stood at 145 (base 1944=100).

The overall industrial production in India during 1953 was the highest since Independence and the general index of industrial production (Base 1946=100) was 135.1 as compared to 123.9 during 1952. The target of production in the cotton textile industry set by the Planning Commission for 1955-56 was exceeded in 1953 when textile production touched a record figure of 4.905 million yards of cloth and 1.510 million pounds of yarn. In a wide range of important engineering and chemical industries also production was substantially higher than in the previous year. Jute, coal and steel maintained the high production level previously reached.

On the food front, the year marked the liquidation of the food problem in the country. There were bumper yields of all major *rabi* and *kharif* crops in most of the States, reduced imports, enlarged reserve stocks with the Central and State Governments and a gradual disappearance of controls.

One important piece of labour legislation during the period was the enactment of the Bombay Labour Welfare Fund Act which created the Bombay Labour Welfare Board to administer labour welfare activities in the State. The question of compensation for lay-off and retrenchment which was under the consideration of the Central Government for some time was discussed at a meeting of the Standing Labour Committee and an agreement on the subject was reached at this meeting. Based largely on the terms of this agreement the Government of India promulgated an ordinance, which was subsequently replaced by an Act, to provide for compensation to workers laid-off or retrenched by their employers.

During the period the Employees' State Insurance Scheme was extended to some industrial centres in Punjab and active preparations were afoot to further extend the scheme. The scheme has since been extended to Nagpur also from the 11th July 1954. The Employees' Provident Funds Scheme made rapid progress. 14.4 lakhs of workers employed in 1808 factories are being benefited by the scheme.

Certain important modifications were made in the subsidised Industrial Housing Scheme of the Government of India and considerable progress was made in the implementation of the scheme. Fiftythree schemes of State Governments and Employers for the construction of 21,421 tenements were sanctioned. Work relating to the schemes was in progress and 4,124 tenements were completed up to the end of September 1953. The labour welfare activities undertaken by several State Governments were extended and many more State Governments have started providing directly welfare facilities to industrial labour.

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 :

MANUFACTURING INDUSTRIES :

Cotton
Jute
Oil
Sugar
Fertilizer
Basic Metal
Metal Products
Paper
Medicine

OTHERS :

Bank
Municipality
Transport
Cinema

MISCELLANEOUS :

Textiles

COTTON

BOMBAY STATE

Decision of a Bombay Court in the dispute between the employer and employees of the Ruby Mills Ltd., Bombay.

Certain employees of the Watch and Ward department of a mill filed a group application* before the Authority under the Payment of Wages Act under Section 15 of the Act to enforce payment of overtime wages. The claim for overtime wages was advanced by the applicants on the ground that they were workers as defined by the Factories Act, 1948. As a part of the claim was made after the expiry of the prescribed time limit of six months, the applicants also prayed for the condonation of the delay on the ground that the claim could not be presented in time as the question involved the interpretation of the Factories Act, which came into force during the period for which overtime wages were claimed, and which was being agitated with the Millowners' Association and was also under correspondence with the Bombay Government.

The employers resisted the claim principally on the ground that the employees were not governed by the provisions of the Factories Act and were not, therefore, entitled to claim the benefit of Section 59 (i.e. Section relating to the overtime payment) of that Act. The employers also

* Application No. 596 of 1950, dated 14th September 1950 before the Authority under the Payment of Wages Act, Bombay in Shri Vasudeo Gopal Rane, etc., Vs. The Manager, Ruby Mills Ltd., Bombay.

denied that any circumstances existed to justify condonation of the delay and urged that the application for overtime wages, in so far as it claimed relief for a period anterior to six months from the date of its presentation should not be entertained by the Authority. A further point taken up was that, as the claim for overtime wages did not fall within the definition of 'wages' contained in the Payment of Wages Act, the Authority had no jurisdiction to deal with the claim.

Under the Factories Act the term 'worker' is defined as follows :

"Worker means a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with, the manufacturing process, or the subject of the manufacturing process."

It was argued on behalf of the employees that since their duties consisted of keeping watch with a view to seeing that the subject of the manufacturing process or the finished articles were not pilfered or stolen away, their work was incidental to, or connected with, the manufacturing process or the subject of the manufacturing process. The Authority did not accept the argument and held that watchmen were not 'workers' as defined in the Factories Act. The employees then claimed benefit of Section 59 of the Factories Act, relating to overtime wages in a factory, read with Section 70 of the Bombay Shops and Establishments Act which runs as under :—

"Nothing in this Act shall be deemed to apply to any person employed in or within the precincts of a factory and the provisions of the Factories Act, 1934, shall, notwithstanding anything in the said Act, apply to such persons."

The employees contended that the watchmen were persons employed in or within the precincts of a factory and hence by virtue of Section 70 of the Bombay Shops and Establishments Act, the provisions of Section 59 of the Factories Act were applicable to them. This contention was accepted by the Authority and it was held that by virtue of Section 70 of the Bombay Shops and Establishments Act, 1948 the applicants were entitled to the benefits of Section 59 of the Factories Act.

It was submitted on behalf of the employers that overtime wages were not 'wages' as defined in the Payment of Wages Act and asserted that delay in payment of wages could only mean delay in payment of wages which were admitted by the employers. It was, therefore, argued on their behalf that since they had denied liability to pay overtime wages, the Authority had no jurisdiction to go into that question. The Authority did not accept this argument and held that overtime wages were 'wages' within the meaning of the Payment of Wages Act.

As the reasons for condonation of delay given by the employees in their application were not controverted by the employers, the Authority was satisfied that the delay deserved condonation. The Authority, therefore, condoned the delay in presenting the application after the prescribed time limit of six months, in so far as it related to that part of the claim which was beyond six months from the date of application.

On the above findings, the authority under the Payment of Wages Act allowed the claim of the employees and ordered the parties to submit a correct statement regarding the actual hours of overtime work done and the amount due to the applicants. The parties submitted an agreed statement that the amount due to the applicants was Rs. 14,210-0-9. The Authority ordered the payment of this amount to the applicants.

Against the decisions of the Authority, the employers preferred an appeal* before the Court of Small Causes, Bombay. The main grounds of appeal were that : (i) the Authority had no jurisdiction to entertain the claim for overtime wages, (ii) the applicants were not 'workers' as defined in the Factories Act, and they were not entitled to the benefits of Section 59 of the Factories Act and Section 70 of the Shops and Establishments Act, (iii) there was no sufficient cause to condone the delay, and (iv) the claim for overtime wages was not established by satisfactory evidence before the Authority.

As the question of jurisdiction depended upon whether the definition of term 'wages' was wide enough to include overtime wages, the Court examined the definition of wages at length. It was argued on behalf of the employers that a claim for remuneration, if it is to fall within the definition of 'wages' must arise out of a contract, express or implied, between the employers and the employees. The Court did not accept the argument and based its judgment on a decision of the Bombay High Court in which it was laid down that only three conditions are essential to satisfy the definition. These conditions are : (i) It must be a payment, which can be expressed in terms of money : (ii) the remuneration must be payable by the employer to the employee, i.e., the claim must arise whilst the relationship of employer and employee subsists, and (iii) the remuneration must be payable on the fulfilment of the contract of employment, express or implied, between the employer and the employee. Applying these principles to the present case, the Court held that overtime wages were 'wages' as defined in the *Payment of Wages Act*, and as such the Authority had jurisdiction to entertain the claim.

The Court agreed with the Authority that the applicants being watchmen in the Watch and Ward department of the mill, were not employed in any manufacturing process or any other kind of work which was incidental to or connected with the manufacturing process. It, therefore, held that the applicants were not "workers" as defined in the *Factories Act*.

The next question which the Court considered was whether the employees were entitled to the benefit of Section 59 of the Factories Act by reason of Section 70 of the Bombay Shops and Establishments Act. It was argued on behalf of the employers that the Shops and Establishments Act did not apply to the respondents as they were neither employed in an establishment nor were they 'employees' as defined in the Act. The Court did not accept the argument and observed that Section 70 was an independent Section and conferred independent benefits on a particular class of workmen who work within the precincts of a factory but to whom the provisions of the Factories Act did not apply. The Court held that Section 70 of the Shops and Establishments Act conferred on the respondents the benefits of Section 59(1) of the Factories Act concerning overtime wages.

Regarding the question of condoning the delay in filing the claim, the Court agreed with the Authority and observed that a novel situation had arisen after the enactment of the Shops and Establishments Act, and the Factories Act in 1948 and there was nothing unreasonable if the employees took time in making representations to the Government after their first approach to the employers had proved infructuous. The Court held that there was sufficient cause for condoning the delay.

The last point which the employers argued was that the employees had not established by sufficient evidence, their claim for overtime wages. The Court did not accept the argument and remarked that the employers

* Appeal No. 19 of 1951 (Under the Payment of Wages Act), The Manager, Ruby Mills Ltd. Bombay v's. Shri Basudeo Gopal Rane and others.

all along described the proceeding as a test case and invited judgment on the question of law raised in the written statement. The Authority, therefore, dealt with the legal basis of the employees' claim as preliminary point and after pronouncing judgment in their favour directed the parties to put in a statement of overtime hours of work and the wages due to each of the applicants. Both the parties arrived at an agreed figure of overtime wages worked out correctly to the last pie and submitted it to the Authority. In view of this, the Court allowed the claim of the employees and dismissed the appeal of the employers with costs.

JUTE

MADRAS

*Award of the Industrial Tribunal in the dispute between the employer and employees of the Nellimarla Jute Mills Co., Nellimarla and the Chittivalasa Jute Mills, Chittivalasa.**

Some of the important decisions given by the Industrial Tribunal on the main points involved in the dispute are summarised below.

Wages.—The demand of the workers for fixation of wages at a rate higher than the existing rate was resisted by the employers mainly on the ground that there had already been an award on this point and that there was no change of conditions since the date of that award to justify an increase in the rates of wages. The Tribunal did not, however, accept the employers' objection as the workers of the Nellimarla Jute Mills had terminated the earlier award in accordance with law after the expiry of one year.

In the matter of fixation of wages the Tribunal was solely guided by the principles laid down by the Labour Appellate Tribunal in the case of the Buckingham and Carnatic Mills, Ltd., Madras. Applying these principles to the present dispute, the Tribunal came to the conclusion that the lowest category of workers must be paid a minimum basic wage of Rs. 23 per month. Taking into consideration the prevailing rates of wages in the sugar industry in the same district and in the Bengal Jute Mills, the Tribunal concluded that the target minimum basic wage of the lowest category should be Rs. 26 per month. It, therefore, increased the minimum basic wage of the workers from Rs. 19-8-0 to Rs. 23, to rise to Rs. 26 per month of 26 days of 208 hours as follows :—

					Rs. p.m.
Minimum basic wage up to 31st December 1953	..	..	..	..	23
Minimum basic wage from 1st January to 31st December 1954	..	..	..	..	24
Minimum basic wage from 1st January to 31st December 1955	..	..	..	..	25
Minimum basic wage from 1st January 1956 onwards	..	..	..	..	26

This was not an incremental scale. Even the new entrants in any year were entitled to the minimum wage for the year in which they took up service. This was done with a view to giving time to the managements to adjust themselves to the rising wage bill by stages.

Regarding the other categories of time-rated workers who were being paid more than Rs. 19-8-0 per month, the Tribunal directed that their basic wages should be raised by adding differential wage to the existing rates. The differential wage came to : Rs. 3-8-0 (Rs. 23—Rs. 19-8-0) till 31st December, 1953; Rs. 4-8-0 (Rs. 24—Rs. 19-8-0) from 1st January to 31st December, 1954; and Rs. 5-8-0 (Rs. 25—Rs. 19-8-0) 1st January to 31st December, 1955; and Rs. 6-8-0 (Rs. 26—Rs. 19-8-0) from 1st January 1956 onwards.

* Award published under Madras Government Notification No. G.O. 1139 Development, dated 13th March 1953.

The Tribunal rejected the claim of the workers that the revised rates of wages should be given retrospective effect from June 1948. The increased rates of wages were given effect to from the date of reference of the dispute to adjudication, viz., 13th October 1952.

With regard to fixation of wages for piece-rated workers, both the workers and the employers agreed that the method adopted in Appendix V to the First Bengal Jute Mills Award should be adopted in their case. The Tribunal did not accept the demand of the workers that a minimum of monthly earnings should be guaranteed to the piece-rate workers.

Dearness Allowance.—The workers demanded dearness allowance at the rate of 3 annas per point of rise in the cost of living index for Visakhapatnam taking the pre-war index in 1939 as 100. The Tribunal expressed the view that the burden of the rise in cost of living must be borne by workers also to some equitable extent. The Tribunal therefore, allowed the workers with effect from the date of reference dearness allowance of 2 annas 5 pies per point of rise over 100 points in the cost of living index for Visakhapatnam per month of 26 days of 208 hours. The amount of Rs. 4-7-0 paid by the employers per month in kind was to be set off against the amount of dearness allowance. The canteen staff was also entitled to dearness allowance on the same rate as awarded to other employees subject to a deduction of Rs. 11-6-0 per month which was the money value of snacks supplied to them.

Bonus for 1950 and 1951.—The workmen demanded 50 per cent. of the surplus profits for the years 1950 and 1951, as bonus. The employers opposed the claim mainly on the grounds that (i) the practice of giving bonus did not exist in jute industry; (ii) from business point of view it was necessary to build up adequate reserves to face bad years; (iii) the unusually high profits during 1951 were due to the purchase and sale policy of the management and not due to the efforts of workers. The Tribunal did not accept the contentions of the employers and based its conclusions on the formula evolved by the Full Bench of the Labour Appellate Tribunal in the case, the Mill Owners' Association Bombay vs. the Rashtriya Mill Mazdoor Sangh, Bombay. Calculated on the basis of this formula, the surpluses of the two mills were as follows :—

			1950	1951
			Rs.	Rs.
Nellimarla Mill	...	...	3,14,106	18,81,540
Chittivalasa Mill	...	...	1,51,246	26,73,964

While arriving at the surpluses for the year 1951, the Tribunal excluded the profits made by the managements as a result of increase in prices due to decontrol, on the ground that those profits were not made due to the efforts of labour.

On the question of quantum of bonus, the Tribunal look into consideration various factors, such as the needs of labourers, whose minimum wages in 1950 and 1951 were far below their bare needs and the future of jute industry in the country. It awarded as bonus for 1950, one-fifth of the basic wages earned by each workman of both the mills during that year. In view of huge surpluses in the year 1951, the Tribunal awarded as bonus for that year five-sixths and three-fifths of the basic wages earned during the year by each worker of the Nellimarla Mill and the Chittivalasa Mill respectively.

Compensation for involuntary unemployment.—In view of the fact that compensation for involuntary unemployment was paid in the year 1940, the Tribunal did not consider as reasonable or fair the rule in the

Standing Orders that no compensation would be paid to the workers when the stoppage of work was due to causes beyond the control of the company. It allowed full wages and allowances as compensation when the stoppage of work was due to the fault of the employers and only half of the wages and allowances when the stoppage was due to causes beyond their control. The Tribunal did not allow any compensation for involuntary unemployment in case of stoppage of work due to the fault of the workers.

Sick leave.—From the date of publication of the award, sick leave was allowed on full wages for 10 days in a year. Previously, the workers were entitled to sick leave only on half wages for 10 days in a year.

Budlis.—The Tribunal awarded that each Budli should be paid four annas per each working day on which he was not employed subject to the condition that he was present in time at the gate twice a day in the morning and afternoon and did not leave till he was told to go away or till one hour after the commencement of the work, whichever was earlier.

The management of the Nellimarla Jute Mills had dismissed three workers. The Tribunal held that the dismissals were not justified. They were, therefore, reinstated without break in service and their back wages were directed to be paid as if the orders of dismissal were never passed.

OILS

ASSAM

*Award of the Industrial Tribunal in the dispute between the employers and employees of the Assam Oil Co.**

The award of the Tribunal which was appointed by the Government of India in March 1951 to decide the dispute between the Assam Oil Co., Ltd., and their contractors on the one hand and persons employed by them on the other has recently been published. The following is the summary of the findings of the Tribunal on some of the important issues.

In February 1949 an Industrial Tribunal had settled a dispute between the Assam Oil Co. and its employees and had given its award on almost all the issues which were involved in the present dispute. Before the present Tribunal, therefore, the Company raised a preliminary objection. It contended that there was no legal justification for a revision of the previous award unless it was proved that there was any material change in circumstances or errors in the previous award. The Tribunal, after examining the legal points involved, felt that it should be guided in this respect by the findings of the Labour Appellate. The Appellate Tribunal in the case of Sugar Mills in Bihar had observed that 'a 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 regarded as good grounds for consideration of a judgment pronounced by a civil court.' The Tribunal held that the rule of change of circumstances, should not be applied so strictly as to conflict with the fundamental concept viz. maintenance of industrial peace and promotion of harmonious relationship between capital and labour. It also pointed out that the present reference was made after the parties had exhausted all the means open to them for an amicable settlement. In view of these circumstances the Tribunal felt that it was justified in revising the previous award and over-ruled the objection of the employers.

* Published in the *Gazette of India*, Extraordinary (Part II, Section 3), dated 7th August 1952.

(i) *Revision of pay and classification of workers.*—The demand of the workmen was that the existing salaries should be upgraded because the cost of living had gone up. They also demanded the increase to enable them to raise their standard of living to a tolerable extent. The demand was opposed by the employers on the ground that the existing scales of pay had been fixed by the previous Tribunal after taking the relevant factors into account. They held that under the circumstances there was no justification for revision of pay scales. Quoting the recommendations of the Fair Wages Committee the Tribunal said that the upper limit of wages should be determined by the capacity of the industry to pay, regard being had to other factors such as wage rates in the same or similar occupation in the same or neighbouring area, productivity of labour, level of national income and its distribution, etc. In the absence of a cost of living index for Digboi (where the industry is located) the Tribunal examined the workmen's representatives, as also other evidence produced by both the parties and came to the conclusion that there was a rise in the cost of living since 1948 and 1949 when the previous award was given. It, therefore, felt that a case for revision of pay scales existed.

The revision in wage rates made by the Tribunal was as follows :

(1) Unskilled—minimum daily basic wages raised from Rs. 1-2-6 to Rs. 1-4-0.

(2) Semi-skilled and skilled—minimum daily basic wages raised from Rs. 1-4-0 to Rs. 1-10-0 and Rs. 2-2-0 to Rs. 2-6-0.

The Tribunal recommended that youths other than apprentices shall be classified as unskilled, semi-skilled or skilled and paid as such.

Clerical and other monthly rated staff : The demands of the workmen in the case of clerical and monthly rated staff were rejected except in a few categories like comptometer operators and some of the hospital employees. Regarding the staff of the Education department, the Tribunal recommended a suitable revision of salaries according to the academic qualifications of the staff.

The workers demanded reclassification of jobs, numbering about 300. The material presented before the Tribunal in this respect was not conclusive and rather confused and hence it ordered the Company to constitute an Advisory Committee consisting of an equal number of representatives of both the parties to prepare and submit a report to the General Manager for approval and adoption.

(ii) *Dearness Allowance.*—The previous Tribunal had fixed the minimum dearness allowance at Rs. 38-3-0 per month. In 1951, the minimum was raised to Rs. 45-8-0 per month by the Company. Before the present Tribunal the workers demanded a minimum dearness allowance of Rs. 60 per month on the grounds that as a result of the previous award they were actually put to a loss and that the cost of living had increased. As regards the first ground viz. loss consequent upon the implementation of the previous award, it was contended by the workmen that the loss was due more to a misinterpretation of the award, rather than the award itself. The Tribunal, however, felt that the question was one of non-implementation of a previous award, and as such it was not competent to examine it. While examining, the second ground put forward by the workers, the Tribunal was faced with the difficulty of deciding the issue without any cost of living index for the centre. It, therefore, had to decide the issue on the basis of the previous award of 1949 and the subsequent voluntary increase in dearness allowance granted by the Company. The Tribunal calculated the cost of living index number in 1949 as 300. Considering various factors, it came to the conclusion that

in 1952 the index was 360. Following the award of the Labour Appellate Tribunal in the case of Buckingham and Carnatic Mills, where the dearness allowance was given, after taking 100 as the base, at the rate of Re. 0-3-0 increase per point, the Tribunal came to the conclusion that the minimum dearness allowance payable in this case was approximately Rs. 49. It, therefore, recommended the following rate : (i) daily rated workers minimum of Rs. 50 per month ; (ii) clerical staff including monthly rated staff :

<i>Pay</i>	<i>Dearness Allowance</i>
(1) For the first Rs. 100	Rs. 50.
(2) Thereafter in the slab between Rs. 101—150 ..	90 per cent. of the basic salary.
(3) Thereafter in the slab between Rs. 151—200 ..	45 per cent. of the basic salary.
(4) Thereafter in the slab over Rs. 200	22½ per cent. of the basic salary.

(iii) *Bonus*.—The workmen demanded bonus for 1948-49 and onwards at the rate of three months' wages inclusive of dearness allowance every year mainly on the ground that the company has made enormous profits. On behalf of the company it was argued that accumulated profits are absorbed in new operations and that high profits are the life blood of the industry. While deciding this issue, the Tribunal was guided by the principles already laid down by the Labour Appellate Tribunal*, viz., that Bonus is not *ex-gratia* payment and that it is payable if there is surplus after making provision for depreciation, reserves for rehabilitation, reasonable return on paid up and working capital. For the year 1948, the employees had already accepted without any objection, one month's bonus, and therefore, the Tribunal held that the demand for 1948 cannot be pressed again. Since the company had made a profit of 225 per cent. on the capital outlay in 1949, the Tribunal awarded 3 months' basic wages as bonus for that year on the ground that labour was fully entitled to a fair share of the profits. Two months' basic wages was awarded as bonus for 1950. While awarding bonus for 1950, the Tribunal took into consideration the following facts :

(i) the financial position of the company in 1949.

(ii) the general finance with a stabilised production and (iii) long standing grievance of labour who have not received a fair benefit from the prosperity of the company.

The Tribunal did not accept the demand of the workers that dearness allowance should also be included for calculating bonus, mainly on the ground that it would be burdening the Company beyond legitimate limits.

(iv) *Abolition of contract labour*.—The workers' demand was that the company should not engage contract labour, but only direct labour and that it should treat the present contract labour as company's employees. The Tribunal rejected the demand on the ground that the demand is rather for non-employment of the employer (i.e., contractor) and as such was not cognizable under the Industrial Disputes Act.

(v) *Provident Fund, Gratuity*.—The main demand in respect of Provident Fund was that the Labour Union should be given representation for joint management of the fund. Although the Tribunal rejected the demand on legal grounds one of which was that the Trustees of the

fund are not a party to the dispute it remarked that it is desirable that 'the beneficiaries of these monies should have some kind of representation on the body set up for the disbursement of these funds'.

As regards gratuity the demand was for payment of gratuity on death, retrenchment, termination of service or voluntary resignation of an employee. The demand was rejected on the grounds that (i) the company had already instituted a contributory Provident Fund Scheme in which it was contributing at the rate of 8½ per cent. of the salary of workers which was quite liberal and (ii) the number of workers was too large, viz., more than 6,000, to institute both the systems, i.e., Provident Fund and gratuity.

Demands of Contract Labour.—The demands of workmen working under the contractors were in many respects the same as that of the company's workers. Because of the insecurity of the employers themselves, the Tribunal rejected all the demands of labour except those relating to basic wages and dearness allowance. The Tribunal directed that the minimum wages and dearness allowance already fixed for different categories of daily rated workers of the company should be adopted for contract labour also. Since the contract labour was not permanent the Tribunal felt that the benefits of annual increment could not be given to them.

TRAVANCORE-COCHIN

*Order of the Government of Travancore-Cochin on the decision of the Labour Appellate Tribunal in the case of Messrs. Tata Oil Mills Co., Ltd., Tatapuram and its staff.**

A dispute arose between the Tata Oil Mills Company and its staff regarding retrenchment of about 45 members of the staff. The matter was referred in October 1951 to the Industrial Tribunal, Ernakulam which by its award, dated 16th July 1952, decided that there was no justifiable necessity for the proposed retrenchment. The company preferred an appeal to the Appellate Tribunal which reversed the decision of the Industrial Tribunal. Thereafter the Staff Association of the Tata Oil Mills requested the State Government to reject the decision of the Appellate Tribunal under Section 15 of the Industrial Disputes (Appellate Tribunal) Act, 1950. Under this section it is open to the appropriate State Government either to reject or modify a decision of the Appellate Tribunal if it, viz., the State Government considered it inexpedient on public grounds to enforce any decision of the Appellate Tribunal. In the present case the State Government rejected the decision of the Appellate Tribunal on the following grounds :

The persons proposed to be retrenched were persons confirmed in the service of the Company with a long service. There was absolutely no case of incompetency or indiscipline against these workmen. During the last War most of these persons were covered by the 'Essential Services, Maintenance Proclamation' and hence denied the alternative openings available to them at that time. According to the Industrial Tribunal, the Company was progressively making better profits from 1949 and the only reason for retrenchment was that the Company hoped to get more profits. The Industrial Tribunal had held that 'retrenchment for making more profits was not *bonafide* and there were no sufficient reasons for retrenching the workmen'. On this issue, the Appellate Tribunal disagreed with the Industrial Tribunal and held that since it is the lawful and

* Summary of Notification No. L4-15492/52/DD(2), dated 22nd December 1952 read along with Notification No. L. 4-15492/52/DD(1) of the same date.

natural desire of every company to make more profits, it could not be said to affect the *bonafides* or taken as extraneous consideration. The Appellate Tribunal had further held 'that the proposed retrenchment was necessary and was within the rights of the company. It is a function of management.....to determine its labour force and to judge the number of workmen who would become surplus on the grounds of rationalisation and economy'. In view of the long service put in by the employees concerned and of their advanced age, the Appellate Tribunal had, however, recommended that every care should be taken to retain them as far as possible and if they were retrenched they should be re-absorbed at the earliest opportunity. This recommendation of the Appellate Tribunal, according to the State Government was in itself a recognition of the justness of the workmen's demand. Since the demand was just, the Government considered it to be a violation of social justice, to allow the proposed retrenchment. Moreover, the Government felt that to allow the company to discharge such large numbers of workmen when there was no charge of incompetence or indiscipline against them and when the Company was progressively making profits, would tend to create alarm in the minds of employees everywhere in the State regarding their security of service and that was not in the public interest to allow them to do so.

Though the State Government was aware that refusal to give effect to a decision made by an Appellate Tribunal was a very grave matter, it made a distinction between judicial justice and social justice. In this connection reliance was placed by Government on the speech of Shri Jagjivan Ram, the then Minister for Labour in the Parliament in support of the provision in Section 15 of the Industrial Disputes (Appellate Tribunal) Act. He had said that 'where Government feels that a social objective has not been kept in view by the Tribunal.....Government will be failing in its duty if it does not modify the award to conform to its objective'. In view of the intentions expressed in this speech it was felt by the State Government that in the present case, it should not refuse to use its power. The decision of the Appellate Tribunal was rejected.

SUGAR

BIHAR

*Award of the Industrial Tribunal in the dispute between the employer and employees of the Sugar Factories in Bihar.**

By various notifications issued on 8th September 1951, the Government of Bihar referred industrial disputes between 29 Sugar factories in the State and workers employed in them to an Industrial Tribunal with Shri H. K. Chaudhuri as chairman. Since some of the issues involved in the disputes in various factories were common, the Tribunal decided to hear them together and to give a joint award. The following is the summary of the decisions of the Tribunal on some of the important issues involved in the dispute.

Bonus.—The dispute relating to bonus was common to all the factories and hence the Tribunal framed the following issues in this connection :—

1. On what principle or principles should bonus be paid to the workmen of the factories? Is the reference with respect to the determination of the principle or principles on which bonus should be paid bad in law and without jurisdiction?

* Published under Bihar Government Order No. III/31-804/52-L(A), dated 12th August 1952.

2. What amount of bonus should be paid to the workmen for the crushing seasons 1949-50 and 1950-51? What should be the basis of distribution?

3. Are the workmen entitled to a share in the amount received by the factories as concessions in excise duty and cane cess from Government on the quantity of sugar produced during the crushing season 1949-50? If so, what should be its basis and ratio?

4. Are the workmen entitled to a share in the amount representing the difference between the controlled rate of sugar and the rate at which the sugar released for free sale out of the production of 1950-51 has been or may be sold? If so, what should be its basis and ratio?

On behalf of labour objection was raised to a reference being made to the Industrial Tribunal to decide the principle on which bonus should be paid. It was held that the reference was bad in law and without jurisdiction in as much as the principle was never in dispute and could not form the subject matter of an industrial dispute. It was also contended by them that in Bihar sugar factories it was a settled principle to pay bonus to workers on production-cum-industrywise basis. The objection of the workers was resisted by the employers who urged that a settlement of the principle or principles on which bonus should be paid is essential. They justified the reference on the ground that the matter was in serious dispute during the conciliation proceedings and that the parties were unable to come to an agreement on the point.

While examining the validity of the objection raised by the workers, the Tribunal was guided by the decision of the Appellate Tribunal in Bihar Sugar Appeal case*. In that case the Appellate Tribunal had remarked that "the appropriate Government is competent to make a reference under section 10 of the Act if before the reference (1) the dispute in fact had arisen, (2) that the dispute is an industrial dispute, and (3) that the appropriate Government when making the reference had applied its mind to the subject-matter of the reference. If either of those three conditions be absent, the reference would be bad and the proceedings may be quashed or the Tribunal to which the reference had been made would not be entitled to proceed on the reference". In laying down the pre-requisite condition of a valid reference the Appellate Tribunal had observed that in considering the competency of the appropriate Government to make a reference no fiction should be introduced and that if in fact an industrial dispute existed at the time and that was brought to the notice of and considered by the appropriate Government, making the reference, the reference could not be thrown out on the ground of incompetency. Evidence collected by the Tribunal showed that there was a dispute between the parties regarding the principle on which bonus should be paid. The Tribunal did not agree with the workers' representative that the question of principle on which bonus should be paid could not be the subject matter of an industrial dispute under section 2(k) of the Industrial Disputes Act. It observed : *'It is settled law that the question of bonus can form the subject matter of an industrial dispute. In my opinion the question regarding the quantum of bonus to be paid and the principle on which bonus is to be paid are inextricably bound up. In deciding what bonus is to be paid to the workers the Tribunal will necessarily have to discuss the question as to the principle on which that bonus is to be paid. The discussion of the principle is inevitable or else any finding on the question of bonus is bound to be arbitrary'*. The Tribunal also referred to section 2(b) of the Act which defined the word 'award' as follows : "Award means an interim or final determination by an Industrial Tribunal of any

* Published under Bihar Gazette (Extra-Ordinary), dated 26th March 1951.

industrial dispute or any question relating thereto". It held that the principle on which bonus should be paid was clearly a question relating to the matter of bonus and therefore it was competent to give its decision on the question irrespective of the fact whether the question was referred to it or not. The objection of the workers was, therefore, overruled.

The Tribunal next considered the principle on which bonus should be paid. The system of paying bonus on an industrywise basis was strongly opposed by the employers. It was urged on their behalf that since bonus is in the nature of a reward to labour within the available surplus it can be paid only on the result of the working of each individual unit. The Tribunal, however, did not agree with the employers and held that it was expedient from the point of view of industrial peace and progress to determine the quantum of bonus industrywise. It remarked : "*we think that the conditions of labour employed in the sugar factories of Bihar should be as far as possible uniform and this should be attained only if the same wage scale and same scale of bonus be adopted for all the factories which had made profits. Thus the correct principle to adopt would be to entertain a collective claim from labour and to adopt a uniform scale of bonus, where it is shown that the industry as a whole is able to pay, leaving it to a particular unit to escape the liability by positively proving loss*".

After declaring that workers would be entitled to claim bonus out of the profits if there was a sufficient surplus after meeting the prior charges and reasonable return on capital, the Tribunal proceeded to examine the question as to how the available surplus should be determined. The contention of the employers was that the best and the only scientific method of determining the surplus was on the basis of the balance sheets. The workers on the other hand opposed this idea. They contended that most of the balance sheets were manipulated with the sole object of concealing the profits. Out of 29 factories involved in the dispute 26 filed their balance sheets for the year 1949-50 and 9 for the year 1950-51. Since only 9 factories submitted their balance sheets for the year 1950-51, the Tribunal held that it was not possible for it to draw any conclusion from them. The Tribunal examined the balance sheets for the year 1949-50 and came to the conclusion that they did not show a true picture of the profit and loss and that they were not helpful for the purpose of determining the available surplus. The main reasons for arriving at this conclusion were : (1) balance sheets of some of the units did not relate to one complete crushing season, (2) some of the factories were engaged not only in the production of sugar but also in certain allied business, and (3) there were unreasonable and excessive appropriations under certain heads in some of the balance sheets.

On behalf of the employers it was proposed that if the balance sheets were considered to be unhelpful the Tribunal might accept the alternative of arriving at gross profits by deducting the cost of production of the factories from the sale proceeds of sugar and molasses. It was further urged that thereafter the Tribunal should allow the appropriations approved by the Appellate Tribunal and that if after these appropriations any surplus was left, the employers would have no objection to grant bonus subject to a ceiling in each case. The Tribunal could not see its way to accept this proposal as it could not satisfy itself regarding the accuracy of the figures of cost of production supplied by the employers.

The Tribunal reviewed the past practice of paying bonus in sugar factories in U.P. and Bihar and found that the Tribunals appointed to decide the issue of bonus in both the States had awarded it on the basis of production. The Appellate Tribunal while hearing an appeal relating to the dispute regarding bonus in Bihar sugar factories had held that

since the balance sheets and profit and loss accounts were not safe guides for determining the question whether the industry as a whole had made profits or not it was not appropriate to link bonus with profit. It, therefore, held that the appropriate formula in the circumstances was to link bonus with production. In view of these findings the Tribunal held that it had no hesitation in holding that the safest and the best method of determining the question of bonus was to link it with the quantum of sugar produced on a graduated scale.

For purposes of ascertaining the surplus the Appellate Tribunal in a previous dispute relating to factories in Uttar Pradesh had accepted the break up of the prices of sugar calculated by the Tariff Board. The Tribunal therefore held that this break up was binding on it. On the basis of the selling price of Rs. 28-8-0 per maund of E-27 quality sugar fixed by the Central Government, the Tariff Board had estimated that the profit per maund for 1949-50 was Rs. 1-15-7. This estimate was based on a recovery of 9.906 per cent. and a duration of 108.44 days. Compared to Uttar Pradesh the position of sugar factories in Bihar in 1949-50 was found to be better so far as recovery and duration were concerned. The percentage of recovery in Bihar tallied with the estimate of the Tariff Board but the duration was less by 10 days. The Tribunal, therefore, allowed a deduction of 3 annas per maund from the profits. It also allowed a further deduction of Re. 0-7-7 per maund on account of higher prices which the factories had to pay for cane. Thus it arrived at a net profit of Rs. 1-5-0 per maund for Bihar. The corresponding net profit calculated for U.P. by the Appellate Tribunal was Rs. 1-3-0 per maund. Proceeding on similar lines, the Tribunal calculated the surplus for the year 1950-51. It estimated the net profit per maund at Rs. 3-14-7 for North Bihar and Rs. 5-14-7 for South Bihar. As the profits of Bihar sugar factories were higher than those of the Uttar Pradesh factories in 1949-50 the Tribunal felt that the rate of bonus should be higher than that awarded in Uttar Pradesh for 1949-50. It accordingly recommended the following graduated rates for the years 1949-50 and 1950-51 :—

For production :	Rate of bonus per maund of sugar produced			
	1949-50		1950-51	
	Rs.	A. P.	Rs.	A. P.
(i) Over 1 lakh maunds and up to 2 lakh maunds ..	0	2 0	0	2 0
(ii) Over 2 lakh maunds and up to 3½ lakh maunds ..	0	4 0	0	5 0
(iii) Over 3½ lakh maunds and up to 5 lakh maunds ..	0	6 0	0	7 0
(iv) Over 5 lakh maunds	0	8 0	0	10 0

Bonus was directed to be paid to all the workers covered by the definition of workmen in the Industrial Disputes Act on the basis of the total wages earned by each of them during the season concerned.

Those factories which had produced one lakh maunds of sugar or less were exempted from the liability to pay bonus. The working of some of the factories which claimed to have suffered losses was also examined by the Tribunal. On the basis of this examination it exempted 4 factories from paying bonus for both the years and two factories from payment for one year.

Share in concessions.—The Tribunal did not accept the claim of the workers to a share in the concessions received by the factories in excise

duty and cane cess from Government on the ground that the Appellate Tribunal in a previous dispute had held that the workers could not legitimately lay a claim to a share in such remissions.

Share in the profits earned by the free sale of sugar.—The demand of the workers was that they should be entitled to a share in the amount representing the difference between the controlled rate of sugar and the rate at which the sugar released for free sale out of the production of 1950-51 had been or might be sold. It was contended by them that they had to exert their utmost to achieve the excess production and hence they should be paid Rs. 10 for every maund of sugar sold in the free market. The claim was resisted by the employers on the grounds: (1) that the extra income made by them was totally unrelated to the efforts of labour, and (2) that the income from the sale of sugar in the open market was shown in the profit and loss accounts of the factories. Rejecting the first argument of the employers, the Tribunal held that the production of excess sugar would have been impossible without the efforts of labour. It observed: "As labour is one of the main constituents of production and as the efforts of labour in this case have resulted in higher produce it is, I think, entitled to a share out of the extra profit". The second argument put forward by the employers was also not accepted by the Tribunal on the ground that it had not taken into consideration the extra profit earned by the employers while fixing the rate of bonus. The share demanded by the workers, was however, considered to be unreasonable by the Tribunal which reduced it to Rs. 5 per maund. It directed that this amount should be distributed on the same principle as bonus.

Provident Fund.—The workers' demand was that a contributory provident fund scheme should be introduced in all the factories with effect from January 1951 and all employees, whether permanent or seasonal, should be entitled to join it. The rate of contribution of the employees should be Re. 0-1-4 per rupee per month and that of the employers double that amount. At the time of the dispute provident fund schemes were in force in 18 out of 29 factories. The demand was opposed by the employers on the plea that the margin of profit was very limited since the cost of production and selling prices were strictly controlled and determined by the Government. It was contended by them that under the circumstances it was not possible for the factories which already had provident fund schemes to enhance the charge or for the factories which did not have such a scheme to introduce it. The Tribunal did not accept the employers' argument and held that the need for such schemes was now well recognised as a measure of social security. Since the majority of the factories had already introduced provident fund schemes, it could not see any reason why the remaining factories could not do so. It held that the sugar industry was well established and there was no reason why it should not introduce such a beneficial scheme. Accordingly it directed the factories to introduce a contributory provident fund scheme for their permanent as well as seasonal employees. The rate of contribution of both the parties was fixed at 6½ per cent. of the consolidated wages. The Tribunal directed that those factories which had no such scheme so far should adopt, with certain modifications, the model provident fund rules framed by the Government of India. For other factories it recommended that if any provisions in their rules were not so liberal as those of the model rules then such provisions should be amended so as to conform to the model rules. It further directed that if, however, a sufficient number of employees of a factory feel that the modified rules do not approximate to the model rules then they should be entitled to ask that new set of provident fund rules on the lines of the model rules should be framed.

BOMBAY

Minimum wage for unskilled workers in sugar mills of the Deccan Plateau (in Bombay State)—Award of the Industrial Court*

Disputes arose between eight sugar mills situated in the Deccan Plateau of Bombay State and their employees in the matter of minimum wage, standardisation of wages, housing, etc. The disputes were referred for arbitration to the Industrial Court, Bombay. The award of the Industrial Court relating to the fixation of minimum wage of an unskilled worker is summarised below.

The employees of nearly all the Sugar mills claimed a minimum wage of Rs. 30 for a month of 26 working days when the cost of living index figure was 105. The claim of workers was based mainly on the following grounds : (i) Though the industry enjoyed continued tariff protection and made huge profits, no corresponding improvement was made in the working and living conditions of the labourers. (ii) There were no standardised wage scales in several units and the wages paid were arbitrary and depended on the principle of supply and demand. Moreover, the areas where the factories were located were in the past famine areas and, therefore, the initial wage scales themselves were low and (iii) the prevailing wages including the increments paid during the War period were meagre, and bore no relation to the rise in the cost of living. The workers alleged that there was no scientific basis for the prevailing wage structure. They also sought to justify their demand of a minimum wage on the report of the Central Pay Commission which recommended the same amount as minimum wage for all the lowest paid employees of the Central Government.

Almost all the employers opposed the workers' claim on the grounds that : (i) it was unjust and inequitable to fix a minimum wage and to standardise the wages only for some of the units which were parties to the present dispute ; and (ii) the industry did not flourish on account of tariff protection and moreover the protection was withdrawn from 31st March 1950. The employers denied the remaining allegations of workers and contended that the demand for a minimum wage of Rs. 30 per month was excessive having regard to the location of the industry and the nature of its employment. They maintained that it was wrong in principle to fix a minimum wage based upon a cost of living figure for a district in respect of which no official cost of living index was available. Other arguments advanced by the employers were that (i) the Recommendations of the Central Pay Commission related to Central servants who almost invariably served in urban areas and were liable to transfer, unlike the sugar factory labourers who lived in rural areas where the cost of living is less ; (ii) the prevailing wages of agricultural workers did not exceed the wages paid to sugar workers and (iii) the Government of India had appointed a committee to go into the question of fixation of minimum wage for agricultural workers and it was not desirable that the court should fix minimum wages for sugar industry till the report of this Committee was out.

