LABOUR PROBLEMS IN INDIA 1975–80
AN ANNOTATED BIBLIOGRAPHY

Submitted in partial fulfilment for the degree of M. Lib. Sc. 1979–80

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by
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Roll No. 14
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Dedicated to
Late S. MAZHAR UDDIN HAIDER ZAIDI
Amin of Nowgawan Sadaat
who
left me in my childhood
I take this opportunity to express my deepest sense of gratitude and appreciation for my supervisor Mr. S. Hasan Zamarrud, Lecturer, Department of Library Science, Aligarh Muslim University, Aligarh for his able guidance, constructive criticism and regular inspiration during the preparation of this dissertation without which this study would have not been possible.

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From the deepest sense of my heart I wish to express my gratefulness for the love and affection showered upon me by my parents, brothers, sisters and relatives.

A word of thanks are due to my friends M/S. Shakeel Ahmed Khan, Noeed Siddiqui, Mahboob Akhtar, Shavez Akhtar and Mohd. Zafar for their help rendered on all occasions.

Syed Mohammad Abbas.
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PART I
INTRODUCTION

What is labour:

Labour at all times has been recognized as a separate factor of production. Any work whether manual or mental, which is undertaking for a monetary consideration is called "labour" in economics. There have been differences of opinion in regard to the importance of labour, as to what is productive or unproductive labour, into the detail of which it is unnecessary for us to go, but the fact remains that no production is possible without an efficient labour force. Labour, however, is manifestly different from other factors of production and has got certain characteristics which give rise to various labour problems in all countries. Labour is a living thing and that makes all the difference. There are certain characteristics of labour which are as follows:

(1) The first characteristic of labour is that it is inseparable from the person of the labourer. The labourer has to go himself to decline the goods. The environment in which labour has to work are therefore, of utmost consequence.

(2) The worker sells his work only, but himself retains his own property. The investment in labour, that is his training and efficiency, therefore, are of great importance.
(3) Labour is a perishable commodity. One day lost is lost for ever. Labour can not be stored up like other commodities. It has no reserve price.

(4) The supply of labour can not be curtailed immediately even if wages fall, and it also takes time for children to grow up or for people to get trained in order to increase the labour supply. Hence, there can be no rapid adjustment of the supply of labour to its demand.

(5) Capital which helps labour in production, is more productive than labour itself. A man stands in no with the productive capacity of a modern machine. Therefore, under the competitive economy, the owners of capital claim and take away a larger share of the national dividend than what goes to the labourer.

(6) Labour is not so mobile as capital. There are differences fashion, language, habits etc. which makes people prefer to remain at home rather than move from place to place.

(7) It has also be kept in mind that labour is not only a factor of production but also the ultimate end of production. The economics problems of labour as a consumer, such as the standard of living, cost of living and poverty, constitute important subjects of labour economics.
(8) labour being a human factor, not only economic but moral, social and other consideration, having a bearing on human beings have also to be taken into account in the discussion of problems with labour.

LABOUR IN ANCIENT INDIA:

It may also be pointed out briefly that labour is ancient India formed the backbone of the Hindu Society. There is evidence in Kautilya's Arthashastra and the edicts of Ashoka to show that labourers were treated very kindly and wages were paid regularly. Wages were also fairly high because it was thought that those who gave low wages were enemies of nature. It was the duty of the king to see that the wages received by the labourers were sufficient to meet their ordinary needs. That wages were high is also evident from the fact that even the servants have been reported giving alms and charity. Some organisation of workers are also noted which were recognised by State. The wages were not always paid in cash. There is a story of a girl who served for three years in a family for getting a scarlet robe. A man took to service for seven years in a house in order to get a wife. Great care was also taken as regard housing of workers. It was the duty of the king to see that the houses were nicely built and there was no body without home or shelter. The king also decided disputes regarding wages. Old age pensions were common and sick leave was
given on fully pay. Thus labourers in ancient India enjoyed far more privileges than their brothers today. They were paid well, treated kindly and accommodated comfortably. Even the domestic servants came under the definition of labourers.

The condition of workers seems to have deteriorated under the Muslim rule, especially in the royal factories known as Shahi Karkhans. In Aine Akbari, 36 such factories have been described. They were under the nobel of the state, known as 'Amirs' most of whom were selfish and filled their own pocket the cost of labourers. The king knew little about the working of such factories. The lot of workers were not happy. They were treated very harshly and were been flogged.

There is also evidence to show the past, Jail prisoners were frequently employed as labourers on various works undertaken by the State.

Rise of Labour Problems:

All these characteristics give rise to many problems connected with labour. Whatever may be the system of economy and administration, with out solving these problems productive efficiency will suffer in every country. Those who believed that labour problems arise only under capitalism and there can be no such problems under a controlled or socialistic economy, are living in a fool paradise. As long as labour remains a separate
factor of production supplied by different agents than those who supply other factor, labour problem will always exist. The intensity and seriousness of such problems, however, may differ in different systems of economy.

It follows that labour problems do not arise under small scale industries, where there are no employers and only employees and the various factors of production are supplied by one and the same person. Labour movement everywhere has been the product of the establishment of large scale industries, in which different factors of production came to be supplied by different agents. Every agent tries to get largest share in the profits, and many differences and conflict arise. Such differences and conflicts became more pronounced and acute in a free or capitalistic economy. This is because due to profit motive and due to peculiarities of labour mentioned above, there is great chances of exploitation of labour. If the workers are not properly organised into strong unions and Government laws for the protection of labour are not sufficient and effective. However, even in a socialistic economy there can be a clash between interest of the workers and the interest of the Government or the party in power. The workers may agitate for better living and working condition or for high wages. The strike of workers in railways and other Government undertaking is India, can be cited as an example. The emphasis placed by Mahatma Gandhi on small scale industries, therefore, was not with out its significance.
The modern industrial working class grew up in the country after the advent of large scale industries with middle of the last century. Most of the early industries were started by the Europeans. One important feature of the introduction of industrialisation was the eagerness of the employer for quick return and easy profits. The temptation of cheap, helpless and submissive labour used to long hours of work and a low standard of living proved to strong for many who secured enormous profit by terrible sweating of man, women and children. Many effort were made to improve the condition by organising the workers, and the Government interfered by passing various labour laws. But they were not very helpful as in the beginning, the object of the laws was not wholly the welfare of the workers but the measure were adopted either from the political point of view or from the point of view of increasing cost of production of Indian industries. Besides, the increase in population, without corresponding increase in the avenue of employment has been responsible for much misery to the working population of the country. Now the industrial development of the country is going ahead and many industries have been established on a sound footing and have became a means of livelihood of million of workers. With the magnitude of labour problems has increased with this tempo of industrialisation. We have launched a programme for planned economy development and have also to meet the challenges
of foreign aggression and safeguard our freedom. The importance of labour in this context can hardly be over emphasised. But still, the condition of the working class is not very satisfactory. If rapid industrialisation of the country is to be achieved, and the need of both development and defence are to be adequately met, one of the most vital factors would be the proper handling of labour. From this point of view, the two main important problems are the efficiency of the labour force and the question in peace in industries. Other problems are connected with these two main problems. A proper approach to these problems is the need of the day.

