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INTERNATIONAL LABOUR OFFICEINDIAN BRANCH

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NATIONAL LABOUR LEGISLATION.

Government of India:

Factories in Chief Commissioners' Provinces to
submit Half-Yearly Returns: Amendment to
Factories Rules.

The Government of India has gazetted this month certain amendments to the rule under the Factories Act already in force in the Chief Commissioners' Provinces requiring the manager of every non-seasonal factory in such provinces to submit to the Chief Inspector of Factories, on or before the 15th of July and the 15th of January each year, a half-yearly return in a prescribed form. Among the details the manager is required to submit are the average number of men, women, adolescent males, adolescent females, boys and girls employed daily and the number of days worked during the half-year's ending 30 June and 31 December respectively.

(The Gazette of India, dated 6-9-1947,
Part I, Section 1, page 1250).

Proposal to extend Payment of Wages Act to Salt
and Coal Mines.

Two notifications issued by the Ministry of Labour on 10-9-1947 and 14-9-1947 respectively announce the intention of the Government of India to extend the provisions of the Payment of Wages Act to all salt mines and all ~~and~~ classes of persons employed in coal mines. It is, however, proposed that subsection (4) of section 8 of the Act (relating to fines) ~~shall~~ not apply to the payment of wages in coal mines. Objections or suggestions in respect of the proposed extensions have to be forwarded to the Government of India before 21-12-1947.

(The Gazette of India, dated 20-9-1947,
Part I, Section 1, page 1283).

Assam:

Assam Maternity Benefit (Amendment) Bill, 1947: Legislation to implement decisions of Tripartite Conference.

The Government of Assam has gazetted this month the text of the Assam Maternity Benefit (Amendment) Bill, 1947, which it proposes to introduce in the provincial legislative assembly. The Bill provides for the grant to women workers employed in plantations of maternity benefits at the increased rate of 12 annas a day decided upon by the tripartite conference at New Delhi in January 1947 (vide pages 5-7 of the report of this office for January 1947).

(The Assam Gazette dated 3-9-1947, Part V, pages 165-166).

Bihar:

Bihar Essential Services Maintenance Bill, 1947: Move to counter strikes among Government servants.

On 23-9-1947, the Premier of Bihar, Mr. Srikrishna Sinha introduced in the Bihar Legislative Assembly the Bihar Essential Services Maintenance Bill, 1947. The Bill empowers the Government to deal effectively with Government servants deserting their posts. Provision is also made for penalising those who might cause disaffection among Government employees. The Statement of Objects and Reasons, appended to the Bill, points out that the necessity for some provision like the Essential Services (Maintenance) Ordinance, 1941 (XI of 1941), which had lapsed, has already been felt for some time, and emphasises that with the possibility of certain classes of Government servants going on strike to enforce their demands, particularly in a period of political transition, the need of Government arming itself with such powers has become urgent.

Mr. Sinha, introducing the Bill in the Assembly, maintained that the strike weapon was a constitutional medium for those who fought outside the orbit of Governmental territory and should not be used by those who were responsible for maintaining the administration of the country. The Bill was passed by the Assembly on 23-9-1947.

(The Bihar Gazette Extraordinary, dated 5-9-1947, pages 1-4; Amrita Bazar Patrika, 25-9-1947).

Bombay:

Bombay Adjudication Proceedings (Transfer and Continuance) Bill, 1947 gazetted: Provision for speedy settlement of Disputes.

The Government of Bombay published on 27-9-1947, the Bombay Adjudication Proceedings (Transfer and Continuance) Bill, 1947. The Bill provides for the transfer and continuance of adjudication proceedings in trade disputes referred to an adjudicator for adjudication under the Defence of India Rules and pending before ~~the~~ such adjudicator.

The Statement of Objects and Reasons appended to Bill, points out that a number of disputes have been referred by the Government for adjudication to the President of the Industrial Court, under the provisions of Rule 81A of the Defence of India Rules. As the disposal of these references was being delayed on account of the pre-occupation of the President with the work of the Industrial Court and it was essential that references of this type should be speedily disposed of, it was necessary to take powers to transfer some of these references to a tribunal appointed under the Industrial Disputes Act, 1947, for disposal. These powers were obtained by an Ordinance promulgated earlier when the legislative Assembly was not in session and it is now felt necessary, to convert the ordinance into an Act of the Legislature. The Bill seeks to achieve that object.

(The Bombay Government Gazette, dated 27-9-1947, Part V, pages 338-340).

The Bombay Industrial Relations Rules, 1947, gazetted.

In exercise of the powers conferred by section 125 of the Bombay Industrial Relations Act, 1946 (Bombay Act XI of 1947) the Government of Bombay has finally framed and gazetted ~~the~~ on 20-9-1947 the Bombay Industrial Relations Rules, 1947.

The Rules inter alia provide for the constitution of two separate panels of an equal number of persons representing the interests of employers and employees for the purposes of appointment on Boards of Conciliation constituted under the Act, lay down the qualifications of persons appointed to preside over a Labour Court, prescribe the procedure for proper maintenance of union registers and specify the various powers and duties of the Registrar, Industrial Relations Act.

The Rules also set out the manner in which approved unions may collect subscriptions, etc., from their members, and hold meetings etc., on the premises of an undertaking. The Rules further require every employer to forward to the Commissioner of Labour, Bombay, three copies of the draft standing orders which ~~he~~ he proposes to adopt for regulating the relations between him and his employees; and provide for the election, and specify the duties, of joint committees. A Joint Committee is to consist of ten members of whom five are to be nominated by the registered union and five appointed by the employer concerned.

(The Bombay Government Gazette Extraordinary, dated 20-9-1947, Part IV-B, pages 594-617).

A

X Industrial Disputes (Bombay) Rules, 1947,
gazetted.

The draft Bombay Industrial Disputes Rules, 1947, framed under the Industrial Disputes Act, 1947 and ~~prescribing~~ prescribing the procedure for the setting up and working of Industrial Tribunals, to which reference was made at page 2 of the report of this office for July 1947, has now been approved and the final Rules have been gazetted.

(The Bombay Government Gazette Extraordinary, dated 15-9-1947, Part IV-A, pages 170-176).

Central Provinces and Berar:

X The Central Provinces and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Bill, 1947, published.