On a specific request made by the employees and with the consent of both the parties to the dispute after prolonged discussion, the Court appointed a Committee of experts to act as assessors to advise it on the

* Summary of an Award of the Industrial Court, Bombay in the dispute between 8 sugar mills in Bombay State and their employees. Published in Part I-L of the *Bombay Government Gazette*, dated April 23, 1953, pages 940 to 954.

question of fixing a wage scale. After visiting the sugar factories and their farms and collecting necessary information and evidence, the assessors unanimously came to the conclusion that Rs. 20-12-0 or Rs. 21 in a round sum should be a sufficient minimum wage for an unskilled worker both in the factories as well as in the farms on the basis of prices that prevailed in September 1939. But aiming at a progressive fair wage, particularly when the industry could afford it, they suggested a minimum wage of Rs. 22-12-0 for a month of 26 working days. Both the parties, however, objected to the recommendations of the assessors, though on different grounds. The main objection of the employees was that the assessors were largely influenced by the competitive capacity of the Deccan sugar factories with that of the sugar factories in Uttar Pradesh. In order to keep up this capacity, the assessors had fixed the minimum wage of an unskilled worker at Rs. 22-12-0, because the total wage of such a worker in U.P. and Bihar factories was not more than Rs. 55 per month and that the assessors had lost sight of the better financial position of the Deccan sugar factories. The employer's contention was that fixation of a minimum wage in their case, would cripple the industry and curb its competitive capacity as against the sugar mills of U.P. and Bihar and that there was no need to change the existing wage-level which was $4\frac{1}{2}$ times higher than what it was in the pre-war years.

The Court held that though it was not possible to lay down in precise terms a basis for the fixation of minimum wage, the standard of living and the condition of the industry are the guiding considerations. It was also not possible to define these two concepts or the weights to be attached to either of them. Moreover, the concept of the minimum wage itself had recently undergone a progressive change. It was now made to include not only bare physical necessities, but also a modicum of comforts, otherwise known as conventional necessities intended to keep up the efficiency of the industrial worker as a human being. While fixing the minimum living wage standard, the Bombay Textile Labour Inquiry Committee had taken into consideration the following items of expenditure, viz., (i) food (ii) house rent (iii) fuel and lighting (iv) clothing, bedding, footwear, etc., and (v) certain other miscellaneous items. Since the same items had been admitted by a full bench of the Labour Appellate Tribunal in the Buckingham and Carnatic Mills case, the Court followed the same basis in the present case. In the absence of any reliable data as to the cost of living figures in the region where the mills are located, the Court took into consideration the data available in this respect in the reports of (i) the family budget enquiry of cotton textile workers in Sholapur city by the Labour Office of the Government of Bombay in 1925 and again in 1944-45 by Shri S. R. Deshpande, the then Director of Cost of Living Index Scheme and (ii) the enquiry of the Bombay Textile Labour Inquiry Committee which itself determined the expenditure of an average textile labourer's family in Sholapur city in 1939. One of the factors which led the Court to rely on these reports was that one of the sugar mills concerned is situated in Sholapur district and the rest in the districts bordering on it. It had been urged by the employers that the sugar industry was mainly agricultural and this factor should be taken into account while fixing the minimum wage. The Court was inclined to agree that the difference in the cost of living in a city like Sholapur and in a rural area such as the one where the sugar factories were situated should be borne in mind while fixing the minimum wage.

As regards the number of units in the family which were to be taken into account for purposes of fixation of the minimum wage, the Court cited the opinions of the Bombay Textile Labour Inquiry Committee, the

Rao Court of Enquiry and the Fair Wages Committee. All these Committees had adopted a worker, his wife and two children below the age of 14 (with a coefficient of 1, .8 and .6 per child respectively) as the size of a natural family for Bombay and the same had been accepted by the Appellate Tribunal. The assessors appointed in this case also adopted the same basis as Dr. L. D. Deodhar who had found that the average size of the family of a factory worker and farm worker, in the sugar industry of Deccan between 1946 and 1950 was approximately 3.5 and 3.8 consumption units. The Court took the average family to consist of 3 consumption units with one wage earner for purposes of calculation of minimum wage.

Food.—The Court accepted the view of Dr. Aykroyd and held that the minimum standard of daily intake for an adult man should be about 2,600 calories. The cost of a balanced diet estimated by Dr. Aykroyd per man in South India was between Rs. 5 and Rs. 6 at pre-war prices. Considering the fact that the Bombay Textile Labour Inquiry Committee had accepted Rs. 6 as the minimum requirement per adult at pre-war prices and that the prices of staple foodgrains, viz., *jowar* and *bajri* grown in the region of the Deccan sugar mills were a little lower than in Bombay, the Court assumed that a man was required to spend about Rs. 5-4-0 or Rs. 5-6-0 per month on food at pre-war prices in the sugar factory areas and their farms. A 25 per cent. addition to this suggested by Dr. Aykroyd on account of items like sugar, condiments considered by him as desirable, was disallowed on the ground that the Labour Appellate Tribunal did not allow it in the Buckingham and Carnatic Mills case. The monthly expenditure on food for a family of 3 consumption units was therefore estimated at about Rs. 16.

House Rent.—The assessors had reported that residential quarters were provided to most of the industrial workers in the factories, while on the farms only some of the workers were provided with *pucca* quarters and the rest with hutting materials. They had also reported that it was not possible for workers to obtain any residential accommodation for rent in the factory and farm areas. Although the Court found that the existing arrangements specially for unskilled workers were on the whole unsatisfactory, it did not allow any amount towards house rent on the ground that the employees had not incurred any expenditure in the past for hiring residential accommodation and were not likely to incur any in future.

Fuel and Lighting.—The assessors' report was that unskilled workers in factories and farms hardly bought any fuel and their requirements were usually met from the cane farms. The companies adduced evidence to show that agricultural workers do not have to buy any fuel owing to the availability of dry cane stalks, cane roots, etc., in the farms. The Court, however, held that there was no proof that the needs of the factory workers were similarly met or that the farm workers were absolutely above want and, therefore, allowed 8 annas per month for fuel. Another eight annas was allowed for lighting on the assumption that a family would require a gallon of kerosene oil per month, the pre-war price of which was about Rs. 3-3-0 per tin of 4 gallons. The Court, therefore, allowed one rupee per month for fuel and lighting.

Clothing and other expenses.—The Court allowed an amount of Rs. 2 per month for this item of expenditure. This amount was fixed taking into consideration the following facts: (i) the Bombay Textile Inquiry Committee's finding was an expenditure of Rs. 3-3-9 per family in Sholapur on this item and an expenditure of Rs. 2-3-10 was incurred on this item according to Bombay Labour Office Enquiry of 1925, for a family of 3.6 units and (ii) the factories and farms were located in rural areas.

Miscellaneous.—Here the Court was guided by three factors, viz., (i) the findings of the Bombay Textile Labour Inquiry Committee, according to which the expenditure on this item was Rs. 4-13-5 per month in a normal textile workers family in Sholapur in 1939, (ii) the Bombay Labour Office enquiry which showed that an expenditure of Re. 0-11-11 was incurred on this item by a textile worker's family in the lowest income group in Sholapur in 1925 and (iii) the amenities provided by employers in respect of education and medical facilities. On a consideration of these factors, the Court came to the conclusion that workers must have been spending about Rs 4-0-0 per month in 1939 on the miscellaneous items and allowed it to be included for purposes of calculation of a minimum wage.

Thus the Court came to the conclusion that Rs. 23 per month per family (Food—Rs. 16, Fuel and Lighting—Re. 1, Clothing, etc.—Rs. 2, and Miscellaneous—Rs. 4), was the minimum expenditure. Making a slight increase in this amount in order to make it divisible by 26 (to facilitate calculation of daily wages) the Court fixed the minimum wage at Rs. 23-2-6 for a month of 26 working days or Re. 0-14-3 per day at the pre-war level of prices. It was pointed out by the Court that consideration of the capacity of the industry to pay, for purposes of fixation of minimum wage was irrelevant. Some of the main objections raised by the employers were disposed of as follows :—

The employers had argued that the prevailing wages of agricultural workers in the same locality did not exceed the wages paid to the workers in sugar industry. The Court rejected this plea on the ground that workers in agriculture were not organised and had not acquired sufficient collective bargaining capacity and therefore, there was not much point in comparing their wage levels with that of sugar workers. A second argument advanced by employers was that the minimum wage prescribed for cotton textile workers in certain towns in the same area was less than, the minimum fixed by the Court; but the Court held that since the fixation of minimum wages in those towns, there had been a progressive development in the concept of minimum wage and, therefore, rejected the contention of the employers. The employers had also argued that the minimum wages prescribed under the Minimum Wages Act were less than the one fixed by the Court. It was held by the Court that minimum wages fixed under the Minimum Wages Act were intended for industries generally known as 'Sweated industries' and confined to trades where exceptionally low wages obtained and therefore, the two wage levels could not properly be compared. The employers' last contention was that equal minimum wages for both men and women should not be prescribed, as a female worker 'virtually does not work for more than 6 hours a day'. In this connection the Court made a reference to the observations of the Fair Wages Committee which dealing with this question at length had pointed out that in recent years, the principle of equal pay for equal work had been embodied in many national laws and suggested *inter alia* that where the work done by men and women was demonstrably identical or interchangeable no differentiation should be made between men and women regarding the wages payable. Since the employers did not produce any evidence to show that women were exclusively employed 'for certain types of work on a basis which is not interchangeable with men', the court rejected the contention of the employers.

The employees claimed the revised rates with retrospective effect from 1st October 1949. The Court rejected the claim on the ground that the burden would be too heavy and ordered that the revision should be effected from 1st October 1952.

FERTILIZER INDUSTRY

WEST BENGAL

*Award of the Industrial Tribunal in the dispute between the Empire Bone Mills, Hooghly and their employees**

The West Bengal Government by an order dated the 23rd July 1952 referred a dispute between the Empire Bone Mills, Bansbati, Hooghly under the management of Messrs. B. N. Elias & Co., Ltd., Calcutta and their workmen to an Industrial Tribunal for adjudication. The consideration of the issues leading up to the dispute was prefaced by an award as a result of which the permanent cadre of workmen in the said mills was fixed at 465. This award was not implemented. Early in February 1952, the old and new disintegrator machines of the mills went out of order and the management served notices of discharge on 67 workmen. This order of discharge, however, was commuted into one of involuntary unemployment on the intervention of the Labour Commissioner. Negotiations followed and on the 17th March 1952, an agreement was reached between the parties refixing the number of workmen at 396. In spite of this, the Company retrenched workers now and then and did not give effect to the arrangement agreed to previously to re-employ the laid-off workers. The conciliation proceedings thereupon started. While they were in progress, 120 more workmen were placed on involuntary unemployment on the 9th July 1952. The Union challenged this move as illegal and unjustified in the face of the agreement and claimed compensation for these workmen. In the supplementary written statement the Union also demanded relief for 67 workmen who had also been placed on involuntary unemployment on 6th February 1952 due to the break-down of the disintegrator machines. Out of them, 55 workmen were re-employed on the 28th July 1952 when the machines were set right. Compensation was, therefore, claimed from April 1952 to July 1952 in respect of these 55 workmen and full relief was claimed in respect of the remaining twelve workmen who continued to be on involuntary unemployment. The Company, however, pleaded that as general depression had affected business adversely the agreement of the 17th March 1952 was not binding on it. It further contended that in view of the altered circumstances, the number of workmen set forth in the agreement could be varied to suit the exigencies of the situation. In this connection the rule of *Vis Major* was quoted on behalf of the Company and it was argued that since the production was curtailed due to shortage of raw bones the situation was altered. Consequently the parties were not bound by the agreement. It was also emphasised that the agreement did not show how long it would remain operative. The recurrence of the clause "for the present", with regard to the number of men, indicated that the number of workers shown in the agreement was tentative and a mere recital. Regarding the supplementary statement, the Company's contention was two-fold, viz., (i) the Tribunal had no jurisdiction to entertain the dispute and (ii) the Government was wrong in referring the dispute for adjudication.

The contention of the Company that the Tribunal had no jurisdiction to entertain the dispute and that the Government was wrong in referring the dispute was not upheld by the Tribunal, on the ground that there was nothing in the Industrial Disputes Act to prevent the Government from referring the entire dispute to the Tribunal even in different instalments.

It was argued on behalf of the workers, that since no time limit had been fixed for the duration of the agreement, the settlement was governed

* Published in the *Calcutta Gazette*, Part I, dated 12th February 1953.

by Section 19(2) of the Industrial Disputes Act, 1947. This section lays down that a settlement arrived at in the course of conciliation proceedings shall be binding for such period as is agreed upon by the parties, and if no such period is agreed upon, for a period of six months, and shall continue to be binding on the parties after the expiry of this period 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 of the parties to the other party. The Tribunal accepted this argument and held that unless the Company could produce evidence to prove the contrary the agreement must be deemed to be binding on the parties at least for a period of six months and that the employment of a reduced number of workers was against the settlement and the play off illegal and unjustified. It observed that it was not fair on the part of the Company to keep workers involuntarily unemployed for such a length of time. The appropriate action which could be taken in this case was to discharge them. Since it did not do so and since these workers were detained it could not be absolved from the responsibility of paying compensation. The Tribunal, therefore, directed that the 55 workers who were re-employed on 28th July 1952 should be paid compensation at the rate of half wages and half dearness allowance for all the days they were kept involuntarily unemployed. Regarding the remaining 12 workers it was argued on behalf of the Company that since these workers did not attend the roll-call and left without permission they were not entitled to compensation. This argument was not accepted by the Tribunal which observed that the case would have been different if the Company had sent for them and they were not found. These men could have been provided as soon as other men went on leave by rotation. But the Company rejected the leave application because the names of the substitutes were not given by the applicants. The Tribunal felt that it was not the business of the applicants to give such names. It, therefore, held that the action of the Company in keeping these men involuntarily unemployed was more or less *malu-fide* and hence directed payment of compensation to these men also at the same rates as for the other workers.

The Tribunal directed that for purposes of payment, the last pay drawn should be the basis and if any amount under this head had already been paid to any worker that amount might be deducted by the Company from the total amount of compensation due to that worker. The Tribunal ordered that all payments must be made within two months from the date of enforcement of the award either in lump sum or in two instalments.

BASIC METAL INDUSTRIES

BOMBAY

Claim of Bonus arises if there is an available surplus—Decision of the Labour Appellate Tribunal

The Labour Appellate Tribunal has reiterated its earlier decision that a claim for bonus can arise only if there is an available surplus. The occasion was an appeal filed by the employers, the Narrondass Manordass Precious Metal Refinery of Bombay against the award of the Industrial Tribunal, Bombay which had awarded bonus to the workmen equivalent to one month's basic wages for the year 1949-50.

Arguing before the Appellate Tribunal the appellants contended that no bonus should have been allowed on the accounts of the year 1949-50 since during the year the concern suffered a loss of something like Rs. 69,000 without any prior allocation for depreciation. The workmen represented by Metal Mazdoor Sabha, Bombay did not dispute that the

concern suffered a loss as stated above but argued that the concern had been paying bonus equivalent to about 3 months' basic wages from 1945-46 right up to 1948-49 (in the last year by agreement of the party), even though it had sustained losses during that period and in view of such practice in the past the concern was bound to pay them bonus for the year in question. In its award the Industrial Tribunal had observed that though 'there is no right to bonus as there is loss which is increasing and the business is decreasing, it would not be fair to reduce the bonus to zero from 3 months' basic wages, which was being consistently paid in spite of loss and it would be proper to pay one month's basic wages as bonus'. The Appellate Tribunal did not accept the decision of the Tribunal. In this connection it recalled its earlier Full Bench decision that bonus arises if there is an "available surplus" of profits. The Full Bench of the Appellate Tribunal had ruled that "*essentially the quantum of bonus must depend upon the relative prosperity of the concern during the year under review, and that prosperity is probably best reflected in the amount of residuary surplus and bonus is given so that the workmen may participate in the prosperity of the concern in the relevant year.*" As in this case there was no prosperity since 1945-46, the Appellate Tribunal held that the claim for bonus did not arise. It, therefore, held that the decision of the Industrial Tribunal was wrong. The appeal was allowed.*

METAL PRODUCTS

BOMBAY

Award of the Tribunal in a dispute between the employer and the employees of the Bharat Barrel and Drum Manufacturing Company Ltd., Bombay.†

The Bombay Government by an order, dated 16th April 1952, referred a dispute between the Bharat Barrel and Drum Manufacturing Co., Ltd., and its workmen to an Industrial Tribunal for adjudication. The allegation of the workmen in the dispute was that there was a closure and lock-out of the factory by the company with effect from 14th February 1952. After the alleged lockout, the Company engaged some new workmen, one of whom was employed on 1st April 1952. While the original dispute was still pending before the Tribunal, the Company served this workman with a notice on 2nd November 1952, and terminated his services from 17th November 1952. The workman filed a complaint against the Company on the ground that before terminating his services the Company did not obtain the necessary permission of the Tribunal as required under Section 33 of the Industrial Disputes Act. The Company resisted the complaint. One of the grounds on which the complaint was resisted was that the complainant was employed as a temporary worker and that he was not one of the workmen "concerned" in the reference for adjudication to the Tribunal.

At the hearing of the complaint before the Tribunal two points were pressed, viz., (i) whether the complainant was a workman "concerned in the dispute" pending before the Tribunal within the meaning of Section 33 of the Industrial Disputes Act, and (ii) whether he was a temporary workman as alleged by the Company, and, if so, whether the Company could dispense with his services by giving him a notice of discharge without obtaining the permission of the Tribunal. Section 33 of the Industrial Disputes Act provides that :

* Appeal (Bom.) No. 102 of 1952. Published in the *Bombay Government Gazette* dated February 26, 1953.

† Published in the *Bombay Government Gazette*, Part I-L, dated February 12, 1953, pp. 356-

"During the pendency of any conciliation proceedings or proceedings before a Tribunal in respect of any industrial dispute, no employer shall— (a) alter, to the prejudice of the workmen concerned in such dispute the conditions of service applicable to them immediately before the commencement of such proceedings; or (b) discharge or punish, whether by dismissal or otherwise, any workman concerned in such dispute, save with the express permission in writing of the conciliation officer, Board or Tribunal, as the case may be."

In the case of *Eastern Plywood Manufacturing Co., Ltd., versus Eastern Plywood Manufacturing Workers' Union**, the Labour Appellate Tribunal laid down two criteria for determining who were the "workmen concerned" for purposes of Section 33 of the Industrial Disputes Act. In that case the Appellate Tribunal observed that : (i) where the dispute which is the subject matter of adjudication proceedings is a collective one, the other workmen would be "concerned" therein, for, they are, or must be considered to be, parties to the proceedings, and (ii) equally so would other workmen of the undertaking be "concerned" therein if the settlement arrived at or award made therein be binding on them. Applying these tests to the facts of the present case the Tribunal held that the complainant, though employed subsequently to the dispute, was a workman "concerned in the dispute" for the reason that some of the demands in the dispute referred to collective demands made in the interest of all the workmen including the temporary workmen.

On the second point, the Tribunal held that the complainant was a temporary workman. The question then arose as to whether the Company could terminate his services during the pendency of adjudication proceedings before the Tribunal without obtaining the Tribunal's prior permission. In view of the fact that the complainant was not employed by the Company under a contract of service for a fixed period or for a specified purpose, the Tribunal held that it was necessary for the Company to obtain the permission of the Tribunal before discharging him. It was on record that the complainant was not the juniormost among the newly recruited batch of workmen and that the other junior workers among the newly recruited temporary workers continued in the service of the Company even after the discharge of the complainant. The Tribunal, therefore, held that the Company was guilty of breach of the provisions contained in Section 33 of the Industrial Disputes Act.

The Tribunal held that in view of its above findings it should have ordered reinstatement of the complainant but as he had adduced no evidence to prove that he was still unemployed it could not issue such an order. It felt that the ends of justice would be met if the complainant was awarded compensation equal to one month's wages (inclusive of dearness allowance) including the wages which the Company had offered to pay him for the notice period.

PAPER

HYDERABAD

Decision of the Labour Appellate Tribunal in the Dispute between the Sirpur Paper Mills Ltd., and their workmen.†

The main questions involved in the appeal before the Labour Appellate Tribunal were : (i) production bonus, (ii) gratuity, and (iii) the increase in scales of pay of the clerical staff. The following is a brief summary of the Appellate Tribunal's award.

* The case has been reported in *1952 Labour Law Journal*, Vol. 1 at p. 628.

† Published in the *Labour Law Journal*, October, 1953, pages 488-491.

Production Bonus.—The workmen claimed "production bonus" at a flat rate of Rs. 30 for each workman for the year 1951-52. The Appellate Tribunal remarked that "Production bonus" was not in the nature of a claim for the settlement of a scheme for incentive bonus but, was, in effect, nothing more than a claim for bonus as generally understood. Hence, it was held that the question of giving production bonus would form part of the investigation relating to the larger question of bonus which was already pending decision before an Industrial Tribunal. The workers' claim was, therefore, rejected.

Gratuity.—The Industrial Tribunal had rejected the claim of the workmen for a gratuity scheme mainly on the ground that the grant of both provident fund and gratuity at the same time was not in consonance with the views of the Appellate Tribunal expressed in an earlier case. The Appellate Tribunal, however, disagreed with the views of the Industrial Tribunal and held that in cases where the history, the financial circumstances and the future prospects of a concern justified it, the double benefits of provident fund and gratuity ought to be given. In view of the satisfactory history, sound financial position and good future prospects of the Mills, the Appellate Tribunal held that a modest scheme of gratuity should be introduced with the following features :

Event	Benefit
(i) Death or disablement due to physical or mental incapacity while in service.	1/2 month's salary or wages for each year of continuous service.
(ii) Voluntary retirement or resignation after 15 years' continuous service.	Do.
(iii) Termination of service by the company	Do.

Gratuity was not, however, payable to employees dismissed for grave misconduct. For purposes of calculating gratuity the average basic salary or wages drawn for 12 months previous to the event which necessitated payment of gratuity was to be taken as the basis. The Company was also given discretion to grant gratuity in excess of what was provided for in the scheme.

Salary scale of the clerical staff.—Prior to the dispute the company had five scales of pay for different categories of clerical staff. The Tribunal held that there was no necessity to have so many scales and reduced the number of scales to three as given below :—

- (i) Rs. 55—4—75—5—120—7½—150—10—180.
- (ii) Rs. 150—10—250.
- (iii) Rs. 230—15—350.

The first scale was intended for the routine clerks or clerks performing normal clerical work as distinct from section heads or supervisors; the second scale, for persons who received promotion from the lower scale as well as for fresh recruits who had a higher degree of duties and responsibilities; and the last one, for persons like section heads, supervisors etc., appointed by promotion or by direct recruitment. The Appellate Tribunal also directed that the existing wages of clerical staff should be stepped up to the next point in the scale and that they should also be given one additional increment provided they had served for three years up to the date of the reference.

*Is Assistant Editor of a newspaper a workman? Decision of the Patna High Court.**

A senior assistant editor of a newspaper printed and published at Patna, was transferred to Calcutta and ordered to work there as a correspondent of the newspaper. The assistant editor alleged that the order of his transfer was an act of victimisation on the part of the management as he had been elected vice-president of the Bihar Journalists' Union and the management was opposed to his taking any part in the activities of that particular trade union. The assistant editor and the Secretary of the Bihar Journalists' Union applied to the Labour Commissioner seeking his intervention in the matter. The Conciliation Officer and Assistant Commissioner of Labour who started the conciliation proceedings informed the management in writing that the order of the transfer should be stayed pending the conciliation proceedings. The management, however, asserted that the Conciliation Officer had no jurisdiction to start the proceedings and made a peremptory order that the assistant editor should comply with the previous order and join the post of the correspondent at Calcutta. The Assistant Editor and the Secretary of the Union alleged that this order contravened Section 33 of the Industrial Disputes Act which provided that the employers should not alter the conditions of service of an employee pending conciliation proceedings. They, therefore, applied to the High Court praying that a writ in the nature of *mandamus* should be issued to the other party for quashing both the orders passed by it.

The management contested the application before the High Court and maintained : (i) that the two orders were passed for the sake of administrative convenience, there being no question of victimisation ; (ii) that neither the Labour Commissioner nor the Conciliation Officer had any jurisdiction in the matter firstly because there was no industrial dispute in existence and secondly because the assistant editor being neither a clerical nor a manual workman, was not a 'workman' as defined in the Industrial Disputes Act ; and (iii) that Section 33 of the Industrial Disputes Act had no application to the case.

On behalf of the petitioners it was argued that the job of the assistant editor was to write editorial articles and notes and to read the proofs thereof. The articles and notes written by him were subject to the approval of the editor and might not be inserted in the newspaper if the editor did not approve of them. As such, it was further argued that his work was of a skilled clerical nature, and he was, therefore, a 'workman' within the meaning of the Industrial Disputes Act.

The High Court did not accept the arguments of the petitioners and held :

"In the lexicographic sense a clerk generally denotes a person employed in a subordinate position in a public or private office to make fair copies of the documents or to do mechanical work of correspondence. In my opinion the duties assigned to petitioner No. 1 as senior assistant editor are not clerical. In doing his editorial work, petitioner No. 1 has to display qualities of initiative and independence and it is, I think, too far fetched to argue that the duties of petitioner No. 1 are of mechanical or routine description. I hold that petitioner No. 1 is not a 'workman' within the meaning of the Trade Disputes Act". As such, the High Court further decided that Section 33 of the Industrial Disputes Act had no application to the present case.

* Full text of the judgment may be seen in the *Labour Law Journal* November 1953, pages 633-39.

† *Sic*.

The court then considered the question whether petitioner No. 1 had any civil right of action if it was assumed that the above conclusion of the court was not correct and there was a breach of section 33 of the Act on the part of the respondents. On this point various authorities were cited by both the parties. After considering the scope and object of the Industrial Disputes Act, the High Court was satisfied that the employees affected had no right of action for a breach of the statutory obligation imposed by section 33 as the remedy for this breach was the special penalty provided in section 31 of the Act and the statutory obligation could be enforced only by the special penalty. It, therefore, held : "It is manifest that the petitioners in this case have no civil right even if it is assumed that there is breach of section 33 on the part of the respondents."

In view of the above considerations the application was dismissed with costs.

MEDICINE

*Award of the Industrial Tribunal, Bombay in the dispute between Messrs. Boots Pure Drug Company (India) Ltd., and its workmen.**

Decisions of the Industrial Tribunal, on the main issues involved in the dispute are summarised in the following paragraphs.

The reference of the dispute to the Tribunal covered the company's workmen (other than clerical staff) employed under it in its factory at Sion and the sale depot at Ballard Estate. It was urged on behalf of the company that the original demands were confined to the workmen employed in its factory at Sion; and so far as the workmen engaged in its sale depot at Ballard Estate were concerned there existed no dispute and hence the reference of the Government was *ultra vires* to that extent. The Tribunal did not accept this objection and observed that it was not open to the Tribunal to go behind the reference. Following a decision of the Supreme Court of India the Tribunal remarked that section 10(1)(c) of the Industrial Disputes Act as recently amended gave wide discretion to the Government and in the absence of any adequate reason or material it was unable to hold that the action of the Government was in any way *ultra vires* to the extent alleged.

Pay scales.—The lowest grade of a worker, prior to the dispute was Rs. 20—2—40; besides this grade, there were five other grades the starting salary of which varied from Rs. 25 to Rs. 100 per month. After comparing the existing pay-scales of the Company with those prevalent in the other similar concerns, the Tribunal fixed the following four scales of pay :

Pay scale Rs.						
Unskilled .. .. .	..	..	..	..	..	35—2—55.
Semi-skilled B .. .. .	..	..	..	..	..	45—3—75.
Semi-skilled A .. .. .	..	..	..	..	..	52—3—82.
Skilled .. .. .	..	..	..	..	..	78—4—110—6—134.

Dearness allowance.—The workmen claimed dearness allowance at the rate granted to textile workers in Bombay. The management resisted the demand mainly on the ground that they were already paying a dearness allowance calculated at 80 per cent. of the Bombay Millowners' scale and that any further increase would be beyond the Company's financial capacity. The Tribunal held that the existing rate of dearness allowance was

* Published in the *Industrial Court Reporter* August 1953, pages 878-891.

not so inadequate or unsatisfactory as to require any further increase especially after the revision of the pay-scales. The claim of the workmen on this point was, therefore, rejected.

Bonus.—While considering the demand for bonus, the Tribunal noticed that the company had made large deductions for previous losses and rehabilitation. The Tribunal held that the Company was not entitled to make any deduction on account of previous losses. As regards rehabilitation, it was observed that there remained a sufficiently big surplus to justify the award of bonus, even after allowing the deduction desired by the company. In view of these facts the Tribunal awarded bonus equivalent to three months' wages for the year 1950. Workers who were dismissed in the year 1950 on account of misconduct causing financial loss to the Company were not eligible to receive bonus.

Compensation to discharged workmen.—The Company had laid off 25 workers on 18th July 1951 with the alleged intention of taking them back as soon as there was sufficient work. However, with effect from 31st August 1951, the Company converted the lay off into discharge at the instance of the Conciliation Officer. The workers demanded 15 days' wages and dearness allowance by way of compensation for every year of service in as much as they were discharged by way of retrenchment. The Tribunal considered the demand quite reasonable and allowed it.

Reinstatement of a discharged woman worker.—One packing girl was discharged by the management, solely on the ground that she got herself married while in the service of the Company. On behalf of the employers it was argued that it was their deliberate policy to employ only unmarried girls. As, however, it was not made a condition of service while employing the girls in the packing section and as it was not open to an employer to terminate the services of an employee arbitrarily, without assigning any reason, the Tribunal directed that the employee in question should be reinstated in her original post and that she should be paid full wages and dearness allowance from the date of discharge up to the date of reinstatement.

Gratuity.—The Tribunal also laid down a scheme for payment of gratuity in addition to the provident fund scheme already existing, on the ground that the concern was well established, stable and had the requisite financial capacity to bear the burden of both the retirement benefits.

The salient features of the scheme are given below :—

Event	Benefit
(i) Death or disablement due to mental or physical incapacity while in service.	$\frac{1}{3}$ month's salary or wages for each year of continuous service.
(ii) Voluntary retirement or resignation after 15 years' continuous service.	Do.
(iii) Termination of service by the Company	$\frac{1}{3}$ month's salary or wages for each year of completed service.

An employee dismissed for misconduct was not entitled to gratuity under the award. The salary or wages for purposes of calculating gratuity was to be the average basic pay or wages drawn by the employee concerned during the last twelve months.

Leave.—In addition to the existing practice of the Company to grant privilege leave and sick leave to its employees, the Tribunal awarded seven days' casual leave subject to certain conditions.

BANKS*Award* of the All-India Industrial Tribunal (Bank Disputes)*

In exercise of the powers conferred by Section 7 of the Industrial Disputes Act, 1947 (Act XIV of 1947) and in supersession of their Notification No. S. R. O. 1078, dated 17th July 1951, the Government of India constituted an Industrial Tribunal on 5th January 1952 for adjudication of industrial disputes concerning banking companies. The tribunal consisted of Mr. S. Panchapagesa Sastry, a retired Judge of the Madras High Court (Chairman) and Mr. M. L. Tannan of Bombay and Mr. V. L. D'Souza of Mysore University (Members). The matters concerned banking companies which comprised as many as 129 banks of which 68 were scheduled† banks and 61 non-scheduled banks with branches or other establishments in more than one State. The issues involved as many as 34 items (out of which one was subsequently deleted and removed from the cognizance of the Tribunal) and mainly related to pay-scales, dearness and other allowances, bonus, provident funds, gratuity, pension, leave rules, hours of work and overtime, medical aid, Recognition of the Employees' Association, terms and conditions of employment, etc. In the course of the proceedings the workmen demanded that the banks should be restrained from effecting any transfer, dismissal, discharge, retrenchment, closure of branches, demotion, alteration of service conditions etc., during the pendency of the enquiry. The tribunal declined to pass any general order against the banks of the kind asked for, as it was satisfied that the provisions of Sections 33 and 33A of the Industrial Disputes Act, 1947 were adequate to meet the exigencies.

The salient features of the award given by the majority members of the Industrial Tribunal are given below :

Classification.—For the purpose of pay and allowances of staff, the banks have been classified into four groups : (i) Class 'A'—banks where working funds amount to Rs. 25 crores and more ; (ii) Class 'B'—banks where working funds amount to Rs. 7½ crores and above but below Rs. 25 crores ; (iii) Class 'C' banks whose working funds amount to Rs. 1 crore and above but below Rs. 7½ crores ; and (iv) Class 'D'—banks whose working funds are below Rs. 1 crore. This classification is generally on the same lines as in the Sen Award‡ ; the last group consisting of banks with working funds below Rs. 1 crore has now been added. With a view to providing for the differences in the cost of living in different parts of the country a three-fold classification of areas has also been adopted. The cities of Calcutta, Bombay, Madras, Delhi and Ahmedabad have been placed in Class I areas. All towns and cities other than those included in Class I areas which according to the census report of 1951 possess a population of one lakh and more have been included in Class II areas ; while places not included in Class I or Class II have been treated as Class III areas.

Pay scales.—The tribunal has prescribed the following pay-scales applicable to the clerical staff for each class of banks in each areas as follows :—

Class 'A' Banks.

- (i) Class I areas : Rs. 85—5—100—6—112—7—140—8—164—9—245—10—265—15—280.

* Published in the *Gazette of India Extraordinary* of 20th April 1953 under Ministry of Labour Notification No. S. R. O. 738 dated 26th March, 1953.

† Scheduled banks are those which are included in Schedule II to the Reserve Bank of India Act, 1934.

‡ Summary of the award is published in the September 1950 issue of the *Indian Labour Gazette*.

(ii) Class II areas : Rs. 73-4-85-5-100-6-112-7-140-8-164-9-245.

(iii) Class III areas : Rs. 66-3-69-4-85-5-100-6-112-7-140-8-164-9-227.

Class 'B' Banks.

(i) Class I areas : Rs. 73-4-85-5-100-6-112-7-140-8-164-9-245.

(ii) Class II areas : Rs. 66-3-69-4-85-5-100-6-112-7-140-8-164-9-227.

(ii) Class III areas : Rs. 57-3-69-4-85-5-100-6-112-7-140-8-164-9-200.

Class 'C' Banks.

(i) Class I areas : Rs. 66-3-69-4-85-5-100-6-112-7-140-8-164-9-227.

(ii) Class II areas : Rs. 57-3-69-4-85-5-100-6-112-7-140-8-164-9-200.

(iii) Class III areas : Rs. 54-3-69-4-85-5-100-6-112-7-140-8-164-9-191.

Class 'D' Banks.

(i) Class I areas : Rs. 57-3-69-4-85-5-100-6-112-7-140-8-164-9-200.

(ii) Class II areas : Rs. 54-3-69-4-85-5-100-6-112-7-140-8-164-9-191.

(iii) Class III areas : Rs. 51-3-69-4-85-5-100-6-112-7-140-8-164-9-182.

The following further directions have also been given with reference to the implementation of the above scales of pay :—

- (i) Graduate employees will get an additional two increments at the start if they are already graduates, or later, on graduation while in service.
- (ii) Similarly, employees who pass Part I of the examination of the Institutes of Bankers (English, Scottish, Irish or Indian) will have one increment. When they pass Part II, they will have another increment. The increments will also be admissible to such recruits as have passed these examinations.
- (iii) There will be only one efficiency bar in the respective scales of pay which will be at the end of the twentieth year of service.
- (iv) No employee shall have his basic pay reduced by being transferred to an area where a lesser pay scale applies even though such basic pay may be more than the maximum of the scale fixed for the new station and he will continue to have the usual increments as from such basic pay onwards. An employee who is transferred to a place where a higher pay scale applies shall have the benefit of such higher scale of pay of that area. The provisions of this sub-para will also be applicable to the subordinate staff whose scale of pay is given below :—

The pay-scales of the subordinate staff have been fixed as follows :—

Class 'A' Banks.

(i) Class I areas : Rs. 40-2-54-1-70-2-72.

(ii) Class II areas : Rs. 36-2-54-1-69.

(iii) Class III areas : Rs. 34-2-54-1-68.

Class 'B' Banks.

- (i) Class I areas : Rs. 36-2-54-1-69.
- (ii) Class II areas : Rs. 34-2-54-1-68.
- (iii) Class III areas : Rs. 32-2-54-1-67.

Class 'C' Banks.

- (i) Class I areas : Rs. 34-2-54-1-68.
- (ii) Class II areas : Rs. 32-2-54-1-67.
- (iii) Class III areas : Rs. 30-2-54-1-66.

Class 'D' Banks.

- (i) Class I areas : Rs. 32-2-54-1-67.
- (ii) Class II areas : Rs. 30-2-54-1-66.
- (iii) Class III areas : Rs. 28-2-54-1-65.

In fixing the scales of pay the tribunal carefully considered the recommendation of the Rural Banking Enquiry Committee which in paragraph 45(f) of their report states that industrial tribunals' awards should not be made applicable to offices of banks situated in cities having a population of less than 50,000.

Dearness Allowance.—The tribunal has recommended the following scale of dearness allowance for the various groups of banks and areas as per classification :

(a) Clerical Staff.

Bank	Area	Rate	Minimum	Maximum
A, B, C & D	I	33½% of pay	35	70
Do.	II	Do.	30	60
Do.	III	Do.	25	40

(b) Subordinate staff.

Bank	Area I	Area II	Area III
	<i>Flat Rate per month</i>		
	Rs.	Rs. A. P.	Rs.
A	35	33	25
B	25	22 8 0	20
C	15	12	10
D	13	12	10

Taking the average all-India cost of living index for 1951 which is 144, the future rate of dearness allowance, i.e., the rate for future half years commencing from July 1953 to December 1953 onwards has been linked to the rise or fall with reference to that figure. It has, therefore, been directed that if the average figure for each half year should rise or fall by more

than 10 points over 144, the dearness allowance for the succeeding half year should rise or fall by $7\frac{1}{2}$ per cent. of the basic pay. The figure officially published in the *Indian Labour Gazette* will be taken as the correct index for calculating dearness allowance.

Special Allowance.—For certain categories of employees the Tribunal has recommended special allowances per month in addition to their basic pay. These recommendations are set out in the following table :

Categories of employees 1	Special allowances			
	Class 'A' Banks	Class 'B' Banks	Class 'C' Banks	Class 'D' Banks
	2	3	4	5
	Rs.	Rs.	Rs.	Rs. As. P.
<i>Clerical Staff</i>				
1. Comptists	10	10	10	10
2. Head clerks and stenographers	20	20	15	10
3. Head Cashiers : Units of 5 clerks and above	20	15	10	8
4. Head Cashiers : Units of 4 clerks and below	15	11	8	6
5. Assistant Cashiers (above the level of routine clerks) : Units of 5 clerks and above.	16	14	9	7
6. Asstt. Cashiers (above the level of routine clerks) : Units of 4 clerks and below.	12	10	7	5
7. Cashiers in charge of cash in pay offices ..	15	15	12	10
8. Cashiers in charge of cash in treasury pay offices, employees in charge of pay offices or sub-offices.	25	25	20	15
9. Supervisors, Superintendents, Sub-accountants, departmental-in-charges, employees in charge of treasury pay offices.	50	45	40	3
<i>Subordinate Staff</i>				
1. Head cash mazdoors (coolies)	5	5	3	2 8 0
2. Watchman, chowkidars or cash durvans ..	5	4	3	3
3. Armed guards	10	9	8	7
4. Daftries	10	9	8	7
5. Hawaldars, jamadars, daffadars, naiks and head peons.	15	12	10	8
6. Drivers and Head messengers	30	25	20	18

In respect of graduates and holders of banking diplomas like C. A. I. I. B. and C. A. I. B., it is considered sufficient to give them two additional increments in the basic scales of pay for graduation, and one increment for completing Part I of the examination for the diploma and another for completing Part II of the diploma examination. A person who has both the qualifications can claim the benefit of both sets of increments.

House Rent and other Allowances.—The tribunal has recommended that the house rent allowance should be given to bank employers in all big cities where the population exceeds 7 lakhs as per the 1951 census. Accordingly, a monthly house rent allowance was allowed to all the whole-time workmen on the following scale :—

	Calcutta and Bombay	Other places with popula- tion over 7 lakhs
	Rs.	Rs.
(a) Where pay does not exceed Rs. 100 per month ..	8	6
(b) Where pay exceeds Rs. 100 but not Rs. 200 per month	12	9
(c) Where pay exceeds Rs. 200 per month	16	12

It has further recommended certain miscellaneous allowances, such as washing allowance, hill allowance, fuel allowance, officiating allowance, etc., subject to certain conditions.

Working Hours.—Working hours have been fixed at six and a half hours on week days and four hours on Saturdays exclusive of recess from half an hour to one hour; subordinate staff will be required to put in an extra half hour both morning and evening. Part-time employees, as well as watch and ward staff, bank employees engaged in domestic service, gardeners, sweepers, godown keepers engaged solely for that work are, however, excluded from the scope of these directions.

Provident Fund.—The banks are required to set up contributory provident funds for their employees on prescribed lines within four months from the publication of this award. The tribunal has provided a minimum service of 5 years to enable a workman to participate in the bank's contribution. Provision has been made for a graduated scale for those who have put in 5 to 10 years' service, and thereafter for full payment. The demand for advances by way of loans from the provident fund has been recognised on the lines of the Model Provident Fund Rules. The rates of contribution to the provident fund, viz., 6½ per cent. and 8½ per cent. have been uniformly made applicable in the case of all workmen throughout India, even though in some banks or in some branches in certain areas the present rates are higher.

Gratuity.—The tribunal has also prescribed the following scale of gratuity :

Banks in group 'A'

- (1) On the death of an employee while in service of the bank, one month's pay for each completed year of service subject to a maximum of 15 months' pay to be paid to his heirs, executors, assignees or nominees.
- (2) On an employee becoming at any time physically or mentally disabled to continue further in service or on termination of his service on grounds other than retrenchment after 10 years' total service, gratuity at the same rate as above.
- (3) On voluntary retirement or resignation of an employee after 10 years' continuous service, gratuity at the same rate as above.