**CHILD LABOUR** :- The term 'Child labour' is commonly interpreted in two different ways: First as an economic practice and second as a social evil. In the first context it signifies employment of children in gainful occupations with a view to adding to income of the family. It is the second context that the term child labour is now more generally used. In assessing the nature and context of the social evil, it is necessary to take into account the character of the job on which they have been denied. For a child labour is as much as child as any other and needs opportunity for the growth of his personality. It is only when the dire necessity to work for himself or for supporting his family, conflict directly or indirectly with his growth and education, that the social evil of child labour manifests itself.
Though child labour has existed, in some form or the other form, from the very early time when children were required to work in the home or in the field, it was not before the Industrial Revolution in England that the evil effect of child labour became and attracted attention. With the advent of steam power, factories were installed in town and in coal field and there also children had to work under deplorable condition. The social evil of child labour were not confined to England alone; they were no less prevalent in Germany, Belgium and the U.S.A. and other industrialised countries and had to be combated by progressive legislation.

In India factories were started about the middle of the 19th century and from the outset, children were employed in the cotton and jute mills. Coal mines, also employed many children, often underground. Though legislative measure for the protection of child labour were adopted in India as early as 1881, the scope of the legislation was limited to factories employing 100 or more persons and the enforcement machinery was quite inadequate. The law therefore, became almost a dead letter in practice. In spite of protective legislation the evil of child labour still persists in the many unorganised sectors of industry, not to mention agriculture.
The largest concentration of child labour is found in small units in the south, especially in the match and bidi industries. In 1932, the Government of India collected some information in regard to child labour in match factories located in the two main centres of the industry in the south namely Sattur and Sivakasi. The percentage of children employed in them was found to vary from 3.2 to 53.7 and the average extent of child labour was 25.9 percent of the total labour force. Adolescents formed a large part of the working strength namely 10.3%. Girls form the bulk of the labour force, but among adolescents and children accounting for 72.6 percent and 73.6 percent respectively. One peculiarity of match industry found in these centres was the prevalence of the outward system, particularly in frame feeling and box making. Much of these work done by children who take the material from the factory and work in the factory premises outside the factory building sitting in shady nooks and corners.

**CAUSES OF EXPLOITS OF CHILD LABOUR**

**CHILD LABOUR IN MINES**:

As regard mines before the Mines Act, 1923, children below the age of 12 years were employed in a number of mines. In 1925, 4,135 children were employed in all mines; 49.7% being in mica mines, 29.3% in coal mines, 11.2% in lime stone quarries,
and 10.4% in others. In 1935, the minimum age for employment of children was raised to 15 years which limit continue to this day. But in most of the cases, children were found to be employment underground in the mica mines in Bihar, Madras and Rajputana. The Wage Committee estimated that about 1,250 children were employed in the mica mines in Bihar alone and 5,000 in Madras and Rajputana.

CHILD LABOUR IN AGRICULTURE:

In rural areas, the children begin to help their parents in the field at a very early age and school going is an exception rather than a rule. According to the first Agriculture labour Enquiry of the Ministry of labour, the number of child workers in agriculture came to be about 2 million (4.6% of total number) in 1950-51 and according to the second enquiry the number came to be about 3 million (7.7%) in 1956-57. According to the report of the Registrar General in 1965 the number of children engaged in agricultural occupation and agricultural labour came to be about 10.55 million. The children are put to many jobs such as Cattle grazing, watching of fields, transplanting, collection of crops, sowing and load carrying etc. They not only assist their parents in the fields but are also employed on wages or as unpaid family labourers. One can find small children about 7 to 9 years of age working in the rural areas.
PLANTATION:— The extent of child labour in plantation in Assam in relation to adult labour, as is seen from the annual report on the working of the Tea Districts Emigrant Labour Act was in the year 1950-51 about 10.4 percent of the total basti labour employed and 14.3 percent of the settled labour.

It has been observed that though there has been no appreciable fall in the absolute number of children in plantations, the proportion of children to the total force has been declining in recent years, the decline being more marked in the case of the basti than of the settled labour. Since 1948, a tripartite agreement has been in force for the discontinuance of the employment in children below 12 years in plantation. An enquiry conducted in Assam tea plantation revealed that this agreement was being observed by most plantations.

COTTAGE INDUSTRIES:— Child labour is still prevalent on an appreciable scale in some of the cottage industries, such as bidi, handloom, weaving, leather tanning, glass bangle making, carpet weaving, tailoring, potteries etc. In all the industries in general and particularly in bidi industry, it is difficult to collect statistics of employment owing to the existence of numerous small units scattered in isolated places in different parts of the country. The labour Bureau of the Government of India conducted a few on the spot investigations in industries in which it was suspected that child labour was prevalent to a
large extent, such as in the match making and bidi making industries in south India, carpet weaving in Mirzapur and glass bangle making in Firozabad. In the bidi making industry, child labour is employed both in their home and in the workshop in which it is carried on, but since the enforcement of the Factories Act, 1948, the organisation of the bidi industry in Madras has undergone a radical change and this has made the task of enforcement still more difficult.