Reference was made at page 3 of the report of this office for June 1947, to the Ordinance promulgated by the Government of the Central Provinces and Berar to provide for the validation of awards and continuance of proceedings relating to industrial disputes commenced under Rule 81A of the Defence of India Rules (C.P. Ordinance III of 1947) Since the Ordinance is due to lapse after a period of six months the Government proposes to keep alive its provisions by enacting the C.P. and Berar Validation of Awards and Continuance of Proceedings (Industrial Disputes) Bill, 1947. The Bill has been gazetted this month.

(C.P. and Berar Gazetted, dated 5-9-1947, Part II, pages 143-144).

X Draft Central Provinces and Berar Industrial Employment (Standing Orders) Rules, 1947, published.

The Government of the Central Provinces and Berar has published this month the draft of the rules it proposes to make in exercise of the powers conferred by section 15 of the Industrial Employment (Standing Orders) Act, 1946. The Rules outline a set of Model Standing Orders and specify the various forms in which particulars of workmen, etc., are required to be submitted under the Act.

The draft is to be taken into consideration on or after 15-9-1947.

(Central Provinces and Berar Gazette, dated 5-9-1947, Part III, pages 508-514).

5
Madras :

Amendments to Payment of Wages (Railways) Rules,
1947.

Reference was made at page 6 of the report of this Office for April 1947 to the draft of certain amendments which the Government of Madras proposed to make to the Payment of Wages Rules, 1947. The draft has now been approved and the Rules gazetted. The Rules extend the scope of the Payment of Wages Act to labour in railways working under contractors, who on an average employ 20 or more persons daily.

(Rules Supplement to Part I of the
Fort St. George Gazette, dated
16-9-1947, pages 177-179).

Transport by Boat in Minor Ports declared
'Public Utility Service' under Industrial
Disputes Act, 1947.

In exercise of the powers conferred by section 2(n)(VI) of the Industrial Disputes Act, 1947, the Government of Madras has declared transport by boats in minor ports of the province to be public utility service for the purpose of the Act for a period of six months from 23-9-1947.

(Fort St. George Gazette, dated 23-9-1947,
Part I, page 810).

United Provinces :

Draft U.P. Shops and Commercial Establishments
rules, 1947: Draft.

The Government of the United Provinces gazetted on 27-9-1947, the draft of the United Provinces Shops and Commercial Establishments Rules, 1947, which it proposes to make under the provisions of the United Provinces Shops and Commercial Establishments Act, 1947 (U.P. Act XXII of 1947) (vide page 4 of the report of this Office for August 1947). The ~~the~~ draft is to be taken into consideration on or after 15-10-1947.

(Government Gazette of the United Provinces,
dated 27-9-1947, Part I-A, pages 560-564).

West Bengal:

Draft Amendment to Bengal Industrial Disputes Rules,
1947 published: Procedure for setting up works
Committee.

In exercise of the powers conferred by section 58 of the Industrial Disputes Act, 1947, the Government of West Bengal has published the draft of certain amendments which it proposes to make in the Bengal Industrial Disputes Rules, 1947 (vide page 2 of the report of this office for May 1947). The amendments relate ~~to~~ mainly to the procedure to be followed in electing Works Committees and to their various functions.

The draft is to be taken into consideration on after 12-9-1947.

(Notification No. 388Lab., dated 28-8-1947,
The Calcutta Gazette Extraordinary, dated
29-8-1947, Part I, pages 29-34).

7

CONDITIONS OF WORK.

Wages.

Working of Payment of Wages Act in Madras Province
during 1946.

Extent and application.- According to the Report on the Working of the Payment of Wages Act, ~~1946~~, in the Province of Madras for 1946, during the year the provisions of the Act were made applicable to all factories covered by the Factories Act, 1934. Annual return forms were sent to 3,525 factories. Out of the 3,420 factories which worked during the year only 2,529 factories submitted the return in time. The average total number of persons employed during the year in all factories from which returns were received, was 174,465. The total amount of wages paid in those factories including deductions permitted by the Act was ~~88,822,892~~ 88,822,892 rupees. In some cases the wages paid to the workers included the money value of concessions given in kind and also benefits given in cash. Of the deductions which amounted to 18,454 rupees, 10,291 rupees were on account of fines, 5,587 rupees for breaches of contract and ~~2,576~~ 2,576 rupees for damages or losses.

Inspections, Complaints and Prosecutions.- Inspections were made along with the inspections under the Factories Act; special visits being made for purposes of enquiring into complaints of non-payment or delayed payment of wages or illegal deductions from the wages of workers. According to the report the provisions of section 5 of the Act were generally complied with. In the cases of non-payment or delayed payment of wages, the paymasters were warned strictly to comply with the Act and in a few ~~days~~ cases the parties concerned were advised to apply to the authority for direction under the provisions of the Act. One application for deduction from wages was filed before the authority during the year and it was disposed of. One application for delayed payment of wages, which was pending with the authority at the beginning of the year, was also disposed of during the year.

In all 6 prosecutions were launched for failure to display notices, and to maintain registers properly. Convictions were obtained in 4 cases in which the amount of fines imposed ranged from 20 rupees to 50 rupees.

Statistics in respect of railway factories are not included in the report.

(Summarised from the Annual Report on
the Working of Payment of Wages Act
in the Province of Madras for the year
1946).

3

Textile Wages Board and Standardisation Committee
set up by Madras Government.

With a view to determining the number of workers necessary for each textile mill in the province and standardising the wages in the light of the findings of the Industrial Tribunal, summarised at pages 35-37 of the report of this Office for June 1947, the Government of Madras has decided to constitute a Wage Board and Standardisation Committee. Mr. A. Uttandaraman, Assistant Labour Commissioner, will be the sole member of the Wage Board. The Standardisation Committee, which is to be distinct from the Wage Board, will consist of Mr. Uttandaraman and two experts.

(The Hindu, 3 and 6-9-1947).

9

Industrial Disputes.

Proposal to set up Whitley Councils in Madras Secretariat.

Reference was made at page 38 of the report of this office for August 1947 to the Madras Provincial Non-Gazetted Government Servants' Association's demand for the setting up of "Whitley Councils" to enquire into disputes between the Government and non-gazetted government servants. It is understood that the Government of Madras has now decided that such Councils should be set up immediately for five offices in Madras. These are, the Secretariat, Board of Revenue and the Offices of Chief Conservator of Forests and the Surgeon-General. These Councils are expected to act as temporary conciliation machinery.

(The Hindu, dated 12-9-1947).