Banks in group 'B'

Gratuity is payable at the rate set out above as applicable to 'A' group banks, the maximum being 12 months' pay.

Banks in group 'C'

Gratuity is payable at the rate specified for banks in 'A' group, maximum being limited to 9 months' pay.

Banks in group 'D'

Gratuity is payable at the rate specified for banks in group 'A' the maximum being limited to 6 months' pay.

Where a workman has put in service of over 30 years he should be paid an extra amount at the rate of an additional half a month's pay for each completed year of service beyond 30 years. To this extent the maximum provided in his scale will be increased.

It is further decided that there should be no forfeiture of gratuity even for dismissal on account of misconduct except in cases where such misconduct causes financial loss to the bank and in that case the forfeiture should be to the extent of the loss actually incurred.

Bonus.—The tribunal agreed that the bonus should come out of the profits only and where there are no profits, no bonus should be payable. In the light of that consideration it is directed that fifty per cent. of the "available surplus" of the profits in the case of banks, belonging to 'A' and 'B' groups and sixty per cent. of the "available surplus" in the case of Banks belonging to 'C' and 'D' groups after providing for certain specified prior charges should be earmarked for bonus distribution. No hard and fast formula has been laid down for determining the amount of bonus for a particular year. Certain directions relating to eligibility to bonus have been given in accordance with the general principles laid down by the Labour Appellate Tribunal.

Leave Rules.—The tribunal has formulated a set of leave rules for bank employees; these have been based on the general principles laid down by the Central Pay Commission in paragraphs 142 to 152 of their report, with slight modifications taking into consideration the rules now in operation in banks, the directions in existing awards and the Model Standing Orders for the banking industry published by the Government of Bombay in October 1948. Privilege leave cumulative up to a maximum of three months, is allowed at the rate of one month for every completed year of service in 'A' and 'B' class Banks and three fourths of a month in 'C' and 'D' class banks. In addition to the privilege leave provision has also been made for casual leave, sick leave, quarantine leave, maternity leave and extraordinary leave in certain cases.

Recognition of Unions.—The Tribunal has directed that all banks other than the Imperial Bank of India should recognize the All India Bank Employees' Association and such recognition should carry with it the rights of negotiation and correspondence and interviews on the lines laid down in Section 28(F) of the Trade Unions Act. Discretion has, however, been given to the banks to withdraw the recognition under certain circumstances. With regard to its constituent unions also it is directed that banks should recognize such of the constituent unions as are able to satisfy the banks that the conditions of Section 28(D) of the Trade Unions Act are fulfilled, in which case also similar rights and obligations subject to the limitations provided in the case of All India Bank Employees' Association shall apply to such recognized unions. It was also directed that the U. P. Bank

Employees' Union should be recognized by the banks subject to their right to withdraw the recognition under circumstances similar to those laid down in the other cases.

Provision is made for medical assistance to the bank employees only. Members of their families are not entitled to such assistance. Other matters dealt with by the tribunal include recruitment, conditions of service, procedure for disciplinary action, compensation for retrenchment, promotions, transfers, fines, etc.

DECISION OF THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL IN THE DISPUTE BETWEEN THE EMPLOYER AND AN EMPLOYEE OF THE UNITED COMMERCIAL BANK*

An employee (Chief Cashier) of the United Commercial Bank, Kanpur Branch filed before the Central Government Industrial Tribunal, Calcutta an application under Section 33-A of the Industrial Disputes Act, 1947, questioning the validity of his discharge from service during the pendency of certain proceedings relating to another dispute, before the same Tribunal. The application was duly heard and dismissed by the Tribunal. The employee preferred an appeal to the Labour Appellate Tribunal. The Appellate Tribunal accepted the appeal and remanded the case to the Central Government Industrial Tribunal for fresh adjudication after recording evidence of the parties if they so desired. The Central Tribunal was also required to give its finding on the question whether the complainant employee was a workman as defined under the Industrial Disputes Act and also on the question of victimization as alleged by him.

Before the Central Tribunal, two preliminary objections were raised on behalf of the Bank authorities. Firstly, that the Labour Appellate Tribunal had no power to direct fresh adjudication and the order of remand was, therefore, not valid. Secondly, that the Central Tribunal was not competent to make fresh adjudication as directed by the Appellate Tribunal.

On the first objection it was urged on behalf of the Bank authorities that Section 151 of the Civil Procedure Code which vested the Civil Courts with inherent power of remand had no application in the case of industrial disputes which could be referred to the Tribunals only by the appropriate Governments. It was argued that the Appellate Tribunal had power to ask for a report but not to give direction for fresh adjudication. Reference was made to Section 9(7) of the Industrial Disputes (Appellate Tribunal) Act, 1950 and it was urged that the Appellate Tribunal could only confirm, vary or reverse an award appealed from and when the award or decision was varied it should also state the relief granted to the appellant. In the present case the Appellate Tribunal had reversed the order of the Central Tribunal, but it had not stated the relief to which the appellant was entitled. On the contrary it had ordered a fresh adjudication for which there was no provision in the Act and as such the remand order was invalid. It was argued on behalf of the employee that the Bank authorities had agreed before the appellate Tribunal to the remand order and as such they were stopped from questioning the competency of the Appellate Tribunal regarding the remand order. Reliance was also placed on the words "may pass such orders as it may deem fit" occurring in Sec. 9(7) of the Industrial Disputes (Appellate Tribunal) Act and it was stressed that the Appellate Tribunal was thus competent to pass any suitable order according to the facts

* Published under Government of India Ministry of Labour Notification No. S.R.O. 579 dated 21st March, 1953.

and circumstances of the case. It was also argued that the Appellate Tribunal was not governed by the Industrial Disputes Act. The Central Tribunal did not accept the contention of the Bank authorities and held : "The decision of the Appellate authority made rightly or wrongly is binding upon this Tribunal and I have no hesitation in observing that this Tribunal cannot sit on judgement regarding the competency of the Labour Appellate Tribunal. The forum for questioning the competency of the Labour Appellate Tribunal lies with some higher court or authority and it is problematic whether this Tribunal is itself competent to impugn the competency of the Appellate Tribunal to make a remand".

The second preliminary objection related to the competency of the Central Tribunal to make fresh adjudication. It was urged on behalf of the Bank authorities that the Industrial Tribunals derived their authority for adjudication only from Section 10 of the Industrial Disputes Act when a reference was made to them by the appropriate Government, or from Section 33-A when an aggrieved person filed an application against any cause having arisen during the pendency of proceedings before a Tribunal. It was maintained that in the absence of both these grounds, the Tribunal had no jurisdiction to make an adjudication. The main argument of the Bank authorities was that the Central Tribunal was not competent to deal with the reference because it had not been asked to adjudicate by the appropriate Government. It was, however, argued on behalf of the employee that although under the Industrial Disputes Act the Tribunal derived jurisdiction under Section 10 or Section 33-A of the Act, yet when the provisions of the Industrial Disputes (Appellate Tribunal) Act came into play the provisions of the Industrial Disputes Act would have not effect even if found inconsistent with the provisions of the Appellate Tribunal Act. In this connection reliance was placed on Section 3 of the Industrial Disputes (Appellate Tribunal) Act which laid down that the provisions of this Act and of the rules and orders made thereunder would have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force. The Central Tribunal held that its proceedings were governed by both the Acts, viz., the Industrial Disputes Act, 1947 and the Industrial Disputes (Appellate Tribunal) Act, 1950, but when there was any conflict in the provisions of the two Acts, the provisions of the latter Act would apply. It did not accept the contention of the Bank authorities that the Tribunals had jurisdiction only under the Industrial Disputes Act. It was also observed by the Tribunal that the cause of action which arose under Section 33-A of the Industrial Disputes Act relating to the discharge of the employee remained alive till it was fully adjudicated upon, and as such, this adjudication would form a part of the dispute brought under Section 33-A. Lastly, the Tribunal remarked that even if the provisions of the two Acts were taken to be ambiguous, leaving a reasonable doubt as to their interpretation, the benefit of doubt should go to the subject in order to advance the method of remedy rather than create impediments to seek the remedy. For all these reasons, the Tribunal held that it was competent to make a fresh adjudication under the remand orders of the Labour Appellate Tribunal.

On the merits of the dispute, the first question to be decided was whether the employee who was the Chief Cashier of the Bank, was an officer or a workman. It was contended on behalf of the Bank authorities that he was an officer and not a workman as defined in Section 2(s) of the Industrial Disputes Act, and as such, his application under Section 33-A was not maintainable. In order to prove this contention, the Bank authorities relied on oral as well as certain documentary evidence adduced by them. The Tribunal, however, did not accept

the contention and relied upon various decisions of the Labour Appellate Tribunal in which Head Cashiers and Accountants were held to be workmen. The Tribunal, therefore, held that the Chief Cashier was not an officer but a workman as defined in the Industrial Disputes Act, and as such, his application under Section 33-A was maintainable.

The last question which was decided by the Tribunal related to the alleged victimization of the applicant. It was contended on behalf of the applicant that the Branch Manager of the Bank under whom he was working was not on good terms with the applicant and was nourishing a grudge against him. It was also alleged that the Branch Manager had once abused him whereupon he protested and sent a telegram to the Head Office immediately. No enquiry was, however, made into the matter but a few days thereafter his services were terminated in terms of their agreement. His allegation was that his services were terminated because of unfair labour practice on account of his trade union activities. After hearing both the parties and examining the evidence on record, the Tribunal rejected the contentions of the employee and came to the conclusion that the Branch Manager had not abused the applicant and that his grievance of unfair labour practice on account of his alleged trade union activities had no substance. On the contrary, he was responsible for not behaving properly and for creating a scene in the office unnecessarily, when he was asked by the Manager to be more earnest in the interest of work in an important matter. The Tribunal held the view that his services were terminated in accordance with the terms of the agreement and that the management had every right to do so.

For the reasons mentioned in the foregoing para, the Tribunal held that the Bank was justified in terminating the services of the Chief Cashier and dismissed his application.

MUNICIPALITY

DECISION OF THE SUPREME COURT OF INDIA* ON THE QUESTION WHETHER A DISPUTE BETWEEN A MUNICIPALITY AND ITS EMPLOYEES IS AN 'INDUSTRIAL DISPUTE' WITHIN THE MEANING OF THE INDUSTRIAL DISPUTES ACT

There were certain complaints of negligence, insubordination and indiscipline against two employees of a Municipality. One of them was a Head Clerk and the other a Sanitary Inspector. Both the employees were members of the Municipal Workers' Union. Both of them were suspended for the charges and later on dismissed from service. The Municipal Workers' Union questioned the propriety of the dismissal, and, at their instance, the State Government referred the matter to an Industrial Tribunal for adjudication under the Industrial Disputes Act, 1947. The Tribunal found that the suspension and punishment of the two employees were cases of victimisation, and directed their reinstatement in their respective offices.

The Municipality took the matter to the High Court by means of a petition for a writ of *certiorari* under Articles 226 and 227 of the Constitution of India. The following points were raised before the High Court on behalf of the Municipality :—

- (i) The award of the Industrial Tribunal was bad on merits.
- (ii) The Tribunal should not have directed reinstatement of the dismissed employees.

* Full text of the judgement may be seen in the *All India Reporter*, February 1953, Supreme Court, pg. 58-63.

- (iii) The Industrial Disputes Act, if applicable to Municipalities, was *ultra vires* to that extent.
- (iv) There was no industrial dispute and, therefore, there could be no reference under the Industrial Disputes Act to any Tribunal.
- (v) The Industrial Disputes Act was not applicable to the disputes with Municipalities.

The High Court did not accept these points and rejected the application. Against this decision of the High Court the Municipality preferred an appeal to the Supreme Court of India.

On the first point the Supreme Court remarked that the question whether the dismissal of an employee was wrongful or justified was primarily for the Tribunal to decide and the tribunal in this case had decided that the dismissals were clear cases of victimisation and hence wrongful. The Supreme Court, therefore, held that: "Unless there was any grave miscarriage of justice or flagrant violation of law calling for intervention, it is not for the High Court under Articles 226 and 227 of the Constitution to interfere".

The second and third points raised on behalf of the Municipality were also not accepted by the Supreme Court and it was held that: "If the Industrial Disputes Act applies to Municipalities and their employees, the power to reinstate dismissed employees, held in—'Western India Automobile Association v. Industrial Tribunal, Bombay', 1949 FCR 321 to be within the competence of a tribunal under the Act, will trench no doubt on the power to appoint and dismiss conferred on the Chairman and Commissioners of Municipalities under SS. 66 and 67, Bengal Municipal Act. This invasion of the provincial field of legislation does not, however, render the Industrial Disputes Act of the Central legislature invalid, as we have to pay regard primarily to the pith and substance of the challenged Act in considering the question of conflict between the two jurisdictions. Industrial and labour disputes are within the competence of the central legislature, and the impugned Act deals with this subject and not with local Government".

The last two points were important and being interlaced the Supreme Court discussed them together at length. It was urged on behalf of the Municipality that the dispute in question was not an 'industrial dispute' within the meaning of the Industrial Disputes Act and hence there was no jurisdiction in the Government to refer the dispute to a Tribunal for adjudication. It was further argued that the Municipality while discharging its normal duties connected with local self-government was not engaged in any 'industry' as defined in the Industrial Disputes Act. Definitions of the terms 'industry', 'industrial dispute' and 'workmen' as given in the Industrial Disputes Act, 1947 are reproduced below:—

"'Industry' means any business, trade, undertaking, manufacture or calling of employers and includes any calling, service, employment, handicraft, or industrial occupation or avocation of workmen".

"'Industrial dispute' means any dispute or difference between employers and employees, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person".

"'Workman' means any person employed (including an apprentice) in any industry to do any skilled or unskilled manual or

clerical work for hire or rewards and includes, for the purposes of any proceedings under this Act in relation to an industrial dispute, a workman discharged during that dispute, but does not include any person employed in the naval, military or air service of the Government".

It was conceded on behalf of the Municipality that where a dispute arose in such an industry between the Government or the local body on one side and its employees on the other, it would be an 'industrial dispute'. But it was strongly argued that the dispute would not be an 'industrial dispute' if it arose in connection with the discharge of normal activities of the Government or of the local body. The argument was considered at length in the light of parallel provisions of English law on the point and the decisions of foreign law courts. As the point involved the question of interpretation of statute, the Supreme Court observed that if the words were capable of one meaning alone then it must be adopted, but if they were susceptible of wider import, due regard must be paid to what the statute or the particular piece of legislation had in view, and for this purpose the state of things at the time of passing the statute should be taken into consideration. The Court expressed the view that in considering the meaning of the terms 'industry' and 'industrial dispute', the background of social structure in industrial evolution should also be taken into account. Thus the Court remarked: "When our Act came to be passed, labour disputes had already assumed big proportions, and there were clashes between workmen and employers in several instances. We can assume therefore that it was to meet such a situation that the Act was enacted, and it is consequently necessary to give the terms employed in the Act referring to such disputes as wide an import as reasonably possible".

On the specific point at issue, the Supreme Court held that: "Having regard to the definitions found in our Act, the aim or objective that the Legislature had in view, and the nature, variety and range of disputes that occur between employers and employees, we are forced to the conclusion that the definitions in our Act include also disputes that might arise between municipalities and their employees in branches of work that can be said to be analogous to the carrying out of a trade or business".

As there was no ground urged before the High Court or the Supreme Court that the Head Clerk and the Sanitary Inspector of the Municipality were officers and not workmen as defined in the Act, the dispute, which was raised on their behalf by the Workers' Union, of which they were members, was held to be an 'industrial dispute' within the meaning of the Act.

The Supreme Court upheld the order of the High Court and dismissed the appeal of the Municipality with costs.

TRANSPORT

Madras

AWARD OF A SPECIAL INDUSTRIAL TRIBUNAL IN THE DISPUTE BETWEEN THE WORKERS AND THE MANAGEMENT OF THE MADRAS ELECTRIC TRAMWAYS LTD.*

The Management of the Madras Electric Tramways stopped running their trams and refused employment to the workers with effect from 12th April 1953. A day earlier, the Management had notified the closure

* Award published in Part I of the *Fort St. George Gazette* (extraordinary), dated 8th July, 1953.

of the undertaking and the company's inability to provide work for the workmen. The appointment of a Receiver and his taking possession of all the assets of the company were also notified on the 11th April 1953. On the 12th April, the workmen who went to the premises of the company were not allowed to work. A dispute, which thus arose between the Management and the workmen was referred by the Government of Madras to a Special Industrial Tribunal for adjudication.

After holding a preliminary enquiry the Tribunal framed as many as 17 issues. The main issues, however, related to the closure and compensation for closure. A very brief summary of the major points covered by the award of the Special Tribunal is given below.

The most vital question in the dispute was whether the closure of the business was due to genuine trade reasons or whether it was an illegal and improper lock-out. It was contended on behalf of the Management that the closure was nothing but a shut-down due to genuine business reasons, such as decline in revenues and loss of liquid assets on account of circumstances beyond the company's control. The workers on the contrary alleged that it was an illegal and improper lock-out deliberately effected to bring them to their knees for not accepting the Management's retrenchment proposals. The Tribunal examined the definition of "lockout" as given in the Industrial Disputes Act and remarked that in view of the notice for closure which showed that the employment was treated as having come to an end by the closure of the tram service, it was difficult to hold the closure as "lock-out". After a very careful consideration of all the points urged before the Tribunal, it held that the closure of the company's undertaking was mainly, if not solely, due to its financial position, particularly of its liquid assets. The finding of the Tribunal on the whole question was that the action of the Management in putting up the notice dated 11th April 1953 did not amount to a lock-out and the question of its being illegal did not, therefore, arise. Relying on a decision of the Madras High Court, the Tribunal also held that the Management could not be directed to reopen the business.

The Management had closed down the business at a time when another industrial dispute between the Management and the workers of the same concern was pending decision before the Industrial Tribunal, Madras. For this reason, the Tribunal held that the Management contravened Section 33 of the Industrial Disputes Act by closing down the tram business without the permission of the Industrial Tribunal during the pendency of adjudication proceedings as the closure had undisputedly resulted in the discharge or termination of the services of the workers. Following a decision of the Supreme Court of India the Special Tribunal could not declare the closure a nullity, although it was in contravention of Section 33 of the Industrial Disputes Act. The Tribunal, however, did not accept the contention of the Management that the company was absolved of its liability under the contract of employment with its employees because it had become impossible of performance by virtue of the Receiver's appointment. It remarked that the fact that Receiver had stepped in and taken possession of the company's assets and proposed to stop the tram service could not absolve the company of its liability under the contract inasmuch as the Receiver must be regarded as having acted so in his capacity as an agent of the company and the company must take the consequences of his acts in such a case.

The Tribunal next took up the question of compensation on account of closure. At the very outset the Tribunal made it clear that the

closure had resulted in a sudden and complete loss of employment for the workers and that they should, therefore, have sufficient compensation for the loss. The Management, however, pleaded that a month's wages in lieu of notice due to the workers under rule 22 of the company's standing orders would be adequate compensation because of the fact that the closure was effected for a *bona fide* business reason namely financial stringency. The Tribunal did not accept this contention for the reason that the discharge of the workers in the case could not be on a worse footing than retrenchment. Having regard to the circumstances of the case the Tribunal awarded the workers compensation equivalent to half a month or 15 days' basic wages for every year of service calculating the wages on the basis of what each worker got in the month of March 1953 and treating six months' service or more as equal to one full year and ignoring service of less than six months. The compensation was, however, limited to only basic wages for six months but it was in addition to what was payable under rule 22 of the standing orders of the company. The Tribunal also held that in case the company resumed service, the workers should be notified of it by publication in the local papers and the workers who were in the service of the company before its closure on 12th April 1953, should have priority of employment according to seniority on the same terms as were prevalent before the closure with the exception of those workers who would fail to join service within the time notified by the company.

The workers were also allowed to participate in the unused reserve funds of the company provided for improvements and extensions, taxation and general purposes. This participation was made permissible after auditing the accounts of the company up to the date of its closure on 11th April 1953 and 50 per cent of the funds found available in the resources was ordered to be divided among the workers on the roll of the company on that date.

On the question of provident fund the Tribunal held that in the event of the company being permanently closed, each of the workers should get the amount due to him from the provident fund according to the rules and regulations subject to the condition that the fund would be paid under rule 10 as if they had all been retired after a continuous service of 10 years and more which enabled them to get back the amount of their subscriptions together with such interest as was then standing to the credit plus the total amount standing to the credit in respect of the contributions made by the company under rule 10 and the total amount of interest then standing to their credit on the company's contribution.

The workers did not press their demand that the reliefs awarded to them should be a first charge on the assets of the company because it had not by that time gone into liquidation. The Tribunal, therefore, rejected this demand.

DECISION OF THE MADRAS HIGH COURT IN THE DISPUTE BETWEEN EMPLOYER AND EMPLOYEES OF THE RAJAMANI TRANSPORT LTD

The Government of Madras referred to the Industrial Tribunal for adjudication the dispute between the workers and the management of a bus transport company. The main items of the dispute related to scales of wages and the dearness allowance. The Industrial Tribunal fixed the basic wages for different categories of workers like the drivers, conductors, checking inspectors, etc. on the basis of wages prevailing in

the other transport companies. Not satisfied with the award, the management preferred an appeal to the Labour Appellate Tribunal. The Appellate Tribunal, confirmed the award of the Industrial Tribunal. The management then filed an application before the High Court and requested them to quash the orders of the two Tribunals.

The main contention of the management before the High Court was that the award of the Industrial Tribunal had increased the rates of wages by 33 to 100 per cent which the company was unable to pay and, therefore, the award violated the guarantee of equality before law contained in Article 14 of the Constitution and also curtailed the rights to property. It was also contended by the management that the Tribunal should have taken into account the loss sustained by the employers in fixing the wages.

The Appellate Tribunal had found that there was no evidence on record to show that any comparable unit was making payments at lesser rates and that was the reason why the Appellate Tribunal had not interfered with the scales fixed by the Industrial Tribunal. The High Court accepted the reasoning of the Appellate Tribunal and rejecting the contention of the employers, observed : "Whether or not a particular employer is able to make profits has no bearing on the question as to what is the proper wage for the different classes of workers in the business carried on by the company. We think that a comparison of the rates obtaining in similar businesses in the locality is extremely useful in arriving at a proper basic wage. If after paying such wages the company is unable to make any profit, that may be a consideration for the company deciding to wind up. But the apprehension that the company may have to close the business cannot affect the question what is the proper scale of pay having regard to relevant factors like the nature of the work done, the capacity of the particular class of industry to pay and other similar factors".

The application of the management was dismissed but no order was made as to the costs.

CINEMA STUDIO

Madras

DECISION OF THE MADRAS HIGH COURT* ON THE QUESTION WHETHER THE FACTORIES ACT APPLIES TO INTELLECTUAL LABOUR

A Division Bench of the Madras High Court has given decisions on some important points in the appeal filed by the Manager, Gemini Studios, Madras against the decision of the Presidency Magistrate. The main question involved in the case was whether the studio in which films were produced was a 'factory' within the meaning of the Factories Act, and whether the persons employed there were 'workers' as defined in the Act. The contention of the Manager was that except for three departments connected with carpenters, moulders and tinkers, the rest of the portions of the studio could not be called a 'factory' and that these three departments were housed in a separate building where all the requirements of the Factories Act were already complied with. There were a number of other departments in the studio, such as : (i) the Creative Department which comprised story and dialogue writers, song and music composers, musicians, etc., (ii) the Administrative Department consisting of proprietor, secretaries, accountants, etc., (iii) the

* Full text of the judgment appears in the *All India Reporter*, April 1953, Madras, p 269-73.

Technical Department consisting of cameramen, editors, make-up artists, etc., and (iv) the Directorial Department which consisted of picture directors and art directors. The case of the Manager was that these departments were not covered by the Factories Act. The Chief Presidency Magistrate, however, did not agree with him and convicted him for having contravened certain provisions of the Factories Act in respect of these departments and having thereby committed an offence under Section 92 of the Act. The Manager appealed to the High Court against the order of his conviction. The main points covered by the High Court in the judgement on the appeal are given below :

FACTORIES ACT

Difference between the English Law and the Indian Law.—The idea underlying the Factories Act in England is the regulation of the employment of *manual labour*. There is no such restriction in the Factories Act in this country. The salient fact that with the English statute before them, the framers of the Indian Act did not restrict the operation of the Act to manual labour, cannot be lost sight of. Conditions in England with regard to the control of intellectual labour are not the same as in India. The sponsors of the legislation in India have, therefore, thought it necessary to include intellectual as well as aesthetic and artistic sides of labour within the purview of the Factories Act in this country.

Worker.—The definition of the term 'worker' as given in the Factories Act is : "'worker' means a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process." The expression 'whether for wages or not' occurring in this definition means whether the person receives as remuneration for his services wages, or whether such a person is an apprentice learning work, or is an honorary worker. The antithesis 'or not' is not intended to bring within the ambit of the definition persons who receive emoluments which cannot be termed as wages. Thus, even if intellectual or artistic labour is employed, and if what is received as remuneration for such labour by the individual concerned can be termed as wages in the manufacturing process then the person so employed is a 'worker'.

Wages.—In finding out whether a person employed directly or through any agency in a manufacturing process, is receiving wages, the question has to be determined with regard to the period for which the amount is settled to be paid. If the remuneration is to be paid daily or weekly, it can be called 'wages'. But where it is monthly remuneration payable on the last day of the month or after that date, and where the remuneration, considering the general standards of payment, is fairly high, then it has to be understood as 'salary'. Although no lower limit is fixed to bring the compensation within the term 'salary', yet in cases, where the compensation paid at the end of the month is less than Rs. 200, it would be more appropriate to call it as 'wages'. But where it is Rs. 200 or more, it may be termed as 'salary'.

Manufacturing Process.—The raw film is an article or a substance, and when by the process of treating or adapting, after the sounds are absorbed and the photos imprinted, it is rendered fit to be screened in a cinema theatre, then such a change comes within the meaning of the term "treating or adapting any article or substance with a view to its use" as used in the definition of "Manufacturing Process". Thus, the conversion of a raw film, by various scientific and physical processes, into a finished product or into a film fit for exhibition in a cinema is a "Manufacturing Process" as defined in the Factories Act.

Factory.—Within the enclosed space of the Gemini Studio there were a number of buildings in which the various departments were housed. The High Court had no doubt whatever that each of those buildings if it employed ten or more 'workers' would be a factory. The High Court held: "If ten or more workers are receiving wages, then each of those departments would be a factory. But if there are departments in which less than ten persons receive wages and the rest receive salary, as defined by us above, such departments would not be factories within the meaning of the term".

PAYMENT OF WAGES ACT

Wages.—The underlying idea in the Payment of Wages Act is that the term 'wages' should be understood as compensation for a period less than a month. It may be either daily or weekly; but where the payment is to be made monthly, it is difficult to apply the provisions of the Payment of Wages Act to such state of circumstances. Section 4, sub-section (2) which lays down that no wage period shall exceed one month also makes it very plain that the Act is not intended to apply to any kind of 'salaries' payable monthly.

As there was no evidence on record to show how many of the persons employed in directorial, technical and other departments were receiving 'wages', it was not possible to find out the requisite number of 'workers' employed in those departments. The High Court was, therefore, unable to decide which of these departments were 'factories' within the meaning of the Factories Act. As such, the High Court set aside the convictions and sentences of the Manager and ordered a retrial of the case after recording evidence on the point mentioned above.

MISCELLANEOUS

West Bengal

DECISION OF THE CALCUTTA HIGH COURT IN THE DISPUTE BETWEEN THE EMPLOYER AND EMPLOYEES OF THE BALMER LAWRIE AND CO., ON THE QUESTION WHETHER A WORKMAN CEASES TO BE A WORKMAN AFTER HIS RETIREMENT OR PENSION

A workman was pensioned off by his employers after he had served them for a period of 22 years. The workman complained that he was unjustly pensioned off for his trade union activities. This led to a dispute between the employers on one side and the workman and other employees represented by the employees' union on the other. The State Government referred the dispute to an Industrial Tribunal for adjudication. The Tribunal gave an award directing that the workman should be reinstated in his employment and that the employers should pay him the arrears of pay and allowances consequent to such reinstatement, less any sum already paid as pension, within three months of the date on which the award would be effective. As the employers did not implement the award and failed to pay the dues to the workman, he filed a suit against the employers for the recovery of his arrears of pay, dearness allowance etc. The employers resisted the suit on the following main grounds, (i) that the employment of the workman was duly terminated by giving him two months' pay in lieu of notice and a payment of Rs. 31 per month as pension; (ii) that the dispute was not an industrial dispute and the Tribunal had, therefore, no jurisdiction to make the award; and (iii) that by accepting the pension the workman had waived all his rights under the award. Some of the important issues raised in the case were:—

1. Was there any industrial dispute within the meaning of the Industrial Disputes Act which was the subject matter of the order of reference?

2. Could the workman be deemed to be reinstated or was he reinstated as a result of the award?

3. Did the workman waive his rights under the award?

It was argued on behalf of the employers that the dispute in question was a dispute between a single workman and his employers, and as such, it was not an industrial dispute as defined in the Industrial Disputes Act. It was further argued that the workman being a discharged employee and the origin of the dispute being the discharge itself, there could have been no industrial dispute within the meaning of the Act. The High Court accepted as correct the principles underlying these arguments, viz., that an individual dispute is not an industrial dispute and that if the discharge itself originates or gives birth to a dispute then the dispute does not arise till the moment when discharge takes effect or till some time later than the discharge and in such a case there cannot be any industrial dispute between the employers and the dismissed employee provided there is no other dispute existing at the time. The Court, however, rejected the plea that these principles were applicable to the facts of the present case and pointed out that in the present case the employees' union had taken up or expounded the cause of the workman and another employee, in regard to the dispute as to their discharge, and the union represented these two employees in their dispute. Thus it was not a case of dispute between a single individual and his employers. It was contended on behalf of the workman that he was neither dismissed nor discharged from service but was merely pensioned off and so the relationship of master and servant had not been terminated and, therefore, he remained a 'workman' at all material times. The High Court did not accept the contention and observed: "The order pensioning off the plaintiff which was served on him on 1st April 1947 shows that the company did not dismiss the plaintiff but instead forced him to retire on a pension. The union, however, treated it as a discharge. In my view *when an employee retires or is forced to retire on a pension he cannot be said to be still in employment. He ceases to be an employee or a workman but he receives the pension in consideration of his past services* However, inasmuch as the union had taken up the cause of the plaintiff it must be held that the dispute referred to the tribunal was an industrial dispute and the order of reference was consequently a valid order and the award was also a valid award".

It was contended on behalf of the employers that the workman was not entitled to the arrears of pay and allowances as he was never reinstated by the employers as a result of the award. The High Court did not accept the contention and held that the workman was restored to his service by the award itself and he was declared entitled to arrears of pay and allowances. There was thus automatic reinstatement by virtue of the award which fixed the liability of the employers to pay the arrears.

Another important point raised by the employers was that by accepting the pension the workman had waived his rights under the award and hence he was not competent to bring the present suit. The High Court did not accept this contention and observed that unless waiver was clearly established, or could be inferred from facts proved, the workman's rights could not be taken away by mere implication. In the present case there was nothing to show that the workman had given a go-by to the award and accepted the pension in lieu of his claim under the award. On the contrary he was all along asserting his claim. The Court, therefore, held that there was no waiver of the workman's rights or claim under the award and the suit was maintainable.

It was stressed on behalf of the employers that the rights of the workman and the liability of the employers under the award were creatures of the Statute and the Statute also prescribed the remedy for their enforcement. As such, the only remedy available to the workman was the remedy provided by the Industrial Disputes Act. Section 29 of the Industrial Disputes Act provided penalty for the breach of terms of an award, and recourse to this remedy, it was argued, should have been taken. The High Court did not accept the point and observed : "In the present case the plaintiff is not merely claiming the arrears of salary and allowance due up to the date of the award but also salary and allowance which accrued due after the award on the strength of the declaration as to reinstatement made by the award. In other words, the plaintiff's claim extends to or comprises further reliefs which flow from the award. The award has created a debt in favour of the plaintiff and I fail to see why payment of such debt cannot be enforced by suit. The debt has accrued from the relationship of the master and servant. It is a civil liability and for enforcement of such liability recourse can be had to an action in a civil court" though, no doubt, the provisions of the section 29 of the Act are also available for punishing the person so liable. The Court, therefore, held that the suit to enforce payment of moneys or wages due under the award of an Industrial Tribunal was maintainable at the instance of individuals in whose favour the award had been made.

The suit of the workman was decreed with costs and interest at the rate of 6 per cent.*

DECISION OF THE LABOUR APPELLATE TRIBUNAL IN THE DISPUTE BETWEEN MESSRS. BURMAH SHELL OIL STORAGE AND DISTRIBUTING COMPANY OF INDIA, STANDARD VACUUM OIL COMPANY AND CALTEX (INDIA) AND THEIR WORKMEN.†

In September 1952, the Industrial Tribunal of Madras gave an award in an industrial dispute between the three oil companies mentioned above and their workmen, in respect of revision of wage scales, bonus for the year 1950, retirement benefit schemes, etc. Both the employers and the workmen appealed to the Labour Appellate Tribunal against this award. Decisions of the Appellate Tribunal on the main points involved are summarised below :

Revision of wage scales.—By virtue of a mutual agreement between the employers and employees the minimum wage of an unskilled daily rated worker, prior to the dispute, was Rs. 1-2-0 per day, and the dearness allowance Rs. 43-2-0 per month. The total emoluments of an unskilled daily rated worker, therefore, amounted to Rs. 72-6-0 per month of 26 working days, till 1st July 1950 when the agreement expired. The Industrial Tribunal increased the total emoluments to Rs. 78-0-4½ per month consisting of basic wage of Rs. 50 in round figure, on the basis of a cost of living index of 180 and a dearness allowance of Rs. 28-2-0. The quantum of dearness allowance was reduced in order to offset the increase in basic wage. The Appellate Tribunal had earlier held in another case that fixation of wages on the basis of a cost of living index of 180 was neither just nor conducive to industrial peace. Following this decision, the Appellate Tribunal set aside the award of the Industrial Tribunal on this point but held that some increase in the remuneration of workers was justified. The Appellate Tribunal, following its earlier

* Suit No. 2371 of 1949 dated 28th July 1952, Bilash Chandra Mitra Vs. Balmer Lawrie & Co., Ltd.—*Labour Law Journal*, March 1953, pp. 337-343.

† Published in the Supplement to Part I of the *Fort St. George Gazette*, dated 10th June 1953, pages 6 to 10.

decision in another case granted a flat increase of Rs. 4 per month of 26 working days to unskilled daily rated labour, of Rs. 5 to semi-skilled and skilled labourer, and of Rs. 7 to the special grade labour.

So far as piece-rated workers were concerned the Appellate Tribunal did not interfere with the award given by the Industrial Tribunal, but in the case of monthly-rated labour it fixed the following rates of wages for different categories :—

Category of workers				Rates of wages
(1)	Cleaners, peons and office-attenders, watchmen, dressers, scavengers, and sweepers.			Minimum Rs. 30 and maximum Rs. 60, spread over 20 years in equal proportion.
(2)	Headwatchmen			Minimum Rs. 50 and maximum Rs. 80, spread over 20 years in equal proportion.
(3)	Car Drivers			Minimum Rs. 50 and maximum Rs. 105, spread over 20 years in equal proportion.
(4)	Lorry Drivers			Minimum Rs. 55 and maximum Rs. 125, spread over 20 years in equal proportion.

An increase of Rs. 4 to every existing worker of the categories mentioned in (1) above and of Rs. 5 each to workers of other categories was also granted by the Appellate Tribunal.

Bonus.—The Industrial Tribunal had awarded three months' basic wages as bonus for the year 1950, with the direction that one third of the bonus should be credited to the provident fund accounts of the workers concerned. The Appellate Tribunal removed this direction from the award of the Industrial Tribunal and directed payment of three months' basic wages as bonus.

Retirement benefits.—The Industrial Tribunal did not consider that the existing schemes of the three companies gave adequate relief to the workmen and awarded a Gratuity Scheme on the lines of what had been granted to the Burmah Shell workers by the Industrial Tribunal at Bombay. This did not satisfy any of the parties. The Appellate Tribunal, therefore, rejected the scheme of the Industrial Tribunal and held that the gratuity Scheme introduced by the management of Caltex (India) Ltd., with some modifications should be adopted by the three Companies concerned.

The salient features of this scheme are as follows—

Event	Benefit
(a) Death or permanent total disablement while in service.	One month's salary or wages for each completed year of service subject to a maximum of 15 months' salary.
(b) Voluntary retirement after 15 years' continuous service.	15 months' salary or wages.
(c) Termination of service by the Company.	
<i>Service Period</i>	
(i) After completion of 5 years but less than 10 years' continuous service.	$\frac{1}{2}$ month's salary or wages for each completed year of service.
(ii) After ten years, but less than 15 years' continuous service.	$\frac{3}{4}$ month's salary or wages for each completed year of service.
(iii) After 15 years' continuous service ..	One month's salary or wages for each completed year of service subject to a maximum of 15 months' salary.

The salary or wages for purposes of Gratuity was to be the last basic pay or wages drawn by the employee concerned.

The Appellate Tribunal directed that the gratuity would not be payable to the employees dismissed for misconduct involving financial loss to the Company.

AWARD OF THE INDUSTRIAL TRIBUNAL IN THE DISPUTE BETWEEN MESSRS. McLEOD AND CO., LTD., (SECRETARIES, TEA DISTRICTS LABOUR ASSOCIATION) AND THEIR WORKMEN*

Important decisions contained in the award are summarised in the following paragraphs :—

Scales of pay and grades.—The scales of pay and grades that existed prior to the dispute, and the ones demanded by the workmen are given below :—

			Existing scales	Scales demanded
(1)			(2)	(3)
I. Clerical Staff				
Grade A	..	..	Rs. 60—4—100—5—150 —10—190—5—195.	Rs. 150—10—300.
Grade B	..	..	Rs. 60—3—90—5—120— E.B.—5—145.	Rs. 100—7½—205.
Grade C	..	..	Rs. 60—2—70—3—106— 4—110.	Rs. 60—5—135.
II. Subordinate staff—				
(i) Peons, chalan peons, sweepers, chowkidars, cooks, paniwalas, cleaners, etc.			Rs. 25—1—32	..
(ii) Head peons, literate peons, Rest House peons, etc.			Rs. 33—1—41	..
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> III. Munshis and compounders— </div> <div> </div> </div>				
(i) Munshis, Resthouse Munshis, Cabinet keepers, interpreters, etc.			Rs. 42—1—59	..
(ii) Compounders	..	..	Rs. 50—2—70—E.B.—2— 90.	Rs. 70—5—130.

The scales in column (3) above excepting the one relating to compounders were the ones awarded by an Industrial Tribunal in July 1950 to the clerical and subordinate staff of the Calcutta office of the Tea Districts Labour Association.

While considering the workmen's claim for the revision of pay scales of clerical staff the Tribunal mainly took into consideration the following factors : (i) the nature of work done by clerical staff in the Calcutta

* Published in the *Calcutta Gazette*, dated June 4, 1953, Part I, pages 1848 to 1856.

† For future recruits to the office at Calcutta.

office and in the offices located in the towns in question—the nature of work in Calcutta office being more arduous, intricate, varied and requiring higher degree of intelligence, alertness and skill than in the mofussil establishments; (ii) the difficulties in the way of promotion to higher grades and the slender prospects of reaching the maximum of the highest grade in all cases; (iii) the cost of living of a middle class family, consisting of three consumption units; and (iv) the prevailing rates of wages in the same or similar occupations in the same or neighbouring localities. After a careful consideration of all these factors and in view of the fact that the employers had the capacity to pay higher wages, the Tribunal revised the grades of the clerical staff as follows:—

Grade 'A' Rs. 80—5—115—7—150—E.B.—10—210.

Grade 'B' Rs. 70—4—90—5—130—E.B.—6—160.

Grade 'C' Rs. 60—3—90—4—122.

The scales of pay of the remaining staff were revised as shown below:—

<i>Category of workmen</i>	<i>Scales of Pay</i>
(i) Peons, chalan peons, chowkidars, cooks, sweepers, <i>pani-walas</i> , cleaners, etc.	Rs. 30—1—45
(ii) Head Peons, literate peons, Rest house peons, etc.	.. Rs. 35—1—50
(iii) Rest house munshis, cabinet keepers, interpreters	.. Rs. 42—1—55
(iv) Compounders .. .. .	.. Rs. 55—2½—80—E.B.—4—100.

Dearness allowance.—In view of the substantial improvement effected by the Tribunal in the pay scales, and also because the existing scale of dearness allowance seemed adequate in itself, the Tribunal rejected the workers' demand for a higher scale of dearness allowance. The Tribunal, however, ordered that the rate of dearness allowance should be 60 per cent. of the first 100 rupees and 30 per cent. of the next 100 rupees of the basic pay, subject to a minimum of Rs. 40 for the clerical employees and Rs. 30 for the other employees. The Tribunal also ordered that its award on the two issues relating to pay scales and dearness allowance should have retrospective effect from 1st January 1953.

Bonus.—The Tribunal awarded a bonus equivalent to one month's basic salary for the year ended 31st October 1951. The main principles on which the Tribunal relied in this connection were: (i) the workers should have a share in the profit, more so because they also partly contributed to the earning of it; (ii) bonus is to be paid for supplementing the income of the workmen as long as they do not get living wages and (iii) the employers were giving Puja bonus for its employees in Calcutta since 1948 without any break and no case had been made out for any discriminatory treatment, between the workers in the Calcutta office and those in mofussil areas in this matter.