**CONDITION OF WORK AND WAGES OF CHILD LABOUR:**

The employment of children in India in various industries is quite wide spread and common. Their working conditions are also very unsatisfactory, especially in the unregulated factories, where they have to work in ill ventilated, ill lighted, congested and positively dirty atmosphere. The apprentices have to do all sort of odd jobs, including domestic work, and have to pay a heavy price for learning the craft. The child workers are not only openly abused but many times even beaten up by their employers. The wages of child workers are also very low generally 30% to 50% of the wages of adults. In tea plantations, the wages of children have been between 57 rupees to 50 rupees per day in Assam, and between 50 rupees to 62 paisa in South India. In coffee plantation the wages of children have now been fixed at 60 rupees per day, while formerly they were only 25 rupees per day. In coffee plantation in Mysore, children get 48 rupees per day and rubber
plantation between 37 रु. to 42 रु. per day. In shellac industry, the wages have been about 50 रु. and with bidi industry 20 रु. to 37 रु. per day. This shows that the wages of children are extremely low.

**LEGISLATIVE PROTECTION FOR CHILDREN AND YOUNG WORKERS:**

7 In India, as in other industrialised countries, including those in the West, the present structure of labour legislation was developed from attempt to provide legal protection for the children who so to say, constitute the section of the wages earning population, least able to defend itself.

The directive principles of State Policy embodied in the constitution of India reaffirm the policy of protection of children against exploitation in the following terms:

"The State should in particular, direct its policy toward securing ... that the health and strength of workers, man, and women, and the tender age of children are not abused and that citizen are not forced by economic necessity to enter avocations unsuited to their age or strength; that childhood and youth are protected against exploitation and against moral and material abandonment."
Article 24 of the Constitution lays down that "no child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment".

The minimum age of employment of children was raised from 7 in the First Factories Act passed in 1881 to 9 in Act of 1891, to 12 in 1922 and 14 in 1948. The pace of labour legislation in this country including protective legislation for children has been influenced by the various conventions and recommendations adopted by the International Labour Organisation, the pressure of public opinion and the finding of the various Commission and Committees. A brief review of the provision of the various Acts is given below:

(A) MINIMUM AGE OF EMPLOYMENT: Under the Factories Act, the minimum age of employment of children is 14; under the mines Act 15; and Under the Plantation labour Act, 12. Young persons below 15 years of age can not be employed in factories, mines or plantation unless they have been certified to be medically fit. The employment of children Act prohibits the employment of children below 15 in any occupation connected with the transport of passengers, goods or mail by railway or in any occupation involving the handling of goods in ports.
(B) **HOURS OF WORK** :- The Factories and Mines Act prescribes a working day of 4½ hours for young persons while the plantations labour Act has fixed a 40 hours week for them. Employment of young person during night is prohibited.

(C) **LEAVE WITH WAGES** :- In Factories and Plantations, children are entitled to leave with wages, calculated at the rate of one day for every fifteen days of work performed by them during the previous period of 12 months as against leave calculated at the rate of one day for every twenty days of work performed in the case of adults.

(D) **MEDICAL EXAMINATION OF YOUNG PERSONS** :- Under the Factories Act, young person between the ages of 14 and 18 years can not be employed in any factory unless they are certified to be fit for work by a certifying doctor and carry a token to that effect while at work. Such certificate is valid only for one year.

(D) **PLEDGING OF CHILD LABOUR** :- The children (pledging of labour) Act, 1933, declares an agreement, written or oral, express or implied, to pledge the labour of children (persons below 15) where by the parent or guardian of a child, in return, 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 an illegal agreement.

EDUCATION

The role of elementary education in the scheme of checking the evil of child labour cannot be over emphasised. Protective legislation against the exploitation of child labour, if it is to be really effective, should go hand in hand with scheme of compulsory education.

The need of and importance of prohibiting the employment of children in factories and other industries at a tender age when they ought to be attending school hardly requires any stress. The step taken by the Government to remedy this age old evil would provide enough opportunities to the children who would be in a position to show greater and more important responsibilities for building up a brighter and prosperous future.

WOMEN LABOUR

Every economic system, from times immemorial, has required and utilised the women. While man fought, hunted and went to sea,
the less dangerous and more circumscribed occupations, such as the maintenance of home, cooking and care of the children, were left to be managed by women. The evolution of agriculture economy accentuated the division of labour between the sexes, assigning the man the more difficult task and to women the less tiring chores of the health and the home. No doubt women also assisted their men folk in work on the fields. Women's works though important, was seldom reckoned to be productive and was rarely paid for. It was only after the advent of the Industrial Revolution that this orderly scheme of women's work and woman's role was upset and women left their healths and homes to work for wages often on arduous jobs in factories, mills, mines, plantations. Hundred of thousands of women voluntarily entered in industry and agriculture, substituting themselves for men, handling machines which they had never operated before and taking part in many new tasks in the heavy industries, in metal and engineering trades and in transportation. In the present day world, therefore, woman's work and woman's employment are important to industrialised and economically developed countries no less than to underdeveloped and developing regions.

In India women have behind them, for centuries, the tradition of work. In the Indian handicrafts, famous through ages, are wrought the hand work of the daughters of the land no less than that of her sons. Indian women have been associated
with the tilling of the soil for as long as one can remember and as for as one can trace history and to this day Indian women assist their manfolk in agriculture. In the industrial field also their work has been utilised from the start of industrialisation of the country. If the number of women employed in industries in small, it does not reflect any reluctance of the Indian women take to avocation in industry; it is only indicative of the problem of inadequate employment opportunities.

CAUSES OF PROBLEMS OF WOMEN LABOUR:

EMPLOYMENT: There is a considerable volume of employment of women also in industrial establishments in India. The sectors of the national economy, in which women are employed in large number are: (1) agriculture, (ii) Plantation, (iii) Factory industries, (iv) Mines, (v) small scale industries (vi) Social service and (vii) white collar jobs. The plantation employ more women in the aggregate than any other organised industry. The average daily employment of women in factories submitting return in different years. For 1970 the revised figures of woman employment is 394,470 (out of total employment of 4,264,000) in 1971, the employment of women was 392,585 (out of total employment of 34,285,000). As the figures would indicate the employment of women in factory industries has declined in recent years. The State which had high women employment in factories in 1971 were: Kerala (74,073),
Maharashtra (67,128), Andhra Pradesh (66,978), Tamil Nadu (55,939), Gujarat (38,030), Mysore (24,980) and West Bengal (23,872). In some other States, the number as follows: Bihar (8,699), Madhya Pradesh (6,950), Assam (5,556) U.P. (3,226), Orissa (3,392), Punjab (2,257), Haryana (2,830), Rajasthan (2,963) and Delhi (2,989). The factory industries where employment of women was largest were, Food and Processes allied to agriculture, tobacco, textile, chemical, basic metals, electrical machinery and metal products.