Industrial Disputes in United Provinces:
Government Measures to enforce Awards.

The Government of the United Provinces is taking action against those firms and commercial houses which have failed to implement Government awards on industrial disputes relating to their concerns from time to time. Seven banks in Allahabad and nine banks in Cawnpore have already been prosecuted in this connection. All prosecutions for failure to implement Government awards are being made under the U.P. Industrial Disputes Ordinance, 1947 (vide pages 6-7 of the report of this office for May 1947), which makes contravention punishable with imprisonment up to three years or a fine or both.

(The Hindustan Times, 24-9-1947).

10

Welfare.

Workers to run Cooperative Bank: Ahmedabad
Textile Labour Association Move.

Taking advantage of the extra substantial increase in the earnings of the textile workers of Ahmedabad, resulting from the grant of one month's wages as independence bonus in addition to the usual bonus for 1946, the Textile Labour Association, Ahmedabad, has made a general appeal to all workers to subscribe to the share capital of 500,000 rupees for a labour co-operative bank, which will be started shortly, primarily to finance co-operative housing societies for workers.

The Textile Labour Association has also started a fund for building its office in Bhadra, for which a general levy of one rupee to three rupees is made on its members, numbering about 51,000.

(The Times of India, 5-9-1947).

11

General.

Conditions of Work in Assam Tea Estates:
Report of Controller of Emigrant Labour
for 1945-1946.

According to the report of the ~~Emigrant Labour~~ Controller of Emigrant Labour for the year 1945-46, scarcity of essential articles like cloth, dal and mustard oil was more responsible for the unrest and strikes in the tea gardens of Assam than the rise in the cost of living; and the maintenance of a proper standard of nutrition was rendered difficult owing to the short supply of essential foodstuffs. The report describes the working during the year of the Tea Districts Emigrant Labour Act of 1932 which governs the recruitment of assisted labour from Bengal, Bihar, Orissa, the United Provinces, the Central Provinces and Madras for the tea estates in Assam. The Act enforces the right of the labourer to be repatriated after three years at the cost of the employer, and gives power to the Controller to supervise recruiting and to inspect the forwarding routes.

Number of Workers.- The total adult labour population in the Assam tea estates during 1945-46 was 584,222 as compared with 580,419; and that of children 560,217 as against 565,040 in the previous year. The number of new emigrants imported during the year was 44,574 as compared with 45,147 in the preceding year. Assisted emigrant labour which totalled 42,939 as against 46,846 in the previous year came mostly from Bihar, the Central Provinces and Orissa. A majority of these were recruited through the Tea Districts Labour Association, the membership of which increased during the year as a result of the shortage of labour felt in the tea estates. The number of workers and members of their families repatriated during the year was 26,814. 11,733 emigrant labourers and their family members postponed their right of repatriation by executing fresh agreements. No repatriation order was issued by courts under the Act during the year.

Inspection.- 24 inspections of local forwarding and transit agencies were carried out during the year by the Controller and various other officers. These resulted in improvements to the transit depots and in arrangements for the feeding and forwarding of emigrants.

Living Conditions.- During the year, the cooly lines, although consisting mostly of thatched houses, were generally clean and well-drained. Each house had a small yard in front and a plot of land to grow vegetables. There was an adequate supply of drinking water. Almost all big gardens had their own doctors and dispensaries. Anti-malarial measures were on the increase and mepracrine was available in sufficient quantities. Vital statistics showed a marked improvement: 29.40 births against 21.90 deaths per thousand. There were 310 schools with 10,706 pupils on the rolls.

1/3

Wages and Earnings. - The average monthly cash earnings of men, women and children settled in the Assam Valley were Rs. 9/15/1, ~~xxxxi~~ Rs. 7/15/1 and Rs. 6/6/1 respectively during 1945-46 as against Rs. 8/11/9, Rs. 7/-/11 and Rs. 5/10/- respectively during the previous year. In the Surma Valley, the corresponding figures for men, women and children were Rs. 8/15/-, Rs. 6/5/2 and Rs. 4/5/4 as compared with Rs. 8/4/6, Rs. 5/10/8 and Rs. 4/1/9 respectively last year. The average monthly cash earnings of casual labourers in the Assam Valley were Rs. 7/13/6, Rs. 7/-/10 and Rs. 4/3/- as against Rs. 7/4/6, Rs. 6/8/10 and Rs. 3/15/5 for men, women and children last year. In the Surma Valley, the corresponding figures were Rs. 7/12/5, Rs. 5/-/6 and Rs. 3/9/6 as compared with Rs. 7/4/7, Rs. 4/9/- and Rs. 3/5/8 in the preceding year.

As a result of the Tripartite Tea Plantation Conference held in January 1947, increased dearness allowances, maternity benefits and Sickness allowances were agreed upon with effect from 15-2-1947. An interim increase in the basic wage of labourers as from 16-10-1946 was also accepted by the majority of managements at the suggestion of the Indian Tea Association. This worked out at a minimum of 8 annas per man and 6 annas per woman in the Assam Valley and of 7 annas per man and 6 annas per woman in the Surma Valley, and was expected to assist the labourers in covering the rise in the ^{costs} ~~cost~~ of foodstuffs at concessional rates.

(Summarised from an "Unofficial Note" dated 5-9-1947, issued by the Press Information Bureau, Government of India; The Hindustan Times, dated 7-9-1947).

EMPLOYMENT, UNEMPLOYMENT AND VOCATIONAL TRAINING.

Horticultural Training in Madras: Scheme sanctioned by Government.

The Government of Madras has approved of a scheme for horticultural training in the province and sanctioned an expenditure of 157,103 rupees for the purpose.

The scheme provides for a course which will run for a period of 12 months out of which 9 months will be devoted for the actual training at the Fruit Research Section, Kodur, and for the rest of the period the candidates would tour other places in India to study orchards practices of various fruits under diverse conditions of climate and soil. The course will terminate with an examination and the granting of a diploma in Horticulture² by the Madras Agricultural Department to the successful trainees. 40^{n/s} will be trained under this scheme at the rate of 20 each year ~~xxx~~ for two years.

Students for Diploma courses will be drawn from the Upper Subordinates of the Madras Agricultural Department who have already been in service for some years and possess some knowledge of local conditions. It is also proposed to admit not more than 3 Botany graduates who may be useful for filling up vacancies in the fruit research stations, each year.