Working Hours.—The workers demanded fixation of 8 hours of work per day; and for work done in excess thereof, payment at double the normal rate of pay and dearness allowance. The employers, however, contended that there could not be any fixed or uniform hours of work on account of the nature of work and the conditions under which the work was performed. Although the work was not of a continuous nature, the Tribunal found that, at times, the work was spread over 9 or 10

hours a day and some workers had to attend even at night. The Tribunal directed that attempts should be made to bring the normal working hours in conformity with some accepted norm and fixed the working hours in the mofussil offices at 8 hours per day. The actual working hours and the spreadover were to be regulated by the Association, in consultation with its Calcutta office and having regard to the timings of trains. Workers asked to do work beyond the working hours so fixed and regulated were to be paid overtime allowance at one and a half times the normal rates of basic salary and dearness allowance.

Status of Munshis.—The workmen demanded that munshis should be put on the same status as clerical staff. The employers urged that the essential part of the duty of a munshi was not of a clerical nature and that his work was mainly outdoor work. After examining the work actually performed by the munshis at Asansol and Naihati, the Tribunal came to the conclusion that the work of munshis in these two places was essentially of a clerical nature. In view of this, the Tribunal directed that all the munshis who were required to do some clerical work involving writing and maintenance of records, etc., should be entitled to the status of clerks of 'C' grade and that their basic pay and dearness allowance should be the same as those awarded to the 'C' grade clerks.

WHETHER A DISPUTE BETWEEN AN INDIVIDUAL EMPLOYEE AND MANAGEMENT IS AN INDUSTRIAL DISPUTE?

DECISION OF THE PATNA HIGH COURT

An employee of an Assurance Company was dismissed on 27th April 1949. More than two years thereafter, the Government made a reference to a Tribunal for adjudication. The Company approached the High Court under Article 226 of the Constitution of India for the issue of a writ in the nature of *certiorari* for quashing the proceedings before the Tribunal. The main argument of the Company was that a dispute between an individual employee and the management was not an industrial dispute within the meaning of the Industrial Disputes Act and as such the Government had no jurisdiction to make the reference.

The Court agreed with the above view of the Company and remarked that an industrial dispute involved two elements; viz., "(1) the dispute must relate to industrial matters; and (2) at least on one side of the dispute the disputants must be a body of men acting in collective manner and not individual". On behalf of the dismissed employee it was argued that the cause of the dismissed employee was taken up by the Bihar Provincial Insurance Employees' Association, and there was thus an "Industrial Dispute" within the meaning of the Act. It was further contended that the Government in their notification, dated 9th July 1951 had stated that an *Industrial Dispute* had arisen between the Company and the Insurance Employees' Association. It was, therefore, argued that there existed an "Industrial Dispute" on the date the notification was issued.

On behalf of the Company it was submitted that the Association had never approached the Company for the reinstatement of the dismissed employee; and as the Association had made no demand from the Company, no reasonable opportunity was given to it to comply with the demand for reinstatement. It was further stated that the Company was not even aware that the Association had taken up the cause of the dismissed employee or that it had made any reference to the Government in the matter.

The High Court held that the dispute between the Company and the dismissed employee did not fall within the ambit of the expression "Industrial Dispute" as defined in Section 2(k) of the Industrial Disputes Act, and that the conciliation proceedings initiated under Section 12 were, therefore, without jurisdiction. Since the Company was not aware that the cause of the dismissed employee had been taken up by the Association of the employees, or that the Association had made any reference to the Government, the High Court further held that there could be no dispute between the Association and the Company which would give jurisdiction to the Government to make a reference under Section 10(1). In view of these findings the Court directed that the reference made by the Government and the proceedings consequent on the reference pending before the Tribunal should be quashed.

[Misc. Judicial Case No. 290 of 1951, dated 14th January 1953. All India Reporter, November 1953, Patna, p. 321.]

WHETHER THE MANAGEMENT CAN BE ORDERED TO WORK THEIR MILL IF THE CLOSURE ITSELF IS A DISPUTE?

DECISION OF THE RAJASTHAN HIGH COURT

The management of a Company closed down the mills on the ground that they were incurring heavy losses. This resulted in unemployment of workers. The Government made a reference to an Industrial Tribunal for adjudication and ordered the Company to withdraw the lock-out at once. The management applied to the High Court with the request that the reference to the Industrial Tribunal should be declared illegal and that the Government should be restrained from forcing the management to work the mills.

It was alleged on behalf of the management that the reference to the Industrial Tribunal was beyond the scope of the Industrial Disputes Act, and that the order of the Government to the management to work the mills amounted to an infringement of their fundamental rights guaranteed under the Constitution of India. The management, therefore, prayed that the Tribunal should be restrained from holding any proceedings in connection with the reference. On behalf of the workers of the mills, however, it was stated that the management had resorted to a lock-out in order to force the workers to accept lower wages, and that the closing down of the mills was only a subterfuge to enable the management to coerce labour to accept adverse terms of employment.

In order to decide whether the reference to the Industrial Tribunal was within or without the jurisdiction of the Government, it was found necessary to determine whether the business was closed down temporarily or whether lock-out was resorted to to coerce the workers. This being purely a question of fact, the High Court left it to be decided by the Tribunal after recording evidence of both the parties. The High Court held that the Industrial Tribunal was competent to hear and decide such questions.

It was argued on behalf of the Government as well as the workers, that until it was decided by the Industrial Tribunal that the mills had been closed down on account of losses, it could not be said that the reference was illegal and as long as the reference was not illegal the Government was competent to make an order under Section 10(3) of the Industrial Disputes Act and to ask the management to work the mills. *The High Court did not accept the argument and held that a strike or lock-out which was itself a dispute, would not justify an order for its*

prohibition because Section 10(3) required that a strike or lock-out should be in connection with a dispute. Where the strike or lock-out was, therefore, not in connection with a dispute, but was itself a dispute, the law did not contemplate that an order for its discontinuance should be made under Section 10(3). The discretion of the Government exercised in the present case in making an order of prohibition was, therefore, beyond the scope of Section 10(3).

Coming to the conclusion that the management rightly apprehended heavy losses if forced to work the mills, the High Court observed : " Under Article 31(1) of the Constitution of India no person can be deprived of his property save by authority of law. To force the petitioner to work the mills with the result that he would be made to suffer losses amounts to depriving him of property. In such a case the petitioner, it is apparent, apprehends that he shall have to incur losses every month and this cannot be anything different from depriving him of his property. The provisions of Section 10(3), Industrial Disputes Act, as we have already discussed, do not authorise the Government to make a prohibitory order in such circumstances". The High Court allowed the application only in part and declared that the order of the Government to the petitioner to run the mills during the pendency of the inquiry was illegal and issued a direction to the Government to refrain from enforcing it. The prayer of the petitioner for declaring the reference illegal was, however, rejected and it was ordered that the proceeding before the Tribunal relating to the reference made by the Government should continue. [Writ appln. No. 651 of 1952 dated 26th February 1953 ; All India Reporter, November 1953, Rajasthan, p. 188.]

APPENDIX II
LIST OF LABOUR ACTS
CENTRAL

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, 1951 and 1954.

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.

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. Amended in 1953.
2. The Bihar Essential Services (Maintenance) Act, 1947
3. The Bihar Workmen's Protection Act, 1948.
4. The Bihar Money Lenders Act.
5. The Bihar Shops and Establishments Act, 1953

BOMBAY

1. The Bombay Smoke Nuisance Act, 1912.
2. The Bombay Maternity Benefit Act, 1929.
3. The Bombay Trade Disputes Conciliation Act, 1934
4. The Cotton Ginning and Pressing Factories Act, 1925 (Amended by the Bombay Act of 1936).
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.
11. The Bombay Labour Welfare Fund Act, 1953.

MADHYA PRADESH

1. The C.P. Maternity Benefit Act, 1930.
2. The Cotton Ginning and Pressing Factories Act, 1925 (Amended by the C.P. Act of 1936).
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.
3. The Orissa Maternity Benefit Act, 1953.

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 Registration of Money Lenders Act, 1936.
5. The Punjab Trade Employees Act, 1940.
6. The Punjab Maternity Benefit Act, 1943. Amended in 1952.
7. The Punjab Industrial Disputes (Validation of Proceedings) Ordinance, 1953.

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, 1951 and 1953.
4. The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951.
4. The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Act, 1953.

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 Unemployed 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. Amended in 1953.
8. The Hyderabad P.W.D. Contractors' Labour Regulation and Fair Wages Clause, 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 (1949). Amended in 1952 and 1953.
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.
7. The Industrial Disputes (Mysore Amendment) Act, 1953.

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

AJMER

The following Acts have been applied to the State :

1. The Bombay Maternity Benefit Act, 1929.
2. The Bombay Money Lenders Act.
3. The Bombay Agricultural Debtors Relief Act, 1947.

BHOPAL

1. The Bhopal Maternity Benefit Act, 1943.

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

1. The Delhi Shops and Establishments Act, 1953.
2. The following Acts have been applied to the State ;
 - (i) The Bombay Maternity Benefit Act, 1929.
 - (ii) 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.

APPENDIX III

LIST OF CONVENTIONS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE 1919-1953†

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.

* The 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).

35. Old-age Insurance (Industry, etc.) Convention, 1933.
36. Old-age Insurance (Agriculture) Convention, 1933.
37. Invalidity Insurance (Industry, etc.) Convention, 1933.
38. Invalidity Insurance (Agriculture) Convention, 1933.
39. Survivors' Insurance (Industry, etc.) Convention, 1933.
40. Survivors' Insurance (Agriculture) Convention, 1933.
41. Night Work (Women) Convention (Revised), 1934.*
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934.
43. Sheet-Glass Works Convention, 1934.
44. Unemployment Provision Convention, 1934.
45. Underground Work (Women) Convention, 1935.*
46. Hours of Work (Coal Mines) Convention (Revised), 1935.
47. Forty Hour Week Convention, 1935.
48. Maintenance of Migrants' Pension Rights Convention, 1935.
49. Reduction of Hours of Work (Glass-Bottle Works) Convention 1935.
50. Recruiting of Indigenous Workers Convention, 1936.
51. Reduction of Hours of Work (Public Works) Convention, 1936.
52. Holidays with Pay Convention, 1936.
53. Officers' Competency Certificates Convention, 1936.
54. Holidays with Pay (Seal) Convention, 1936.
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936.
56. Sickness Insurance (Sea) Convention, 1936.
57. Hours of Work and Manning (Sea) Convention, 1936.
58. Minimum Age (Sea) Convention (Revised), 1936.
59. Minimum Age (Industry) Convention (Revised), 1937.
60. Minimum Age (Non-Industrial Employment) Convention, (Revised), 1937.
61. Reduction of Hours of Work (Textiles) Convention, 1937.
62. Safety Provisions (Building) Convention, 1937.
63. Convention concerning Statistics of Wages and Hours of Work, 1938.
64. Contracts of Employment (Indigenous Workers) Convention, 1939.
65. Penal Sanctions (Indigenous Workers) Convention, 1939.
66. Migration for Employment Convention, 1939.
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939.
68. Food and Catering (Ships' Crews) Convention, 1946.
69. Certification of Ships' Cooks Convention, 1946.
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.

* The Conventions marked with asterisk have been ratified by India.

76. Wages, Hours of Work and Manning (Sea) Convention, 1946.
77. Medical Examination of Young Persons (Industry) Convention, 1946.
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946.
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946.
80. Final Articles Revision Convention, 1946.*
81. Labour Inspection Convention, 1947.*
82. Social Policy (Non-Metropolitan Territories) Convention, 1947.
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947.
84. Right of Association (Non-Metropolitan Territories) Convention, 1947.
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947.
86. Contracts of Employment (Indigenous Workers) Convention, 1947.
87. Freedom of Association and Protection of the Right to Organise Convention, 1948.
88. Employment Service Convention, 1948.
89. Night Work (Women) Convention (Revised), 1948.*
90. Night Work of Young Persons (Industry) Convention (Revised), 1948.*
91. Paid Vacations (Seafarers) Convention (Revised), 1949.
92. Accommodation of Crews Convention (Revised), 1949.
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949.
94. Labour Clauses (Public Contracts) Convention, 1949.
95. Protection of Wages Convention, 1949.
96. Fee-Charging Employment Agencies Convention (Revised), 1949.
97. Migration for Employment Convention (Revised), 1949.
98. Right to Organise and Collective Bargaining Convention, 1949.
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.

* The Conventions marked with asterisk have been ratified by India.

9. National Seamen's Code Recommendation, 1920.
10. Unemployment Insurance (Seamen) Recommendation, 1920.
11. Unemployment (Agriculture) Recommendation, 1921.
12. Maternity Protection (Agriculture) Recommendation, 1921.
13. Night Work of Women (Agriculture) Recommendation, 1921.
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921.
15. Vocational Education (Agriculture) Recommendation, 1921.
16. Living-in Conditions (Agriculture) Recommendation, 1921.
17. Social Insurance (Agriculture) Recommendation, 1921.
18. Weekly Rest (Commerce) Recommendation, 1921.
19. Migration Statistics Recommendation, 1922.
20. Labour Inspection Recommendation, 1923.
21. Utilisation of Spare Time Recommendation, 1924.
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925.
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925.
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925.
25. Equality of Treatment (Accident Compensation) Recommendation, 1925.
26. Migration (Protection of Females at Sea) Recommendation, 1926.
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926.
28. Labour Inspection (Seamen) Recommendation, 1926.
29. Sickness Insurance Recommendation, 1927.
30. Minimum Wage-Fixing Machinery Recommendation, 1928.
31. Prevention of Industrial Accidents Recommendation, 1929.
32. Power Driven Machinery Recommendation, 1929.
33. Protection Against Accidents (Dockers) Reciprocity Recommendation, 1929.
34. Protection Against Accidents (Dockers) Consultation of Organisations Recommendation, 1929.
35. Forced Labour (Indirect Compulsion) Recommendation, 1930.
36. Forced Labour (Regulation) Recommendation, 1930.
37. Hours of Work (Hotels, etc.), Recommendation, 1930.
38. Hours of Work (Theatres, etc.), Recommendation, 1930.
39. Hours of Work (Hospitals, etc.), Recommendation, 1930.
40. Protection Against Accidents (Dockers) Reciprocity Recommendation, 1932.
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932.
42. Employment Agencies Recommendation, 1933.
43. Invalidity, Old-age and Survivors' Insurance Recommendation, 1933.
44. Unemployment Provision Recommendation, 1934.
45. Unemployment (Young Persons) Recommendation, 1935.
46. Elimination of Recruiting Recommendation, 1936.
47. Holidays with Pay Recommendation, 1936.
48. Seamen's Welfare in Ports Recommendation, 1936.

49. Hours of Work and Manning (Sea) Recommendation, 1936.
50. Public Works (International Co-operation) Recommendation, 1937.
51. Public Works (National Planning) Recommendation, 1937.
52. Minimum Age (Family Undertakings) Recommendation, 1937.
53. Safety Provisions (Building) Recommendation, 1937.
54. Inspection (Building) Recommendation, 1937.
55. Co-operation in Accident Prevention (Building) Recommendation, 1937.
56. Vocational Education (Building) Recommendation, 1937.
57. Vocational Training Recommendation, 1939.
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939.
59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939.
60. Apprenticeship Recommendation, 1939.
61. Migration for Employment Recommendation, 1939.
62. Migration for Employment (Co-operation between States) Recommendation, 1939.
63. Control Books (Road Transport) Recommendation, 1939.
64. Night Work (Road Transport) Recommendation, 1939.
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939.
66. Rest Periods (Private Chauffeurs) Recommendation, 1939.
67. Income Security Recommendation, 1944.
68. Social Security (Armed Forces) Recommendation, 1944.
69. Medical Care Recommendation, 1944.
70. Social Policy in Dependent Territories Recommendation, 1944.
71. Employment (Transition from War to Peace) Recommendation, 1944.
72. Employment Service Recommendation, 1944.
73. Public Works (National Planning) Recommendation, 1944.
74. Social Policy in Dependent Territories (Supplementary Provision) Recommendation, 1945.
75. Seafarers' Social Security (Agreements) Recommendation, 1946.
76. Seafarers' (Medical Care for Dependents) Recommendation, 1946.
77. Vocational Training (Seafarers') Recommendation, 1946.
78. Bedding, Mess Utensils and Miscellaneous Provisions (Ships' Crews) Recommendation, 1946.
79. Medical Examination of Young Persons Recommendation, 1946.
80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946.
81. Labour Inspection Recommendation, 1947.
82. Labour Inspection (Mining and Transport) Recommendation 1947.
83. Employment Service Organisation Recommendation, 1948.
84. Labour Clauses (Public Contracts) Recommendation, 1949.
85. Protection of Wages Recommendation, 1949.
86. Migration for Employment Recommendation (Revised), 1949.
87. Vocational Guidance Recommendation, 1949.

88. Vocational Training of Adults (Including Disabled Persons) Recommendation, 1950.
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.
96. Protection of Workers' Health Recommendation, 1953.
97. Minimum Age (Coal Mines) Recommendation, 1953.

APPENDIX IV

DESIGNATIONS AND NAMES OF PRINCIPAL OFFICERS CONNECTED WITH LABOUR LAWS AND LABOUR ADMINISTRATION AT THE CENTRE AND IN THE STATES

Designation (1)	Name (2)
MINISTRY OF LABOUR—GOVERNMENT OF INDIA	
Minister	Shri V. V. Giri, M. P.
Deputy Minister	Shri Abid Ali, M. P.
Secretary	Shri Vishnu Sahay, I. C. S.
Joint Secretary	Shri K. N. Subramanian, I. C. S.
Central Provident Fund Commissioner ..	Shri S. Neelakantam.
Director-General of Resettlement and Employment.	<i>Vacant.</i>
Chief Labour Commissioner (Central) ..	Shri S. C. Joshi.
Chief Adviser, Factories	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 S. P. Singh, 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, (now Andhra) Nellore.	Shri K. C. Madappa, I. A. S.
Chairman, Mica Mines Labour Welfare Fund Advisory Committee for Ajmer, Ajmer.	Shri A. K. Mustafy.
Controller of Emigrant Labour, Shillong ..	Shri K. C. Ray.
Chairman, Labour Appellate Tribunal, Calcutta.	Shri R. C. Mitter.
Member, Labour Appellate Tribunal, Calcutta.	Shri Lakshmi Kanta Jha.
Members, Labour Appellate Tribunal, Bombay.	Shri D. E. Reuben.
Members, Labour Appellate Tribunal, Lucknow.	Shri F. Jeejeebhoy.
Chairman, Industrial Tribunal, Dhanbad ..	Dr. Mohd. Wali Ullah.
Chairman, Industrial Tribunal, Calcutta ..	Shri Bind Bansi Prasad.
Director-General, Employees' State Insurance Corporation, New Delhi.	Shri L. P. Dave.
Coal Mines Provident Fund Commissioner, Dhanbad.	Shri C. Bhaktavatsalu Naidu.
	Lt. Col. V. M. Albuquerque.
	Shri S. N. Mubayi.

PART ' A ' STATES

ANDHRA

Commissioner of Labour and Chief Inspector of Factories and Boilers.	Shri C. R. Reddy, B. A., B. Sc. (Lond.), A. C. G. I.
Deputy Chief Inspector of Factories ..	Shri A. Ramamoorthy, B. A., B. E., A. M. I. E.
Assistant Commissioner of Labour ..	Shri J. Viswanatha Reddy, B. A., B. L.
Industrial Tribunal, Visakhapatnam ..	Shri V. N. Dikshitulu, B. A., B. L.

*Now Shri S. S. Grewal.

(1)

(2)

ASSAM

Labour Commissioner	Shri H. P. Duara, B. Com. (Leeds).
Assistant Labour Commissioner	Shri B. Sarma, M. A.
Chief Inspector of Boilers	Shri S. Banarjee, B. Sc. (Cal.), B. Sc., (Eng.) A. M. I. E.
Chief Inspector of Factories	Shri G. Goswami, B. Eng. (Sheff.), A. M. I. Mech. E.

BIHAR

Commissioner of Labour	Shri B. P. Singh, I. A. S.
Deputy Labour Commissioner	Shri P. R. Sen.
Addl. Deputy Commissioner of Labour	Shri R. Sinha.
Assistant Labour Commissioners	Shri R. Dayal. Shri I. N. Thakur. Shri C. B. Prasad. Shri S. K. Dutta.
Chief Inspector of Factories	Shri A. Samad.
Chief Inspector of Agricultural Wages	Shri Ayodhya Pd.
Chief Inspector of Boilers	Shri Gavin.
Chairman, Industrial Tribunal	Shri A. Hassan.
Statistics Authority	Shri D. C. De.

BOMBAY

Commissioner of Labour, Chief Conciliator under the Bombay Industrial Relations Act, 1946, Conciliation Officer under the Industrial Disputes Act, 1947 and Certifying Officer under the Industrial Employment (Standing) Orders Act, 1946	Major R. F. Boga, I. A. S.
Deputy Commissioner of Labour (Adm.), Registrar of Trade Unions, Conciliator, Bombay Industrial Relations Act, 1946 and Conciliation Officer, Industrial Disputes Act, 1947	Shri D. G. Kale, M. Sc. (Lond.), Bar-at-Law.
Assistant Commissioners of Labour	Eleven.
Chief Inspector of Factories	Shri N. G. Kewalramani, B. Sc. (Eng.), Glass, C. P. E., B. E. (Civil), Bom., M. R. San. I.
Chief Inspector of Steam Boilers and Smoke Nuisances.	Shri J. M. Munshi, M. I. Mar. E. (Lond.), A. M. I. Mech. E. (Lond.), Extra First Class Engineer (M. O. T.), H. (Col.).
President, Industrial Court	Shri M. R. Meher, I. C. S. (Retired).
Members, Industrial Court	Shri S. H. Naik, M. A., LL. B. Shri P. D. Vyas, B. A., LL. B.
Registrar, Industrial Court	Shri K. R. Wazkar, M. A., LL. B.
Judge, Labour Court, Bombay	Shri N. N. Majumdar, B. A., LL. B.
Judge, 1st Labour Court, Ahmedabad	Shri D. N. Vin, M. A., LL. B.
Judge, 1 Ind Labour Court, Ahmedabad	Shri M. N. Nagrashna, B. Sc., LL. B.
Judge, Labour Court, Sholapur and Jalgaon	Shri B. S. Dingare, B. A., LL. M.
Commissioner for Workmen's Compensation ; Authority under Payment of Wages Act and Authority under the Minimum Wages Act	Shri C. P. Fernandez, B. A., LL. B.
Welfare Commissioner (Principal Executive Officer of the Bombay Labour Welfare Board)	Shri C. Thomas, M. A., LL. B.

MADHYA PRADESH

Labour Commissioner, Chief Conciliator, Registrar of Trade Unions, Chief Inspector of Factories, Statistics Authority, and Regional Provident Fund Commissioner.	Shri P. K. Sen, B. Sc. (Edin).
Assistant Labour Commissioner	Shri L. S. Titus, M. A.

(1)	(2)
MADRAS	
Commissioner of Labour, Commissioner for Workmen's Compensation, Registrar of Trade Unions, etc.	Shri C. G. Reddi, I. A. S.
Assistant Commissioner of Labour and Additional Commissioner for Workmen's Compensation	Shri K. Srinivasan, B.A.
Chief Inspector of Factories	Shri P. V. Viswanathan.
Industrial Tribunal, Madras	Shri S. Narasimhalu.
Industrial Tribunal, Coimbatore	Shri S. Soundararajan.
Industrial Tribunal, Madurai	Shri E. Krishnamurthy, M. A., B. L.
ORISSA	
Labour Commissioner, Chief Inspector of Factories, Chief Inspector of Boilers, Registrar of Trade Unions, Conciliation Officer, Certifying Officer and Authorised Officer	Shri S. Patni, B. Sc. (Eng.), A. M. I. E.
Assistant Labour Commissioner, Conciliation Officer, Additional Inspector of Factories	Shri S. Misra, B. A., LL. B., D. L. W., F. R. E. S.
Inspector of Boilers and Inspector of Factories	Shri B. K. Patnaik, B. Sc. (Eng.), A. M. I. E.
Statistics Authority	Shri P. B. Brahma, B.Sc.
PUNJAB	
Labour Commissioner	Shri D. N. Nigam.
Labour and Conciliation Officer	Shri Harbansraj Singh.
Labour Officer and Conciliation Officer and Chief Inspector of Shops	Shri Pran Nath Puri.
UTTAR PRADESH	
Labour Commissioner and Regional Provident Fund Commissioner	Shri O. N. Misra, I. A. S.
Deputy Labour Commissioners	Shri Mahesh Chandra Pant, M.A. Shri Shiva Prasad Pandey, M. A., U. P. S. C. Four.
Assistant Labour Commissioners	Shri Pawan Behari Lal, M. A., B. Com. LL.B.
Assistant Registrar of Trade Unions	Shri Ram Prasad Singh.
Chief Inspector of Boilers	Shri Guru Dutta Bishnoi, B. Sc. (Eng.), A. M. I. E.
Chief Inspector of Factories and Chief Inspector of Shops and Commercial Establishments	Shri Mirza Mohamed Hussain Qizalbash, B. Sc., G. I. Mech. E. (London).
Deputy Chief Inspector of Factories	Shri Prayag Narayan Sabharwal.
Deputy Chief Inspector of Shops and Commercial Establishments	Shri Radha Mohan, I. A. S.
President, State Industrial Tribunal	Shri Rama Charan Vorma.
Members, State Industrial Tribunal	Shri Bijay Pal Singh.
WEST BENGAL	
Labour Commissioner, Registrar of Trade Unions, Statistics Authority, Conciliation Officer, etc.	Shri R. N. Bose, I. A. S.
Deputy Labour Commissioners	Shri D. Chatterjee, B.A. Shri S. N. Chatterjee.
Deputy Chief Inspector, Shops and Establishment	Shri B. B. Chatterjee.
Commissioner for Workmen's Compensation, Authority under the Payment of Wages Act, 1936, Appellate Authority under the Industrial Employment (Standing Orders) Act, 1946	Shri N. L. Shome.

(1)

(2)

Authority, under the Payment of Wages Act, 1936, Authority under the Minimum Wages Act, 1948 and Registrar, Workmen's Compensation Court	Shri P. C. Maitra.
Chief Inspector of Factories	Shri A. D. Joardar.
Judges of the Industrial Tribunal	Shri J. N. Maitra. Shri M. N. Gan. Shri M. C. Banerjee. Shri C. Palit. Shri M. L. Chakravarty. Shri S. C. Mukherjee.

PART 'B' STATES

HYDERABAD

Labour Commissioner	Syed Abdul Latif Razvi, I. A. S.
Deputy Labour Commissioner	Shri B. N. Waghray.

MADHYA BHARAT

Commissioner of Labour and ex-officio Chief Conciliator	Shri A. S. Banavalikar, B. A. (Hons.), LL. B., A. T. A. (Ind.).
Deputy Commissioner of Labour and Conciliator	Shri B. S. Arora, B. Sc., M. B. A. S.
Assistant Commissioner of Labour and Registrar of Trade Unions	Shri N. R. Jatar, B. Sc.
Labour Information Officer and Conciliator	Shri V. N. Adsule, M. A.
Chief Inspector of Boilers	Shri V. S. Saxena, B. Sc. (Eng.), A. M. I. E.
Junior Inspector of Boilers	Shri Mishrilal Sitaram, D. M. E.
Chief Inspector of Factories	Shri V. N. Shorlekar, L. M. E. A. M. (Tech.).
President, Industrial Court	Shri G. R. Garde, B. A., LL. B.
Member Judge, Industrial Court	Shri R. S. Date, B.A., LL. B.
Registrar, Industrial Court	Shri S. S. Gadre, B.A., LL. B.
Judges, Labour Court	Shri L. P. Hirvey, M. A., LL.B. Shri J. P. Saxena, B. Sc., LL.B. Shri Manjara, B.A., LL.B.

MYSORE

Commissioner of Labour	Shri B. S. Puttaswamy, B.A., B.L.
Assistant Commissioner of Labour, Bangalore Division	Shri I. Nagappa, B.A.
Assistant Commissioner of Labour, Kolar Division	Shri C. R. Keshavamoorthy, B. A., LL.B.
Assistant Commissioner of Labour, Mysore Division	Shri H. G. Gopala Raj Urs, B.A.
Assistant Commissioner of Labour, Shimoga Division, Bhadravathi	Shri M. Abdul Ali, M.A., LL. B.
Headquarters Assistant	Shri M. Ameen-ul-Mulk, M. A., B. Com.

RAJASTHAN

Labour Commissioner, Regional Provident Fund Commissioner, Assistant Director, Employment Exchanges, and Chairman, Mica Mines Labour Welfare Fund	Shri S. N. Shukla, M.A., B. Com., LL. B.
Chief Inspector of Factories and Boilers, Jaipur.	Shri Hans Raj Pabuwat, B. Sc. (Eng.), A. M. I. E.

(1)

(2)

P. E. P. S. U.

Labour Commissioner and Chief Inspector of Factories and Chief Inspector of Boilers. Shri Amrit Lal.
 Senior Inspector of Factories Shri Gurcharan Singh.

SAURASHTRA

Commissioner of Labour Shri A. V. Vyas, M. A., LL.B.
 Assistant Labour Commissioner Shri M. B. Dave, B. A., LL. B.
 Chief Inspector of Factories and Chief Inspector of Boilers Shri U. A. Pandya, B. Sc.
 Labour Officer and Deputy Director of Labour Welfare Shri K. A. Sheth, L.L. B., D. S. W.

TRAVANCORE-COCHIN

Labour Commissioner Shri M. K. Devassy, I. A. S.
 Deputy Labour Commissioner Shri N. Kochukrishnan, B.A., B. L.
 Assistant Labour Commissioners Four.
 Chief Inspector of Factories and Boilers .. Shri P. S. Kukkilaya, B.Sc. (Eng.).

PART 'C' STATES

AJMER

Labour Officer, Statistics Authority Conciliation Officer, Registrar of Trade Unions, etc. Shri Onkar Nath Sharma.
 Chief Inspector of Factories and Electrical and Boilers Inspector Shri N. R. Mohindra.

BHOPAL

Director of Labour and Provident Fund Commissioner Shri Mamnoon Hasan Khan.
 Assistant Labour Officer and Provident Fund Inspector Shri Devi Dayal Verma.
 Inspector of Factories and Boilers Shri B. K. Mitra.

COORG

Chief Inspector of Factories, Certifying Officer, Statistics Authority, Conciliation Officer, etc. Shri J. C. Subbiah, M.A., B.L.
 Registrar of Trade Unions Shri P. M. Chengappa, C.H.D., F.R. Econs. (London).

DELHI

Director of Industries and Labour, Registrar of Trade Unions, Appellate Authority under the Industrial Employment (Standing Orders) Act and Conciliation Officer Dr. B. R. Seth, M.A., Ph. D.
 Labour Officer, Conciliation Officer, Certifying Officer, Statistics Authority, Minimum Wages Inspector, Additional Inspector of Factories and Inspector under the Payment of Wages Act Shri M. M. Kher, M.A.
 Chief Inspector of Factories and Boilers .. Shri N. R. Mohindra.

HIMACHAL PRADESH

(1)

(2)

VINDHYA PRADESH

Director of Industries and Labour Commissioner	Shri Brij Mohan Tewari, M.Sc., Ph. D.
Statistics Officer	Shri Gopal Prasad Khare, M.A., LL.B.

TRIPURA

Appellate Authority under the Industrial Employment (Standing Orders) Act	Shri N. L. Dev Barman.
Labour Officer, Registrar of Trade Unions, Certifying Officer, Conciliation Officer and Inspector under the Factories, Minimum Wages and Payment of Wages Acts	Shri B. C. Halder, B.L.

KUTCH

Chief Inspector of Factories, Director of Industries, Statistics Authority and Certifying Officer	Shri P. K. Vora, B.E., A.M.I.E.
Registrar of Trade Unions and Companies ..	Shri K. H. Desai, B.A., LL.B.

APPENDIX V

LIST OF OFFICERS APPOINTED AS COMMISSIONERS FOR WORKMEN'S COMPENSATION IN DIFFERENT STATES

State	Officer appointed as Commissioner for Workmen's Compensation	Jurisdiction
(1)	(2)	(3)
1. Assam ..	<p>(i) Deputy Commissioners : Lakhimpur, Sibsagar, Kamrup, Nowgong, Darrang, Goalpara, Garo Hills, Cachar, Khasi and Jaintia Hills and Naga Hills.</p> <p>(ii) Political Officers : (a) Lokra, Balipara Frontier Tract .. (b) Margheritta, 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 Magistrates</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>(vi) Deputy Commissioners : Palamau, Ranchi, Santhal Paragnas, Hazaribagh, Manbhum and Singhbhum.</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> <p>Within their respective jurisdiction.*</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, Kolhapur, 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 M/s. 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>

*The jurisdiction of the Deputy Commissioner, Hazaribagh does not extend to Giridih Sub-division and the jurisdiction of the Deputy Commissioners of Manbhum and Singhbhum does not extend to Dhanbad Sub-Division.

APPENDIX V—contd.

(1)	(2)	(3)
	<p>(iii) Judge, Labour Courts :</p> <p>(a) Jalgaon</p> <p>(b) Sholapur</p> <p>(iv) Judge, Court of Small Causes, Poona</p> <p>(v) Civil Judge (Junior Division)</p> <p>(a) Himatnagar</p> <p>(b) Alibag</p> <p>(c) Gadag</p> <p>(d) Bulsar</p> <p>(e) Okhamandal</p> <p>(f) Amreli</p>	<p>East Khandesh District.</p> <p>Sholapur District.</p> <p>Poona District.</p> <p>Sabar Kantha District.</p> <p>Kolaba District.</p> <p>Gadag Taluka District.</p> <p>Dangs District.</p> <p>Okhamandal Taluka.</p> <p>Amreli Distt. excluding Okhamandal Taluka.</p>
4. Madhya Pradesh	<p>(i) District and Sessions Judges : Wardha, Hoshangabad, Chhindwara, Akola, Durg at Rajnandgaon and Raigarh.</p> <p>District and Sessions Judge, Nagpur ..</p> <p>District and Sessions Judge, Jabulpore ..</p> <p>District and Sessions Judge, Khandwa, Nimar.</p> <p>District and Sessions Judge, Raipur ..</p> <p>District and Sessions Judge, Amraoti ..</p> <p>(ii) Civil Judges (Class I) : Chanda, Betul, Balaghat and Yeotmal.</p> <p>Civil Judge (Class I) Buldana</p> <p>Civil Judge (Class I) Khamgaon</p> <p>Civil Judge (Class I) Jagadalspur ..</p> <p>Civil Judge (Class I) Ambikapur ..</p> <p>(iii) Sub-Divisional Officers, Sarangarh, Raigarh Distt.</p> <p>(iv) Additional Deputy Commissioner, Jashpur, Raigarh District.</p> <p>(v) Additional Deputy Commissioner, Korea, Sarguja District.</p>	<p>Within their respective Revenue Districts.</p> <p>Nagpur and Bhandara Revenue Districts.</p> <p>Jubbulpore, Mandla and Sagar Revenue Districts.</p> <p>Nimar Revenue District.</p> <p>Raipur and Bilaspur Revenue Districts.</p> <p>Amraoti and Yeotmal Revenue Districts.</p> <p>Within their respective Revenue Districts.</p> <p>Buldana Revenue Distt. except Khamgaon, Jalgaon and Malkhapur Taluks.</p> <p>Khamgaon, Jalgaon and Malkhapur Taluqs of Buldana District.</p> <p>Bastar Revenue District.</p> <p>Sarguja Revenue District.</p> <p>Sarangarh Sub-Division.</p> <p>Jashpur Sub-Division.</p> <p>Korea Sub-Division.</p>
5. Madras ..	<p>(i) Commissioner of Labour</p> <p>(ii) Assistant Commissioner of Labour ..</p> <p>(iii) Additional Assistant Commissioner of Labour.</p>	<p>Whole State.</p> <p>Whole State. As Additional Commissioners for Workmen's Compensation.</p>

APPENDIX V—contd.

(1)	(2)	(3)
6. Orissa ..	(i) Sub-Divisional Officer	Talcher.
	(ii) Additional District Magistrates, and in their absence the District Magistrates.	Within their respective jurisdiction.
7. Punjab ..	(i) Judges : Hissar, Rohtak, Gurgaon, Karnal, Ambala, Simla, Amritsar, Gurdaspur, Kangra, Ferozepur and Hoshiarpur.	Within their respective districts. The jurisdiction of Judge, Kangra does not extend to Kulu Sub-Division.
	(ii) Senior Sub-Judges : Jullundur and Ludhiana.	Within their respective districts.
	(iii) Sub-Divisional Officer, Kulu ..	Sub-division of Kulu.
	(iv) Land Acquisition Officer, Ambala ..	Bhakra and Nangal areas within the local limits of Kangra and Amritsar districts.
8. Uttar Pradesh	District Magistrates	Within their respective districts.
9. West Bengal..	(i) Commissioner, Workmen's Compensation.	Whole State.
	(ii) Deputy Commissioners : Jalpaiguri and Cooch-Bihar.	Within their respective jurisdictions.
	(iii) Deputy Commissioner and Additional Deputy Commissioner, Darjeeling.	Darjeeling.
10. Ajmer ..	Judge, Small Causes Court	Whole State.
11. Bhopal ..	(i) District Magistrates : Sehore and Raisen	Within their respective Districts.
	(ii) Additional District Magistrate, Bhopal	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, Shabdol, 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 jurisdiction.
20. Madhya Bharat.	(i) Judge, Labour Court, Indore ..	Districts of Indore, Dewas, Dhar, Nimar, Mandasaur Jhabua and Ratlam.
	(ii) Judge, Labour Court, Gwalior ..	Greater Gwalior and Districts of Bhind, Shivpuri and Guna.
	(iii) Judge, Labour Court, Ujjain ..	Districts of Ujjain, Raisen, Bhusa and Shajapur. Also for Railway Lands falling in the State.

APPENDIX V—concl'd.

(1)	(2)	(3)
21. Mysore ..	(i) Deputy Commissioners of Bangalore, Mysore, Mandya, Kolar, Tumkur, Chitaldrug, Shimoga Chikmagalur, and Hassan Districts.	Within their respective Districts.
	(ii) Commissioner of Labour in Mysore ..	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-Judge 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 jurisdiction.
24. Rajasthan ..	(i) Labour Commissioner	For Railway Lands in Rajasthan.
	(ii) Labour Officer : Jaipur	Jaipur District excluding Alwar District.
	Jodhpur	Jodhpur and Bikaner Divisions.
	Bhilwara	Udaipur Division.
	(iii) Special Labour Officer, Rajasthan ..	Kotah Division and Alwar District.
25. Travancore-Cochin.	(i) Labour Commissioner	Travancore area of the State.
	(ii) Deputy Labour Commissioner ..	Cochin area of the State.
	(iii) District Magistrate, Trichur.	
26. Tripura ..	District Judge	Whole State.
27. Andaman and Nicobar Islands.	Deputy Commissioner, Andaman and Nicobar Islands.	Whole State.

APPENDIX VI

IMPORTANT WORKERS' ORGANISATIONS

This Appendix gives information regarding the membership and finance of registered Trade Unions in India having a membership of 1,000 or more workers as on 31st March 1953. The statements have been prepared on the basis of information furnished by different States. There were about four hundred registered Trade Unions having a membership of 1,000 or more and their distribution in different States was as follows :—

<i>Part A States</i>				<i>Part B States</i>			
Andhra	..	..	..	5	Hyderabad	..	10*
Assam	..	..	..	14	Madhya Bharat	..	4
Bihar	..	..	..	42	Mysore	..	15
Bombay	..	..	..	110	PEPSU	..	2
Madhya Pradesh	..	..	..	12	Rajasthan	..	2
Madras	..	..	..	21	Saurashtra	..	3
Orissa	..	..	..	7	Travancore-Cochin	..	23
Punjab	..	..	..	4	<i>Part C States</i>		
Uttar Pradesh	..	..	..	39	Ajmer	..	2
West Bengal	..	..	..	60	Bhopal	..	1
					Delhi	..	17
					Tripura	..	1
				Total			394

There was no Trade Union having a membership of 1,000 or more in Coorg, Kutch and Vindhya Pradesh.

*Relates to 1951-52.

APPENDIX VI—contd.
(Membership and Finance of Registered Trade Unions having a membership of 1,000 or more workers as on 31st March 1953)

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
	ANDHRA*			PART A STATES				Rs.	Rs.
1	Jute Labour Union, Eluru, West Godavari Dt.	Jute	29-11-49	17-4-50	714	341	1,055	..	..
2	Nellimarla Jute Mill Workers' Union, Nellimarla.	"	18-2-32	3-6-32	1,704	235	1,939	..	..
3	Indian Leaf Tobacco Development Co., Staff Association, Chirala.	Tobacco	30-10-46	1-10-47	1,824	5	1,829	..	..
4	The Vizagapatnam Harbour & Port Workers' Union, Vizagapatnam.	Shipyard	10-1-36	23-10-36	1,157	25	1,182	..	..
5	The Hindustan Labour Union, Vizagapatnam.	"	13-11-43	15-2-44	3,126	10	3,136	..	..
	ASSAM*								
1	A. O. C. Contractors' Labour Union, Digboi.	Mining	..	9-5-47	1,306	30	1,336	..	..
2	A. O. C. Labour, Union Digboi ..	"	..	7-1-47	6,964	34	6,998	..	..
3	Mungaldai Jilla Cha Mazdoor Sangha, Mungaldai P.O.	Plantation	..	15-5-52	2,661	235	2,896	..	..