In 1969 in mines 51,572 women workers were employed in open cast working and 26,392 above ground, giving a total of 77,964. In different mines the total number of women workers employed in different years.

A considerable number of women are also employed in Shellae and bidi industries. Another industry in which women are largely employed in rice milling, which is largely carried on in Bengal, Bihar and Madras and women are employed in drying processes, spreading the turning the rice and in removing the rice from the hullers and winnowing bean. They have to walk about for long hours under the hot sun in the courtyard for spreading and turning rice by the feet, or by means of ladle. Women labour is also found in Municipalities and Public works.
NATURE OF JOBS OF WOMEN WORKERS:

The figures however, clearly show that the employment of women, like child labour is also quite common in the country. As a matter of fact women can play a large part in the field of production if their working conditions are properly regulated. In cottage industries women besides carrying on home duties, assist the male members in such occupation as spinning and weaving. In agriculture also women greatly help the man in the field. In organised perennial industries such as cotton, Jute etc. they are generally employed in large number in the winding and reeling departments as coolies. In seasonal factories particularly cotton ginning and pressing and rice mills women are found to be employed as ordinary coolies. In the plantation a large number of women workers are found because the system of work on plantation is on a family basis. In Assam there are about 4.15 persons of whom no fewer than 2.44 are earners, 1.77 man, 0.96 women and 0.31 children. In mines particularly in the coal mines, women are employed generally as carriers or wagon, loaders, although in some cases one sees them pushing the trams also.

WAGES AND EARNINGS OF WOMEN WORKERS:

As regard the wage, and earning women, speaking generally the wages of women are slightly lower than those of men inspite of the fact that they may be engaged on the same or similar
occupation. Women are found to be as efficient as man although there is slight differences in their wages. So far a women workers in Indian industry are concerned, the principle of equal pay for equal work has been accepted in the Minimum Wages Act 1948. However, that has led to a decline in the employment of women workers at many places. On account of the special features of employment in certain industries some states, while fixing the same minimum rates for men and women in some of the scheduled employments, fixed different rates in others.

WOMEN WORKERS AND SOCIAL ATMOSPHERE:

Another problem to which we may draw attention in connection with the employment of women in industries, is the problem of social atmosphere and social status given to women in one co country. Working class women are not looked upon with favour even in the large social circles in the village, from where they migrate. It is also well known that most of the women workers in the industrial areas have been forced to lead an immoral life by the jobbers and other undesirable persons, who abound in industrial areas and even employers some time have been responsible for the degeneration of women in industrial areas. The standards of the morals and social and religions barriers of the village are entirely absent in the town.
This socioeconomic problem is growing and yet, as pointed out by Mr. Panandikar, has been neglected so far, and even the Whitely Commission the labour Investigation Committee and the National Commission on labour did not pay any on it. There is need therefore, to investigate the extent of this problem and to think out the best means of assisting and lifting up these women.

**TRADE UNIONISM**

Trade Unionism reflects the consciousness of the rights of industrial workers and measured by this yard stick, it can very well be said that class consciousness among women is increasing day by day. While in 1927-28 women trade unionist formed only 1.2 percent of the total membership of trade unions, in 1951-52. They formed 6.3 percent of the membership. Trade unionism among women workers is most developed in plantation, mine, cotton and textile industry. Trade union movement among women workers has yet to make much headway. While women form about 12.3, 20.5 and 46.6 percent respectively of the total labour force in factories, mines, plantation the percentage of women in the membership of trade unions in those sectors was only 8.2, 20.1 and 21.6 percent respectively.
LEGISLATIVE PROVISIONS RELATING TO WOMEN WELFARE:

It was the desire of the state to protect women and children employed in factories against exploitation by unscrupulous employers that marked the beginning of labour legislation in India. The earliest measures regulated the hours of work of women and children. The International Labour Organisation has shown considerable concern for women through its conventions relating to night work and underground work.

EMPLOYMENT:

Employment of women during the night is prohibited under the Factories Act 1948, the Mines Act 1952 and the plantation Labour Act 1951. Under the Tea Districts Emigrant Labour Act, 1932, no married women who is living with her husband can be assisted to proved to Assam unless her husband gives his consent.

MAXIMUM LOADS:

The Factories Act and Mines Act authorise the appropriate government to fix maximum loads that may be lifted by women to safeguard against the danger arising from lifting heavy weights. Usually such maximum has been fixed at 65 lbs. for adult and 45 to 50 lbs. for adolescent.
It may also be mentioned that Maternity Benefit Act exists in most states now, and the E.S.I. Act also provides for maternity benefits and social security provided. Creches in all factories, employing more than 50 women workers, are also provided along with according to the Factories Act of 1948. A special branch the Coal Mine Labour Welfare Fund of the 1947 has also been started for looking after the welfare of the women and children in mines.

Causes of Problems of Industrial Labour:

Labour today is front page news. Its importance in the industrial system and in the future planned economy of the country has been recognised. However, we find much confused thinking on the subject and in some respects, abundance of published and news has only served to perplex rather than to enlighten the public on labour questions. Hence there is a great need for a clear understanding of the various labour problems.

Thus in the midst of apparent prosperity and a phenomenal increase in goods and wealth, then arose a series of maladjustments from which the worker suffered, the Chief amongst them being unemployment and under employment of women and children on a large scale insecurity of services, low real wages, insanitary and unsafe working conditions, physical ailments, industrial diseases, risk to limb by accidents and
social and moral degradation. These evils of industrialization
and the lack of adjustment and harmonious relationship between
the employer and his worker created problems which are now
often called "labour problems," which are as follows in India.