The scheme also provides for the training of 50 fieldsmen at the rate of 25 per year for two years, along with the training of graduates.

(The Hindu, dated 3-9-1947).

14

PROFESSIONAL WORKERS, SALARIED EMPLOYEES AND PUBLIC SERVANTS.

Pension and Compulsory Insurance Scheme for
Madras Government Servants: Question in
Assembly.

In answer to an interpellation by Begum Amiruddin as to the ~~the~~ policy of the Government regarding grant of monetary aid to the families of non-gazetted and gazetted officers who die while in service, the Finance Minister, Mr. B. Gopala Reddi, stated in the Madras Legislative Assembly, on 17-9-1947, that a Reorganisation Committee, appointed by the Government had under consideration the question of introducing a pension-cum-provident fund scheme with compulsory insurance. The details of the proposals had been referred to certain service associations for their views. Mr. Reddi explained that the general policy of the Government was not to recognise any claim by families of Government servants who died before retirement. The Government had, however, instituted a system of compassionate gratuities to provide some relief to the families of low-paid Government servants who died while in service. Families of gazetted officers, were not ordinarily eligible for any relief under this ~~scheme~~ scheme; but in very exceptional cases, the Government might make ex-gratia grants for meeting the educational expenses of the children of such Government servants, if they had been left in very indigent circumstances, on the merits of each case. The families of all Government servants, gazetted and non-gazetted who die in the discharge of public duties, were given gratuities and pensions under the Extraordinary Pension Rules, Madras. Mr. Reddi added that the question of provision for the family where a Government servant died in harness would also be considered by the reorganisation committee.

(The Hindu, dated 18-9-1947).

Higher Pay for Government Employees in Hyderabad State:
Pay Commission's Recommendations.

The Hyderabad State Government Pay Commission, presided by Nawab Moin Nawaz Jung Bahadur, Minister, has submitted an interim report recommending higher scales of pay for non-gazetted employees in the State. According to the revised scales, chaprassesees will get 45 rupees per month including dearness and house allowances. A matriculate will get in all 87 rupees and a graduate over 148 rupees; Engineering graduates will get a starting salary of 215 rupees, and a medical graduate 235 rupees.

According to a press note, issued by the Government the salient features of the recommendations of the Pay Commission in its interim report are the classification of non-gazetted establishments into four categories, namely, Inferior, Ministerial, Executive and Technical employees, the splitting up of over-all emoluments payable to any employee into two categories, one fixed (called the basic pay) calculated with

reference to the level at which prices are ultimately expected to stabilise—about 166 as compared to 100 of August 1939—and the other variable (called dearness allowance) to provide for the difference in the price level of to-day as compared with that with reference to which the basic pay has been calculated; thirdly, the weightage of 20 per cent in regard to the scales of salaries for Executive posts, compared with Ministerial posts and Technical posts; fourthly, the linking up of the rates of dearness allowance with the cost of living index, its continuance ~~with the~~ until the cost of living index is stabilised at a level of 166, as against the 1939 level of 100 and its extension to unmarried employees as well; and lastly, the grant ~~of~~ of house rent allowance to all non-gazetted servants working in urban areas, including those of the Inferior class.

While new entrants will automatically get the full benefit of the revised scales, the Commission has held that the present employees, who have borne the ~~present~~ brunt of the high cost of living during the war period, should also be proportionately, benefited by the new scale and has accordingly recommended that the present emoluments of all employees should be increased on a percentage basis according to pay range as shown below: ~~81 rupees to 160 rupees, increase~~ Pay upto 30 rupees, increase of 66 2/3 per cent; 31 rupees to 80 rupees, increase of 50 per cent; 81 rupees to 160 rupees, increase of 53 1/3 per cent; 161 rupees and above, increase of 25 per cent.

The Government of Hyderabad has accepted most of these recommendations and the revised scales of pay and allowances sanctioned in pursuance of these are to take retrospective effect from 1-4-1947. According to Mr. L.N. Gupta, Finance Secretary, Hyderabad State, the new scales of pay would cost the Government 25 million rupees in recurring expenditure.

(The Hindu, dated 1-9-1947).

Emoluments of Assam Government Servants: Pay Committee appointed.

The Government of Assam has appointed a Pay Committee, to go into the question of "emoluments" of Government servants under the rule of making control of the Government of Assam. The Committee is to be presided over by one of the Ministers in the Assam Cabinet and has been asked to report on (1) the adequacy or otherwise of present "emoluments" which term may be taken as covering pay and additions to pay such as interim pay, free rations or rice concession, dearness or cash allowances (and war allowance or cost of living allowance granted to officers carrying higher pay) and their revision; (2) the justifiability of otherwise of existing special pays and compensatory allowances (except travelling allowances or other allowances mentioned in (1); and (3) the need and possibility of reorganisation of existing services with a view to ~~improvement~~ improvement in efficiency without ~~adding~~ adding appreciably to the cost.

The committee has been asked to submit its report by December, 1947.

(Amrita Bazar Patrika, 23-9-1947).

16

~~Secret~~

Baroda Government appoints Pay Committee.

The Government of Baroda has appointed a six-man committee to consider the question of revision of pay scales of State employees in the light of the Central Pay Commission's report. The Committee will also examine problems relating to retrenchment of staff in State services, "in consideration of the need and resources of the State". Mr. C.J. Sutaria, Minister for Law, will act as chairman of the committee.

(The Statesman, 9-9-1947).

Calcutta Shop Assistants Conference: Provision of Insurance, Educational Facilities for Children, etc. demanded.

At a conference of shop assistants held in ~~Calcutta~~ Calcutta on 11-9-1947, under the chairmanship of Mr. Basu, Councillor, Calcutta Corporation, a resolution demanding amendment of the existing clauses of the Shops and Business Establishment Act to make provisions for permanency of service, fixation of pay at 50 rupees and of dearness allowance at 50 rupees, stoppage of dismissals without proper reasons, sharing of one-fourth of profit by the shop employees, compulsory life-insurance, facilities for education of children etc., was adopted. The Conference also demanded ~~existing~~ extension of the Shops Act to all Municipalities within a radius of 20/25 miles around Calcutta. The Conference further drew the attention of the Government to numerous cases where a large number of employers were disregarding the holiday-clause of the Act and urged the Government to look into the matter.

(Amrita Bazar Patrika, 13-9-1947).