*The details regarding average monthly income and expenditure of the Unions shown in the statement were not available.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs. A. P.	Rs. A. P.
4	Manan Circle Cha Mazdoor Sangha, Morambat, P.O. Lengri.	Plantation ..	..	20-10-51	3,500	539	4,039	..	..
5	Jorhat Jilla Chah Mazdoor Sangha, Jorhat.	"	..	31-7-52	7,505	2,128	9,633	..	..
6	Tingrai Circle Cha Mazdoor Sangha, P.O. Hoogrijaan.	"	..	25-10-51	2,500	500	3,000	..	..
7	Indian Tea Employees' Union, Silehar, Cachar.	"	..	10-2-47	1,411	74	1,485	..	..
8	Sonari Circle Cha Mazdoor Sangha, Jorhat.	"	..	9-2-51	5,057	1,504	6,561	..	..
9	Golaghat Jilla Cha Mazdoor Sangha, Golaghat.	"	..	17-9-52	5,154	2,320	7,474	..	..
10	Surma Upatyaka Cha Stramik Union, Kerimganj.	"	..	27-3-47	6,830	3,902	10,732	..	..
11	Margherita Circle Cha Mazdoor Sangha, Margherita.	"	..	25-10-51	2,490	..	2,490	..	..
12	Assam Cha Karamchhari Sangha, Dibrugarh.	"	..	21-4-47	6,778	38	6,816	..	..
13	Cachar Cha Stramik Union, Silchar.	"	..	9-1-50	21,972	11,311	33,283	..	..
14	N. E. Railway Employees' Union, Luning.	Transport ..	..	2-4-52	24,470	..	24,470	..	..

	Bihar	Mining and Quarrying.	27-4-30	27-4-31	2,485	..	2,485	50	2	8	295	9	4
1	The Tata Collieries Labour Association, Jamedoba Colliery, P.O. Jealgora, Manbhum.		27-4-30	27-4-31	2,485	..	2,485	50	2	8	295	9	4
2	Indian Miner's Association, Jharia, Manbhum.	"	17-3-33	15-2-34	5,352	461	5,813	484	6	8	476	1	4
3	Hindustan Khan Mazdoor Sangh Baitihari, P.O. Kusunda, Manbhum.	"	13-10-46	24-1-47	2,852	888	3,740	987	9	4	1,152	10	0
4	East Indian Coal Co. Colliery Workers Union, Bhowna, P.O. Jealgora, Manbhum.	"	10-2-46	4-2-47	1,572	369	1,941	263	8	0	177	13	4
5	Hazaribagh Distt. Coal Mazdoor Union, P.O. Giridih, Hazaribagh.	"	15-12-46	19-4-47	1,512	29	1,541	68	6	8	67	8	0
6	Chotanagpur Coal Field Workers Union, P.O. Bokaro, Hazaribagh.	"	15-1-47	11-1-48	3,628	2,360	5,988	481	5	4	481	5	4
7	State Ely. Colliery Mazdoor Union P.O. Bokaro, Hazaribagh.	"	2-10-47	11-1-48	4,864	2,689	7,553	704	2	8	704	2	8
8	Sandra Labour Union, P.O. Banskjora, Manbhum.	"	3-8-47	7-4-48	1,150	80	1,230	78	10	8	67	1	4
9	Bhatsnaga Equitable Colliery Workers Union, P.O. Jharria, Manbhum.	"	1-10-47	28-4-48	1,879	..	1,879	367	4	0	317	12	0
10	Sirika Coal Mazdoor Sewa Sangh P.O. Argoda, Hazaribagh.	"	18-5-49	30-8-49	1,733	347	2,080	117	14	8	123	12	0
11	Ranigarth Coal Mazdoor Sewa Sangh C/O Argoda Coal Mazdoor Sewa Sangh, P.O. Argoda, H'bagh.	"	18-5-49	30-8-49	690	338	1,028	164	10	8	145	2	8

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs. A. P.	Rs. A. P.
12	Burno Coal Field Workers Union, Fitter, Tolsa, P.O. Bokaro H'bagh.	Mining and Quarrying.	16-2-49	24-9-49	2,948	1,762	4,710	636 0 0	584 13 4
13	Koyala Mazdoor Punchayat, P.O. Jhuria, Manbhum.	"	27-2-49	31-12-49	16,565	6,435	23,000	4,245 11 0	4,004 12 0
14	Mosabani Mines Labour Union, Mosabani, P.O. Mosabani Mines, Singbhum.	"	6-3-38	23-2-39	2,496	154	2,650	326 0 0	213 4 0
15	Mica Labour Union, Jhumritelaia, Hazaribagh.	"	2-6-45	9-4-46	6,440	1,626	8,066	918 8 0	915 2 8
16	Coal Mines Workers Union, Bazar Dhoi, Singbhum.	"	14-4-46	2-8-46	1,808	204	2,012	403 0 0	447 4 0
17	Baulia Quarries Mazdoor Sangh, Baulia, Shahabad.	"	11-4-47	8-3-47	1,595	395	1,990	806 13 4	494 6 2
18	Rohas Quarries Mazdoor Sangh, Dumarkhar, P.O. Dariagaon, Shahabad.	"	20-9-46	28-3-47	1,151	349	1,500	196 8 0	196 1 8
19	Abrakh Mazdoor Union, P.O. Jhumritelaia, Hazaribagh.	"	1-11-48	10-3-50	4,000	1,000	5,000	400 0 0	410 8 0
20	Marhowra Factories Labour Union, Marhowra, Saran.	Biri	23-4-39	8-10-39	1,042	2,378	3,420	106 10 8	106 8 0
21	S. K. G. Sugar Mill Labour Union, Mirgaonj, Saran.	Sugar	5-10-42	5-5-43	1,042	..	1,042	535 6 3	252 5 4
22	Patna Biri Mazdoor Union, Pagoda B. M. Das Road, Bankipur, Patna.	Biri	11-12-44	6-6-45	2,701	..	2,701	112 8 0	112 14 8

23	Monghyr Tobacco Manufacturing Workers' Union, Monghyr.	Tobacco	..	1-8-44	18-9-45	2,086	52	2,138	546	0	0	1,367	14	8
24	Lohat Sugar Factory Labour Union, Lohat, P.O. Darbhanga.	Sugar	..	20-9-46	24-9-49	1,374	..	1,374	317	6	8	221	13	4
25	Motipur Sugar Factory Mazdoor Union, Motijhdi, Mazafarnagar.	"	..	21-10-47	27-11-47	1,073	2	1,075	291	6	8	177	13	4
26	The Patna Press Workers Union, Alam Building, Nayarola, Bankipur, Patna.	Press	..	5-1-36	1-4-39	1,404	..	1,404	28	13	4	39	12	0
27	Japla Labour Union, Japla, Palamau.	Cement	..	29-3-45	22-11-45	1,307	100	1,407	342	14	8	298	6	2
28	Reliance Pottery Workers Union, Chickunde, Manbhum.	Ceramics	..	30-12-46	5-10-47	914	305	1,309	244	4	0	160	10	8
29	Tata Workers Union, Jamshedpur	Iron & Steel	..	3-4-38	9-12-38	17,579	2,156	19,735	5,033	2	8	5,313	9	4
30	Maubhandar Mazdoor Union, 6, Sokhittishwary, Jamshedpur.	"	..	3-4-43	11-6-43	2,173	203	2,376	431	12	0	487	1	4
31	The Golmuri Tin Plate Workers Union, P.O. Gulmuri.	Tinplate	..	18-9-37	10-3-38	2,902	200	3,102	871	1	4	618	1	4
32	The Tata-nagar Foundry Workers Union, E.P. BASTI, P.O. Tata-nagar.	Machinery	..	4-4-38	7-10-39	1,109	515	1,624	461	1	4	442	1	4
33	Telco Workers Union, P.O. Telco Works, P.S. Gohmuri, Singhbhum.	"	..	14-6-46	20-9-46	2,286	30	2,316	616	8	0	563	6	8
34	Indian Cable Workers Union, P.O. Golmuri, Singhbhum.	"	..	19-4-46	4-9-46	1,118	105	1,223	209	6	8	357	8	0
35	Kumardhubi Workers Union, Kumardhubi, Manbhum.	"	..	7-4-47	20-6-47	3,702	1,215	4,917	1,171	2	8	1,113	5	4

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
36	Bihar Provincial P.W.D. Workers Union, R.M. Das Road, Patna.	Services ..	4-11-44	10-2-46	3,968	5	3,973	342 0 0	332 6 2
37	Bihar Provincial Inferior Govt. Servants Union, Lal Khedi, Mithapur, Patna.	"	26-1-47	11-1-48	1,489	15	1,504	314 1 4	281 5 4
38	Bihar Provincial Peons Association, Kadamkurn, Patna.	"	26-12-38	17-12-49	4,023	..	4,023	188 5 4	120 2 8
39	Neamundi Mazdoor Union, P.O. Neamundi, Singhbhum.	Miscellaneous	13-4-46	27-6-46	3,173	2,580	5,753	1,043 8 0	768 2 8
40	Dalmianagar Mazdoor Sewa Sangh, Dalmianagar.	..	21-5-48	24-9-48	3,191	..	3,191	728 9 4	732 12 0
41	Relmas Industries Mazdoor Sangh.	..	15-12-45	4-9-46	2,895	..	2,895	362 9 4	358 9 4
42	Raj Darbhanga Karamchari Sangh, Raj Secretariat, Darbhanga.	..	6-8-48	8-4-50	1,744	..	1,744	311 6 8	269 4 0
BOMBAY									
1	Sakhar Kamgar Sabha, Shrirampur, Post Haregaon, District Ahmednagar.	Agriculture & Allied Activities.	12-8-45	17-12-46	*	*	2,020	755 0 0	803 0 0
2	Ravalgaon Rashtriya Sugar Workers' Union, Ravalgaon Sugar Farm, Ravalgaon, District Nasik.	"	20-2-48	20-3-48	1,314	96	1,410	408 0 0	324 0 0
3	Sugar Workers' Union, Walchandnagar, District Poona.	"	24-2-48	31-8-48	1,918	..	1,918	265 0 0	165 0 0
4	Sakharwadi Kamgar Union, At & Post Sakharwadi, District Satara.	"	31-12-47	11-10-48	1,143	120	1,263	308 0 0	335 0 0

5	Kopergaon Taluka Sakhar Kamgar Sabha, Sakarwadi, District Ahmednagar.	"	5-4-50	30-6-51	1,501	68	1,569	908 0 0	763 0 0
6	Shivrajpur Mines Employees' Union, Gandhi Nagar Sevvalaya, Bhadra, Ahmedabad.	Mining & Quarrying.	3-7-48	5-2-49	2,210	2,041	4,251	568 0 0	343 0 0
7	The Textile Labour Association, Ahmedabad, Gandhi Majoor Sevvalaya, Bhadra, Ahmedabad.	Manufacturing	25-2-20	23-10-35	Affiliated units		6	21,304 0 0	21,725 0 0
8	The Mill Kamdar Union, Ahmedabad, Gontipur Road, Chartodda Chowd, Ahmedabad.	"	14-8-35	4-8-37	2,807	200	3,007	350 0 0	347 0 0
9	The Amalner Girmi Kamgar Union, Amalner, New Kacheri Road, Amalner, East Khandesh.	"	25-10-37	22-9-38	The Union had 1,993 members as on 31st December 1952. The Union has not submitted its annual return for 1952-53. It has been granted extension of time for submission of annual return.				
10	The Card, Blow & Frame Workers' Union, Ahmedabad, Gandhi Majoor Sevvalaya, Bhadra, Ahmedabad.	"	1-8-20	26-7-39	9,698	240	9,938	3,032 0 0	3,045 0 0
11	The Weaving Workers' Union, Ahmedabad, Gandhi Majoor Sevvalaya, Bhadra, Ahmedabad.	"	26-2-20	31-7-39	23,394	13	23,407	11,076 0 0	11,813 0 0
12	The Throstle Workers' Union, Ahmedabad, Gandhi Majoor Sevvalaya, Bhadra, Ahmedabad.	"	20-2-20	2-8-39	20,052	2,101	22,153	6,599 0 0	6,856 0 0
13	The Winders' Union, Ahmedabad, Gandhi Majoor Sevvalaya, Bhadra, Ahmedabad.	"	1-6-20	7-8-39	1,140	2,960	4,100	1,691 0 0	1,768 0 0

* Information not available.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs. A. P.	Rs. A. P.
14	The Engine Mechanic & Power Plant Workers' Union, Ahmedabad, Gandhi Majoor Sevakiya, Bhadra, Ahmedabad.	Manufacturing	1-9-19	7-8-39	3,884	80	3,964	1,464 0 0	1,586 0 0
15	The Engineering Workers' Union, Bombay (Red Flag) Dabri Building, Poibaudi, Parel, Bombay 12.	"	26-8-39	10-2-40	1,416	15	1,431	536 0 0	741 0 0
16	The Bombay Textile Clerks' Union, Bombay 45, Shyam Bhawan, Parel Road, Poibaudi, Bombay 12.	"	24-4-40	13-11-40	4,416	..	4,416	1,374 0 0	1,222 0 0
17	Rashtriya Mill Mazdoor Sangh, Bombay Mazdur Mauzill, 25, Government Road, Parel, Bombay 12.	"	19-5-40	27-8-41	56,426	7,972	64,398	12,269 0 0	11,175 0 0
18	The Godrej & Boyce Workers' Union, Bombay Opp. Office of Messrs Godrej & Boyce Manufacturing Co. Ltd, Lalbaug, Bombay 12.	"	13-6-42	1-4-43	1,864	..	1,864	179 0 0	82 0 0
19	The Textile Labour Union, Nadiad, 2/13, Chandramani Bhavan, Mission Road, Nadiad.	"	13-3-43	4-4-44	1,922	103	2,025	1,072 0 0	762 0 0
20	The Textile Labour Union, Viramgaum, T. L. U. Vithalbhai Patel Road, Viramgaum.	"	10-3-43	5-4-45	913	174	1,087	406 0 0	317 0 0
21	The Textile Labour Union, Borch Near Panch Batti, Borch.	"	11-3-41	5-4-45	1,386	131	1,517	1,340 0 0	942 0 0

22	National Wood & Furniture Workers' Union, Mazdoor Karyalaya, Congress House, Bombay 4.	"	20-10-44	14-7-45	1,120	..	1,120	275 0 0	342 0 0
23	Rashtriya Girni Kamgar Sangh, Jalgaon, Polan Peth, Jalgaon, District East Khandesh.	"	2-10-44	14-5-46	1,511	130	1,641	680 0 0	395 0 0
24	Engineering Mazdoor Sabha, Kamgar Sadan, Mazgaon, Bombay 10.	"	1-9-39	20-6-46	5,402	296	5,698	2,805 0 0	1,914 0 0
25	Rashtriya Girni Kamgar Sangh, Sholapur, Warad Chawl, Station Road, Sholapur.	"	17-6-45	6-11-46	7,168	689	7,848	1,350 0 0	1,021 0 0
26	The Times of India, Indian Employees' Union, 2/19 Bhuta Nivas, Vincent Road, Matunga, C.I.P.	"	29-7-40	15-11-46	1,226	3	1,229	1,343 0 0	680 0 0
27	Hindustan Lover Mazdoor Sabha, Bombay, Opposite Captain Building, King Edward Road, Sewree, Bombay.	"	1-8-46	29-11-46	2,546	136	2,682	833 0 0	712 0 0
28	Rashtriya Girni Majdur Sangh, Habli, Mangal Oni, Near Bharat Mills, Karwar Road, Hubli.	"	17-7-46	7-12-46	1,131	244	1,375	481 0 0	278 0 0
29	Rashtriya Girni Kamgar Sangh, Barsi, Congress Bhavan, Vairag Road, Barsi.	"	1-1-46	25-2-47	1,511	341	1,852	207 0 0	208 0 0
30	The Rashtriya Mill Mazdoor Sangh, Amalner, Near Kachori Road, Amalner, F. K.	"	7-5-47	30-7-47					

The Union had 2,310 members as on 31-12-1952. The Union has not submitted its annual return for 1952-53. It has been granted extension of time for submission of the annual return.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs. A. P.	Rs. A. P.
31	Chemical Mazdoor Sabha, No. 3 Mistry Building, Room No. 21, 2nd Floor, Jorbai Wadia Road, Farel, Bombay 12.	Manufacturing	23-6-46	30-8-47	2,202	320	2,522	679 0 0	550 0 0
32	Mill Kamgar Union Poona, 55, Somwar, Poona 2.	"	1-8-47	29-9-47	The Union had 1,033 members as on 31-3-1952. The Union has not submitted its annual return for 1952-53. It has been granted extension of time for submission of the annual return.				
33	Mill Mazdoor Sabha, Bombay, 29, Patel Terrace, Farel, Bombay 12.	"	6-7-47	22-10-47	13,960	442	14,402	1,915 0 0	1,446 0 0
34	Uran Peta Mithagar Kamkari Sangh, Union Building, Kot, Uran, Taluka Panvel, District Kolaba.	"	8-12-46	5-12-47	1,734	30	1,764	290 0 0	353 0 0
35	Ammunition Factory Workers' Union, Kirkee, 70, Market Road, Kirkee, Poona 3.	"	1-10-46	10-1-48	3,500	..	3,500	308 0 0	275 0 0
36	Golak Girani Rashtriya Mazdoor Sangh, Golak Falls, District Belgaum.	"	26-10-47	21-1-48	1,140	739	1,879	249 0 0	430 0 0
37	Association of the Employees of the 512 Command I.E.M.E. Workshop, Kirkee, 70, Market Road, New Bazar, Kirkee, Poona 3.	"	15-9-46	2-2-48	1,378	32	1,410	234 0 0	184 0 0
38	Mumbai Woollen Mill Kamgar Union, 34-A, Salamat Mansion, Seyani Road, Bombay 28.	"	5-10-47	28-2-48	1,169	150	1,319	255 0 0	299 0 0

39	Ordnance Employees' Union, Ambarnath, G.I.P. Rly.	"	4-1-48	29-5-48	1,674	20	1,694	205 0 0	72 0 0
40	Indian Ordnance Factories Super- visors' Association, Kirkee, 26, Old Bazar, Kirkee, Poona 3.	"	10-8-47	21-8-48	1,147	..	1,147	396 0 0	121 0 0
41	Bombay General Employees' As- sociation Mazdoor Karyalaya, Congress House, Bombay 4.	"	30-3-48	18-9-48	2,138	6	2,144	739 0 0	773 0 0
42	The Gujarat Sarni Kamdar As- sociation, Ahmedabad, Opposite Clock Tower, Kolapur, Ahmeda- bad.	"	31-3-48	13-1-49					
43	The Rashtriya Mill Mazdoor Sangh, Dhulia, C/O Yugasudesh Office, Dhulia, West Khandesh.	"	8-6-48	5-2-49	1,668	32½	1,992	572 0 0	548 0 0
44	Textile Labour Union, Cambay, Gandhi Majur Sevayaya, Bhadra, Ahmedabad.	"	14-7-48	22-3-49	1,134	58	1,192	530 0 0	478 0 0
45	Levor Brothers Employees' Union, Bombay, Opp. Captain Bldg., King Edward Road, Sewri, Bombay 15.	"	29-1-49	26-3-49	918	189	1,107	313 0 0	328 0 0
46	Asbestos Cement Employees' Union, Maland, Palival Villa Building, Station Road, Mulund.	"	4-11-48	13-6-49	1,164	1	1,165	619 0 0	281 0 0
47	The Mill Majour Sabha, Ahmeda- bad, Tol. Naka, Rajput, Ahmedabad.	"	27-3-49	14-6-49	3,892	170	4,062	2,194 0 0	2,394 0 0

The Union had 1,212 members as on 31-12-52. The Union has not submitted its annual return for 1952-53. It has been granted extension of time for submission of the annual return.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
48	Vili Kamgar Sabha, Poona 1, 170, Dhavani Peth, Padmashalipurnam, Poona 2.	Manufacturing	12-11-49	24-1-50	708	544	1,252	157 0 0	110 0 0
49	Rashtriya Winceo Kamgar Sangh, Ambornath, Ambornath, District Thana.	"	9-12-49	24-2-50	1,131	45	1,176	462 0 0	414 0 0
50	Majoor Mahajan Mandal, Baroda, Raopuro, Baroda.	"	1-3-29	23-1-40	3,871	255	4,126	2,527 0 0	1,889 0 0
51	Majur Mahajan Sangh, Petlad, Station Road, Petlad.	"	1-7-30	20-3-40	2,737	275	3,012	2,014 0 0	1,424 0 0
52	Majur Mahajan Sangh, Kaoli, Station Road, Kalol (N. Gujarat).	"	1-6-30	23-3-40	4,022	245	4,267	2,092 0 0	1,935 0 0
53	Majur Mahajan Sangh, Sidhpur, Ganj Bazar, Sidhpur (N. Gujarat).	"	24-9-43	23-2-44	1,936	142	2,078	1,499 0 0	943 0 0
54	Majur Mahajan Mandal, Navsari, Station Road, Navsari.	"	1-7-45	14-11-45	1,788	215	2,003	1,049 0 0	808 0 0
55	Majur Mahajan Sangh, Billimora, Station Road, Billimora.	"	1-10-48	16-4-49	1,086	121	1,207	562 0 0	534 0 0
56	Shahu Mill Kamagar Sangh, Kolhapur, Opp. Shahu Mill, Athane Building, Kolhapur.	"	1-1-42	9-11-45	849	165	1,014	762 0 0	629 0 0
57	The Mill Mazdoor Sabha, Petlad, Gandhi Chowk, Petlad.	"	2-2-50	8-3-50	*	*	1,051	524 0 0	458 0 0
58	Firestone Tyre Employeess' Union, Bombay, 16, Bennis Cot, Bhaudaji Road, Matunga, G.I.P.	"	2-4-50	21-6-50	1,062	..	1,062	858 0 0	587 0 0

		10-10-50	27-1-51	1,068	..	1,068	284 0 0	248 0 0
59	The Engineering & Metal Kamgar Union, Bombay, 25, Dalvi Building, Parel, Poi Davdi, Bombay 12.							
60	Poona Ginni Kamagar Union, At & Post Mundhva, Taluka Reveli, District Poona.	24-4-51	30-6-51	The Union had 1,248 members as on 31-3-1952. The Union has not submitted its annual return for 1952-53. It has been granted extension of time for submission of the annual return.				
61	Sevalia Cement Workers' Union, Sevalia, Gandhi Major Sevalaya, Bhadra, Ahmedabad.	24-6-51	31-7-51	1,580	..	1,580	222 0 0	302 0 0
62	Mill Mazdoor Union (Red. Flag), Bombay Dalvi Building, First Floor, Room No. 15/16, Poibavdi, Parel, Bombay 12.	3-6-51	6-8-51	*	*	13,443	*	*
63	Press Mazdoor Sabha, Bombay, C/O Socialist Party, 25/2 Bhai Jivanji Lane, Thekurdwari, Bombay 2.	16-8-51	20-10-51	2,856	15	2,871	821 0 0	626 0 0
64	The Textile Engineering Mazdoor Association, Bombay, Sham Bhavan, 2nd Floor, Parel Junction, Parel, Bombay.	18-10-51	7-3-52	2,931	..	2,931	454 0 0	387 0 0
65	Cotton Mill Mazdoor Sabha, Bombay, 39, Patel Terrace, Parel, Bombay 12.	15-6-52	27-8-52	6,420	281	6,701	997 0 0	1,345 0 0
66	Bombay Roshim Mazdoor Union (Red Flag) Telwala Chowk, Ferguson Road, Bombay 13.	16-10-52	3-1-53	1,341	169	1,510	365 0 0	365 0 0
67	The Ahmedabad Mill Mazdoor Mandal, Mission Road, Bhadra, Ahmedabad.	4-6-42	15-1-53	5,630	384	6,014	3,434 0 0	3,350 0 0

*Information not available.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
68	Ogdewadi Kamgar Union, P.O. Ogdewadi, District Satara.	Manufacturing	26-1-45	10-3-53	999	54	1,053	152 0 0	24 0 0
69	Lal Bava Giron Kamgar Sabha, Sholapur, 57, Navi Path, Sholapur.	"	3-4-52	31-3-53	2,765	155	2,902	349 0 0	211 0 0
70	The Ahmedabad Electricity Employees' Union, Gandhi Major Sevahaya, Bhadres, Ahmedabad.	Electricity, Gas, Water & Sanitary Services.	30-10-46	13-2-47	1,315	..	1,315	319 0 0	348 0 0
71	Ahmedabad City Sweepers' Association, Danapitt, Opposite Fire-Brigade, Ahmedabad.	"	21-5-45	13-2-47	923	550	1,473	135 0 0	126 0 0
72	The Reserve Bank 'D' class Employees' Union, Bombay, Nallal Mansion, Parkh Street, Bombay 4.	Commerce	4-12-42	10-7-43	1,498	..	1,498	457 0 0	375 0 0
73	The Oriental Government Security Life Assurance Company Limited (Head Office) Employees' Union, Bombay, "Guleshen" Napier Road, Fort, Bombay.	"	22-6-46	15-11-47	1,067	..	1,067	141 0 0	117 0 0
74	Federation of Bank Employees' Bombay. Khandelvai Bhavan, 1st Floor, Horny Road Fort, Bombay 1.	"	4-5-46	0-12-47	Affiliated units.		20	467 0 0	294 0 0
75	Bombay Automobile Employees' Union, "Mezdoor Karyalaya", Congress House, Bombay 4.	"	29-3-48	24-8-48	2,155	5	2,160	840 0 0	853 0 0

76	Imperial Bank of India Staff Association (Bombay Circle), 503, Sadashiv Peth, Poona City 2.	6-9-48	26-1-49	1,184	1	1,185	393 0 0	431 0 0
77	Federation of the Bank of India Staff Unions, C/O The Bank of India Staff Union, Bank of India Ltd, Fort, Bombay.	12-4-51	22-2-52	Affiliated units		7	377 0 0	215 0 0
78	Western Railway Employees' Union, Ratilal Mansion, Parekh Street, Girgaum, Bombay 4.	1-8-20	31-10-27	23,398	247	23,645	4,524 0 0	4,497 0 0
79	Bombay Taxi Association, Pathare Bhavan, Kennedy Bridge, Bombay 4.	25-8-28	12-9-28	2,258	25	2,283	1,449 0 0	1,354 0 0
80	The Bombay Dock Workers' Union Bombay, 1st Floor, Kavarana Building, Frere Road, Bombay 9.	25-10-31	5-2-32	9,057	40	9,097	5,103 0 0	3,708 0 0
81	The National Seamen's Union of India, Bombay, 51, Old Nagpada, Bombay No. 9.	22-3-31	30-3-32	29,591	..	29,591	8,262 0 0	1,991 0 0
82	The Dockyard Labour Union, Bombay, Port Trust Kamgar Sadan, Nawab Tank Road, Mazgaon, Bombay 10.	4-2-35	23-12-35	1,292	..	1,292	384 0 0	298 0 0
83	The Seamen's Union, Bombay, Servants of India Society, Girgaum, Bombay 4.	27-8-37	23-3-39	8,804	..	8,804	4,748 0 0	2,459 0 0
84	Telephone Workers' Union District and Workshops (Indian Posts & Telegraphs Department) Bombay, Ratan House, Rehach Road, Bombay 11.	11-11-41	19-12-41	1,208	190	1,398	440 0 0	511 0 0

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
85	The Union of the Staff of the Scindia and Associated Companies Bombay, Scindia House, Ballard Estate, Bombay 11.	Transport, and Storage and Communication	10-12-42	15-4-53	1,124	..	1,124	273 0 0	76 0 0
86	B.R. & C.I. Employees' Association Noor Building, Talsi Pipe Road, Dadar, Bombay 14.	"	15-2-20	14-6-45	21,515	..	21,515	130 0 0	2,093 0 0
87	The Bombay Fort Trust General Workers' Union, Kavarana Building, Freer Road, Bombay No. 9.	"	8-12-44	17-1-46	1,030	..	1,030	510 0 0	581 0 0
88	The B.E.S.T. Workers' Union, Bombay 42, Kennedy Bridge, Bombay 4.	"	12-9-38	10-7-46	5,900	..	5,900	850 0 0	946 0 0
89	The Bani Light Railwaymen's Union, Railway Colony, Kurdwadi, Dist. Sholapur.	"	5-6-46	13-2-47	1,629	3	1,632	549 0 0	494 0 0
90	G.I.P. Railway National Railway Workers' Union, Bombay Sassoon J. David Buildings, 2nd Floor, Military Square Lane, Fort, Bombay.	"	30-3-48	8-5-48	46,014	523	46,537	7,781 0 0	7,754 0 0
91	Central Railway Mazdoor Pan-chayat, Khoraj Obhayya Building, Laxmi Narayan Lane, Matunga, Bombay 19.	"	19-9-48	13-1-49	42,503	198	42,701	6,888 0 0	4,151 0 0
92	Bombay Stevedores and Dock, Labourers' Union, 'Mazdoor Karyalaya' Congress House, Bombay 4.	"	1-3-49	13-5-49	1,026	..	1,026	355 0 0	257 0 0

		3-8-49	30-9-49	1,633	..	1,633	136 0 0	8 0 0
93	Diu Navik Union, Bombay. C/o. the Secretary, Diu Navik Union, Bombay Post Box No. 2334, Bombay 2.	3-8-49	30-9-49	1,633	..	1,633	136 0 0	8 0 0
94	Petroleum Workmen's Union, Shramjeevi Avaz, 34, Sewree Cross Road, Bombay 15.	16-7-49	11-10-49	5,577	11	5,688	2,913 0 0	2,709 0 0
95	National Dock Workers' Union, Bombay. Opposite Yellow Gate Police Station, Dock Area, Bombay.	5-11-44	12-4-50	1,062	2	1,064	380 0 0	564 0 0
96	B. E. S. T. Employees' Union, Sassoon J. David Building, 27, Military Square Lane, 1st Floor, Near India Coffee House, Fort, Bombay.	31-3-50	20-6-50	The union had members as on 31-3-1952). 12,633	..	1,399*	317 0 0	460 0 0
97	The Western Railway Workers' Union, Govindrao Deo's Wada, Raoputra, Baroda.	9-12-51	7-3-53	12,633	..	12,633	1,555 0 0	1,793 0 0
98	Bombay Port Trust Employees' Union, Kamgar Sadan, Nawab Tank Road, Mazagaon, Bombay 10.	15-3-20	11-12-52	1,974	8	1,982	1,288 0 0	770 0 0
99	Indian Naval Dockyard Employees' Union, Bombay. Khandawal Bhavan, 1st Floor, 165, Koruby Road, Fort, Bombay.	13-11-50	27-1-53	2,230	10	2,240	1,051 0 0	440 0 0
100	The Municipal Workers' Union, Bombay. B. I. T. Chowda No. 11, Room. No. 1, Fores Road, Bombay No. 8.	27-2-35	20-3-35	2,145	16	2,161	527 0 0	274 0 0

* The Union has not supplied the total membership as on 31st March 1953 in its annual return for the year 1952-53.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
101	The Bombay Municipal Kanchar Sangh, M.B.N.D.A., Bombay, Nana Building, Jorbai Wadia Road, Parol, Bombay 12.	Services	1-4-33	17-8-37	3,669	250	3,919	816 0 0	744 0 0
102	Ahmedabad Municipal Kanchar Sangh, Munshi Bhavani, Navsari, Dr., Ambedkar Road, Ahmedabad.	"	6-1-44	10-6-46	1,033	411	1,444	418 0 0	322 0 0
103	Ahmedabad Municipal Servants' Association, Sardar Vallabhbhai Road, Opposite Municipal Bldg., Bhadra, Ahmedabad.	"	2-2-30	8-4-47	1,497	9	1,506	495 0 0	361 0 0
104	Bombay Municipal Subordinate Staff Union, 22, Popat Building, 1st Floor, Ranade Road, Extension, Dolar, Bombay.	"	2-8-46	30-1-48	927	131	1,058	657 0 0	1,103 0 0
105	Bombay Municipal Hospital Employees' Union, Room No. 21, Mistry Building No. 3, Jorbai Wadia Road, Parol, Bombay.	"	8-5-46	2-4-49	1,235	435	1,670	420 0 0	413 0 0
106	Bombay Hotel Kanagar Union, 42, Kennedy Bridge, Girgaum, Bombay.	Miscellaneous	20-5-44	9-10-46	1,332	..	1,332	488 0 0	690 0 0
107	North Bombay Hotel Kanagar Union, 21, Mistry Bldg., No. 3, Parol, Bombay.	"	7-8-47	8-5-48	1,150	..	1,150	511 0 0	628 0 0

			6-1-46	12-6-48	1,255	..	1,255	413 0 0	415 0 0
108	Indian Motion Picture Employ- ees' Union, Bombay. Marathi Ganesh Saagarhakya's Building, Bhai Jivanji Lane, Bombay 2.	"							
109	Central Ordnance Depot Wor- kers' Union, Dohn, 70, Market Road, Kirkee, Poona-3.	"	3-7-48	8-12-48	1,772	40	1,812	118 0 0	290 0 0
110	Hotel Mazdoor Sabha (Bombay South). 4th Floor, Kothari Mansions, Opp. G.P.O., Fort, Bombay.	"	25-9-50	4-11-50	3,436	1	3,437	1,082 0 0	998 0 0
MADHYA PRADESH									
1	Rashtriya Mill Major Sangh, Rajnandgaon.	Textile	28-5-38	26-12-38	1,320	90	1,419	3,380 0 0	2,157 0 0
2	Depot Kangar Union, Jabalpur	Engineering	4-7-48	22-2-49	1,979	..	1,979	3,084 0 0	2,491 0 0
3	Akola Major Sangh, Akola ..	Textile	28-8-47	28-11-47	1,616	..	1,616	2,593 0 0	2,399 0 0
4	Gun Carriage Factory Karam- chari Union, Jabalpur.	Iron & Steel	12-4-45	14-10-46	4,260	82	4,282	6,820 0 0	4,115 0 0
5	Burhanpur National Textile Workers Union, Burhanpur.	Textile	29-3-49	18-5-49	1,043	114	1,157	3,152 0 0	3,040 0 0
6	I. L. P. C. P. & Berar Bidi Workers Union, Nagpur.	Bidi	5-6-48	21-8-49	..	8,601	8,601	14,904 0 0	12,501 0 0
7	Rashtriya Mill Major Sangh, Hinganghat.	Textile	1-8-47	29-3-48	938	87	1,025	1,929 0 0	1,709 0 0
8	Tapti Mill Major Sangh, Burhanpur.	"	10-5-39	29-11-39	1,362	138	1,500	20,807 0 0	8,294 0 0
9	All India Railway Men's Union, Nagpur.	..	1-3-39	18-10-39	2,678	22	2,700	6,356 0 0	4,330 0 0

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
10	Rashtriya Mill Major Sangh, Nagpur.	Textile	11-4-48	8-6-48	3,844	260	4,104	6,170 0 0	5,920 0 0
11	Rashtriya Manganoose Khadan Prantik Kamgar Sangh, Nagpur.	Mines	2-4-52	17-11-52	1,950	..	1,950	3,926 0 0	3,486 0 0
12	Central Ammunition Depot Pulgaon Civilian Workers Union, Pulgaon.	"	3-7-52	18-12-52	1,365	2	1,367	2,582 0 0	655 0 0
	MADRAS								
1	The Nilgris Dt. Estate Workers' Union, Rookody Bazar St., Coonoor R.S.	Plantation	30-10-46	1-7-47	20,874	..	20,874	3,454 9 8	3,847 4 4
2	The Annamalai Plantation Workers' Union, Valparai Via Pollachi.	"	1-3-52	25-7-47	5,320	..	5,320	170 11 3	170 11 3
3	The Madras City Hotel Workers' Association, No. 11, Kollandai St., Madras I.	Food	1-3-48	5-7-48	2,594	2	2,596	322 1 4	322 11 6
4	The Cashewnut Workers' Union, Maidan Road, Mangalore.	"	25-9-51	11-1-52	131	2,294	2,425	261 3 4	185 0 0
5	The I. L. T. D. Co., Staff Association, Chirala (Guntur) Beptala.	Tobacco	2-10-42	1-10-47	1,824	5	1,829	864 0 11	871 14 7
6	The Chirakkal Taluk Tobacco Workers' Union Cannanore.	"	2-6-51	3-5-52	1,286	..	1,286	175 14 9	181 9 9
7	The Coimbatore Mill Workers' Union, 8/93 Malk Mill Road, Coimbatore.	Textile	19-8-36	6-4-38	2,978	439	3,417	353 12 4	340 11 5

8	The Mettur Mill Workers' Union, Salom Camp, Mettur Dam.	"	11-9-41	28-4-52	1,546	24	1,570	160 0 8	268 8 6
9	The Papanasam Labour Union, Vikramasingapuram, Ambasa- mudam Post, Tirunelveli Dt.	"	18-1-36	6-10-43	1,059	293	1,352	326 2 4	381 1 9
10	The Madura Textile Workers Union, No. 3, Thalaivirichan Lane, Kakathoppo, Madurai.	"	9-7-44	6-2-45	2,383	..	2,383	297 7 9	356 6 2
11	The Mahalaxmi Textile Mills Labour Welfare Union, Pasumalai Madurai.	"	11-5-47	23-7-47	1,030	307	1,337	170 2 5	144 1 11
12	The Madras Labour Union for (Textile Workers), 113, Strabans Road, Perambur Barracks, Madras.	"	13-4-18	17-1-48	9,662	..	9,662	1,462 5 3	1,222 13 11
13	The Juto Labour Union, Eluru (W.G. Godavari).	Juto	27-11-49	17-4-50	714	314	1,055	178 0 8	144 8 0
14	The Chittivahasa Labour Union, Tagarapavalasa Chittivahasa P.O.	"	22-9-51	26-4-52	1,826	388	2,214	185 7 10	180 1 6
15	The Western India Match Factory Workers Union, Thiruvottiyur	Chemicals	1-12-51	17-3-38	1,590	12	1,602	803 15 1	1,289 3 0
16	The Mangalore Tilo Workers' Union, Kolar Ferry Road, Manga- loro.	Non-metals	7-7-51	18-1-52	1,605	774	2,379	362 8 5	269 1 8
17	The Tilo Workers' Union, Choru- vanur, Poroko.	"	6-8-51	29-4-52	1,144	67	1,211	312 7 0	246 13 2
18	The Burma Shell Employees' Union, Madras College House, No. 17, Baker St., Esplanade.	Commercial	19-4-50	2-6-50	1,370	5	1,375	512 0 8	557 4 10

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
19	The S.F. Railway Exservicemen Employees' Association, Chortappa Field, Golden Rock.	Railways	14-11-48	4-5-49	1,275	4	1,279	Rs. 133 4 11	Rs. 127 7 7
20	The T.V.S. Workers' Union, No. 37, S. Menai St., Madurai.	Motor Transport	21-5-45	6-7-45	2,110	..	2,110	485 9 5	487 15 0
21	The Madras Port Trust Employees' Union, No. 18, Krishnan Koil St., G.T. Madras.	Dock & Ports	19-6-42	2-11-42	1,638	37	1,675	145 5 5	150 14 7
	Orissa								
1	Koonjhar Mines and Forest Workers' Union, Barbil P.O. Barajamda Dt. Koonjhar.	Mining & Quarry	26-9-47	12-9-48	1,101	980	2,081	265 6 7	245 1 6
2	Mangonese Mines Workers' Union, Joda, Dt. Koonjhar.	"	23-4-50	6-9-50	1,257	763	2,020	1,009 8 0	330 0 5
3	Hatibari Mazdoor Unions, Hatibari, P.O. Biramitrapur Dt. Sundargarh.	"	14-1-48	30-8-51	810	420	1,230	519 3 10	241 10 2
4	Gangpur Labour Union P.O. Biramitrapur, Dt. Sundargarh.	"	7-9-47	11-9-48	3,779	1,848	5,627	932 14 0	606 11 8
5	Orient Paper Mills Steam Congress P.O. Brajrajnagar, Dt. Sambalpur.	Manufacturing and Paper Products	20-4-49	2-6-49	1,170	13	1,183	587 9 0	261 15 0
6	Cuttack Dist. Primary Teachers Union, Dargha Bazar, P.O. Chandinichouk, Cuttack.	Miscellaneous	11-11-45	11-3-46	4,890	206	5,096	333 2 11	150 10 5

		3-11-46	31-12-47	3,184	52	3,236	130 9 10	102 8 2
7	Balasore Dist. Primary Teachers Union, Basantinandap, Puruna Balasore, P.O. & Dist. Balasore.							
	PUNJAB							
1	Indian Woollen Textile Mills Mazdoor Union, Chhoharta.	18-5-49	31-8-49	5,230	..	5,230	Information not available.	
2	Sh. Gopal Paper Mills Labour Union, Yamna Nagar, District Ambala.	4-2-53	11-3-53	1,007	26	1,033	Do.	
3	M.E.S. Worker's Union, Ambala Cantt.	1-4-48	17-2-49	1,052	..	1,052	Do.	
4	Distillery Mazdoor Union, Khase	25-11-52	5-3-53	1,031	..	1,031	Do.	
	UTTAR PRADESH							
1	Kanpur Mazdoor Sabha, Guntoli, Kanpur.	22-9-28	4-12-28	2,500	31	2,531	234 0 0	231 0 0
2	Kopra Karamchhari Mandal, Badshahi Naka, Kanpur.	13-4-34	7-12-34	1,401	..	1,401	88 0 0	77 0 0
3	Sooti Mill Mazdoor Union, Tilak Hall, Kanpur.	20-6-46	3-2-47	15,449	27	15,476	1,928 0 0	2,113 0 0
4	Ordnance Factory Employers Union, Kanpur, Somo Nagar, Post Arnaapur, Kalpi Road, Kanpur.	18-3-47	16-11-47	1,871	3	1,874	182 0 0	106 0 0
5	J. K. Jute Mill Mazdoor Union, Darahampur, Manna Ka Hata, Kanpur.	6-5-51	29-9-51	1,800	50	1,860	154 0 0	117 0 0
6	The Hindustan Sugar Mill Labour Union, Calagokaramnath, Kheri.	5-9-46	26-9-46	1,090	..	1,090	241 0 0	194 0 0