Table 1. Labour situation in 1977 at a glance.

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</tbody>
</table>

The worker remain absent for various reasons of which
only some may be genuine, sickness is responsible for a
considerable part of absenteeism at most places. The low
vitality of the Indian workers combined with bad housing and
insanitary conditions of living, makes them an easy prey to
many epidemics, like cholera, small pox and malaria, which break
out in industrial area and force them to be absent from their work. Besides there is a greater percentage of absenteeism during the night shifts than in the day shift, owing to the greater discomfort of work during night time.

Among the causes of labour turnover, the chief are resignation and dismissals. Resignation may be due to a variety of reasons, such as dissatisfaction with working conditions, insufficient wages, bad health, sickness, old age, family circumstances, better job elsewhere and last, though not the least, exodus to the village for agricultural operation. Dismissal appears to be a lesser cause of labour turnover. Dismissal may be due to disciplinary action in case of inefficiency, insubordination, participation in strike, misconduct etc.

In India the value of holidays has not yet been fully realised, though holidays and leaves are granted in many industries. The system however differs from industry to industry and makes any generalisation difficult. Holidays with pay are granted only to the permanent workers and clerical and supervisory staff. The daily rated, piece rated or temporary workers are generally not given holiday with pay.

**TRADE UNIONISM**

A strong trade union movement run on democratic lines alone affords adequate protection against exploitation. Worker
should realise that they can not all the time depend upon the
government or other outside agencies to espouse their cause.
While initial stages of development of the movement, such
assistance was essential and useful, worker should gradually
became self reliant. Legislation no doubt, act as a Palliative
and prevent the graver abuses, but it has own limitation.

LABOUR CONDITION STILL BAD :-

Unfortunately the present position in the country is that,
in spite of the political freedom that India has achieved,
condition of labour are still very backward, wages are low,
hours of work are still long in some industries, housing
condition are primitive and facilities for education, recrea-
tion and welfare meagre.

NEED OF STRONG TRADE UNION ORGANIZATION :-

The signification of trade union movement and its
utility to workers lies in its ability to improve the condition
of labour. According to the theory of collective bargaining,
the interest of employee can be best protected by the creation
of a trade union having a bargaining power equal to that possess-
ed by the management on the other side of the negotiating table.
A strong strade union movement is therefore, necessary both
to safeguard the interest of labour and to help in achieving
the target of production.
Industrial relations play a vital role in the establishment and maintenance of industrial democracy. In various countries, they have passed through different stages of development, depending upon the social, economic, and political situations. Appreciations of the problem of industrial relations, it is necessary to have a broad idea of their origin, growth, and development.

Industrial relations occupy a special place in the modern industrial set up in India. It is through the enactment of various labour legislations that attempts have been made by the state to foster the cordial relation between labour and management to achieving the goal of establishing a welfare state. In order to achieve this objective the irritants in the labour field which leads to constant frictions between labour and management are both complex and intricate. The elimination of such irritants which tend, at times to hinder rather than help in the growth of cordial industrial relations have been subjected to detail study by the labour economists, sociologist and labour law experts. But inspite of all such searching studies and suggestions the industrial dispute continue to increase manifold assuming new shapes and forms and have been defying solution so far.
Industrial Disputes:

In the modern industrial system one of the characteristic features is the conflict between labour and capital. The modern factory industry requires large amounts of capital, which is not in the power of the poor labourers to supply. The capital therefore, comes from outside sources bringing into picture two distinct classes - those who supply capital and those who supply labour, i.e., capitalists and labourers, as they are commonly called. These capitalist and labourers have distinct and some times quite opposite interests which geo fatale is at the root of the modern industrial unrest. As long as labour and capital remain in the one and the same hands, there is no problems of conflict. But as soon as they are separated, as under the large scale production, there is a tendency for the strong to exploit the weak and the conflict arises.

Strike:

The strike is the weapon in the armory of the working class to fight collectively and to bring pressure on the employer. It is a weapon which is made use of by the labour class to safeguard their interest both economic and cultural.

"The word strike in the broad significance has a reference to a dispute between an employer and his worker, in the course of which there is a concerted suspension of work".
By Indwina Teeler. A strike is a move on the part of the workers not to the work till their demand are met. In fact, whenever any grievance is felt by the workers and they combine together to fight for its redress, there is industrial unrest, which frequently result in strikes.

**LOCK OUTS**:—

Lock outs is the antithesis of strike. In lock out the employer shut down his place of business as means of repre-
sial or as an instrument of coercive or as a mode of business exercising pressure on the employers or generally speaking when his act is what may be called an act of belligerency there would be lock out. It has been defined thus clock out means the closing of a place of employment or the suspension of work, or the refusal by an employer to continue to employ number of persons employed by him". In different years the number of strikes and lock outs, work people involved are shown in the following table.

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of strikes and lock outs</th>
<th>No. of workers involved</th>
<th>No. of maniday lost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1966</td>
<td>2,556 (203)</td>
<td>1,410,056</td>
<td>13,846,329</td>
</tr>
<tr>
<td>1967</td>
<td>2,815 (382)</td>
<td>1,490,436</td>
<td>17,147,951</td>
</tr>
<tr>
<td>1968</td>
<td>22,776 (325)</td>
<td>1,669,294</td>
<td>17,243,679</td>
</tr>
<tr>
<td>1969</td>
<td>2,627 (235)</td>
<td>1,826,866</td>
<td>19,048,288</td>
</tr>
<tr>
<td>1970</td>
<td>22,889 (291)</td>
<td>1,827,752</td>
<td>20,563,381</td>
</tr>
<tr>
<td>1971</td>
<td>2,752 (274)</td>
<td>1,615,140</td>
<td>16,546,646</td>
</tr>
<tr>
<td>1972</td>
<td>2,912 (382)</td>
<td>1,593,333</td>
<td>17,921,344</td>
</tr>
</tbody>
</table>

Figures in brackets indicate the number of lock outs of the total
There is another form of industrial unrest, namely 'Gherao' which has come to be increasingly resorted to in some part of the country in recent years, when members of the management or owner or officer of establishment are confined by the workers inside the industrial or residential premises or even outside for a long period, some times even without food and water and are not allowed to move till they agree to workers' demand. Such gherao inflict physical duress on the person affected and endanger not only industrial harmony but also create problems of law and order.