Madras Shops Assistants demand Provident Fund and Insurance Benefits.

Resolutions requesting the Legislature to amend the Shops and Establishments Bill 1947 (vide page 3 of the report of this Office for January 1947), suitably providing for the provident fund, gratuity and insurance benefits, fixing the hours of work per day for all employees, and amending the provisions relating to leave facilities so as to bring them in line with those of the Non-Power Factories Bill, were passed at a meeting of representatives of various shops and establishments associations held at Madras on 17-9-1947, under the auspices of the Commercial Employees Association Madras, Mr. R. Venkataraman was in the chair.

(The Hindu, dated 18-9-1947).

NATIVE AND COLONIAL LABOUR.

Uplift of Aboriginal Tribes in Madras:
Report submitted by Enquiry Committee.

Reference was made at page 29 of the report of this Office for November 1946, to the appointment of a Committee by the Government of Madras to enquire into the conditions of aboriginal tribes living in the province. The Committee in a report submitted to the Government has recommended certain measures for the reclamation and uplift of the aboriginals. In submitting its report the Committee has requested the Government to reconsider its decision to dissolve the Committee (vide page 41 of the report of this Office for July 1947) and permit the Committee to continue its work by studying the problem in Tamil nad also.

Cottage Industries in Tribal Areas.- Dealing with the steps to be taken for improving the material conditions of the tribes, the report has suggested the immediate investigation of the Agency irrigation schemes by the Government even though they might not be remunerative and emphasised the need for extending the schemes for the development of certain cottage industries to the tribal areas as well. The starting of multi-purpose co-operative societies at many places was also necessary for the ~~xxxx~~ benefit of the aboriginals. There were still a good number of them who had not yet shed their nomadic habits, and the Committee has urged the Government to take charge of this large body of nomadic people and undertake widespread schemes of colonisation for setting most of these vagrant tribes. Before colonisation, however, measures should first be taken for stamping out malaria.

Cooperative Farming.- The report has suggested that wherever Government waste land was available in blocks of two or three hundred ~~xxx~~ acres, agricultural colonies might be formed on a co-operative basis with 50 to 100 families in each colony and with houses built on a cheap but uniform pattern. The necessary implements of cultivation, plough-bulls, manures, seed and the expenses of reclaiming the land could be granted either as free gifts or as loans at nominal rates of interest to be repaid in ten or twelve instalments. The land revenue might have^o be waived for the first six or seven years. Provision of a well for drinking water, a school, a thatched dormitory for the old, crippled and the sick, and a hospital in every village have also been recommended.

Education of the Tribes.- Stressing the need for paying adequate attention to the education of the tribes the report has emphasised that schools and hostels for the aboriginals should not be used as "pulpits for proselytisation". Instruction in schools for the aboriginals should be in the mother tongue but the script of the regional language should always be used. The committee has further suggested the creation of a chair in all South Indian Universities for the promotion of "Tribal Culture".

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Separate Department for Tribal Welfare.- Finally the Committee has ~~suggested~~ recommended the organisation of a department called the "Department of Tribal Welfare" with a Commissioner at its head, assisted by two Regional Commissioners and several Assistant Commissioners and has suggested the creation of a "Tribal Welfare Fund" both for capital outlay and ~~current~~ current expenditure, on the basis of a five-year plan. It is also proposed that a sum of 10 million rupees should be set apart and administered on lines similar to the Harijan Welfare Fund.

(The Hindu, 29-9-1947).

Les pages 19 et 20 de ce rapport :

CO-OPERATIVE AND COTTAGE INDUSTRIES

ont été gardées au

SERVICE DE LA COOPERATION

V.T. 3/XI/47.

Workers' Organisations.

Eastern Pakistan Labour Conference, Narainganj, 27 and 28-9-1947: Eastern Pakistan Trade Union Federation formed.

The first session of the Eastern Pakistan Labour Conference inaugurated by Mr. Nazimuddin, the Premier of East Bengal, met at Narainganj on 27 and 28-9-1947 under the presidency of Mr. Aftab Ali. The Conference was attended by about 200 delegates representing 32 unions, with a total membership of 46,886 workers.

Inaugural Address.- Mr. Nazimuddin, inaugurating the Conference, gave the assurance that he would ~~try to~~ always try to meet the just and reasonable demands of the workers. East Pakistan, viz., East Bengal was about to witness the establishment of a number of new industries and factories, and the Government could tell those who came forward with their schemes for establishing factories and industries that they would have to provide better housing conditions and amenities to workers. The Government had already informed many industrialists frankly that unless they provided amenities for labour they would not be allowed to establish new factories. Appealing to the workers not to do anything which might hamper the growth of new industries, Mr. Nazimuddin declared that the Government would set up Industrial Tribunals and Conciliation Boards and the workers would have the right of appealing to the Government. Workers should not resort to direct action without first approaching Government for the redress of their grievances.

President's Speech.- Mr. Aftab Ali, in his presidential address emphasised that so long ~~as~~ as economic equality was not established there could be no peace in the country. Workers, however, should be cautious in resorting to their last weapon—the strike as they would have to see that the responsibility for the ~~failure~~ of any failure of any industry did not fall on them. He further emphasised that mere nationalisation of industries, did not solve the problem. The only remedy was the establishment of peoples' governments, where all industries would be conducted not for any profit but to meet the needs and requirements of the people. Mr. Ali urged upon the Government of East Bengal to take over the jute trade and establish a jute co-operative society for its management.

Trade Union Federation Formed.- On 28-9-1947 the Conference decided to form a federation of trade unions in Eastern Pakistan, entitled the "Eastern Pakistan Trade Union Federation". The following were elected office bearers: President- Dr. A.M. Malik, Vice-Presidents- Messrs. M. Ismail, Mohan Jamadar and Nepal Nag, Secretary- and Treasurer- Mr. Faiz Ahmed, Assistant Secretaries- Messrs Anil Mookerjee and Gour Barman.

Resolutions.- By a number of resolutions the Conference urged upon the Government to ~~to~~ plan a democratic labour policy in co-operation with the representatives of the labour and immediately enunciate ~~them~~ for the information of the public in general and industrial workers in particular. It opined that nationalisation of the cotton textile industry was the real solution to the serious cloth crisis. But pending nationalisation the Government should take

immediate steps for stopping blackmarketing, increasing the efficiency of the workers and raising the total output of the cloth and yarn. According to the Conference, the fundamental requirements of a democratic constitution for a free Pakistan were complete severance from the British Empire and imperialist vested interests, the abolition of Indian Native States, the abolition of landlordism and other feudal relics from the land, the taking-over of British industries and banks by the State and nationalisation of key industries and other banks, drastic control of profits, a full democratic constitution based on adult suffrage, guarantee of the fundamental rights of the people including freedom of speech, of the Press and the right for adequate living wages.