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
								Rs.	Rs.
7	Upper India Chini Mill Mazdoor Union, Khatauli, Muzaffarnagar.	Food, Beverage Tobacco.	20-2-47	23-6-47	1,134	..	1,134	342 0 0	323 0 0
8	Chini Mill Mazdoor Sangh, Jarwal Road, Bahraich.	"	9-1-47	24-3-47	1,161	1	1,162	298 0 0	298 0 0
9	O.T. Railwaymen's Union, Central Office, Gorakhpur.	Transport (Railways).	1-4-42	10-8-42	30,119	2	30,121	Figures not available.	
10	Bunker Trade Union, Tanda, Faizabad.	Textile	15-12-51	14-6-52	1,512	105	1,617	42 0 0	41 0 0
11	Ghughli Chini Mill Mazdoor Union, Ghughli, Distt. Gorakhpur.	Food, Beverage & Tobacco.	22-4-46	7-10-46	1,031	5	1,036	156 0 0	246 0 0
12	N.E. Railway Staff Welfare Union, 4, Kosi Building, Gorakhpur.	Transport (Railways).	29-10-47	21-2-48	10,503	..	10,503	1,184 0 0	1,180 0 0
13	O.T. Railway Employees' Union, Gorakhpur Kosi & Co., Building Station Road, Gorakhpur.	"	20-3-49	26-5-49	10,433	9	10,442	1,375 0 0	1,393 0 0
14	O.T. Railway Employees' Association, Besharatpur Gorakhpur, Jai Krishna Nivas, P.O. Besharatpur, Gorakhpur.	"	23-5-44	23-5-50	6,390	10	6,400	539 0 0	424 0 0
15	All India Railway Ministerial Staff, U.P., Association, Lucknow.	"	1-2-48	10-9-49	3,334	..	3,334	250 0 0	222 0 0
16	Tal Mill Workers Union, Motilal Nehru Road, Agra.	Food, Beverage & Tobacco.	14-3-48	24-4-48	975	125	1,100	98 0 0	98 0 0
17	Sooti Mill Mazdoor Union, Motilal Nehru Road, Agra.	Textile	1-6-48	17-1-49	1,905	100	2,005	246 0 0	329 0 0

18	U. P. Bank Employees' Union, Mathan, Agra.	Commerce (Bank & Insurance).	6-6-46	19-7-48	2,852	..	2,852	2,062 0 0	1,528 0 0
19	Government Press Employees Association, 126 Curvan Tola, Allahabad.	Printing Publish- ing and Allied Trades.	4-12-48	28-2-49	1,790	..	1,790	208 0 0	219 0 0
20	Rasa Sugar Co. Workers' Union, Rampur, Civil Lines, Rampur.	Food, Beverage & Tobacco.	9-3-47	1-5-51	1,253	..	1,253	212 0 0	122 0 0
21	Rasa Textile Labour Union, Ram- pur, Opposite Hamid High School, Rampur.	Textile ..	9-8-46	5-7-51	1,640	..	1,640	1,177 0 0	569 0 0
22	Cigarette Workers' Union, Saha- ranpur.	Food, Beverage & Tobacco.	8-5-38	3-2-39	1,400	..	1,400	118 0 0	85 0 0
23	Sugar Factory Labour Union, Saharanpur.	..	5-2-47	21-11-47	1,071	..	1,071	226 0 0	142 0 0
24	Tobacco Friends Union, Saharan- pur, C/o Chief Medical Stores, Nakhos Bazar, Saharanpur.	..	17-7-51	15-11-51	1,122	..	1,122	160 0 0	143 0 0
25	Sugar Mill Mazdoor Union, Mohalla Sarangi, Barabanki.	..	14-12-46	3-2-47	1,037	..	1,037	44 0 0	111 0 0
26	Bijnore Sugar Mill Workers' Union, C/o. S.B. Sugar Mills, Bijnore.	..	5-1-47	4-4-51	1,162	..	1,162	386 0 0	158 0 0
27	Chini Mill Mazdoor Union, Daurala Sugar Works, Daurala, Meerut.	..	20-3-47	23-6-47	1,260	..	1,260	373 0 0	264 0 0
28	S.S. Mill Labour Union, Simbhauli P. O. Buxar, Distt. Meerut.	..	12-9-47	19-3-48	1,039	..	1,039	172 0 0	140 0 0
29	Ordnance Factory Karamchhari Union, Muradnagar, Meerut.	Clothing Foot Wear etc.	25-4-48	24-6-49	1,224	..	1,224	100 0 0	88 0 0

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
30	The Modi Spinning and Weaving Mills Karamchhari Union, Modinagar, Meerut.	Textile	20-2-50	3-7-50	1,004	..	1,004	Ra. 235 0 0	Ra. 228 0 0
31	Hydro Electric Employees' Union U.P. Meerut, M.E.S. Power House Roorkhee Road, Meerut.	Electricity, Gas Water & Sanitary Service.	2-3-46	24-5-46	1,125	..	1,125	108 0 0	137 0 0
32	Raina Sugar Mill Mazdoor Union, Shahganj, Distt. Jaunpur.	Food, Beverage & Tobacco.	24-9-47	1-10-47	997	3	1,000	272 0 0	188 0 0
33	L.H. Sugar Factories Mazdoor Union, Pilibhit.	"	28-9-46	8-4-47	1,970	7	1,977	711 0 0	732 0 0
34	Carew Mazdoor Union, Rosa Shajhanpur.	"	8-10-47	16-12-47	1,051	5	1,056	351 0 0	301 0 0
35	All India Postal & R.M.S. Union (U.P.T.R.I.) U.P. Branch, Agra, C/o Head Post Office, Jhansi.	Post & Telegraph.	1-1-50	26-4-50	2,208	..	2,208	299 0 0	262 0 0
WEST BENGAL									
1	Standard Jute Mills Workers Union P.O. Titagarh, 24 Parganas	Jute	28-5-43	4-8-44	1,829	340	2,169	235 2 8	245 8 0
2	Imperial Bank of India Employees Association, 3 Hastings St., Calcutta.	Banking and Insurance.	24-7-20	24-5-52	5,872	3	5,875	1,677 14 3	1,939 4 0
3	East India Railroad Workers' Union, Calcutta.	Railways	12-6-37	1-4-43	31,413	..	31,413	2,862 1 8	2,996 6 8
4	Calcutta Port Mazdoor Panchayat 40/1 Watarunge Street, Calcutta.	Docks & Ports	9-5-42	24-6-52	9,630	81	9,711	561 7 10	563 4 10

LIST OF WORKERS' ORGANISATIONS

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	Trade	22-10-42	5-3-43	13,176	1,058	14,234	618 1 8	619 14 1
5	Bengal Provincial Chatkal Mazdur Union, 64, Chittaranjan Avenue, Calcutta.							
6	Calcutta Dockers' Union, 51, Chittaranjan Avenue, Calcutta.	16-12-34	1-6-37	9,065	..	9,065	1,099 8 0	1,080 4 0
7	Calcutta Port Trust Employees' Union, 12, Moharand Road, Kidderpore, Calcutta.	12-4-20	20-6-29	9,727	94	9,821	818 6 8	819 10 3
8	D.H. Railway Mazdoor Union, Kurseong, Darjeeling.	2-3-40	21-1-44	7,377	3	7,380	811 14 8	786 10 8
9	Advisory Committee of Carters, 67/50, Strand Road, Calcutta.	20-7-40	6-3-41	1,902	..	1,902	39 14 3	39 11 0
10	Dooars Tea Garden Indian Staff Association, Bagrakote, P.O. Pillainhat, Dooars.	9-4-50	4-7-52	1,636	8	1,644	1,450 10 8	1,239 11 0
11	Dock Mazdoor Union, Calcutta, 64, Chittaranjan Avenue, Calcutta.	3-4-43	31-3-44	9,089	..	9,089	3,243 6 0	3,242 5 4
12	Burmah Shell Employees' Association, Hongkong House, Calcutta.	13-7-46	12-9-46	1,217	..	1,217	349 10 8	351 6 4
13	Dunlop Rubber Factory Labour Union, Shahgunj, Hooghly.	10-2-46	25-3-46	3,101	..	3,101	781 1 8	325 5 0
14	Bengal Kagazkal Mazdoor Union, Kankinara, 24-Parganas.	1-12-46	2-5-47	2,598	37	2,636	97 0 0	273 6 8
15	Balmur Lawrie & Co. Ltd., Employees Union, 19, Strand Road, Calcutta.	18-7-46	28-9-46	1,579	..	1,579	828 0 0	663 1 4

There were 4 more Unions in U.P. which reported a membership of 1,000 and above during 1951-52.

N.B.—Information relating to these unions for 1952-53 is not available.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
16	Machinists Employees Association, 19, Strand Road, Calcutta.	Mercurite	13-7-46	13-8-46	1,144	..	1,144	392 0 0	253 4 0
17	Posts and Telegraphs Mazdoor Union, 35B, Wellington Street, Calcutta.	Posts and Telegraphs.	11-9-47	13-1-50	4,009	..	4,009	411 1 0	354 10 8
18	Anglo India Jute Mills Employees Association, Kankinarah, 24-Parganas.	Jute	29-3-47	14-6-47	1,138	87	1,225	147 11 8	125 6 4
19	E. I. Rly. Employees' Union, 24(A)/1, North Sealdah Road, Calcutta.	Railways	2-6-50	2-6-50	41,084	43	41,127	3,539 4 0	3,480 13 4
20	Bearia Mazdoor Congress, Fort Glaster Bazar, Howrah.	Jute	12-3-49	21-4-50	840	160	1,000	272 9 4	221 10 8
21	Radhesyam Sutakal Mazdoor Union, 50, Girish Ghosh Rd., Ghosury, Howrah.	Cotton	28-1-51	25-4-51	1,725	225	1,950	178 9 4	204 8 0
22	Bengal Chemical Sramik Congress, 132 Manicktola Main Road, Calcutta.	Chemical and Pharmaceutical Products.	1-5-49	13-6-49	1,980	..	1,980	160 10 6	162 8 0
23	Calcutta Porters Union, 1, Joy Bhattacharjee Lane, Calcutta-3.	Miscellaneous	31-1-48	14-3-48	1,000	..	1,000	143 12 0	141 1 4
24	Indian Seamen's Committee, 135, Canning Street, Calcutta.	Seamen	26-3-46	10-5-47	5,839	..	5,830	601 14 8	603 4 0
25	Posts Sramik Sangha, 138/2, Harrison Road, Calcutta.	Wholesale and Retail Trade.	1-11-49	16-3-50	2,006	..	2,006	355 15 0	354 9 4

		11-11-47	17-2-48	2,718	..	2,718	350 2 8	352 0 0
26	Garlen Reach Workshop Employees Union, Mudiala Road, P.O. Garden Reach, Calcutta-24.							
27	Howrah Jute Mills Karamchhari Sangha, 73, Atindra Mukherjee Lane, Howrah.	1-4-47	14-11-47	910	213	1,123	161 11 0	129 4 0
28	Bata Mazdoor Union, Kasimuddin Road, Nungi, Batanagar.	2-9-45	9-10-45	7,003	5	7,008	2,178 5 4	401 10 8
29	Howrah District Jute Mazdoor Congress, 64, Joy Bibi Lane, Ghusury, Howrah.	19-11-51	3-3-52	1,034	..	1,034	168 10 4	168 10 0
30	West Bengal Cha Samik Congress, P.O. & Distt. Jalpaiguri.	9-4-50	4-7-52	7,150	5,004	12,154	424 4 0	430 8 0
31	Engineering Mazdoor Sabha, 4, Nityadban Mukherjee Road, Howrah.	6-9-36	4-8-38	1,575	12	1,587	254 10 8	373 2 8
32	Bengal Motor Industry & Transport Workers' Union, 14, Moti Sil Street, Calcutta.	20-3-39	23-1-41	1,006	..	1,006	361 14 8	361 14 8
33	Bengal Potteries Workers' Union, 43/A, Pottery Road, Calcutta.	7-10-49	4-7-50	900	100	1,000	125 0 0	129 11 8
34	Bansheria Jute Mill Labour Union, Bansheria, Hooghly.	4-3-46	26-4-46	3,455	552	4,007	..	..
35	Bengal Chatkal Mazdoor Union, 249, Bowbazar Street, Calcutta.	11-8-49	7-10-39	6,015	1,160	7,175	597 14 8	599 6 8
36	Rampooria Sutakal Mazdoor Union, 54, Satgopepara Lane, Rishra, Hooghly.	18-6-51	21-9-51	1,758	..	1,758	72 0 6	76 1 4
37	United Bank of India Employees' Union, 16 Strand Road, Calcutta.	25-12-50	15-11-51	2,251	2	2,253	380 2 4	326 14 8

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
38	Talkal Mazdoor Congress, L. Joy Bhattacharjee Lane, Calcutta.	Food, Beverage & Tobacco.	31-1-48	14-5-48	1,000	..	1,000	105 12 0	105 13 4
39	Street Hawkers and Vendors Union, 51, Chittaranjan Avenue, Calcutta.	Wholesale & retail trade.	26-4-39	12-6-39	2,272	2	2,274	572 2 8	521 12 0
40	Wines Mazdoor Union, Alam-bazar, Calcutta-30.	Chemical & Chemical products.	1-7-46	3-9-46	1,725	..	1,725	429 14 8	139 5 4
41	Budge Budge-Jute Workers Union, 99, Trunk Road, Budge Budge, 24-Pags.	Jute	22-11-29	26-12-44	1,039	23	1,002	22 1 4	274 13 0
42	Shop Assistants Association of Bengal, 7, Padmapukur Road, Bhowanipore, Calcutta-20.	Wholesale & retail trade.	22-8-37	11-11-37	1,521	..	1,521	116 4 0	125 0 0
43	Calcutta Chhata Karkhana Mazdoor Union, 35-B, Wellington Street, Calcutta.	Miscellaneous	18-2-36	12-12-36	1,487	..	1,487	253 9 4	269 8 0
44	Calcutta Corporation Workers Union, 84/A, Bowbazar Street, Calcutta.	"	3-3-35	21-5-35	2,952	148	3,100	258 5 4	238 5 4
45	All Bengal Hospital Workmen's Union, 12 Arpu Lane, Calcutta.	Sanitary Services.	1-5-47	..	1,745	290	2,035	238 13 4	143 14 8
46	Rango Kukun Bagan Mazdoor Singha, District Darjeeling.	Plantation	4-3-52	30-8-52	1,107	..	1,107	122 5 4	78 12 0
47	Jamaital, Quarish, Maghibi Bengal, 2, Inadad Ali Lane, Calcutta.	Wholesale & retail trade.	24-4-52	17-12-52	1,445	..	1,445	120 0 8	116 4 0

	Union, Khan- poker, P.O. Angus, Hooghly.	Date	1-6-52	12-12-52	1,418	149	1,567	45 2 8	460 1 3
48	Angus Jute Workers' Union, Khan- poker, P.O. Angus, Hooghly.								
49	Cossipore Jute Press Workers' Union, 1, Joy Bhattacharjee Lane, Calcutta-3.		26-11-40	..	2,013	..	2,013	119 8 0	196 8 0
50	Bengal Immunity Workers' Union, 65, Kasinath Dutta Road, Calcutta-36.	Chemical Pro- ducts.	20-5-46	24-6-46	1,247	..	1,247	77 4 0	70 14 4
51	Dakshindri Chatkal Mazdoor Union, 35 B, Wellington Street, Calcutta.	Jute	28-3-39	23-1-41	4,450	..	4,450	506 4 0	508 10 8
52	Bengal Cotton Mill Workers' Union, 64, Chittaranjan Avenue, Calcutta-12.	Cotton	15-9-42	12-3-43	1,165	..	1,165	59 4 0	59 14 8
53	West Bengal Flour Mills Mazdoor Congress, 35 B, Wellington Street, Calcutta.	Food, Beverage & Tobacco.	7-5-48	..	1,500	..	1,500	250 0 0	249 8 0
54	Garden Reach Textile Workers' Union, 77 Akra Road, Calcutta-24.	Cotton	29-3-42	19-4-43	3,006	74	3,080	256 10 8	226 10 8
55	Calcutta Tramways Employees' Union, 35 B, Wellington Street, Calcutta.	Tramways	12-3-43	10-4-43	2,000	..	2,000	250 0 0	247 8 0
56	Gramophone Workers Welfare Union, 82, Shyamabazar Street, Calcutta.	Wholesale & retail trade.	1-8-46	25-9-46	1,269	1	1,270	398 0 0	92 0 0
57	Calcutta Seamen Committee, 1319, Durga Road, Calcutta.	Seamen	20-1-51	21-6-51	1,174	..	1,174	62 5 4	178 9 4
58	Inland Steam Navigation Workers' Union, 34, Madhusudan Biswas Lane, Howrah.	Water Transport	12-3-35	14-12-35	1,228	..	1,228	375 12 0	438 8 0
59	Calcutta Electric Supply Workers' Union, 35 B, Wellington Street, Calcutta.	Electricity	1-6-36	5-5-37	3,294	..	3,294	463 9 4	471 5 4
60	Assam Iron & Steel Workers' Union, Barpeta, Assam.	Iron & Steel	24-5-44	24-5-44	8,337	204	8,541	4,070 11 8	4,391 0 0

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
				PART B STATES				In O. S. Currency	
	HYDERABAD*								
1	Charmimar Cigarette Factory Workers' Union.	Food, Beverage & Tobacco.	..	20-12-46	789	851	1,640	831 0 0	616 0 0
2	Nizamabad Beedi Kamgar Union	"	..	25-4-51	200	1,800	2,000	152 0 0	133 0 0
3	D. B. R. Mills Mazdoor Sabha, Hyderabad, Dn.	Textiles—Cotton	..	1-7-50	..	..	1,000	401 0 0	338 0 0
4	Shahabad Cement Factory Workers' Union.	Cement	..	..	..	..	1,000	..	..
5	Associated Cement Company Mazdoor Sabha, Shahabad.	"	..	..	..	..	2,000	..	..
6	Hyderabad Dhandewari Sabha ..	Commerce	..	..	..	..	2,000	..	..
7	Hyderabad State Gunaastha Association.	"	..	..	..	..	4,000	..	..
8	M. S. K. Mills Mazdoor Sabha ..	Manufacturing	..	..	..	..	2,000	..	..
9	Electricity Department Workers' Union.	Electricity, Gas, Water & Sanitary Services.	..	7-5-47	1,985	15	2,000	40 0 0	40 0 0
10	N. S. Rly. Employees' Union ..	Transport (Railways).	..	4-4-49	10,403	24	10,427	1,216 0 0	1,309 0 0
	MADHYA BHARAT								
1	Mazdoor Congress Gwalior, Fort Road, Gwalior.	Textiles	31-5-48	27-1-49	1,818	7	1,825	350 0 0	350 0 0

2	Mazdoor Sangh Ratlam, Shram Shibir, Ratlam.	"	19-8-48	15-7-49	905	95	1,000	500 0 0	350 0 0
3	Mazdoor Sabha, Indore, 167, Nayapura No. 1, Indore City.	"	2-12-50	8-6-51	1,623	110	1,733	225 0 0	225 0 0
4	Mazdoor Sabha, Gwalior, Fort Road, Gwalior.	"	23-12-51	8-11-52	1,346	10	1,356	125 0 0	100 0 0
Mysore									
1	Mysore Mills Labour Association, Sharvan Buildings, Strampuram, Bangalore-3.	Textiles	..	3-12-41	..	..	2,836	1,038 0 0	888 13 0
2	Champion Reef Mine Labour Association, Champion Reefs, K. G. F.	Gold Mining	..	7-9-42	3,119	105	3,284	616 6 3	537 13 6
3	Mysore Spun Silk Mills Labour Association, Chennapatna.	Textiles	..	23-3-42	1,032	205	1,327	86 6 8	194 3 7
4	The Binny Mills Labour Association, No. 50, Cottonpet, Bangalore-2.	"	..	3-12-41	6,276	320	6,506	2,318 1 4	1,676 1 3
5	Sri Krishnarajendra Mills Labour Association, Kabir Road, Mysore.	"	..	12-12-41	..	..	1,767	454 8 0	626 2 6
6	Mysore Iron and Steel Works Labour Association, Bhadravathi.	Engineering	..	6-11-41	..	..	5,942	1,138 14 4	533 1 0
7	Mysore Mine Workers' Union, Andersanpet, K. G. F.	Gold Mining	23-4-51	12-1-52	5,682	194	5,876	1,001 12 0	881 8 9

*Information relates to 1951-52.

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
	Mysore—contd.								
8	Oorgaum Mine Labour Association, Oorgaum, K.G.F.	Gold Mining	..	7-2-42	..	..	2,307	1,153 8 0	1,708 10 9
9	Nandhydroog Mine Labour Association, Oorgaum, K.G.F.	"	..	7-2-42	3,132	154	3,286	..	..
10	Mysore Sugar Company Employees' Association, Mandya.	Food	..	19-3-42	..	..	3,132	..	..
11	Hindustan Aircraft Employees' Association, Bangalore.	Engineering	..	23-1-47	..	..	1,242	..	..
12	515, Command E.M.F. Workshop Workers' Union, 183, Narayana Pillay Street, Bangalore-1.	"	6-11-47	20-2-48	..	..	1,000	..	..
13	Tobacco Manufacturers Employees' Association, No. 183, Narayana Pillay Street, Bangalore-1.	Food	..	7-5-49	..	..	1,400	..	..
14	Minerva Mills Labour Association, No. 3, Sonnappa Buildings, Magadi Road, Bangalore-2.	Textiles	..	12-12-41	..	..	3,100	..	..
15	Mysore Beedi Mazdoor Association, Mandi Mohalla, Mysore.	Food	4-3-52	22-8-52	..	..	1,800	..	..
	PEPSU								
1	Jugatjit Kapre Mills Mazdoor Union, Phagwara.	Cotton Textile	16-3-52	8-10-52	1,011	..	1,011	Information is not readily available.	
2	Blupondra Cement Workers' Union, Sunajpur.	Cement	March '47	8-10-52	1,433	..	1,433	Do.	

APPENDIX VI—contd.

1	2	3	4	5	6	7	8	9	10
	TRAVANCORE-QUILON—contd.								
6	Cair Factory Workers' Union ..	Cair	1939	1939	2,651	6	2,657	197 0 0	247 0 0
7	Akhila Kerala Theozhila Thozhilali Union, Katturudy.	Plantation	..	1949	5,177	2,588	7,765	189 0 0	184 0 0
8	Punalur Paper Mill Workers' Union, Punalur.	Paper	..	1952	948	237	1,185	145 0 0	121 0 0
9	Thiruvochi Kasuvandy Thozhilali Council, Kilikkolur.	Cashew	1952	1952	..	..	7,608	1,150 0 0	950 0 0
10	Kundara Cashewnut Workers' Union, Kundara.	"	1947	1947	1,450	6,405	7,855	980 0 0	840 0 0
11	The Alagappa Textile Workers' Congress, Alagappanagar.	Textile	1951	1951	775	425	1,200	222 0 0	210 0 0
12	The Rubber Estate Workers' Congress, Palappilly.	Plantation	..	25-9-50	800	309	1,100	266 0 0	152 0 0
13	Tate Oil Mill Workers' Union, Ernakulam.	Soap and oil	1939	11-3-39	1,401	..	1,401	500 0 0	300 0 0
14	Cochin Tharamugha Thozhilali Union.	Water Transport	14-3-49	14-3-49	2,634	..	2,634	1,500 0 0	1,450 0 0
15	The Union Cashewnut Factory Workers' Union.	Cashew	1948	1948	250	2,054	2,304	90 0 0	30 0 0
16	The Travancore Tilo Workers' Union, Quilon.	Tilo Workers	1946	1946	2,288	27	2,315	180 0 0	165 0 0
17	Eastern Estate Workers' Union, Vaddassarikara.	Plantation	1949	1949	1,224	1,300	2,524	78 14 0	..

		1949	1950	10,676	10,281	20,957	N.A.	N.A.
18	South Indian Plantation Workers' Union & Hightango Workers' Union (Amalgamated), Munnar.	4-8-51	4-8-51	..	..	2,788	Not available.	
19	Peermade Taluk Estate Workers' Union, Vandiporiyar.	..	20-12-50	..	..	6,000	Do.	
20	Peermade Taluk Estate Labour Union, Vandiporiyar.	18-5-52	1-7-52	1,082	1,134	2,816	352 0 0	352 0 0
21	Thirucuchi Thottam Thozhilali Union Congress, Mundakayam.	1-12-48	6-2-49	2,200	340	2,600	367 0 0	367 0 0
22	Akhila Kerala Thottam Thozhilali Union, Mundakayam.	22-2-51	24-6-52	3,560	357	4,107	567 0 0	567 0 0
23	High Rango Estate Employees' Association, Mundakayam.							
PART 'C' STATES								
AJMER								
1	Textile Labour Union, Beawar ..	1-5-42	28-8-42	1,352	48	1,400	131 0 0	175 8 0
2	Rashtriya Mill Mazdoor Sangh, Beawar.	5-10-48	30-11-48	1,975	250	2,225	224 0 0	210 0 0
BHOPAL								
1	The Textile Mazdoor Union, Outside Itwara Gate, Bhopal.	..	9-3-51	1,479	..	1,479	278 3 2	278 1 9
DELHI								
1	Textile Mazdoor Sangh ..	Informa- tion not available.	20-8-48	1,100	25	1,125	312 6 9	305 4 3
2	Birla Mills Labour Union ..	..	7-1-39	2,795	20	2,815	3,034 4 7	3,034 4 7
3	Textile Mazdoor Sabha ..	..	8-12-52	1,098	..	1,098	122 4 3	122 4 3

APPENDIX VI—concl'd.

1	2	3	4	5	6	7	8	9	10
	District—cont'd.								
4	Delhi Prantiya Textile Mazdoor Sabha.	Textile	..	3-12-53	1,086	..	1,086	45 4 6	29 3 6
5	Northern Rly. Staff Association ..	Transport	..	1-6-48	17,997	13	18,016	1,711 1 9	1,212 10 4
6	Northern Rly. Union ..	"	..	15-1-52	24,059	50	24,109	1,508 3 4	1,578 11 11
7	Association of Scientific Workers	Miscellaneous	..	26-4-48	1,298	51	1,349	592 1 7	483 14 8
8	Union of P. & T. Workers ..	Communication	..	16-5-50	56,898	..	56,898	3,545 10 11	3,471 4 8
9	Delhi State Electricity Workers Union.	Electricity	..	7-5-42	1,017	..	1,017	309 9 4	293 3 5
10	Northern Railwaymen's Union ..	Transport	..	18-3-48	39,461	21	39,482	3,581 2 2	2,893 19 2
11	Central P.W.D. Workers' Union	Construction	..	4-3-34	2,879	..	2,879	118 7 2	126 14 10
12	Punjab & Northern Rly. Union ..	Transport	..	4-2-52	15,964	..	15,964	907 5 4	821 5 6
13	Civil Aviation Deptt. Employees' Union.	Miscellaneous	..	7-8-50	2,387	17	2,404	734 15 2	608 9 9
14	D.T.S. Workers Union ..	Transport	..	24-2-47	1,800	7	1,807	252 9 1	327 8 0
15	Ordinance United Workers Union	Services	..	9-5-51	1,111	..	1,111	11 14 5	29 11 7
16	New Delhi Municipal Workers' Union.	"	..	27-11-47	1,492	105	1,597	220 8 5	193 8 2
17	Punjab National Bank Workers' Union.	Commerce	..	9-9-49	1,070	4	1,074	1,105 10 11	812 2 7
1	Tripura-Cha-Mazdoor Union, Agartala, Tripura.	Tea Industry	6-9-49	20-2-53	..	..	1,064	8 0 0	17 0 0

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 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., published by Governments 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.
- (viii) *Statistics of Factories, 1949* (Publication No. 14 of the Labour Bureau).
- (ix) *Working of the Indian Trade Unions Act, 1926, during 1949-50* (Publication No. 16 of the Labour Bureau).

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 of Manufactures—India, published by the Directorate of Industrial Statistics, Ministry of Industry and Supply. (The first Annual Census for the year 1946 was published in two volumes in 1949, 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.

* 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.

- 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.
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 Villages—
- (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 Commissioner, 1947.

7. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade Dispute between the Posts and Telegraphs Department and its non-gazetted employees, 1947.

8. Adjudication by the Hon'ble Shri Justice G. S. Rajadhyaksha in the Trade 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. | 12. Jalgaon. |
| 2. Ajmer. | 13. Jamshedpur. |
| 3. Akola. | 14. Jharia (colliery workers). |
| 4. Berhampur. | 15. Jubbulpore. |
| 5. Bombay. | 16. Kharagpur. |
| 6. Calcutta. | 17. Ludhiana. |
| 7. Cuttack. | 18. Monghyr and Jamalpur. |
| 8. Dehri-on-Sone. | 19. Sholapur. |
| 9. Delhi. | 20. Silchar. |
| 10. Gauhati. | 21. Tinsukia. |
| 11. Howrah and Bally. | |

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.

24. Report on an Enquiry into the Family Budget of workers in Bhopal city (Publication No. 20 of the Labour Bureau).

25. Report on an enquiry into the Family Budgets of Industrial Workers in Beawar (Publication No. 21 of the Labour Bureau).

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.

19. Economic and Social Status of Women Workers in India (Publication No. 15 of the Labour Bureau).

20. Report on an enquiry into conditions of Labour in the Cashewnut Processing Industry in India (Publication No. 17 of the Labour Bureau).

21. Cost of Living Index Numbers in India—a Monograph (Publication No. 18 of the Labour Bureau).

22. Labour conditions in the Building and Construction Industry in India (Publication No. 22 of the Labour Bureau).

PUBLICATION 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 in respect of employment in—

- (i) the Flour Mills;
- (ii) Tanneries and Leather Manufactories;
- (ii) Rice Mills; and
- (iv) Tea Plantations.

(Published in 1952).

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—Vol. 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 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.

(Reports published in 1951).

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.
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8. Report of the Rent Enquiry Committee :
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9. Scheme of Training and Unemployment Relief in Industrial Trading Workshop, Ahmedabad, 1939.
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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.
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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.
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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.

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18. Labour Welfare in Madras State, 1952.

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(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

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1. Commerce and Labour in Orissa, 1950.

2. A brief review of the activities of the Labour Department in the year 1951-52.

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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.
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5. Rural Wages in the U.P. by S.C. Chaturvedi, 1947.
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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.
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18. Growth of Factories in U.P. and Need for their Planned Development by R. C. Pande, 1951.
19. Fair Deal to Labour, 1951.
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3. Award given by Industrial Tribunal, Patiala regarding the dispute between the labour and management of M/s Bhupendra Cement Works, Surajpur.

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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).
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10. Arbitration Award of the A.D. Cotton Mills disputes.
11. Arbitration Award of the Fact Dispute.
12. Report of the Minimum Wages Committee for Plantations.

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2. Saurashtra Man Kamdaromi Unnati (Gujrati).
3. Saurashtra Man Majoor Kalyan Pravuti (Gujrati).
4. Saurashtra Ni Majal Kamdaro (Gujrati).

MADHYA BHARAT

1. A study of Industrial Dissatisfactions—Report of an Enquiry by Shri A. S. Banavalikar (1948).
2. Industrial Relations in Madhya Bharat.

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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 Trade Unions in the State of Mysore, 1951.
7. Labour the Nation's First Front.
8. Abolition of forced labour.
9. Directory of the Labour Department and Trade Unions in the State of Mysore, 1952.

RAJASTHAN

1. Rajasthan Sram Parichaya published by Labour Department, Rajasthan in March 1953.

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
GOVERNMENT OF INDIA PUBLICATIONS				
MONTHLIES				
1	Employment News	Delhi	English	Issued by D.G.R.E., Ministry of Labour.
2	Indian Labour Gazette ..	Delhi	English	Issued by Labour Bureau, Ministry of Labour.
3	Monthly Coal Bulletin ..	Delhi	English	Issued by the Chief Inspector of Mines in India, Ministry of Labour.
JOURNALS PUBLISHED BY THE STATE GOVTS- OR OTHER ORGANISATIONS IN THE STATES				
BI-WEEKLIES				
ASSAM				
1	Raij	Gauhati	Assamese	..
FORTNIGHTLIES				
2	Sramik	Silchar	Bengali	..
3	Srami	Dibrugarh	Assamese	..
WEEKLIES				
BIHAR				
1	Coalfields Times	Dhanbad	English	..
2	Mazdoor Awaz	Jamshedpur	English & Hindi editions	Issued by the Tata Workers' Union.
3	Mazdoor Sansar	Patna	Hindi	..
4	Prosperity	Patna	English & Hindi	Issued by the Bihar Chamber of Commerce.
FORTNIGHTLIES				
5	Shramik	Patna	Hindi	Issued by the Commissioner of Labour Bihar.

1	2	3	4	5
FORTNIGHTLIES— <i>contd.</i>				
BIHAR— <i>contd.</i>				
6	TISCO Samachar	Jamshedpur	Hindi	Issued by the Tata Iron and Steel Co., Ltd.
7	Mazdoor Bandhu	"	Hindi	Edited by Sri Fateh Narain Singh.
MONTHLIES				
8	Prosperity	Patna	English and Hindi	Issued by the Bihar Chamber of Commerce.
QUARTERLIES				
9	TISCO Review	Jamshedpur	English	Issued by the Tata Iron and Steel Co., Ltd.
BI-WEEKLIES				
1	Majur Sandesh	BOMBAY Ahmedabad	Gajarati	Issued by the Ahmedabad Textile Labour Association.
WEEKLIES				
2	Kamgar	Bombay	Marathi	Issued by the Rashtriya Mill Mazdoor Sangh.
3	Konkan Krishival	Pozari (Dist. Kolaba)	Marathi	A journal of agricultural interest.
4	Defence Kamgar	Poona	Marathi	Concerning workers in defence establishments.
5	Mazdoor	Poona	Marathi	..
6	Purogami Kamgar	Bombay	Marathi	..
7	Shramshakti	Poona	Marathi	..
8	Majoor	Jalgaon	Marathi	..
9	Samata	Bombay	Marathi	Issued by Bombay Textile Clerks' Union, Bombay.
FORTNIGHTLIES				
10	Railway Herald	Thana	English	Concerning Railway Labour.
11	Kamgar Shakti	Poona	Marathi	..
12	Kamgar Neta	Poona	Marathi	..
13	Shipai	Bombay	Marathi	Issued by General Excise Employees' Union, Bombay.
14	Vinkar Sevak	Satara	Marathi	..

1	2	3	4	5
FORTNIGHTLIES— <i>contd.</i>				
BOMBAY— <i>contd.</i>				
15	Navi Dundya	Nadiad	Gujrati	..
16	Worker (amalgamated with Dawn)	Bombay	English	..
17	Worker	Bombay	English	..
18	The Dockman	Bombay	English	Issued by Bombay Port Trust Dock Staff Union, Bombay.
19	Petroleum Worker	Bombay	English	Issued by Petroleum Workmen's Union Bombay.
MONTHLIES				
20	Girni Samachar	Bombay	Marathi	Issued by the Mill-owners' Association, ..
21	Indian Textile Journal ..	Bombay	English	..
22	Industrial Court Reporter ..	} Bombay	English	Issued by the Deputy Labour Commissioner (Administration), Government of Bombay.
23	Labour Gazette			
24	Trade Union Record ..	Bombay	English	Issued by the All-India Trade Union Congress.
25	Worker	Bombay	English	Organ of the Hindusthan Mazdoor Sewak Sangh.
26	Bombay Taxi News	Bombay	English	Bombay Taxi Association, Bombay.
27	Postman	Bombay	Marathi	Bombay Presidency Postmen & Lower Grade Staff Union, Bombay.
28	State Transport Kamgar Sabha	Kolhapur	Marathi	Concerning State Transport Workers.
29	Post Kamgar	Ratnagiri	Marathi	All India Postmen and Lower Grade Staff Union, Kunkan Region.
30	Petroleum Kamgar	Bombay	Marathi	Shri B. Ghanekar.
BI-MONTHLIES				
31	Hind Mazdoor	Bombay	English	Hind Mazdoor Sabha.
QUARTERLIES				
32	Trade Union Record ..	Bombay	English	Shri G. V. Chitnis.

1	2	3	4	5
WEEKLIES				
DELHI				
1	Birla Mills Patrika	Delhi	Hindi	Issued by the Birla Mills Ltd.
2	C.P.W.D. Gazette	Delhi	English, Hindi and Urdu	Issued by the C.P. W.D. Mechanical and Electrical Workers' Union.
3	Delhi Cloth Mills Gazette ..	Delhi	Hindi and Urdu	Issued by the Delhi Cloth and General Mills, Delhi.
4	Transport Gazette	Delhi	Urdu	Issued by the Delhi Provincial Motor Transport Union, Delhi.
MONTHLIES				
5	Teleposto	New Delhi	English	Issued by the Union of Posts and Telegraph Workers.
6	Aerospark	New Delhi	English	Issued by the Civil Aviation Department Employees' Union.
7	Mazdoor Sansar	New Delhi	Hindi and Urdu.	Issued by the Building Workers' Union.
8	Asian Labour	New Delhi	English	Journal of the Labour Forum, New Delhi.
WEEKLIES				
HYDERABAD				
1	Samaj	Hyderabad	Urdu	Issued by the Socialist Party.
MONTHLIES				
2	Hyderabad Labour Bulletin ..	Hyderabad	English	Issued by the Labour Department, Government of Hyderabad.
3	Railway Worker	Secunderabad	English	Organ of the N.S. Railway Employees' Union.
4	Transport Workers .. ..	..	..	Issued by the Hyderabad State Road Transport Workers' Union.

1	2	3	4	5
WEEKLIES				
MADHYA BHARAT				
1	Birlanagar Patrika	Gwalior	Hindi	..
2	Mazdoor Sandesh	Indore	Hindi	Issued by the Mazdoor Sangh.
MONTHLIES				
MADHYA PRADESH				
1	Empress Mills Patrika	Nagpur	Hindi and Marathi	Issued by the Empress Mills, Nagpur.
2	Madhya Pradesh Shram Patrika	..	Hindi ..	Issued by the Labour Department, Madhya Pradesh.
3	Mazdoor Awhan .. ..	..	Marathi	Issued by the Indian National Trade Union Congress, Madhya Pradesh, Nagpur.
WEEKLIES				
MADRAS				
1	Janasakthi	Fort Cochin	Malayalam	..
2	The Wednesday Review ..	Tiruchirappalli.	English	Concerning railway and general transport.
3	Indian Railway and Transport Magazine.	Madras	English	..
4	Mazdoor	Krishna District	Telugu	..
FORTNIGHTLIES				
5	The Planters' Chronicle ..	Madras	English	Official organ of the United Planters' Association of Southern India.
MONTHLIES				
6	Plantation Worker	Coonoor	English	Organ of the Estate Staff Union of Southern India.
7	Railway Theozilal (Railway Worker).	Tiruchirappalli.	Tamil	Issued by the S. I. Rly. Workers' Union.
8	Industrialist	Kozhikode	English	Journal of the West Coast Industrialists' Association.

1	2	3	4	5
		MONTHLIES—contd.		
		MADRAS—contd.		
9	Koottoravu Thondu ..	Tanjore	Tamil and English	
10	Labour Law Journal ..	Madras		
11	News Sheet ..	Madras	English	Issued by the Information Bureau of the Guild of Service.
12	P. & T. Worker ..	Madras	English	Issued by Union of P. & T. Workers Madras.
13	Welfare Bulletin ..	Madukarai	Tamil	Issued by the Industrial welfare Association.
FORTNIGHTLIES				
		MYSORE		
1	Mysore Labour Gazette ..	Bangalore	Kannada and Tamil editions.	Issued by the Dept. of Labour, Government of Mysore.
MONTHLIES				
2	Mysore Labour Gazette ..	Bangalore	English	Issued by the Department of Labour, Government of Mysore.
WEEKLIES				
		PUNJAB		
1	Labour Organ ..	Amritsar	Urdu	..
FORTNIGHTLIES				
2	T.I. T. Patrika ..	Bhiwani	Hindi	..
FORTNIGHTLIES				
		RAJASTHAN		
1	Union Patrika ..	Jaipur	Hindi	Issued by the Jaipur State Railwaymen's Union.
WEEKLIES				
		TRAVANCORE-COCHIN		
1	Sakhav ..	Quilon	Malayalam	..
2	Thozhilali ..	Trichur	Malayalam	..
3	Navayugam ..	Trichur	Malayalam	..
4	Kerala Janata ..	Kuzhupilly	Malayalam	..
5	Socialist ..	Ernakulam	Malayalam	..
6	Kaumudi ..	Trivandrum	Malayalam	..
7	Velakkaran ..	Trivandrum	Malayalam	..
8	Thingal ..	Nagerecoil	Malayalam	..

1	2	3	4	5
FORTNIGHTLIES				
TRAVANCORE COCHIN— <i>contd.</i>				
9	Travancore-Cochin News ..	Trivandrum	English	Issued by the State Government.
MONTHLIES				
10	Burmah Shell News ..	Ernakulam	Malayalam	Burmah Shell Co.
11	Rakshavalayam ..	Ernakulam	Malayalam	Tata Oil Mills Ltd.
WEEKLIES				
UTTAR PRADESH				
1	Mazdoor	Allahabad	Hindi and Urdu.	..
2	Mazdoor	Mathura	Hindi	..
3	Roti	Hathras	Hindi	..
4	Shramik	Kanpur	Hindi	..
5	Pukar	Allahabad	Hindi	..
6	Shramjive	Kanpur	Hindi	Issued by the Labour Department, U. P. Government.
7	Mazdoor Samaj	Pilibhit	Hindi	..
8	Sarak	Agra	Hindi	..
MONTHLIES				
9	Industrial Law Journal ..	Lucknow	English	..
10	J. K. Review	Kanpur	English	Issued by the J. K. Industries, Kanpur.
11	Labour Bulletin	Kanpur	English	Issued by the Department of Labour Government, of Uttar Pradesh.
12	Mazdoor Samachar	Kanpur	Hindi.	..
13	Railway Workmen	Allahabad	English	..
WEEKLIES				
WEST BENGAL				
1	Arthik Bharat	Calcutta	Bengali	..
2	Mazdoor	Calcutta	English, Hindi and Urdu	Published on behalf of the Calcutta Industries.
3	Mazdoor-Ki-Kahani	Calcutta	Urdu	..
4	Sahajog	Calcutta	Bengali and Hindi	Published by Bengal Potteries Ltd.