WAGES OF INDUSTRIAL LABOURERS :

Although India was ranked among the first eight industrially advanced countries of the world, it has remained, by and large under developed. Since independence, government have undertaken the gigantic task of economic development and social construction of the country. In the first place, workers who are low paid are not likely to be very efficient. Secondly when the workers' real income is low, the demand for many types of products is restricted owing to the lack of purchasing power and the expansion of the market that would lead to intensified economic activity is hindered.

The wages problem is also important that it has always engaged the attention of all thoughtful people in all countries
at all times. This problem is more complicated than
in India at present and requires an early solution. The fact
can not be denied that the wages form the pivot round which
most labour problem revolve. Wages are the main cause of trouble
in the industrial disputes.

FAIR WAGES:

The problem of fair wage is an important problem and has
attracted the attention of economists in every country. It
has come to be recognised that there must not only be a change
of attitude and outlook on part of labour and management, in
psychological, sense but some visible proof must be furnished
that labour would get a fair deal at the hands of owners and
managers of industries so that basic causes of friction may
be removed.

The fair wages require to be determined with reference to
the peculiar conditions obtaining in any country, and also with
reference to the circumstances of particular industry or region
in a country.

The minimum wages which provide not only for bare subs-
tance, but some thing more than that. The minimum wages must
also provide for some measure of education, medical requirement
and amenities.
indebtedness of industrial labour:

The causes of this heavy indebtedness are many. In many cases, the son inherits the debt of his father. But the most important cause of indebtedness is occasional expenditure as marriages, funerals and festivals and anniversaries. The migratory character of the worker is also an important cause of the worker's debt. Being in most cases, a man without anything which can be mortgaged, he signs a document, the content of which are often not known to him, in return for a sum which he could probably never obtain in the village. Then the root cause of the evil is the want of any margin left of meeting expenditure of any unforeseen character. The wage level in India are very low and there is hardly any scope of any saving.

Indebtedness among the Industrial workers 1974

<table>
<thead>
<tr>
<th>Centres</th>
<th>No. of families surveyed</th>
<th>No. of families in debt</th>
<th>% of families in debt</th>
<th>Average debt per family reporting indebtedness Rs.</th>
<th>% available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bombay</td>
<td>2,030</td>
<td>1,301</td>
<td>64.1</td>
<td>123</td>
<td>14 7</td>
</tr>
<tr>
<td>Jalgaon</td>
<td>331</td>
<td>205</td>
<td>60.7</td>
<td>227</td>
<td>0 0</td>
</tr>
<tr>
<td>Sholapur</td>
<td>778</td>
<td>667</td>
<td>85.7</td>
<td>Not available</td>
<td></td>
</tr>
<tr>
<td>West Bengal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calcutta</td>
<td>2,707</td>
<td>1,124</td>
<td>41.5</td>
<td>117</td>
<td>6 1</td>
</tr>
<tr>
<td>Cowshah &amp; Bally</td>
<td>1,435</td>
<td>1,008</td>
<td>70.2</td>
<td>Not available</td>
<td></td>
</tr>
</tbody>
</table>
We may therefore, say that the important cause of indebtedness of industrial workers is that his income is lower and expenditure is high. In recent years, though the money wages of workers have risen, yet the real earnings of workers have been declining rise in price. The drinking and gambling are also responsible for indebtedness. The percentage of debt borrowed due to marriages has been found to be between 30 to 40 in various places.

Housing of Industrial Labour:

The problem of housing is unquestionably one of the most important problems for the industrial workers in India. Lack of proper shelter breeds diseases and discontent amongst the people, brutalises human being and kills finer instinct of man. The economic and social isignificance of housing has been studied by many American and European writers who have devoted much attention to this problem, and they find that along with the housing problem has been brought into prominence in other countries and a good deal of attention has been devoted to the problem of city and town planning. We however are still far behind in this respect, as housing here, with a few exceptions, has meant little more than a mere accumulation of bricks and mud in a more or less symmetrical form.

The present condition of housing of the workers still remains unsatisfactory, inspite of various Government housing
Soheae in recent years. The house is not only a shelter from the weather and a place for preparing food and for sleeping, it is also centre of a complicated social ritual. Then a modern house should be available at a price which citizens of average income or less can afford.

**UNEMPLOYMENT**

Without going into the complications of the modern theories, it may be pointed out that the causes of unemployment may be subjective or objective which may be called as internal and external cause. Subjective or personal causes are defect in character, physical disability etc. physical, mental and moral deficiencies of the labourer causing their unemployment. Many physically deformities are doubtless due to directly or indirectly, to the factory system. The obligation in such a case should fall on the employer if the cause can be attributed to him or on the state if the cause is less specific.

Then, there are external causes of unemployment which may also be called economic causes. The first of them cyclical fluctuations. It has been observed that periods of prosperity and depression follow each other at fairly regular intervals, and this has given rise to the belief that there is some thing inherent in the economic system which causes trade to move in cycle. During time of depression, business activities is at a low ebb and unemployment increases. Secondly, there may be
industrial changes, that is change in the methods of production due to danger in demand or due to invention or technical advancement. In brief introduction of rationalisation causes unemployment.

**WORKING CONDITIONS AND HOURS OF WORK, ETC.:**

The labour Investigation Committee carried out an extensive survey of the working conditions in different industries. The conditions have not improved much since the Committee reported. On the whole working conditions in bigger units are satisfactory but smaller and unregulated units specially those housed in old buildings, present very unsatisfactory conditions, as regard light, ventilation etc. and leave much room for substantial improvement. Most of the employers are indifferent to working conditions, and merely content themselves by satisfactory the letter of the law rather than the spirit underlying it. The result is that, even within the limits laid down by law, the actual position made in regard to protection and machinery etc. are in several cases, disregarded.

The hours of work have been fixed with country by the various Factories Act. The Factories Act of 1881, only fixed the hours of work for children between 7 and 12 years at 9 per day with one hours' daily rest and four holidays in a month. No relief was afforded for the adults. Then came the Factories Act of 1948. According to this, the hours of work,
that is 48 hours per week and 9 hours per day with a 'spread over' of 10½ hours. It remove the distinction between perennial and seasonal factories. For children and adolescents the hours have been fixed at 4½ hours per day with a 'spread over' of 5 hours.