(Amrita Bazar Patrika, 29-9-1947 and
1-10-1947).

Meeting of Tamil Nad Congress Trade Union Workers;
Madras, 13 and 14-9-1947: Compulsory Recognition
of Unions urged.

A Conference of Tamil Nad Congress Trade Union Workers was held at Madras on 13 and 14-9-1947 under the presidency of Mr. K.P. Thiruvengadam. The Conference was attended by over 150 delegates representing labour unions affiliated to the Labour Sub-Committee of the Tamil Nad Congress Committee.

5/- A Resolutions. - The main resolutions adopted were related to the future trade union work and the Conference appointed a Standing Committee consisting of representatives from each of the districts of Tamil Nad styled the "Tamil Nad Workers Congress" with a view to organise and affiliate trade unions in Tamil Nad under the aegis of the Tamil Nad Congress Committee. The Conference urged Government to enact suitable legislation for the amelioration of the workers in the province by compulsory recognition of unions and by the establishment of a permanent Industrial Court assisted by two assessors representing capital and labour to hear and dispose of all individual grievances.

Other resolutions adopted by the Conference asked for the establishment of Wage Boards for each industry to fix minimum wage grades and standardisation of employment; distribution of profits in excess of 3 per cent of the capital investment as bonus among workers; security of service for workers; re-organisation of Industrial Tribunals by the appointment of experienced trade unionists as judges; the framing of rules for the conduct of industrial tribunals by a committee of trade unions and provision for appeals to Government against awards; the appointment of a Committee to enquire into the conditions of plantation labour; amendment of the Trade Union Act to enable agricultural labour and other labour not employed in trades or industry to set up trade unions and get such unions registered; and, amendment of the Shop Assistants Bill and the Non-Power Factories Bill to provide for the benefits of Provident Fund, recognition of unions and freedom from victimisation.

Finally, the Conference urged the Government to enforce the recommendations of Dr. B.V. Narayanaswami Naidu in regard to

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Meeting of General Council of All-India Trade Union
Congress, Bombay, 6 and 7-9-1947: Formation of Rival
Trade Union Body deplored.

A meeting of the General Council of the All-India Trade Union Congress (A.I.T.U.C.) was held in Bombay on 6th and 7-9-1947, Mr. Khedigkar, Vice-President of the A.I.T.U.C., presided.

Trade Unions in Pakistan.- In view of the division of India into two States, and the problems arising from it, the General Council decided to permit the affiliated trade unions from Pakistan to form a separate central trade union organisation, in case they desired to do so, and appointed a Provisional Committee to examine the question. The Council, however, expressed the hope that in case the unions in Pakistan decided to form a separate organisation, machinery would be set up for pooling the common experiences of Indian and Pakistan trade unions and rendering help to each other in matters of common interest.

Formation of Indian National Trade Union Congress (I.N.T.U.C.) deplored
The Council, while endorsing the statement issued by the President and the General Secretary of the AITUC on the formation of the INTUC, (vide pages 65-67 of the report of this Office for May, 1947), deplored the decision of Congress leaders to start the INTUC, the formation of this rival organisation would only divide and weaken the trade union movement in its fight for better living conditions for the workers. The Council ~~deplored~~ also deplored equally the decision of the Socialist Party (India) to withdraw their unions from the AITUC and appealed to them to reconsider their decision.

Labour situation in Bihar Coal-fields: demand for nationalisation of Coal-mines.- The Council next considered the situation in India's coalfields and expressed concern at the conditions prevailing in the ~~existing~~ coalfields of Bihar. It warned that the situation was likely to result in widespread strikes and lock-outs leading to complete dis-organisation of the coal industry. The labour ~~in~~ situation, in the opinion of the Council, had deteriorated mainly because of the following factors: (a) The award of the Conciliation Board (vide pages 21-24 of the report of this Office for May 1947), was inadequate in as much as it had; (i) recommended a wage to the coalminer that was considerably below what had been granted to an unskilled worker by the Central Pay Commission; (ii) conceded increases in basic wages to only three categories of workers and was thus likely to divide the workers; (iii) left a number of issues like wages of certain classes of coal-hewers, stone-cutters, surface workers and women workers, bonus, etc., vague, and hedged these round with many conditions which left the final decision in the hands of the employers, and (iv) in certain cases had enabled the owners to withdraw concessions enjoyed by the workers in the past. (b) At the same time, the Government of India had unjustifiably sanctioned an increase in the price of coal and had left the soaring profits of the colliery owners intact. (c) The employers were refusing to implement the award and were following a policy calculated not only crush trade, unionism in the coalfields, but also to deprive the workers of their attendance bonus and to provoke them to go on strikes which dis-qualified them for several benefits conceded by the Conciliation Board.

The Council was of ^{the} opinion that unless the Government reversed its present policy and took the following steps, the situation in the coal-fields would further deteriorate: (i) amendment of the Conciliation Board Award in order to bring it into line at least with the Central Pay Commission Award; (ii) immediate grant to the workers of four months' bonus for 1946; (iii) formation of a Tripartite Committee of the Government, trade unions and the colliery owners to see whether Conciliation Board Award was being implemented and to suggest punishments against defaulting owners; (iv) extension of the Payment of Wages Act to coal-mines; (v) immediately cut in the price of coal; (vi) State acquisition of any mine which deliberately sabotaged production, or provoked strikes through non implementation of the Board's awards or through victimisation; and (vii) withdrawal of all notices for closing down ~~six~~ mines, the Government to run such collieries on its own.

Pay Commission's Report unsatisfactory.- The Council considered the Central Pay Commission's Report (vide pages 45-50 of the report of this Office for May 1947) generally unsatisfactory. Some of its recommendations were calculated to effect a reduction in the total emoluments of many workers, such as the postmen in the city of Bombay, and certain categories of railwaymen. Similarly the minimum basic wage of 50 rupees per month it had recommended was too low to be called a living wage. In this connection the Council urged the Government of India to accept and implement immediately the more liberal recommendations regarding scales of pay made by a minority of the Commission including Mr. N.M. Joshi.