1	2	3	4	5
FORTNIGHTLIES				
5	Jay Engineering Samachar ..	Calcutta	Bengali	Issued by Jay. Engineering Works
MONTHLIES				
6	Engineering News	Calcutta	English	Issued by the Engineering Association of India.
7	Indian Sugar	Calcutta	English	Issued by the Indian Sugar Mills Association.
8	Manufacturer	Calcutta	English	Organ of the National Chamber of Industries.
9	Monthly Statistical Digest, West Bengal.	Calcutta	English	Issued by the Bengal Statistical Bureau.
BI-MONTHLIES				
10	Industrial Relations ..	Calcutta	English	Journal of Indian Institute of Personnel Management.

APPENDIX VIII

STATISTICAL APPENDIX

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I--EMPLOYMENT IN FACTORIES--1952

Name of the Industry	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	Uttar Pradesh	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
01 Processes allied to Agriculture.														
01. Gins and Presses.														
(a) Cotton ginning and baling	333 (5)	17 (1)	34,003 (658)	26,275 (326)	12,401 (340)	..	3,085 (93)	427 (10)	202 (10)	154 (10)	..	..	..	78,217 (1,453)
(b) Jute presses ..	..	116 (3)	..	..	242 (4)	..	..	217 (4)	3,342 (23)	..	..	..	..	3,917 (34)
(c) Wool baling and pressing.	..	..	* (1)	..	..	..	144 (4)	40 (1)	..	609 (10)	..	21 (1)	..	814 (17)
(d) Others ..	..	..	..	..	1,754 (105)	..	..	..	110 (3)	..	..	..	..	1,864 (108)
Total ..	333 (5)	133 (4)	34,003 (659)	26,275 (326)	14,307 (449)	..	3,829 (97)	684 (15)	3,714 (36)	763 (20)	..	21 (1)	..	84,812 (1,612)
20 Food except beverages														
201. Slaughtering, preparation and preserving of meat.	..	..	..	..	..	..	..	..	..	..	..	21 (1)	..	21 (1)
202. Manufacture of dairy products.	18 (1)	80 (3)	428 (8)	25 (2)	117 (4)	..	19 (3)	296 (5)	132 (5)	12 (1)	..	48 (1)	..	1,175 (33)
203. Canning and preservation of fruits and vegetables.	..	..	248 (5)	440 (5)	56 (3)	15 (1)	21 (2)	204 (3)	226 (5)	..	..	41 (2)	..	1,257 (26)

* Information not available.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
294. Canning and preservation of fish and other sea-foods.	..	..	*(1)	..	..	..	..	..	..	..	..	..	..	..
295. Manufacture of grain mill products.	..	2,511 (923)	1,467 (27)	92 (5)	105 (4)	10 (1)	771 (22)	877 (15)	1,411 (13)	..	16 (2)	282 (4)	..	7,543 (1,016)
(a) Flour mills ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(b) Rice mills ..	1,509 (161)	6,112 (298)	495 (52)	3,939 (271)	15,768 (1,076)	3,075 (81)	211 (20)	859 (45)	10,952 (255)	..	67 (10)	..	..	42,077 (2,258)
(c) Dal mills ..	..	413 (43)	975 (65)	557 (48)	825 (79)	..	18 (1)	483 (37)	..	..	..	..	..	3,271 (273)
296. Manufacture of bakery products.	32 (4)	112 (6)	2,558 (104)	* (1)	1,008 (57)	36 (2)	24 (1)	357 (6)	2,063 (43)	17 (1)	..	219 (5)	..	7,026 (230)
297. Sugar factories and refineries.	..	21,070 (35)	7,618 (16)	..	7,241 (16)	114 (1)	955 (1)	48,750 (89)	275 (1)	258 (1)	..	..	..	86,287 (159)
(a) Sugar ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(b) Gur ..	111 (3)	61 (4)	10,581 (683)	..	* (1)	..	..	..	..	..	..	..	..	10,753 (691)
298. Manufacture of sugar confectionery, cocoa and chocolate.	..	235 (4)	754 (48)	..	410 (33)	..	..	317 (7)	48 (2)	..	..	..	..	1,764 (94)
299. Manufacture of miscellaneous food preparations:	563 (26)	2,585 (319)	7,152 (241)	3,892 (74)	11,981 (537)	98 (6)	464 (37)	6,097 (103)	2,713 (57)	..	..	143 (4)	..	36,578 (1,404)
(a) Manufacture of edible oils (other than hydrogenated oils).	..	105 (1)	2,128 (7)	554 (2)	325 (3)	125 (1)	142 (1)	990 (4)	959 (6)	..	..	318 (2)	..	5,646 (27)
(b) Hydrogenated oil industry.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(c) Tea factories ..	52,602 (589)	480 (5)	..	551 (1)	5,140 (117)	..	469 (25)	979 (15)	24,904 (278)	..	19 (1)	..	..	85,234 (1,031)

(e) Coffee curing works.	..	84 (2)	..	1,748 (25)	..	..	..	..	..	..	127 (1)	..	..	..	1,959 (28)
(e) Cashewnut industry.	..	1,270 (5)	..	8,905 (40)	..	..	..	..	..	..	..	..	..	..	10,175 (45)
(f) Starch	..	16 (1)	..	1,779 (101)	..	207 (1)	257 (1)	67 (2)	..	..	..	..	..	..	2,326 (106)
(g) Cold storage	..	273 (13)	..	..	..	43 (1)	487 (18)	141 (2)	..	..	..	120 (6)	..	..	1,083 (42)
(h) Others	..	952 (43)	..	7,081 (491)	..	..	251 (1)	234 (4)	..	..	..	37 (2)	..	..	8,565 (541)
Total	..	33,037 (1,054)	9,066 (409)	62,469 (2,596)	3,473 (93)	3,344 (115)	61,210 (349)	44,816 (673)	287 (3)	229 (14)	1,230 (27)	..	..	..	311,740 (8,007)
21 Beverages															
211. Distilling, rectifying and blending of spirits.	170 (1)	375 (5)	210 (4)	76 (2)	85 (3)	90 (5)	403 (2)	1,428 (13)	663 (4)	..	..	..	..	..	3,492 (40)
212. Wine industries	..	..	..	..	..	..	..	174 (1)	..	..	..	..	..	..	174 (1)
213. Breweries and incidental processes including malt.	..	..	..	..	74 (2)	..	..	..	29 (1)	..	..	..	..	..	103 (3)
214. Soft drinks and carbonated water industries.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	336 (25)
(a) Soft drinks	..	127 (7)	..	..	199 (17)	..	..	10 (1)	..	..	..	..	..	..	..
(b) Carbonated water industries	..	889 (35)	..	..	406 (43)	..	30 (3)	..	482 (9)	..	..	126 (3)	..	..	1,933 (93)
Total	170 (1)	375 (5)	1,232 (40)	76 (2)	744 (65)	90 (5)	433 (5)	1,012 (15)	1,174 (14)	..	..	126 (3)	..	..	6,038 (162)

* Information not available

I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
22 Tobacco														
220. Tobacco manufactures:														
(a) Bidi	..	14,082 (387)	9,220 (347)	14,400 (290)	8,436 (446)	4,438 (110)	..	97 (2)	850 (5)	335 (6)	..	..	..	51,987 (1,594)
(b) Cigar	..	..	..	..	3,594 (170)	..	..	..	..	..	..	..	..	3,634 (170)
(c) Cigarette	..	2,576 (1)	1,447 (8)	..	..	..	..	2,147 (2)	1,688 (4)	..	..	..	..	7,858 (15)
(d) Snuff	..	..	46 (1)	..	404 (23)	..	..	36 (1)	..	..	..	..	..	576 (25)
(e) Feeds factories	..	..	3,738 (151)	..	..	..	..	132 (2)	151 (1)	..	..	..	..	4,140 (154)
(f) Others	..	462 (13)	..	..	41,032 (395)	26 (1)	..	147 (2)	..	..	..	..	..	42,567 (411)
Total	..	17,120 (401)	14,161 (367)	14,469 (290)	54,546 (1,554)	4,464 (111)	..	2,579 (9)	2,088 (11)	335 (6)	..	..	..	110,462 (3,495)
23 Textiles														
231. Spinning weaving and finishing of textiles,														
(a) Cotton Mills	46 (1)	1,266 (6)	404,818 (788)	20,449 (24)	97,198 (484)	3,515 (5)	4,737 (55)	55,340 (47)	36,537 (42)	5,709 (4)	..	15,045 (9)	..	652,814 (1,465)
(b) Jute mills	..	6,184 (3)	..	799 (1)	7,628 (5)	..	..	6,655 (3)	271,461 (98)	..	..	..	..	292,927 (110)
(c) Silk mills	..	365 (9)	28,703 (412)	..	1,745 (44)	..	7,558 (128)	96 (2)	1,053 (8)	22 (2)	..	176 (4)	..	39,658 (406)
(d) Woolen mills	..	642 (1)	4,689 (6)	..	371 (10)	..	3,756 (39)	2,636 (5)	508 (3)	..	..	..	..	12,692 (64)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
243. Manufacture of wearing apparel (except foot-wear)														
(a) Clothing ..	..	547 (1)	900 (31)	..	748 (64)	..	63 (1)	* (1)	91 (2)	..	..	549 (5)	..	2,898 (95)
(b) Umbrellas ..	..	..	66 (8)	24 (1)	292 (14)	..	..	..	291 (5)	..	..	..	..	673 (28)
(c) Others ..	..	..	41 (4)	..	240 (23)	..	..	..	11 (1)	..	..	..	..	292 (28)
244. Manufacture of made-up textile goods, except wearing apparel.	..	72 (2)	384 (11)	..	..	..	..	..	155 (3)	..	..	..	..	611 (16)
Total	..	1,614 (4)	1,505 (37)	24 (1)	1,613 (97)	..	387 (2)	3,460 (18)	607 (13)	..	..	653 (10)	..	9,863 (212)
25 Wood and cork except furniture.														
250. Manufacture of wood and cork except manufacture of furniture.														
(a) Saw mills	2,091 (52)	665 (83)	2,270 (97)	1,907 (176)	2,420 (81)	492 (44)	578 (26)	597 (10)	1,435 (35)	..	..	298 (2)	1,439 (1)	13,702 (607)
(b) Manufacture of plywood.	..	85 (1)	462 (4)	22 (2)	609 (6)	..	..	468 (4)	1,718 (36)	..	5 (1)	..	..	3,369 (44)
(c) Joinery and general wood working.	..	54 (2)	149 (5)	6 (3)	97 (4)	..	53 (5)	..	364 (5)	..	..	87 (1)	..	810 (25)
(d) Boxes and packing cases.	..	..	657 (13)	..	35 (4)	..	..	..	142 (3)	..	..	..	..	834 (20)

(c) Others	..	9 (1)	2,718 (70)	50 (1)	1,925 (44)	..	15 (1)	417 (8)	339 (6)	..	..	58 (2)	94 (1)	5,626 (134)
Total	..	813 (87)	6,256 (189)	1,985 (182)	5,086 (139)	492 (44)	646 (32)	1,482 (22)	3,998 (75)	..	5 (1)	353 (5)	1,133 (2)	24,340 (830)
26 Furniture and fixtures.														
260. Manufacture of furniture and fixtures.														
(a) Wooden	..	203 (4)	1,355 (30)	25 (3)	1,793 (74)	..	78 (7)	96 (2)	572 (8)	..	..	282 (4)	..	4,404 (141)
(b) Metal	..	..	802 (16)	..	5 (1)	..	..	..	1,238 (19)	..	..	..	..	2,135 (36)
(c) Others	..	..	* (1)	120 (2)	* (1)	..	40 (4)	..	..	..	..	..	..	160 (8)
Total	..	203 (4)	2,217 (56)	145 (5)	1,798 (76)	..	118 (11)	96 (2)	1,810 (27)	..	..	282 (4)	..	6,699 (185)
27 Paper and paper products.														
271. Pulp, paper and paper board mills.														
(a) Pulp	..	664 (1)	..	..	..	..	..	30 (1)	..	..	..	..	..	694 (2)
(b) Paper	..	595 (1)	1,500 (7)	26 (1)	586 (2)	1,913 (1)	1,785 (1)	1,185 (2)	9,517 (3)	..	..	..	..	17,327 (20)
(c) Paper board and straw board	..	34 (1)	1,171 (9)	..	40 (5)	..	..	731 (3)	656 (9)	..	..	..	..	2,642 (27)
(d) Others	..	74 (1)	1,011 (38)	..	73 (4)	..	..	16 (1)	807 (16)	..	..	143 (1)	..	2,124 (61)
Total	..	1,367 (4)	3,712 (65)	26 (1)	699 (11)	1,913 (1)	1,785 (1)	1,962 (7)	11,120 (30)	..	..	143 (1)	..	22,787 (110)

* Information not available.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
28 Printing, publishing and allied industries.														
280. Printing, book-binding etc.														
(a) Letterpress and lithographic printing and book-binding.	580 (18)	3,298 (115)	29,524 (562)	2,748 (66)	13,501 (544)	838 (18)	1,607 (69)	7,092 (157)	12,180 (187)	530 (12)	..	3,916 (68)	..	69,283 (1,877)
(b) Other printing, including photography.	..	..	576 (17)	..	533 (30)	..	..	567 (6)	332 (8)	..	..	..	..	2,008 (61)
Total ..	580 (18)	3,298 (115)	29,500 (579)	2,748 (66)	14,034 (574)	838 (18)	1,607 (69)	8,559 (163)	12,512 (195)	530 (12)	..	3,916 (68)	..	71,291 (1,898)
29 Leather and leather products (except footwear).														
291 Tanneries and leather finishing.		328 (1)	1,655 (25)	6 (1)	7,821 (360)	61 (2)	229 (3)	2,413 (21)	339 (8)	..	..	..	..	12,245 (324)
292 Manufacture of leather products except footwear and other wearing apparel.	..	..	565 (36)	..	110 (9)	..	..	45 (1)	..	..	..	..	..	660 (40)
Total ..	..	328 (1)	1,660 (53)	6 (1)	7,931 (369)	61 (2)	229 (3)	2,458 (25)	339 (8)	..	..	..	..	12,905 (404)
30 Rubber and rubber products.														
303. Manufacture of rubber and rubber products.														
(a) Tyres ..	..	..	936 (4)	..	213 (5)	..	..	..	3,401 (2)	..	..	..	..	4,550 (11)

(b) Rubber wear.	..	461 (3)	..	..	..	..	..	..	11,087 (13)	..	..	11,548 (16)
(c) Others	..	2,178 (43)	173 (8)	311 (16)	..	125 (11)	164 (1)	3,049 (16)	306 (9)	..	..	6,340 (106)
Total	..	3,575 (60)	173 (8)	594 (21)	..	125 (11)	164 (1)	17,537 (30)	306 (9)	..	..	22,438 (132)
31 Chemicals and chemical products.												
311. Basic chemicals, including fertilisers.												
(a) Artificial manures	..	3,557 (1)	77 (2)	698 (23)	..	..	77 (1)	2,135 (10)	..	..	..	6,734 (47)
(b) Heavy chemicals.	..	374 (6)	59 (2)	1,797 (4)	..	369 (3)	412 (3)	1,735 (9)	532 (5)	..	..	8,279 (59)
(c) Turpentine and rosin.	3 (1)	..	..	..	..	24 (1)	300 (2)	..	..	..	..	327 (4)
(d) Indigo	..	..	..	..	..	..	..	..	..	..	..	..
(e) Plastic materials	..	..	..	..	..	..	..	..	..	..	..	64 (4)
(f) Others	..	59 (3)	..	220 (4)	..	97 (5)	659 (4)	144 (5)	..	..	..	2,685 (33)
312. Vegetable and animal oils and fats (except edible oils).	..	..	..	1,043 (28)	..	..	..	321 (4)	..	..	..	1,430 (37)

* Information not available.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
319. Manufacture of miscellaneous chemical products.															
(a) Fine and Pharmaceutical chemicals.		..	324 (6)	3,738 (71)	49 (1)	1,248 (36)	43 (1)	46 (3)	584 (16)	7,295 (38)	..	..	248 (4)	..	13,575 (176)
(b) Lac (including shellac).		..	5,107 (149)	..	576 (33)	..	155 (4)	..	349 (10)	1,177 (5)	..	..	..	..	7,364 (207)
(c) Matches		1,294 (3)	..	156 (3)	93 (2)	8,635 (98)	..	..	1,529 (1)	2,065 (4)	..	..	..	..	13,772 (111)
(d) Paints, colours and varnishes.		..	119 (2)	1,817 (45)	75 (2)	431 (13)	..	109 (7)	241 (4)	2,657 (23)	..	..	132 (3)	..	5,581 (99)
(e) Soap		*	138 (8)	4,227 (38)	80 (2)	550 (36)	44 (1)	..	248 (5)	1,580 (18)	..	..	28 (1)	..	8,904 (110)
(f) Others		..	4 (1)	3,965 (60)	216 (16)	1,508 (40)	..	29 (1)	131 (3)	753 (15)	45 (1)	..	231 (7)	..	6,873 (144)
Total		1,207 (5)	9,692 (176)	18,739 (270)	1,215 (60)	16,130 (252)	242 (6)	665 (20)	4,530 (53)	19,871 (131)	46 (1)	..	1,171 (20)	..	73,598 (1,030)
32 Products of petroleum and coal.															
321. Petroleum refineries, etc.															
(a) Petroleum		1,585 (2)	..	..	45 (2)	1,007 (23)	..	47 (3)	..	863 (8)	..	..	175 (6)	..	3,723 (44)
(b) Kerosene		678 (16)	..	..	..	3,748 (8)	..	..	..	..	4,426 (18)
322. Coke ovens		..	1,976 (5)	..	..	..	..	..	..	..	..	..	..	..	1,976 (5)
329. Manufacture of miscellaneous products of petroleum and coal.		..	523 (1)	17 (2)	..	31 (2)	..	..	..	160 (5)	..	..	..	..	731 (10)
Total		1,585 (2)	2,499 (6)	17 (2)	45 (2)	1,716 (36)	..	47 (3)	..	4,771 (21)	..	..	176 (6)	..	10,856 (77)

	2	3	4	5	6	7	8	9	10	11	12	13	14	15
34 Basic metal industries														
341. Ferrous														
(a) Metal extracting and refining.	..	24,973 (1)	71 (2)	..	..	..	..	..	13,536 (2)	..	..	..	..	38,580 (5)
(b) Metal conversion	649 (6)	..	..	..	..	..	..	..	..	..	..	649 (6)
(c) Metal rolling	..	4,826 (2)	1,145 (13)	..	70 (4)	*	342 (9)	2,005 (18)	12,503 (22)	..	..	258 (8)	..	21,649 (79)
(d) Tube making and wire drawing	..	1,742 (1)	112 (4)	..	59 (3)	..	108 (4)	..	921 (21)	..	..	62 (4)	..	3,004 (37)
(e) Metal founding	..	1,841 (5)	2,531 (68)	20 (2)	708 (25)	110 (2)	129 (12)	1,153 (52)	9,456 (106)	20 (1)	..	765 (24)	..	16,793 (297)
(f) Others	39 (3)	..	85 (6)	..	23 (3)	* (1)	109 (1)	..	..	..	..	256 (15)
342. Non ferrous—														
(a) Metal extracting and refining.	..	2,414 (3)	300 (9)	..	..	..	..	..	1,453 (7)	..	..	..	..	4,176 (19)
(b) Metal conversion	600 (1)	..	34 (3)	..	..	..	81 (1)	..	..	..	..	715 (15)
(c) Metal rolling	1,011 (31)	65 (2)	53 (3)	..	307 (21)	198 (11)	549 (3)	..	..	..	..	2,183 (71)
(d) Tube making and wire drawing.	343 (21)	..	..	..	..	63 (2)	208 (4)	..	..	..	..	614 (37)
(e) Metal founding	1,028 (31)	..	11 (1)	27 (1)	..	76 (3)	91 (2)	..	..	..	..	1,233 (38)
(f) Others	360 (8)	..	38 (5)	..	32 (3)	146 (4)	..	..	..	..	..	576 (20)
Total	..	35,796 (12)	8,358 (208)	85 (4)	1,358 (50)	137 (6)	941 (52)	3,641 (91)	38,907 (109)	20 (1)	..	1,085 (36)	..	90,428 (629)

370. (a) Electrical machinery.	..	..	1,370 (8)	*	976 (2)	..	..	..	786 (3)	..	..	..	..	..	3,132 (14)
(b) Telegraphs and telephone work-shops.	..	..	1,364 (5)	1,519 (2)	160 (2)	..	..	..	4,226 (4)	..	68 (1)	..	..	..	7,327 (14)
(c) Electric lamps (other than glass bulb-making).	..	40 (1)	32 (1)	..	..	..	..	..	308 (3)	..	..	..	..	..	380 (5)
(d) Electric fans, radiators and other accessories.	..	..	581 (6)	..	..	..	317 (16)	*	4,389 (10)	..	504 (8)	..	..	..	5,791 (50)
(e) Storage batteries	..	..	1,403 (11)	..	63 (2)	..	..	..	1,939 (8)	..	41 (2)	..	..	..	3,406 (23)
(f) Radio and phonographs.	..	189 (2)	399 (8)	..	32 (1)	..	101 (3)	..	1,516 (5)	..	25 (1)	..	..	..	2,262 (20)
(g) Insulated wires and cables.	..	1,127 (1)	113 (5)	..	..	..	..	..	420 (2)	..	..	..	..	..	1,660 (8)
(h) General and jobbing engineering.	..	71 (1)	507 (17)	..	713 (16)	..	33 (3)	..	778 (7)	..	..	..	..	..	2,192 (44)
(i) Others	..	..	458 (16)	..	153 (9)	..	..	76 (1)	950 (11)	..	..	..	..	..	1,037 (37)
Total	..	1,427 (5)	6,317 (77)	1,519 (3)	2,087 (32)	..	451 (22)	76 (2)	15,392 (62)	..	638 (12)	..	..	..	27,847 (215)
38 Transport equipment.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
381. Ship building.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Ship building and repairing.	..	525 (2)	6,516 (9)	..	4,112 (8)	..	..	..	13,059 (21)	..	..	..	..	..	24,212 (40)
(b) Marine engine building and repairing.	..	..	35 (2)	..	416 (2)	..	..	..	..	..	..	..	..	..	451 (4)

* Information not available.

I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
382. Manufacture and repair of railroad equipment. (a) Railway workshops. (b) Tramway workshops.	2,609 (6)	13,483 (9)	24,550 (32)	805 (3)	8,152 (3)	106 (2)	2,504 (4)	17,485 (13)	30,718 (19)	6,999 (3)	..	..	..	107,561 (94)
383. Manufacture of motor vehicles.	..	..	1,159 (5)	..	..	..	..	31 (1)	1,227 (1)	..	..	132 (1)	..	2,549 (9)
384. Repair of motor vehicles and cycles.	..	..	3,940 (10)	..	446 (2)	..	..	..	1,039 (2)	..	..	..	..	6,425 (14)
(a) Motor Vehicles	552 (22)	825 (70)	8,798 (144)	655 (15)	10,758 (305)	122 (7)	606 (34)	2,040 (61)	2,954 (41)	10 (1)	..	..	..	27,330 (700)
(b) Cycles	..	..	23 (1)	..	10 (1)	..	..	148 (3)	13 (1)	..	..	..	..	194 (6)
385. Manufacture of bicycles.	..	..	1,251 (2)	..	173 (1)	..	338 (2)	16 (2)	454 (3)	..	..	..	..	2,232 (10)
386. Aircraft. (a) Aircraft building and repairing.	..	..	1,416 (5)	..	..	..	..	..	971 (7)	—	..	503 (1)	..	2,890 (13)
(b) Aircraft engine building and re-pairing.	..	..	..	..	30 (2)	..	..	..	..	..	..	..	..	30 (2)
389. Manufacture of transport equipment not elsewhere classified. (a) Coach building	..	..	398 (16)	31 (3)	3,274 (5)	..	197 (8)	..	135 (5)	..	..	1,435 (34)	..	5,470 (71)
(b) Others	..	..	173 (5)	..	155 (3)	..	43 (3)	..	3,472 (6)	..	..	..	..	3,848 (17)
Total	3,161 (28)	14,833 (81)	48,250 (231)	1,581 (21)	27,526 (333)	228 (9)	3,748 (51)	19,720 (80)	54,047 (106)	7,009 (4)	..	2,070 (30)	..	18,182 (980)

39 Miscellaneous industries	..	..	269 (6)	..	699 (11)	..	198 (9)	395 (14)	705 (6)	..	..	..	..	2,253 (46)
391. Manufacture of professional scientific measuring and controlling instruments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
392. Manufacture of photographic and other optical goods.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Photographic and optical goods.	..	..	557 (18)	..	33 (2)	..	11 (1)	53 (1)	186 (6)	144 (6)	..	..	..	984 (34)
(b) Cinematograph film making, stripping, sorting, and grading.	..	..	634 (12)	..	23 (3)	..	..	..	140 (1)	..	..	..	..	797 (16)
393. Manufacture of watches and clocks.	..	..	144 (6)	..	..	..	..	..	..	15 (1)	..	..	..	216 (8)
394. Repair of watches and clocks.	..	..	118 (2)	..	37 (3)	..	..	10 (1)	281 (7)	..	..	..	..	446 (13)
395. Manufacture of jewellery and related articles.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Jewellery	..	..	687 (34)	..	2,358 (129)	..	..	42 (3)	162 (4)	48 (2)	..	..	..	3,297 (172)
(b) Mints	..	..	1,315 (1)	..	..	..	..	..	1,608 (2)	..	..	..	..	2,923 (3)
396. Manufacture of musical instruments.	..	..	13 (1)	21 (1)	..	..	..	183 (1)	..	..	..	..	..	217 (3)

* Information not available.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
399. Manufacture of industries not elsewhere classified.														
(a) Ordnance factories.	..	213 (23)	..	..	2,033 (1)	121 (1)	872 (8)	..	..	14 (1)	..	..	..	3,253 (37)
(b) Pen and pencil making.	96 (5)	..	100 (8)	..	6 (2)	37 (3)	318 (4)	..	..	..	..	557 (22)
(c) Button making	..	330 (11)	71 (5)	..	416 (5)	..	168 (5)	43 (3)	..	22 (2)	..	..	..	1,080 (31)
(d) Brushes	287 (14)	..	62 (2)	..	..	93 (1)	28 (1)	..	..	..	..	470 (18)
(e) Games and sports.	66 (4)	..	46 (3)	..	256 (11)	97 (5)	..	..	..	34 (1)	..	409 (24)
(f) Manufacture of ice.	..	325 (77)	142 (11)	85 (11)	60 (3)	73 (5)	280 (27)	771 (51)	168 (6)	30 (2)	..	236 (16)	..	2,100 (208)
(g) Forage presses	60 (1)	..	12 (1)	..	..	..	..	..	..	72 (2)
(h) Plastic articles	2,572 (71)	..	..	..	..	162 (2)	612 (14)	..	..	..	..	3,336 (90)
(i) Celluloid articles	264 (17)	..	..	..	..	..	80 (1)	..	..	..	..	353 (18)
(j) Signs and advertising displays.	19 (1)	..	..	..	..	..	..	..	..	..	..	19 (1)
(k) Wrapping, packing, filling, etc. of articles.	..	160 (6)	4,019 (37)	..	88 (10)	..	9 (1)	..	71 (3)	..	..	..	..	4,347 (57)
(l) Others	4,381 (131)	10 (5)	3,281 (305)	..	..	2,189 (38)	2,588 (37)	8 (2)	84 (1)	57 (1)	..	12,593 (420)
Total	1,085 (118)	15,654 (376)	116 (18)	9,317 (390)	104 (6)	1,812 (66)	4,065 (123)	6,917 (91)	74 (7)	84 (1)	534 (27)	..	39,882 (223)

51 Electricity, gas and steam. 511. Electric light and power.	231 (10)	2,500 (44)	2,872 (95)	978 (23)	2,254 (31)	174 (5)	507 (21)	2,947 (39)	5,012 (43)	603 (3)	..	828 (3)	..	18,900 (317)
512. Gas manufacture and distribution.	..	..	1,156 (8)	..	107 (4)	..	37 (2)	205 (4)	1,387 (7)	..	..	79 (2)	..	2,971 (27)
Total ..	231 (10)	2,500 (44)	4,028 (103)	978 (23)	2,361 (35)	174 (5)	544 (23)	3,152 (43)	6,399 (50)	603 (3)	..	907 (5)	..	21,907 (344)
52 Water and sanitary services. 521. Water supply stations.	16 (1)	188 (5)	519 (16)	168 (6)	72 (17)	..	..	700 (11)	1,156 (11)	..	..	613 (4)	..	3,412 (71)
522. Sanitary services (pumping and sewage).	..	97 (4)	329 (11)	..	249 (16)	..	40 (2)	37 (1)	277 (4)	..	..	..	..	1,020 (38)
Total ..	16 (1)	285 (9)	848 (27)	168 (6)	321 (33)	..	40 (2)	737 (12)	1,413 (15)	..	..	613 (4)	..	4,441 (109)
83 Recreation services 831. Cinema studies	..	..	2,554 (28)	..	1,353 (19)	..	..	..	310 (7)	..	..	..	..	4,817 (54)
Total ..	..	..	2,554 (28)	..	1,353 (19)	..	..	..	310 (7)	..	..	..	..	4,817 (54)
84 Personal services 842. Restaurants, cafes, etc.	..	..	..	..	19,104 (1,578)	..	..	..	..	..	14 (1)	..	..	19,115 (1,579)
844. (a) Laundries and laundry services.	..	..	370 (10)	..	..	..	..	..	263 (4)	..	..	..	..	632 (15)
(b) Jobbing, dry cleaning, etc.	..	29 (1)	65 (2)	..	469 (30)	36 (3)	..	..	171 (5)	..	..	208 (5)	..	918 (56)
Total ..	..	29 (1)	435 (12)	..	19,510 (1,618)	36 (3)	..	..	434 (9)	..	14 (1)	208 (5)	..	20,666 (1,660)
GRAND TOTAL ..	66,620 (334)	172,486 (3,140)	744,509 (7,906)	100,842 (1,547)	460,379 (10,207)	18,088 (336)	52,822 (1,385)	206,832 (1,484)	621,631 (2,625)	15,603 (68)	380 (20)	36,903 (631)	1,264 (3)	244,449 (30,186)

* Information not available.

IA—EMPLOYMENT IN FACTORIES IN PART 'B' AND PART 'C' STATES DURING
1951 (EXCLUDING DELHI, AJMER, COORG AND ANDAMANS)

Government and Local Fund Factories	Hydra- bad	Jammu & Kashmir	Madhya Bharat	Mysore	PEPSU	Rajse- than	Saurash- tra	Travan- cor- Cochin	Bhopal	Hima- chal Pradesh	Kutch	Tripura	Vindhya- Pradesh	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(a) Processes allied to agriculture.														
Oil, Gins and presses														
(a) Cotton ginning and baling.	..	..	..	280 (4)	..	200 (1)	143 (2)	..	..	..	..	..	..	623 (7)
Total	..	..	..	280 (4)	..	200 (1)	143 (2)	..	..	..	..	..	..	623 (7)
2) Food except beverages														
205. Manufacture of grain mill products														
(a) Flour mills	..	..	..	22 (1)	..	..	..	..	..	..	..	..	..	22 (1)
(b) Rice mills	..	..	..	35 (1)	..	..	..	..	..	..	..	..	..	35 (1)
206. Manufacture of miscellaneous food preparations:														
(a) Manufacture of edible oils (other than hydrogenated oils).	..	..	..	75 (3)	..	..	..	1,536 (2)	..	..	..	..	..	1,611 (5)
(b) Coffee curing works.	..	..	..	31 (1)	..	..	..	..	..	..	..	..	..	31 (1)
Total	..	..	..	163 (6)	..	..	..	1,536 (2)	..	..	..	..	..	1,666 (8)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
26 Furniture and fixtures. 260. Manufacture of furniture and fixtures. (a) Wooden ..	..	..	..	..	..	65 (1)	..	..	..	..	..	..	..	65 (1)
Total ..	..	..	..	..	..	65 (1)	..	..	..	..	..	..	..	65 (1)
27 Paper and paper pro- ducts. 271. Pulp, paper and paper board mills. (b) Paper ..	..	..	..	851 (1)	..	..	..	..	..	..	..	..	..	851 (1)
Total ..	..	..	..	851 (1)	..	..	..	..	..	..	..	..	..	851 (1)
28 Printing, publishing and allied industries. 280. Printing, book- binding, etc. (a) Letter press & lithographic print- ing and book- binding.	871 (2)	213 (2)	328 (6)	415 (1)	119 (1)	541 (4)	125 (2)	444 (3)	105 (1)	..	22 (1)	..	121 (2)	3,304 (25)
Total ..	871 (2)	213 (2)	328 (6)	415 (1)	119 (1)	541 (4)	125 (2)	444 (3)	105 (1)	..	22 (1)	..	121 (2)	3,304 (25)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
384. Repair of motor vehicles and cycles. (a) Motor vehicles	2,019 (19)	..	39 (2)	2,480 (4)	..	41 (2)	72 (3)	904 (3)	..	..	..	..	..	5,556 (33)
386. Aircraft. (a) Aircraft building and repairing	..	..	..	6,437 (1)	..	..	..	..	..	..	..	..	..	6,437 (1)
389. Manufacture of transport equipment not elsewhere classified. (a) Coach building	..	..	..	25 (1)	..	..	..	..	..	16 (1)	..	..	..	41 (2)
(b) Others	..	140 (1)	..	..	..	..	..	..	..	..	..	..	..	140 (1)
Total	5,002 (22)	140 (1)	197 (3)	9,281 (8)	..	2,585 (7)	422 (4)	929 (4)	173 (1)	41 (2)	..	..	..	18,770 (62)
39. Miscellaneous industries. 396. Manufacture of jewellery and related articles. (a) Jewellery	..	..	..	33 (1)	..	..	..	..	..	..	..	..	..	33 (1)
(b) Mints	330 (1)	..	..	..	..	..	..	..	..	..	..	..	..	330 (1)
399. Manufacturing industries not elsewhere classified. (a) Ordnance factories.	..	..	..	1,322 (1)	..	..	..	..	..	..	..	..	..	1,322 (1)
(b) Others	..	..	..	..	..	..	..	..	520 (3)	..	..	..	..	520 (3)
Total	330 (1)	..	..	1,355 (2)	..	..	..	..	520 (3)	..	..	..	..	2,205 (6)

51 Electricity, gas and steam.	1,401 (10)	88 (1)	16 (1)	2,068 (12)	180 (3)	3,830 (13)	455 (11)	28 (1)	259 (1)	..	..	247 (8)	8,566 (61)
511. Electric light and power.													
Total ..	1,401 (10)	88 (1)	16 (1)	2,068 (12)	180 (3)	3,830 (13)	455 (11)	28 (1)	259 (1)	..	..	247 (8)	8,566 (61)
52 Water and sanitary services.													
521. Water supply stations.	48 (3)	..	..	394 (4)	..	..	12 (1)	..	..	..	..	..	404 (8)
522. Sanitary services (pumping and sewage).	28 (1)	..	..	..	..	..	11 (1)	..	..	..	..	..	39 (2)
Total ..	76 (1)	..	..	394 (4)	..	..	23 (2)	..	..	..	..	..	403 (10)
53 Recreation services ..													
Grand Total ..	3,114 (18)	712 (5)	325 (15)	27,459 (63)	290 (4)	7,640 (35)	1,168 (21)	3,241 (12)	1,657 (6)	753 (4)	82 (1)	483 (11)	52,583 (228)

All other factories	Hydrabad	Jammu and Kashmir	Madhya Bharat	Mysore	PETSI	Rajasthan	Saurashtra	Travancore-Cochin	Bhopal	Himachal Pradesh	Kutch	Tripura	Vindhya Pradesh	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
01 Processes allied to agriculture.														
(a) Gins and press-sea.														
(a) Cotton ginning and baling.	11,513 (176)	430 (1)	14,350 (216)	1,185 (22)	3,855 (67)	3,669 (36)	5,492 (81)	..	269 (5)	..	82 (2)	..	..	40,845 (639)
(c) Wool baling and pressing.	..	..	..	..	..	110 (3)	358 (10)	..	..	..	..	..	..	468 (13)
(d) Others	..	..	..	..	..	..	95 (3)	..	..	..	..	..	..	95 (5)
Total	11,513 (176)	430 (4)	14,350 (216)	1,185 (22)	3,855 (67)	3,779 (39)	5,945 (96)	..	269 (5)	..	82 (2)	..	..	41,408 (637)
20 Food except beverages														
202. Manufacture of dairy products.	102 (1)	..	..	..	..	..	..	..	14 (1)	..	..	..	..	116 (2)
204. Canning and preservation of fish and other sea-foods.	..	..	..	..	15 (1)	..	..	..	..	..	..	..	..	15 (1)
205. Manufacture of grain mill products														
(a) Flour mills	110 (4)	22 (1)	140 (4)	..	498 (26)	320 (17)	..	..	..	..	60 (1)	..	..	1,150 (53)
(b) Rice mills	2,029 (118)	..	38 (4)	1,108 (94)	..	73 (4)	..	217 (14)	10 (1)	..	..	40 (2)	58 (3)	3,573 (240)
(c) Dal mills	714 (28)	..	166 (12)	..	..	140 (8)	154 (7)	..	..	..	..	..	..	1,174 (55)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
21 Beverages—														
211. Distilling, rectifying and blending of spirits.	51 (1)	..	45 (1)	..	308 (2)	318 (6)	..	..	..	145 (1)	19 (1)	..	173 (3)	1,062 (15)
212. Wine industries	..	..	..	..	..	..	..	..	..	..	17 (1)	..	..	17 (1)
213. Breweries and incidental processes including malt.	..	..	..	..	..	..	..	..	..	325 (1)	..	..	..	325 (1)
214. Soft drinks and carbonated water industries— (a) Carbonated water industries.	171 (10)	..	..	..	..	..	..	..	..	..	..	..	..	171 (10)
Total ..	225 (11)	..	45 (1)	..	308 (2)	318 (6)	..	..	..	470 (2)	36 (2)	..	173 (3)	1,576 (27)
22 Tobacco														
220. Tobacco Manufactures :														
(a) Bidi	6,546 (99)	..	150 (3)	414 (9)	..	1,305 (31)	..	..	397 (9)	..	..	298 (10)	6,931 (23)	16,041 (184)
(c) Cigarette	1,873 (4)	..	..	..	..	..	..	..	..	..	..	..	..	1,873 (4)
(d) Snuff	..	..	..	..	..	..	283 (7)	..	..	..	..	..	..	283 (7)
(f) Others	..	..	..	2,403 (2)	..	..	..	..	..	..	..	..	..	2,405 (2)
Total ..	8,419 (103)	..	150 (3)	2,819 (11)	..	1,305 (31)	283 (7)	..	397 (9)	..	..	298 (10)	6,931 (23)	20,602 (197)