**The Standard of Living:**

The causes of low standard of living of the industrial worker are manifold. The chief cause of course is the low income of the worker and the high cost of living. The fact that workers in India do not get sufficient wages is evident from a study of wage level in India. A comparison between the cost of living and the real earning of working class reveals that the standard of living that the workers has fallen to the extent of the disparity between the proportional increase to the wages and index number. The darness allowances given have not been and are not in capacity to compensate for the increase in the rise in the general price level and the cost of living and the ultimate burden falls on the standards of living of the workers as a whole.

**Health and Efficiency of the Industrial Labour:**

The problem of health of the industrial labour may be viewed from two angles. Firstly, the health hazards, which are common to all citizens, and secondly the occupational
health risks to which industrial workers are exposed in certain industries. The industrial worker is also a citizen and as such, shares with other citizens, the health risks with other common to all members of community. As a citizen his need should be met by the general health service, available to the community as a whole. As a worker industry however the occupational risk to which he is exposed, can be met by a properly constituted industrial health service, which can deal with those sets of factor in the environment of his work place which react adversely on health. It is unfortunate in India, that while there are organised health services for the established Industrial Health Service or any other agency to deal with the problems of occupational health hazards.

By efficiency of labour we mean the amount of work which a labourer can do within a given time. In other words the word efficiency denote the capacity of a labour to do more or better work in a given time. Therefore, efficiency of any factory of production greatly affects the total amount of wealth produced.

It may also be pointed out that in recent years we have general complaints about deterioration in labour efficiency. It is said that labour has become more conscious of its right and demands higher wages, while it has forgotten its duties and does not like to work. The Chairman of the Tata Iron and
Steel Company pointed out in its annual meeting, in 1949, that the average output of steel per employee has fallen from 24.36 ton in 1949-40 to 16.30 tones in 1948-49. He complained that in some departments the majority of men were working as one third to one half their capacity. The reason for this attitude of labour are not far to seek.

**PRODUCTIVITY:**

The importance of raising productivity in India can hardly be exaggerated, especially in the context of economic development of our country through five year plans. We must take steps to increase the productivity of our workers if we want to compete successfully in the world market. The gain of higher productivity will accrue to all classes. With expansion of market, profits will increase and industry will gain. With the reduction in the cost of production, consumers will gain on account of lower prices and better quality of goods. With higher productivity workers will get higher wages and there will be rise in standard of living. The productivity of industry is the source from which higher wages are paid. The labour productivity thus does not reveal changes in the intrinsic efficiency of labour, but rather the changing effectiveness with which labour is utilised in conjunction with other factors.
The International labour organisation owes its creation to the Treaty of Versailles at the end of the World War I. The primary purpose of that treaty was to maintain peace but it was felt, "that peace could be established only if it is based on social justice". Therefore, it was thought that there should be some international regulation of industrial conditions and some international protection should be given to labour for the purpose of maintaining peace. Hence on 28th June, 1919, the "High Contracting Parties" agreed to establish a permanent organisation to improve the condition of labour.

India is one of the founder member of the I.L.O. and its part and place in the various bodies of I.L.O. and contributions to its funds have been indicated. India today is the one of the prominent member of the I.L.O., one of those, it seems that have been benefited most from its pioneer work; and one of the favourites of the I.L.O.'s enthusiasts because of the active interest which the Indian Government, at least is taking in the efforts for special progress of the I.L.O.

REGULATION FOR PROTECTION OF LABOUR:

An important feature of the introduction of industrialization in India in sixties of the last century was the eagerness
of employers for quick returns and easy profits. The temptation of cheap, helpless and submissive labour used to long hour of toil and a very low of standard of living, proved too strong for many employers, who secured enormous profits by terrible seating of man, woman and children. At that time, the policy of Government was to protect the social system. Hence the legislation which was under taken in 1859 and 1860, i.e., the women's (Disputes) Act of 1860, related to the penalties for the workers, who were guilty of breach of contract which was made a criminal offence. In early days what ever legislation was under taken, was also with reference to specific industries and not for the general class of industrial work. In recent century there are many legislation are as follows:

**THE PAYMENT OF WAGES ACT, 1936**

The need to protect the wages earned by the workers had been felt from the early years of the twentieth century, but it was as early of 1925, that a private Bill called the "Weekly Payment Bill" was for the first time introduced the legislative assembly. At that time different periods of payment of wages were prevalent. An attempt was made to remedy some of evils viz. delay in payment of wages, non- payment of wages, deduction made from wages on account of fine imposed by the employer etc. The Bill was however withdrawn on an assurance of the Government that the matter
was under consideration of Government. Imposition of fines by employers on workers and deduction of even double the amount of wages for absence period by way of fine was very much customary in those days. The desirability of regulating the extent of fines and other deduction, through legislation was felt by the Government in 1926. The preamble of the Act states that the object of the Act is "to regulate the payment of wages and secondly deduction from wages whether as fine or otherwise".

THE WORKMEN'S COMPENSATION ACT, 1923:

The workmen's compensation Act falls in that category of legislation which has its roots in the theory that a state can not be mute spectator to the sufficiency of working class engaged in factories or establishments who are exposed to the various risks to their limb and lives. Due to technological innovation and automation introduced in industries the working class operating these sophisticated mechanical devices are invariably exposed to the risks of being involved in accidents invalidating them temporarily or permanently and also involved in fatal accidents for the fault of theirs.

In the case of India the question of granting compensation to workmen for fatal and serious accidents was raised in 1884 and the need for legislation was emphasised by factory and mining inspectors as then existing law namely: Fatal Accident Act 1885 was not sufficient to consider the purpose.
The main object of the Act is to impose legal obligation on the employers to pay compensation to workman involved in accident while working in the premises.

THE INDUSTRIAL DISPUTE ACT, 1947 :-

The Industrial Dispute Act was enacted with the purpose to provide a permanent machinery for the settlement of industrial disputes which had become a common feature due to industrial unrest in the wake of post war problems arising out of constant strife between employers and employees. The self contained act which provides for suitable machinery for the deciding the disputes that arise between the employer and employees. The emphasis laid by the Act for compulsory adjudication in Industrial dispute is the general social interest in order to achieve the goal of socialistic society.