Labour and Economic Crisis.- While offering full co-operation for working out any schemes to step up production which would really promote the well-being of the workers, the Council repudiated the attempts made by employers to hold the workers responsible for the fall in production. The fall in production, the Council emphasised, was due mainly to the shortage of materials, old machinery, transport difficulties, breakdown of normal conditions on account of riots, and, finally, the greed of the employers which drove the workers to strike for their most elementary demands. The autocratic powers of management, denying security of service to the workers, had also been responsible for the loss of a number of days through strikes. According to the Council the fall has also been exaggerated by understating production figures. By exaggerating the fall, by creating acute ~~scarcity~~ scarcity leading on to black-markets the employing class was bringing pressure on the Government to grant a rise in prices, to allow more profits, to resist further wage-advances, impose longer hours of work on the workers, and adopt ~~such~~ measures of rationisation which were harmful to the workers. particularly, as regard the present shortage of cloth in India, the Council expressed the view ~~that~~ that "the shortage was deliberately created by the textile mill-owners in a desperate attempt to force Government to remove all controls over cloth and to deprive the workers of their hard-earned eight-hour week".

Other Resolutions.- The Council also expressed its profound dissatisfaction with the list of fundamental rights, as adopted by the Constituent Assembly for the inclusion in the new constitution of the Indian Union. While the rights of the workers and peasants were not guaranteed, the profits and privileges of a handful of vested interests were granted protection, the Council stated. The Council demanded an

unqualified freedom of speech, press and association; adequate wage; maternity benefit, and State aid in old age, sickness and unemployment.

(Trade Union Record—Monthly Bulletin of the All-India Trade Union Congress—September, 1947).

General Council of All-India Railwaymen's Federation, Bombay, 30-9-1947 and 1-10-1947: Decision to take Strike Ballot rescinded.

Reference was made at page 46 of the report of this Office for August 1947 to the decision of the General Council of the All-India Railwaymen's Federation to take a strike ballot if certain demands put forward by the Federation were not met by the Railway Board. The Railway Board is now reported to have made a number of substantial concessions. The main demands put forward by the Federation, and the Railway Board's replies to them are listed below: (1) Individual option for the workers to choose between dearness relief hitherto given in the form of cash and grain concession and cash allowance proposed by the Pay Commission whichever is more favourable. According to the Railway Board's reply, railwaymen have been given collective but not individual option to choose the dearness relief. (2) Fixation of a minimum scale of 55 rupees to 130 rupees for skilled staff. This has been accepted by the Board, with a suggestion ^{and} a trade test (efficiency bar) might be introduced at a stage between 90 rupees and 95 rupees. (3) No reduction in basic pay and allowance for any class of workers. The Railway Board has accepted this demand so far as employees who joined service before 1931 are concerned. As for the others the Board felt that the question did not arise at all as these employees will have the option to draw ~~up~~ pay according to the existing scale or according to the scale recommended by the Pay Commission. (4) Assurance of protection against retrenchment pending publication of the Railway Adjudicator's Report and its consideration by the Federation. This has been accepted by the Board.

Decision to take strike ballot rescinded.— In view of the substantial concessions made by the Railway Board, the General Council of the All-India Railwaymen's Federation which met in Bombay on 30-9-1947 and 1-10-1947 decided to rescind the decision to take a strike ballot. The Council, in a resolution, appreciated the gesture made by the Dominion Government of India in making substantial concessions resulting in a decent rise in wages of some 600,000 railway workers and improvement in the conditions of many railwaymen, ensuring protection against any threat of immediate retrenchment and proper recognition of skilled ~~workers~~ workers. It, however, ~~felt~~ felt that grave ~~injustice~~ injustice had been done, to pre-1931 entrants, whose scales of ~~pay~~ pay were below those recommended by the Pay Commission, and expressed dissatisfaction at the delay in implementing the recommendations of the Commission.

By another resolution, the Council urged the Railway Board to expedite the work of the Classification Committee and reorganisation of grain shops without delay. The Council also ~~resolved~~ resolved that in case no settlement was reached in respect of pre-1931 entrants, the matter should be referred to an impartial tribunal. In this connection ~~the~~ Council drew the attention of the Railway Board to the "growing impatience" among workers in respect of payment of arrears on the basis of the

pay Commission's recommendations and urged payment of all arrears by the first week of November preceded by an advance payment of 50 rupees per employee by 15-10-1947.

Plea for State control over smaller railways.- By another resolution the Council deplored the ~~XXXXXXXXXXXX~~ disappointing conditions in small railways and urged the Government of India to take over the management of all such railways to ensure uniformity of conditions of service and to avoid thereby needless struggles by railwaymen.

(The Bombay Chronicle, 2-10-1947;
The Hindu, dated 2-10-1947).

Mysore Railway Workers strike from 6-7 September, 1947.

Reference was made at page 47 of the report of this office for August 1947 to the decision of the Mysore State Railway workers to go on strike of their basic demands, namely, same pay scales as on class I ~~z~~ railways in British India and a flat compensation of 1000 rupees for each employee, were not met.

The Government of Mysore in a Press Note, issued on 4-9-1947, announced that with a view to averting the strike, the Government had sanctioned a revision of pay scales which raised the wages by 40 per cent and in addition granted a special allowance of 5 rupees besides the dearness allowance. These concessions, however, were not considered satisfactory by the workers and they went on strike on 6-9-1947.

Strike declared illegal: Government's notice of dismissal: The Government of Mysore subsequently declared the strike illegal and, on 17-9-1947, notified the workers that if they did not resume work by 22-9-1947 their services would be discontinued and fresh men recruited in their place. The notice emphasised that in view of the present finances, it was impossible for ~~them~~ the Government to go beyond what ~~it~~ had already been sanctioned by way of relief involving nearly 1,850,000 rupees additional expenditure per annum.

The strike, however, was still continuing at the end of September.

(The Hindu, 9 and ~~18-10-1947~~ 18-9-1947).

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New Railwaymen's Union to be formed: Mr. Frank
Anthony's move.

A new Railwaymen's Union to be called the All-India Union of Railwaymen is being organised by Mr. Frank Anthony, President of the All-India Anglo-Indian Association and member of the Constituent Assembly. Mr. Anthony hopes to have an initial membership of at least 20,000 and will undertake an all-India tour shortly to organise over 40 branches in different parts of the country.