23 Textiles		14,179 (11)	20 (1)	..	..	..	..	6,772 (10)	12,594 (21)	..	2,070 (1)	..	220 (1)	..	..	35,855 (45)
231. spinning, weaving and finishing of textiles:																
(a) Cotton mills		14,179 (11)	20 (1)	..	..	..	..	6,772 (10)	12,594 (21)	..	2,070 (1)	..	220 (1)	..	..	35,855 (45)
(c) Silk Mills		504 (9)	4,813 (8)	..	4,523 (85)	..	..	..	1,037 (7)	..	..	..	..	..	..	10,897 (109)
(d) Woollen mills		..	4,130 (1)	72 (2)	371 (3)	..	..	20 (1)	448 (1)	..	..	..	..	..	..	5,041 (8)
(e) Lace mills		..	..	..	219 (5)	..	..	..	..	..	..	..	..	..	..	219 (6)
(f) Carpet weaving		..	795 (8)	640 (3)	106 (4)	..	..	923 (8)	..	..	..	..	..	..	..	2,464 (23)
232. Knitting mills		114 (2)	25 (1)	348 (13)	152 (4)	..	..	100 (5)	195 (4)	..	..	..	..	..	..	994 (29)
233. Cordage, rope and twine industries,		..	..	..	..	..	..	..	107 (3)	..	..	..	..	..	..	107 (3)
239. Manufacture of textiles not else- where classified:																
(a) Car factories		..	..	..	..	..	..	..	..	12,985 (124)	..	..	..	..	..	12,985 (124)
(b) Artificial leather and oil cloth.		25 (1)	..	..	..	..	..	..	..	..	..	..	..	..	..	25 (1)
(c) Others		..	..	131 (3)	..	..	..	107 (4)	..	..	..	..	..	..	..	218 (7)
Total		14,824 (22)	9,783 (19)	1,191 (21)	5,371 (101)	..	..	7,982 (28)	14,461 (36)	12,985 (124)	2,070 (1)	..	220 (1)	..	..	68,885 (354)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
24 Footwear, other wearing apparel and made up textile foods.														
241. Manufacture of boots and shoes (except rubber foot-wear).	33 (1)	..	..	112 (1)	..	..	..	..	..	..	..	..	..	145 (2)
243. Manufacture of wearing apparel (except foot-wear):	96 (1)	..	..	974 (8)	..	..	..	..	..	..	..	..	..	1,070 (9)
(a) Clothing ..	26 (1)	..	..	..	..	..	..	..	..	..	..	..	..	26 (1)
(b) Umbrellas ..														
Total ..	155 (2)	..	..	1,086 (3)	..	..	..	..	..	..	..	..	..	1,241 (12)
25 Wood and cork except furniture:														
250. Manufacture of wood and cork except manufacture of furniture:														
(a) Saw Mills ..	292 (12)	..	* (1)	1,108 (44)	..	13 (3)	311 (19)	1,346 (28)	..	..	19 (1)	..	89 (2)	3,178 (110)
(b) Manufacture of plywood	..	..	..	..	..	..	..	275 (9)	..	..	..	..	..	275 (9)
(d) Boxes and packing cases	..	..	..	..	..	..	..	137 (9)	..	..	..	..	..	137 (9)
(e) Others ..	16 (1)	100 (1)	..	22 (1)	..	..	416 (14)	281 (11)	..	..	..	343 (13)	..	1,178 (41)
Total ..	308	100 (1)	* (1)	1,130 (45)	..	13 (3)	727 (33)	2,039 (57)	..	..	19 (1)	343 (13)	89 (2)	4,768 (169)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
29 Leather and leather products (except footwear). 291. Tanneries and leatherfinishing.	1,188 (26)	..	110 (2)	184 (6)	30 (1)	45 (1)	..	..	..	..	..	..	..	1,557 (36)
Total ..	1,188 (26)	..	110 (2)	184 (6)	30 (1)	45 (1)	..	..	..	..	..	..	..	1,557 (36)
30 Rubber and rubber products. 303. Manufacture of rubber and rubber products. (c) Others ..	..	..	..	..	..	21 (1)	..	1,224 (37)	..	..	..	..	..	1,245 (38)
Total ..	..	..	..	..	..	21 (1)	..	1,224 (37)	..	..	..	..	..	1,245 (38)
31 Chemicals and chemical products. 311. Basic chemicals, including fertilisers. (a) Artificial manures. (b) Heavy chemicals. (d) Indigo ..	431 (3) 65 (2) ..	.. .. .. ..	32 (2) 20 (1) 50 (1)	.. 452 (6) ..	.. .. ..	554 (3) .. ..	.. .. ..	29 (2) .. ..	.. .. ..	.. .. ..	457 (1) .. ..	.. .. ..	.. .. ..	1,503 (11) 537 (9) 50 (1)
319. Manufacture of miscellaneous chemical products. (a) Fine and pharmaceutical chemicals.	28 (1)	75 (1)	..	..	..	..	4,559 (10)	..	..	..	..	..	..	4,662 (21)

(c) Matches ..	332 (10)	70 (1)	..	191 (2)	..	101 (3)	482 (5)	613 (10)	198 (1)	..	68 (1)	..	2,055 (33)
(d) Paints, colours and varnishes.	136 (4)	..	..	50 (2)	..	150 (1)	29 (3)	..	..	..	..	..	374 (10)
(e) Soap ..	36 (2)	..	..	368 (9)	..	..	..	..	..	..	..	..	394 (11)
(f) Others ..	..	..	305 (3)	308 (5)	..	100 (4)	67 (2)	..	49 (1)	..	..	..	919 (15)
Total ..	1,028 (22)	145 (2)	407 (7)	1,458 (24)	..	905 (11)	5,137 (29)	642 (12)	247 (2)	..	525 (2)	..	10,494 (111)
32 Products of petroleum and coal.													
321. Petroleum refi- neries, etc.													
(a) Petroleum ..	29 (1)	..	61 (2)	..	..	..	69 (5)	570 (3)	..	..	..	..	729 (11)
Total ..	29 (1)	..	61 (2)	..	..	..	69 (5)	570 (3)	..	..	..	..	729 (11)
33 Non-metallic mineral products (except pro- ducts of petroleum and coal.)													
331. Manufacture of structural clay pro- ducts.													
(a) Bricks and tiles	165 (2)	..	189 (5)	1,486 (18)	10,087 (208)	..	..	4,801 (74)	..	..	..	2,183 (23)	18,911 (330)
332. Manufacture of glass and glass pro- ducts (excepting optical lenses).	1,254 (2)	..	173 (2)	372 (1)	125 (1)	425 (2)	..	274 (1)	..	..	..	..	2,623 (9)
333. Manufacture of pottery, china and earthenware.	41 (1)	..	499 (1)	78 (2)	..	125 (1)	..	..	..	..	..	..	743 (5)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
334. Manufacture of cement	2,145 (1)	..	..	..	2,800 (2)	2,441 (1)	..	..	..	..	..	..	..	7,086 (4)
339. Manufacture of non-metallic mineral products not elsewhere classified	..	..	..	..	..	2,096 (47)	200 (10)	..	..	..	..	..	..	2,305 (57)
(a) Stone dressing and crushing.	..	..	..	..	..	..	..	..	..	..	..	..	..	463 (1)
(b) Asbestos products.	473 (1)	..	..	..	..	..	..	..	..	..	..	..	..	962 (25)
(d) Others	215 (7)	..	80 (3)	100 (1)	..	..	442 (10)	..	..	..	116 (4)	..	..	..
Total	4,583 (14)	..	941 (11)	2,045 (22)	13,012 (211)	5,087 (51)	651 (30)	5,076 (75)	..	..	116 (4)	..	2,183 (23)	33,693 (431)
34 Basic metal industries	..	..	..	..	..	..	..	..	..	..	..	..	..	..
341. Ferrous.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(b) Metal conversion	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(c) Metal rolling	..	..	2,157 (40)	250 (1)	2,403 (47)	..	35 (2)	..	..	..	..	..	..	4,845 (89)
(e) Metal founding.	..	..	..	..	..	..	28 (2)	..	..	41 (2)	..	..	..	69 (4)
(f) Others	..	..	..	..	..	..	191 (6)	..	..	..	..	..	..	191 (9)
342. Non-ferrous.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(f) Others	1,333 (6)	..	..	..	..	..	..	..	..	..	..	..	..	1,333 (6)
Total	1,333 (6)	..	2,157 (40)	250 (1)	2,403 (47)	..	288 (15)	..	..	41 (2)	..	..	..	6,472 (111)

35 Metal products (except machinery and transport equipment). 350. Manufacture of metal products (except machinery and transport equipment).	40	25	..	1,699	328	1,073	..	..	..	21	..	..	..	3,187
	(2)	(1)	..	(27)	(10)	(18)	..	..	..	(1)	..	..	..	(59)
	12	..	..	..	..	..	..	..	..	..	..	..	..	12
	(1)	..	..	..	..	..	..	..	..	..	..	..	..	(1)
	..	..	..	..	..	..	..	..	..	..	..	..	..	42
(d) Metal galvanizing, tinning, plating, lacquering, japanning, polishing, etc.	..	..	..	..	..	..	..	..	..	..	..	..	..	(2)
(h) Others	..	..	..	..	25	..	..	..	20	..	..	..	..	1,404
	..	..	..	..	(1)	..	..	..	(1)	..	..	..	..	(61)
Total	52	26	..	1,699	353	1,073	..	..	62	21	..	..	..	4,645
	(3)	(1)	..	(27)	(11)	(18)	..	..	(3)	(1)	..	..	..	(113)
36 Machinery (except electrical machinery). 360. Manufacture of machinery (except electrical machinery). (c) Agricultural implements.	..	..	..	1,574	813	..	..	..	22	..	..	..	..	2,455
	..	..	..	(4)	(19)	..	..	..	(1)	..	..	..	..	(26)
	..	..	..	1,715	784	224	..	..	..	..	..	..	..	3,220
	..	..	..	(33)	(18)	(9)	..	..	..	..	..	..	..	(66)
	..	..	..	..	..	..	..	..	..	..	..	..	..	58
(d) Machine tools, wood-working machinery and other tools.	..	..	..	..	..	..	..	..	58	..	..	..	..	(3)
(e) Textile machinery and accessories.	..	..	..	..	..	..	..	..	..	..	..	..	..	2,748
(f) General and jobbing engineering.	688	..	2,036	..	..	..	..	..	..	24	..	..	..	(32)
(g) Others	19	..	..	..	..	..	..	..	..	..	..	..	..	19
	(1)	..	..	..	..	..	..	..	..	..	..	..	..	(1)
Total	1,058	..	2,234	3,289	1,597	224	..	..	80	24	..	..	..	8,506
	(29)	..	(19)	(37)	(37)	(9)	..	..	(4)	(1)	..	..	..	(127)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
37 Electrical machinery, apparatus, appliances and supplies. 370. a) Electrical machinery.	..	..	..	..	..	..	104 (2)	..	..	..	..	..	..	104 (2)
(b) Telegraph and telephone work-shops.	..	..	..	13 (1)	..	..	..	..	..	..	..	..	..	13 (1)
(d) Electric fans, radiators and other accessories.	..	..	..	..	70 (1)	..	..	..	..	..	..	..	..	70 (1)
(e) Storage batteries	..	..	..	..	25 (1)	..	..	..	..	..	..	..	..	25 (1)
(i) Others ..	..	..	..	1,698 (7)	..	..	..	..	..	..	..	..	..	1,698 (7)
Total ..	..	..	..	1,711 (8)	95 (2)	..	104 (2)	..	..	..	..	..	..	1,910 (12)
38 Transport equipment.	109 (10)	..	..	..	..	..	..	..	..	..	..	..	..	109 (10)
383. Manufacture of motor vehicles.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
384. Repair of motor vehicles and cycles.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Motor vehicles	..	..	..	953 (4)	196 (9)	451 (16)	204 (9)	866 (27)	..	..	23 (1)	..	..	2,693 (68)
385. Manufacture of bicycles.	..	..	..	..	..	..	..	..	..	14 (1)	..	..	..	14 (1)
386. Aircraft.	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(a) Aircraft build-ing and repairing.	434 (1)	..	..	..	..	..	..	..	..	..	..	..	..	434 (1)
Total ..	603 (11)	..	..	953 (4)	196 (9)	451 (16)	204 (9)	866 (27)	..	14 (1)	23 (1)	..	..	3,310 (78)

I	2	3	4	5	6	7	8	9	10	11	12	13	14	15
62 Water and auxiliary services.														
621. Water supply stations.	..	..	9 (3)	30 (1)	..	..	..	..	..	..	..	..	..	39 (4)
Total ..	..	..	9 (3)	30 (1)	..	..	..	..	..	..	..	..	..	39 (4)
83 Recreation services.														
831. Cinema studios	..	..	..	25 (1)	..	..	..	..	..	..	..	..	..	25 (1)
Total ..	..	..	..	25 (1)	..	..	..	..	..	..	..	..	..	25 (1)
84 Personal services.														
844. (b) Job dyeing, dry-cleaning, etc.	..	..	..	..	..	..	91 (2)	..	..	..	..	..	..	91 (2)
Total ..	..	..	..	..	..	..	91 (2)	..	..	..	..	..	..	91 (2)
GRAND TOTAL ..	62,421	10,578 (31)	30,608 (506)	27,894 (453)	23,073 (446)	26,066 (356)	33,634 (437)	81,139 (715)	4,093 (29)	691 (7)	1,238 (19)	10,010 (77)	9,484 (57)	3,24,769 (3,049)

II—AVERAGE DAILY NUMBER OF PERSONS EMPLOYED IN MINES DURING 1952

Mineral produced and State.	Under-ground	Open workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
COAL						
Assam ..	2,639	433	42	1,268	520	4,902
West Bengal ..	57,600	4,045	1,226	24,064	11,298	98,233
Bihar ..	85,616	17,042	9,363	48,692	23,461	184,174
Madhya Pradesh ..	18,885	658	539	8,692	3,028	31,802
Orissa	4,177	..	..	1,823	248	6,248
Vindhya Pradesh	4,076	175	128	2,012	558	6,949
Hyderabad ..	9,643	..	..	5,458	1,031	16,132
Rajasthan ..	126	..	..	71	26	223
Total ..	182,762	22,353	11,298	92,080	40,170	348,663
AQUAMARINE						
Madras ..	..	15	..	..	..	15
ASBESTOS						
Bihar .. ..	..	91	26	16	52	185
Bombay ..	..	14	7	1	..	22
Madras ..	264	..	313	24	..	601
Total ..	264	105	346	41	52	808
BARYTES						
Madras ..	56	42	108	16	19	241
BAUXITE						
Bihar .. ..	..	299	34	120	19	472
Bombay ..	..	242	81	30	16	369
Madhya Pradesh ..	..	310	56	11	8	385
Madras ..	..	7	26	..	..	33
Total ..	..	858	197	161	43	1,259

1	2	3	4	5	6	7
BERYL						
Ajmer .. ..	..	33	10	2	3	48
Rajasthan ..	8	36	6	11	4	65
Total ..	8	69	16	13	7	113
CALCITE						
Madras .. ..	..	22	..	3	10	35
CHINACLAY						
Bihar	7	731	865	628	379	2,610
West Bengal ..	..	9	..	3	..	12
Delhi	9	..	..	13	2	24
Madhya Pradesh ..	..	14	23	1	..	38
Madras .. ..	..	107	60	29	41	237
Mysore .. ..	..	98	50	..	..	148
Orissa .. ..	..	102	208	42	32	384
Vindhya Pradesh	58	..	..	15	14	87
Travancore-Cochin	..	50	18	..	..	68
Total ..	74	1,111	1,224	731	468	3,608
CHROMITE						
Bihar	332	58	45	165	162	762
Madras	108	83	11	120	10	332
Mysore	31	103	..	65	63	265
Orissa .. ..	..	327	180	139	48	694
Total ..	474	571	236	489	283	2,053
COLUMBITE						
Bihar .. ..	..	9	..	2	..	11
COPPER						
Bihar	2,149	..	..	1,534	197	3,880
DIAMOND						
Vindhya Pradesh ..	105	1,083	315	25	25	1,553
DOLOMITE						
Madhya Pradesh ..	..	24	18	27	6	75
EMERALD						
Ajmer .. ..	..	83	34	14	..	131
Rajasthan ..	..	51	..	46	..	97
Total ..	..	134	34	60	..	228

1	2	3	4	5	6	7
FELSPAR						
Madhya Pradesh ..	..	..	..	28	48	76
Ajmer .. ..	..	17	..	..	..	17
Total ..	..	17	..	28	48	93
FIRE CLAY						
West Bengal ..	41	54	6	34	17	152
Bihar	13	120	62	44	32	271
Madhya Pradesh	..	265	193	47	3	508
Orissa .. ..	..	54	26	68	65	213
Total ..	54	493	287	193	117	1,144
GALENA & SPHALARITE						
Rajasthan ..	200	..	..	349	48	597
GOLD						
Hyderabad ..	398	..	..	645	184	1,227
Madras ..	26	..	..	58	..	84
Mysore	11,799	..	..	6,426	766	18,991
Total ..	12,223	..	..	7,129	950	20,302
GRAPHITE						
Bihar .. ..	..	1	2	1	..	4
Madhya Pradesh	..	5	3	2	1	11
Madras .. ..	..	..	..	18	9	27
Orissa	17	71	67	9	8	172
Total ..	17	77	72	30	18	214
GYPSUM						
Madras ..	..	711	291	67	70	1,139
Rajasthan ..	..	850	201	449	97	1,597
Total ..	..	1,561	492	516	167	2,736

1	2	3	4	5	6	7
ILMENITE						
Travancore-Cochin	..	1,976	4	647	..	2,627
IRON ORE						
Bihar	23	5,775	2,837	2,742	1,302	12,679
Madras	25	491	136	189	64	905
Madhya Pradesh	..	224	..	17	..	241
Mysore .. ..	..	424	140	..	..	564
Orissa .. ..	..	4,296	3,676	2,785	1,241	11,998
Total ..	48	11,210	6,789	5,733	2,607	26,387
KYANITE						
Bihar .. ..	..	1,226	393	86	93	1,798
Madras .. ..	..	158	55	12	..	225
Orissa .. ..	..	66	74	1	..	141
Total ..	..	1,450	522	99	93	2,164
LIMESTONE						
Bihar .. ..	..	3,200	1,593	1,031	125	5,949
Madhya Pradesh	..	2,987	2,517	707	327	6,538
Madras .. ..	..	998	684	276	21	1,979
Total ..	..	7,185	4,794	2,014	473	14,466
MAGNESITE						
Madras .. ..	..	2,092	1,121	..	..	3,213
Mysore	33	191	199	20	2	445
Total ..	33	2,283	1,320	20	2	3,658
MANGANESE						
Bihar .. ..	..	537	495	154	200	1,386
Bombay	442	2,501	1,188	1,352	382	5,865
Madhya Bharat	..	182	56	..	..	238
Madhya Pradesh	496	22,601	18,708	3,754	2,883	48,442
Madras .. ..	..	3,996	2,360	299	51	6,706
Mysore .. ..	..	69	51	4	8	132
Orissa .. ..	..	3,687	3,109	2,319	1,913	11,028
Rajasthan ..	..	574	186	114	79	953
Total ..	938	34,147	26,153	7,996	5,516	74,750

1	2	3	4	5	6	7
MICA						
Bihar	15,396	3,408	5	4,113	1,140	24,071
Bombay .. ..	..	7	4	1	6	18
Madras	3,039	1,231	1,292	1,141	1,471	8,174
Mysore	26	20	..	11	..	57
Ajmer	388	1,029	360	346	24	2,147
Rajasthan ..	2,895	2,089	398	895	263	6,540
PEPSU .. ..	..	37	..	..	..	37
Total	21,744	7,821	2,059	6,507	2,913	41,044
SELANITE						
Rajasthan ..	..	40	6	2	..	48
SALT						
Himachal Pradesh	103	..	..	24	7	134
SILICA						
Bihar .. ..	..	88	30	33	20	171
SILLIMANITE						
Assam .. ..	..	100	15	142	..	257
SLATE						
Bihar .. ..	..	42	33	..	..	75
East Punjab ..	7	436	..	11	..	454
Total	7	478	33	11	..	529
STEATITE						
Bihar .. ..	..	148	62	31	10	251
Madras	38	34	..	1	28	101
Madhya Pradesh ..	..	56	30	3	20	109
Orissa .. ..	..	99	72	3	..	174
Rajasthan ..	..	246	71	199	126	642
Total	38	583	235	237	184	1,277
STONE						
West Bengal ..	..	140	19	153	..	312
Bihar .. ..	..	1,118	212	463	161	1,894
Bombay .. ..	..	189	123	31	17	360
Madras .. ..	..	405	274	33	..	712
Uttar Pradesh ..	..	212	52	160	166	590
Total .. ..	..	2,064	680	840	284	3,868
TIN ORE						
Bihar .. ..	..	13	8	2	..	23
WOLFRAM						
Rajasthan ..	..	105	60	..	..	165

SUMMARY OF ALL MINERALS—1952

State	Under-ground	Open workings		Surface		Total
	Men	Men	Women	Men	Women	
1	2	3	4	5	6	7
Assam	2,639	533	57	1,410	520	5,159
Bihar	103,536	33,906	16,065	59,857	27,302	240,666
Bombay	442	2,953	1,403	1,415	421	6,634
Madhya Pradesh ..	19,381	27,144	22,087	13,289	6,324	88,225
Madras	3,556	10,392	6,731	2,286	1,794	24,759
Orissa	4,194	8,702	7,412	7,189	3,555	31,052
Punjab	7	436	..	11	..	454
U. P. .. ..	..	212	52	160	166	590
West Bengal	57,641	4,248	1,251	24,254	11,315	98,709
Hyderabad	10,041	..	..	6,103	1,215	17,359
Madhya Bharat .. ..	..	182	56	..	..	238
Mysore	11,892	905	440	6,526	839	20,602
PEPSU .. ..	..	37	..	..	..	37
Rajasthan	3,229	3,991	928	2,136	643	10,927
Travancore-Cochin ..	..	2,026	22	647	..	2,695
Ajmer	388	1,162	404	362	27	2,343
Delhi	9	..	..	13	2	24
Himachal Pradesh ..	163	..	..	24	7	134
Vindhya Pradesh	4,239	1,258	443	2,052	597	8,589
Total	221,297	98,087	57,351	127,734	54,727	559,196

III—EMPLOYMENT IN PLANTATIONS, 1951

	Number of estates	Total area of estates (acres)	Average daily number of persons employed			Total
			Garden labour	Outside labour		
			Permanent	Permanent	Tempo- rary.	
1	2	3	4	5	6	7
TEA						
Assam	1,001	386,109	476,074	33,211	29,578	538,863
Bihar	8	3,621	2,125	359	699	3,183
Madras	2,131	81,644	74,355	10,708	6,295	91,358
Orissa .. ..	..	..	..	..	..	..
Punjab	2,615	9,161	626	1,855	5,832	8,313
Uttar Pradesh ..	36	5,056	1,762	514	610	2,886
West Bengal ..	315	195,390	255,125	3,165	6,834	265,064
Mysore	9	4,710	2,732	1,592	1,152	5,476
Travancore-Cochin	233	80,570	81,281	11,162	2,085	94,528
Coorg	1	449	519	..	..	519
Himachal Pradesh	328	1,662	4	..	85	89
Tirpura	55	10,133	6,396	738	666	7,710
Total	6,752	779,315	906,999	63,244	53,836	1,017,989
COFFEE*						
Madras	1,925	62,272	31,987	7,370	15,466	54,823
Orissa	5	19	27	..	..	27
Mysore	4,418	107,507	35,362	7,980	23,698	66,640
Travancore-Cochin	44	8,300	2,034	994	521	3,459
Coorg	4,600	51,423	13,307	5,634	7,187	26,228
Total	10,992	229,521	82,917	21,888	46,372	151,177
RUBBER						
Madras	157	26,166	2,947	1,553	2,449	7,949
Mysore	9	823	49	313	952	1,314
Travancore-Cochin†	8,885	117,374	15,457	6,823	10,834	33,114
Coorg	5	3,171	785	..	23	808
Total	4,056	147,544	19,238	8,689	15,258	43,185
GRAND TOTAL	26,789	1,156,389	1,003,064	93,821	115,466	1,212,351

* Figures for coffee estates relate to 1951-52.

† Figures in respect of reserve forests of Trichur District for 1950 have been repeated for the year 1951.

IV—AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS FOR THE YEAR, 1952

Code No.	INDUSTRY	Assam	Bihar	Bombay	Madhya Pradesh	Madras	Orissa	Punjab	U.P.	West Bengal	Ajmer	Delhi	Coorg	ALL STATES	
														1952	1951
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
01	Processes allied to Agriculture.	202.4	633.8	121.8	174.4	182.7	..	308.4	442.7	881.8	252.0	219.3	..	181.6	154.9
20	Food except beverages	333.7	594.9	544.9	416.4	428.9	232.5	785.5	790.4	483.0	243.2	948.6	564.0	522.5	479.5
21	Beverages	579.1	804.0	982.8	461.6	656.9	617.4	470.2	992.4	1617.0	..	1247.9	..	878.5	969.0
22	Tobacco .. ..	..	511.9	548.1	467.8	26.7	286.1	..	1140.1	1245.4	432.1	..	..	394.6	362.2
23	Textiles	540.0	760.3	1394.2	958.8	786.0	865.5	745.7	1100.9	937.5	695.8	1380.1	..	1122.0	1044.0
24	Footwear, other wearing apparel and made up textile goods.	..	1580.0	870.4	..	963.3	..	1009.9	1040.1	752.7	..	1933.5	..	1122.5	989.3
25	Wood and cork except furniture.	570.6	491.6	824.8	575.3	437.4	583.5	661.0	805.9	706.9	..	1170.1	..	666.7	653.8
26	Furniture and fixtures	..	920.8	1148.9	143.0	516.7	..	790.5	518.5	780.8	..	1621.6	..	834.4	940.0
27	Paper and paper products	..	989.2	910.0	..	511.9	1228.3	980.1	1409.6	991.1	..	756.2	..	1019.3	967.9
28	Printing, publishing and allied industries.	962.0	1067.6	1166.5	678.7	1019.3	744.9	1390.7	967.8	1290.1	453.7	1984.0	..	1155.8	1052.9
29	Leather and leather products except footwear.	..	2685.0	824.5	..	586.8	295.5	783.2	792.1	549.8	..	..	..	718.9	762.3
30	Rubber and Rubber products.	..	..	1142.9	579.6	801.2	..	541.8	553.4	1436.5	..	913.4	588.5	1339.6	1325.1
31	Chemicals and Chemical products.	1362.5	1202.5	1192.3	373.2	544.6	284.8	590.6	853.5	1024.3	928.9	944.8	..	974.2	868.1
32	Products of petroleum and coal.	1642.6	1159.6	148.4	1321.5	1188.4	..	945.3	..	974.4	..	1600.3	..	1158.7	1131.8

23	Non-metallic mineral products (except products of petroleum and coal)	434.3	721.0	749.5	647.3	530.3	602.7	370.9	735.6	826.9	..	799.3	533.7	895.9	699.2
24	Basic metal industries ..	..	2183.4	971.0	770.6	756.7	538.7	753.5	842.9	1111.6	326.3	983.3	..	1592.7	1368.2
25	Manufacture of metal products (except machinery and transport equipment).	86.3	1364.1	1167.9	508.1	690.6	843.5	773.1	698.3	1008.7	193.7	759.4	..	991.2	917.3
26	Manufacture of Machinery (except electrical machinery).	1139.2	1281.3	1117.8	634.7	739.4	831.7	870.3	769.5	1103.5	892.3	1115.2	..	1030.3	998.5
37	Electrical machinery, apparatus, appliances and supplies.	..	1346.2	1622.5	1185.1	766.1	..	863.3	..	1244.8	..	1238.4	..	12.6.4	1237.6
38	Transport equipment ..	1231.9	1258.2	1640.6	464.7	326.0	328.5	955.2	881.9	1258.3	1184.8	1626.6	..	1670.9	1170.7
39	Miscellaneous industries ..	..	829.7	1243.7	518.7	463.9	834.6	810.3	723.5	1105.1	843.3	356.6	..	885.3	1067.3
51	Electricity, gas and steam	1294.1	1273.7	1597.9	1126.3	1139.6	844.1	997.7	1281.5	1234.5	1352.1	1254.8	..	1300.2	1229.2
52	Water and sanitary services	1605.0	1102.0	1040.0	889.1	749.7	..	807.4	939.7	997.4	..	1135.9	..	973.3	907.9
83	Recreation services (Chemical).	..	..	1647.7	..	933.3	..	..	..	604.8	..	..	..	968.8	968.6
84	Personal services ..	..	589.7	816.3	..	297.6	570.7	183.9	..	892.0	..	1123.3	..	327.5	862.9
	All Industries (1952) ..	431.0	1157.7	1228.1	611.0	670.9	609.3	772.6	935.4	951.3	630.0	1226.3	562.8	971.0	898.3
	01 to 22 ..	339.8	569.2	377.8	286.6	333.3	310.7	575.2	800.6	545.4	293.7	964.9	503.5	446.0	417.8
	23 to 84 ..	1086.5	1422.7	1338.8	876.8	837.3	847.2	806.4	1002.9	987.7	702.0	1340.5	539.9	1112.2	1036.6

V—DISTRIBUTION OF WORKING FACTORIES ACCORDING TO NUMBER OF DAYS WORKED DURING THE YEAR AND THE AVERAGE DAILY EMPLOYMENT THEREIN, 1952

State	60 days or less		More than 60 but not more than 120 days		More than 120 but not more than 180 days		More than 180 but not more than 240 days		More than 240 but not more than 300 days		Total	
	A	B	A	B	A	B	A	B	A	B	A	B
Assam ..	16	480	29	668	92	8,022	327	31,075	187	11,876	219	14,579
Bihar ..	66	2,051	104	15,834	159	9,351	321	12,332	468	46,161	484	81,549
Bombay ..	612	25,183	619	20,295	429	20,817	324	13,785	1,276	251,789	2,894	412,640
Madhya Pradesh ..	77	4,819	172	10,080	161	8,875	149	6,047	283	15,793	381	55,228
Madras ..	345	12,133	470	23,854	507	30,890	578	25,146	1,665	134,528	3,813	171,828
Orissa ..	6	73	12	281	43	1,727	48	2,036	85	4,195	82	9,776
Punjab ..	23	574	57	1,598	65	1,816	115	3,703	300	13,109	588	31,929
Uttar Pradesh ..	25	864	57	6,058	86	8,090	103	13,342	386	97,080	607	80,878
West Bengal ..	64	3,326	90	3,557	174	15,203	290	29,320	1,309	431,902	698	143,323
Ajmer ..	7	249	4	168	4	101	3	366	17	8,185	29	6,534
Cooch ..	..	..	..	..	1	11	3	21	6	182	9	82
Delhi ..	7	120	15	337	16	336	17	473	124	10,344	310	25,383
Andaman and Nicobar Islands.	..	..	..	..	..	..	..	..	1	94	2	1,170
Total ..	1,248	49,792	1,620	88,340	1,737	105,749	2,278	134,739	6,107	1,025,238	10,096	1,034,890
											23,086	2,438,757

A—No. of factories submitting returns.

B—Average daily no. of workers employed.

VI—IMPORTANT INDUSTRIAL DISPUTES DURING THE YEAR ENDING SEPTEMBER 1953

Serial No.	Industry	Name of the concern and locality	No. of workers involved		Date when stoppage		Cause or object and demands	Mandays lost	Results
			Directly	Indirectly	Began	Ended			
1	2	3	4	5	6	7	8	9	10
1	Cotton	Century Spinning and Manufacturing Co., Ltd., Bombay.	3,649	8,379	25-10-52	13-11-52	Demand for payment of Rs. 10 per head per month for the months of July, August and September 1952 to compensate for the fall in earnings.	1,47,750	Unsuccessful
2	Do.	Sholapur Spinning and Weaving Mills, Sholapur.	10	1,644	4-10-52	30-10-52	Protest by the Blow Room Tenters against the increase in work-load.	25,955	Do.
3	Transport ..	R.S.N. Co. Ltd., I.G.N. Bly., Co., Ltd., Calcutta.	35,000	..	8-10-52	12-10-52	Demand for increased wages and abolition of intermediaries.	1,40,000	Indefinite.
4	Collieries ..	Ballarpur Colliery, Ballarpur	770	..	21-9-52	27-10-52	Refusal to work on Sunday unless overtime wages were paid.	23,354	Not known
5	Paper and printing.	Bengal Paper Mill Co., Ltd., Raniganj.	90	750	9-10-52	21-1-53	Protest against introduction of a new system making Sunday a working day.	1,00,240	Indefinite
6	Jute ..	Hakumchand Jute Mill, Halisahar.	1,500	2,500	6-11-52	11-11-52	Protest against issue of a charge-sheet to a worker.	15,000	Do.
7	Minerals and Metals.	Aluminium Corporation of India Ltd., Jaykaynagar.	430	520	23-10-52	19-12-52	Protest against the lay-off of some workers.	38,960	Unsuccessful
8	Miscellaneous	Indian Galvanizing Co. Ltd., Howrah.	800	..	12-11-52	April 1953 Date not known)	Protest against the lay-off of some workers and suspension of a few others in the course of conciliation proceedings.	95,200	Not known

1	2	3	4	5	6	7	8	9	10
9	Collieries	Tatehar Coalfield Ltd., Tatehar	1,030	..	2-11-52	13-12-52	Demand for the payment of arrears of bonus and overtime and regular supply of rice and <i>dadat</i> at prescribed concessional rates.	36,760	Not known
10	Collieries	Hindustan Lalpet Colliery, Chanda.	700	..	29-12-52	2-2-53	Demand for the payment of bonus for the quarter ending 30-9-52.	21,000	Unsuccessful
11	Cotton	Behari Lal Rancharan Cotton Mills Ltd., Borahay.	2,390	..	21-1-53	10-2-53	Lockout following refusal by the weavers to work on more than two looms.	42,074	Partially Successful
12	Do.	Maheshwari Mills, Ahmedabad	900	..	17-1-53	8-2-53	Demand for payment of dearness allowance for the months of November and December 1952 and bonus for the year 1951.	16,675	Successful
13	Paper and printing.	Bengal Paper Mill, Co., Ltd., Raniganj.	400	800	27-1-53	23-3-53	Protest against the suspension of 24 workers.	56,400	Indefinite
14	Collieries	Kustoro Colliery P.O. Kusunda	87	1,113	5-1-53	2-1-53	Lockout following a strike over the demand for higher wages for trammers who were given the work of linemen.	15,800	Partially Successful
15	Do.	South Ballari Keelwadi Colliery, P.O. Kusunda.	2,094	..	23-2-54	23-3-54	Demand for the recognition of union and reinstatement of certain discharged workers.	48,096	Not known.
16	Engineering	Indian Copper Corporation, Meerbhar.	1,723	..	28-2-53	4-6-53	Over the issue of bonus ..	1,41,286	Partially Successful
17	Jute	Wellington Jute Mill, Rishra, Hooghly.	150	2,850	9-3-53	23-3-53	Lockout following a strike over the demand for reinstatement of 4 <i>mistries</i> discharged for alleged misconduct.	39,000	Indefinite.
18	Minerals and Metals.	The Aluminium Manufacturing Co., Ltd., Dura Dum.	746	..	31-3-53	Contd. (at the end of Sept., 1953).	Protest against the proposed lay-out of 286 workers.	1,17,122 (Upto Sept., 1953).	In progress.

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	1953
Ahmedabad ⁽¹⁾	..	107	108	119	156	282	290	272	286	300	333	339	351	355	377
Bombay City ⁽²⁾	..	103	107	115	160	219	226	234	246	265	288	292	298	321	346
Calcutta ⁽³⁾	..	(a) 108	106	115	144	289	279	284	275	309	339	348	349	351	349
Kanpur ⁽³⁾	..	105	111	123	181	306	314	308	328	378	471	478	434	441	453
Madras City ⁽⁴⁾	..	106	109	114	136	180	207	228	240	277	315	330	332	337	358
Nagpur ⁽⁵⁾	..	104	110	119	165	299	267	259	285	320	372	377	372	380	387

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	1953
Ahmedabad ⁽¹⁾	..	109	111	120	109	325	326	303	337	360	374	392	420	414	454
Bombay City ⁽²⁾	..	105	112	125	161	225	235	242	283	307	311	327	340	356	405
Calcutta ⁽³⁾	..	(a)109	109	120	156	362	338	355	360	428	451	474	474	485	481
Kanpur ⁽³⁾	..	106	112	122	181	319	331	326	364	424	514	538	471	494	492
Madras City ⁽⁴⁾	..	109	114	117	151	218	257	274	293	324	360	382	380	383	424
Nagpur ⁽³⁾	..	103	106	117	163	299	263	251	282	320	379	384	382	397	397

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.

III, LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (ALL ITEMS) (Base : January to December 1944=100)

	Delhi	Ajmer	Jam- shed- pur	Jharia Sone	Moh- ghyr	Cul- tack	Per- tarn- pur	Can- bat i	Sil- char	Tin- sukin	Ladhi- ann	Alkha	Jabal- pur	Kha- rupur	Mor- canat	Med- Phan- tation Con- vies	Rho- pal §	Rea- war ††
1945—Average	103	110	100	97	105	102	101	99	92	94	105	98	95	97	..	..	..	..
1946—Average	108	118	103	122	132	106	111	86	96	83	119	107	101	100	..	..	..	..
1947—Average	122	152	123	139	153	117	126	97	110	93	142	159	123	111	..	..	..	..
1948—Average	132	161	136	153	171	134	145	117	132	109	168	156	146	132	..	..	..	..
1949—Average	132	161	138	159	170	147	154	128	138	110	164	168	151	137	111	106½	..	..
1950—Average	132	168	145	182	193	163	162	126	146	114	165	162	153	137	116	112	..	..
1951—Average	142	178	160	184	197	181	190	141	159	124	167	165	168	136	118	120	..	..
1952—Average	143	174	155	175	188	180	156	142	141	128	151	166	150	133	110	110	101	(x) 99
1953—Average	140	168	154	166	155	157	156	130	131	119	147	161	151	139	116	120	97	90

* 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.

§ Base : January to December 1951=100.

¶ Base : August 1951 to July 1952=100.

(x) Average for August to December 1952.

IV. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)

(Base : January to December 1944=100)

(A) Food

	Delhi	Ajmer	Jam- shed- pur	Jhar- ia	Dehri- er- Son-	Mon- ghyr	Cut- tack	Ber- ham- pur	Gau- hati	Sil- char	Tin- sukia	Ladhi- ana	Jabal- pur	Kha- ragpur	Mer- curat	Mad- ras Plan- ta- tion Con- ces*	Bho- pal ‡	Ben- war ††
1945—Average	103	106	102	98	99	107	98	98	89	89	94	106	99	90	97	..	..	..
1946—Average	108	111	106	128	140	143	105	107	85	94	86	125	116	98	102	..	..	..
1947—Average	124	147	139	145	173	170	129	123	100	111	98	149	164	121	115	..	..	..
1948—Average	125	155	138	151	180	178	137	151	124	130	114	183	175	149	135	..	..	..
1949—Average	126	159	139	159	189	189	153	166	129	141	113	177	193	152	142	112	..	..
1950—Average	126	172	145	189	200	216	171	174	128	152	116	175	190	152	142	118	..	..
1951—Average	140	179	162	190	212	296	194	204	148	167	126	176	188	170	138	114	..	..
1952—Average	138	176	157	180	199	187	168	156	145	144	133	160	162	148	138	104	98	(s) 98
1953—Average	137	168	161	169	182	167	165	155	133	136	123	156	173	147	114	122	97	85

* 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 to December 1949.

§ Base : January to December 1951 = 100.

†† Base : August 1951 to July 1952 = 100.

(s) Average for August to December 1952.

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	Jamshedpur	Bhadrachalam	Debrigarh	Non-glycer	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akshapuri	Kharagpur	Mercur	Madras Plantation Centres*	Bhopal	Bombay††
1945—Average	104	110	100	94	109	103	114	105	70	95	81	105	88	93	110	..	..	..
1946—Average	107	116	105	96	120	106	109	135	65	139	53	112	86	97	..	..	..	..
1947—Average	114	151	120	104	129	114	110	162	66	156	65	150	91	110	106	..	..	..
1948—Average	172	186	154	145	126	148	124	162	67	161	57	160	204	127	116	..	..	..
1949—Average	181	195	166	128	147	131	140	155	67	159	58	157	195	143	114	100	..	..
1950—Average	168	143	171	115	164	126	141	158	64	162	61	153	159	148	109	99	..	..
1951—Average	156	159	191	113	162	118	142	214	67	165	62	141	165	133	113	102	..	..
1952—Average	169	153	171	117	152	109	133	164	107	156	58	118	209	131	106	115	96 (x)120	..
1953—Average	167	135	170	116	140	111	134	158	114	128	58	121	101	138	104	115	87	120

* Interim series for Plantation workers on base July to December 1948=100.

†† This group is absent in the cost of living index number for Madras Plantation centres.

§ Base : January to December 1951=100.

††† Base : August 1951 to July 1952=100.

(x) Average for August to December 1952.

VI. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS (BY GROUPS)—*contd.*
(Base : January to December 1944=100)

(C) Clothing, Bedding and Footwear

	Delhi	Ajmer	Jamshedpur	Dharia	Dehri-on-Sone	Mon- glyr	Cut- tack	Bee- han- pur	Gan- hati	Sil- char	Tin- sukia	Ladhi- ana	Akola	Jabal- pur	Kha- ruppur	Mer- carat	Mod- ras- Plan- tation Cen- tres*	Itan- pal §	Ban- war ††
1945—Average	99	122	78	81	94	90	105	121	98	98	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	96	88	80	..	..	..	..
1948—Average	138	201	132	123	148	147	127	135	143	179	125	135	100	121	126	..	..	..	..
1949—Average	125	183	118	108	131	129	130	128	215	135	133	102	105	123	125	99	100 (a)	..	..
1950—Average	138	198	132	114	137	156	138	132	162	159	156	111	105	114	130	101	104	..	..
1951—Average	153	222	152	125	156	168	170	172	203	157	194	147	169	128	139	132	130	..	..
1952—Average	160	191	154	137	156	163	156	170	183	154	182	141	139	132	127	116	127	99 (x)	98
1953—Average	147	184	123	110	132	136	127	159	137	136	165	138	136	130	120	96	117	80	07

(a) Average for July to December 1949.

† Interim series for Plantation workers on base July to December 1948=100.

§ Base : January to December 1951=100.

†† Base : August 1951 to July 1952=100.

(x) Average for August to December 1952.

VII. LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS BY GROUPS—*contd.*
(Base : January to December 1944=100)
(D) Miscellaneous

	Deli- Ajmer	Jam- shed- pur	Jadua	Dehra- dun	Mun- ghyr	Cud- dack	Bar- ham- pur	Gan- gahat- pur	Sil- char	Tin- sukia	Tan- dubi- Akola	Jabal- pur	Kin- ruggar	Mer- curat	Mad- ras Plan- ta- tion Cen- tres*	Rho- pal §	Ben- gal war ††
1945—Average	110	122	106	102	118	106	112	95	99	109	100	106	101	109	..	..	..
1946—Average	118	135	109	108	129	109	112	110	94	88	83	122	101	113	..	..	..
1947—Average	135	171	129	138	150	124	114	115	105	92	83	135	115	119	..	..	..
1948—Average	151	176	133	177	171	135	136	130	114	110	100	157	123	129	..	..	..
1949—Average	148	164	149	183	183	143	143	140	140	117	111	176	132	142	115	101‡	..
1950—Average	146	161	160	180	177	143	167	150	145	105	185	122	190	144	120	105	..
1951—Average	154	177	167	177	189	143	165	146	124	112	179	136	192	142	126	124	..
1952—Average	159	182	157	168	189	134	153	155	149	115	156	135	183	134	122	115	97 (*) 98
1953—Average	155	185	156	179	194	131	160	168	145	112	111	155	186	140	137	109	105

‡ 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 for July to December 1949.

‡ Base : January to December 1951=100.

†† Base : August 1951 to July 1952=100.

§ Average for August to December 1952.

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