The new Union will be run on purely trade union lines and will not be communal either in its membership or in its policies.

(The Hindu, dated 6-9-1947).

SOCIAL CONDITIONS.

Social Service Training for Graduates in Madras:
Minister to prepare Scheme.

A proposal for the introduction of legislation, as in the case of the United Provinces, (vide page 50 of the report of this office for July 1947) to prescribe one year of free social service for all University graduates in the Province of Madras before their degrees are awarded was considered at a meeting of the Madras Cabinet on 10-9-1947. It was resolved that the Minister of Education should prepare a complete scheme on this subject as early as possible.

(The Hindu, dated 12-9-1947).

Post-War Reconstruction.

Plan for increasing Technical Personnel: Interim
Report of Scientific Man-Power Committee.

A special Sub-Committee of the Scientific Manpower Committee recently set up by the Government of India with Sir S.S. Bhatnagar as Chairman (vide page 63 of the report of this office for April 1947) has recommended in its interim report certain urgent measures for the immediate improvement and expansion of facilities for scientific training in Indian Universities and in special institutions. The recommendations of the sub-committee are in six sections dealing respectively with the scientific situation, training of personnel for scientific and industrial research, industrial training, technical training for Defence Services, and ~~steps~~ shortage of equipment, housing etc., and steps to expedite Government projects.

From a comparative study of the available figures, the sub-committee has come to the conclusion that "leaving aside the requirement of Governments (Central and Provincial) for their contemplated large-scale public works, plans have to be drawn for at least a four-fold increase in the output of all categories of personnel if India's needs for the next four or five years" are to be met. ~~to achieve this~~ To achieve this the sub-committee has recommended both short-term and long-term programmes to be initiated within the next six months.

As a matter of general policy for immediate implementation, the Committee has recommended at the outset that Government should utilize existing sources, viz., the universities, special institutions and the industrial concerns by helping to create in them adequate facilities for higher education, research and practical training. These should largely be in the form of grants for the creation of scholarships on a generous scale, the purchase of equipment, the opening of post-graduate departments in the universities which do not have any at the moment and the working of double shifts in places where scientific education is imparted. In addition, the several educational development plans prepared by the Department of Education and others must be pushed through immediately.

Long-term Programme.— The long-term programme recommended by the sub-committee envisages the creation of regional committees to ensure ~~un-co-ordinated~~ co-ordinated development of technical education and to raise its standard. The Committee has recommended, further, that the Government of India should immediately make grants amounting to about 20 million rupees in capital, spread over five years and 5 million rupees recurring to the institutions already recommended by the All-India Council for Technical Education. The Committee has suggested that within six months, work might be begun on the eastern and western higher technical institutions. Similarly the opening of the Power Engineering Department in the Indian Institute of Science, Bangalore, might be expedited and the scheme of training technicians prepared by the Labour Department might be put into operation within the next six months.

On the question of the organisation and development of scientific research in India the Committee has suggested the following ~~for~~ measures for immediate adoption: (i) Levy of a statutory cess (1/16 %) on industry on the basis of industrial production or a small surcharge on income-tax so as to realize at least 10 million rupees for supplementing the grant from the Government for research; (ii) block grant of 60 million rupees from the Government (spread over a period of 5 years) for the establishment of various national laboratories and for providing funds to universities and special institutions for research in all the sciences and technologies; and (iii) an annual recurring grant of 10 million rupees from the Government for ensuring the continuity of research activities on a progressive scale.

Short-term Programme.- On the subject of industrial training the Committee favours the introduction of suitable legislative measures whereby industrial concerns may be obliged to provide technical training for qualified students whether the personnel thus trained are required by the particular concerns or not. A similar obligation might be imposed on purchasers of industrial machinery. The short-term programme includes advanced training to 300 men in 24 major industries at an estimated cost of 300,000 rupees recurring, foremanship training to 500 men at an estimated cost of 460,000 rupees recurring and a scheme of Railway Scientific Research for the training of about 200 workers. Another proposal put forward by the Committee is a co-operative undertaking by the industries concerned and the technological institutions in the Dominion of India, 14 in number, to give intensive training to M. Sc's and graduates in Technology for a period of 12 months. This scheme would cost 3.4 million rupees in capital and about 1 million rupees recurring.

Other recommendations made by the Committee relate mainly to the organisation of scientific research and technical training in the Defence Services and in the Air Forces.

(The Statesman, 2-9-1947).

GENERAL.

Central Secretariat Departments re-designated
Ministries.

According to a resolution published in the Gazette of India the various Secretariat Departments of the Government of India are to be termed ~~as from 29-8-1947~~ Ministries as from 29-8-1947. For instance, the Labour Department is henceforward to be known as the Ministry of Labour and the Industries and Supplies Department as the Ministry of Industry and Supply.

(Resolution No. 74/9/47-Public(B), dated 2-9-1947, The Gazette of India, dated ~~date~~ 6-9-1947, Part I-Sec.1, page 1244).

List of the more important publications received in the New Delhi Office during September, 1947

*Consult
in
series
on
subjects*

International Labour Organisation

Report of the Indian Government Delegation ~~xxx~~ to the Paris Session of the International Labour Conference, 1945. Bulletins of Indian Industries and Labour, No. 76. Published by the Manager of Publications, Delhi. 1947. Price As.14 or 1s.3d.

Economic Conditions

- 1) Annual Market Review - 1944-45. Premchand Roychand & Sons, Ltd., Bombay. 1947.
- 2) Statistical Abstract of the Baroda State from 1935-36 to 1944-45. Department of Statistics, Bulletin No. 1. Baroda: Printed at the Baroda State Press. 1947. Price Re.1-13-0.

Co-operation and Cottage Industries

*work
X*

- 1) Report on the working of Co-operative Societies in the North-West Frontier Province for the year 1945-46. Manager, Government Stationery and Printing, N.W.F.P., Peshawar. 1947. Price Rs.2-9-0.
- 2) Statement showing the working of Co-operative Societies in Bihar for the year 1944. Superintendent, Government Printing, Bihar, Patna. 1947. Rs.2-15-0.

Professional Workers, Salaried Employees and Public Servants

*work
X*

Report of the Central Pay Commission. Published by the Manager of Publications, Delhi. 1947. Price Rs.3-8-0. or 5s.6d.

General

Administration Report of the Madras Port Trust for 1946-47.