THE INDUSTRIAL EMPLOYMENT (STANDING ORDER) ACT, 1946 :-

The provisions of the Act apply to every industrial establishment located in India, where 100 or more workers are employed or were employed on any day of the proceeding 12 months. The appropriate Government has been given the powers to apply the provision of the any industrial establishment employing less than 100 workmen by issuing notification in to official gazette and specifying the number of workmen in the notification.
The act is a beneficial measure enacted for the purpose of instituting a Provident Fund for employees working in factories and other establishments. The provision have been made for the better future of the industrial worker on his retirement and for the dependents in case of his death while in employment. However, to avoid any hardship to new establishments which may not start making profit in their early infancy it has been provided that they shall be exempted from the application of the stated period. The purpose of the act is to institute a provident Fund.

The Minimum Wages Act, 1948:

The object of this Act is to prevent exploitation of the workers and for this purpose, it aims at fixation of minimum wages which the employer must pay. The provision of the Act are intended to achieve the object of doing social justice to workers employed in the scheduled employment of prescribing minimum rates of wages for them. Therefore, the legislature intended to apply this Act not to all industries but to those industries only where by reason of unorganised labour or want of proper arrangement for effective regulation of wages or other causes of the wages are very low. The Act contemplates that minimum wages rates must ensure not merely the mere physical need of the workers which would keep him
just above, starvation but must ensure for him not only his subsistence and that of his family but also presume his efficiency as a workman.

The minimum wages presumably it would not be possible to lay down a uniform minimum for all industries throughout the country on account of different and varying conditions prevailing from industry to industry and from one part of the country to another.

**AGRICULTURAL LABOUR**

One of the most serious and depressing problems of the country's rural economy is that of agricultural workers. Their number is very large and rapidly growing and they live a life of adjacent poverty. They happen to be the most backward, the most exploited and the most neglected class of the rural economy. Indeed, they form the weakest link in the chain of rural economy and present a problem requiring urgent attention. Without a satisfactory solution of this problem, no real and durable progress can take place in the rural sector.

To identify agricultural workers, it is necessary to define them. The need for defining them separately also arises from the fact that the definition of industrial labour cannot be applied to them in toto. There are two reasons for this.
One is that it is not possible to make such distinctions among agricultural labourers as unskilled, semi-skilled workers. The work of agriculture is such that a worker has to undertake more than one type of job, so that it becomes almost impossible to list each worker under a separate category. Further, because of the predominance of small farms, there is little scope for specialisation of work as on big farms and non-agricultural industries. Again, there cannot exist in agriculture that type of relations between employers and employees which one finds in manufacturing industries. This is particularly so in a backward economy where agriculture is not conducted as business but is only a means of subsistence and where the use of family labour is prevalent on a large scale.

CAUSES OF AGRICULTURAL LABOUR

The conditions of agricultural labourers in India are simply appalling. They are miserably poor and their level of living very low. They subsist in life always face to face with dire poverty, unemployment, exploitation, misery and uncertainty. They have no social status. At places they lead the lives of serfs or bonded labourers. Some idea of the horrible conditions of their existence can be formed from a few facts listed below.
Employment:

Agricultural labourers do not get work on regular basis. To a large extent they remain unemployed and underemployed. Contract labourers, who are attached to particular landowners, do get work on permanent basis and for longer periods. But the number of such labourers is comparatively small, and they too have their own difficulties and problems. For example, they are severely exploited by landowners. They have to render bonded labour. Their wages are very low. They are not even free to work under any other landowner. From the viewpoint of employment, the position of casual workers is perhaps the worst. And it is these workers whose number is very large. According to the second Agricultural Labour Enquiry, during 1956-57, casual male workers got wage-employment for 197 days and worked on their own for another 40 days. For the remaining 128 days of the year, these labourers remained unemployed. Female workers remained unemployed for a longer period of about 197 days. Thus casual agricultural labourers remain without work for four to five months in a year.

Not only are they not adequately employed, their working conditions too are very bad. They work under the most trying circumstances. They have to do very hard labour in sun and rain. And their working hours are not fixed. There is no provision for holidays or other facilities to which industrial
workers are accustomed. All these affect very adversely their efficiency, health and life.

**Wages and Income**

The income of agricultural labourers is very low. For a considerable part of the year they are out of work and earn nothing. During the time they are employed, they get meagre income or wages. A large part of their income is derived from wages. According to the second Agricultural Labour Enquiry, wages formed 75 per cent of their total income during 1956-57. They are paid partly in cash and partly in kind; about 49 per cent of their wages are paid in cash, 40 per cent in kind and the remaining 11 per cent in a mixed form.

As far as the wage-rate is concerned, the daily wage for a male agricultural worker was Rs. 1.09 in 1950-51, Rs. 0.90 in 1956-57 and Rs. 1.43 in 1964-65. For female workers the wage rate was Rs. 0.68 in 1950-51, Rs. 0.59 in 1956-57 and Rs. 0.95 in 1964-65. During this period of 14 years, there was no doubt some increase in the wage rate. But in the context of rapid rise in prices which took place during this period, the real increase in wages was perhaps negligible. In fact, in case of male workers there was actually a fall.
Consumption and Standard of Living

The low level of living of these poverty-stricken people who do not get work throughout the year, can easily be imagined. An idea, however, can be formed from the consumption pattern of agricultural labourers. Because of small incomes, they are able to meet their consumption needs only to a limited extent. In fact, the incomes are so meagre that they can provide for only a part of the minimum subsistence living and are forced to incur debt to meet a part of their consumption expenditure. According to the second Agricultural Labour Enquiry, the average annual expenditure of the household was ₹617 during 1956-57, whereas the average income in that year was only ₹437. Thus, on an average, the deficit per household in 1956-57 was ₹180. When we consider their pattern of consumption expenditure, we find that the bulk of expenditure is on food-grains. This is indicative of the low level of the standard of living. According to the second Agricultural Labour Enquiry, 77 per cent of the total consumption expenditure was on foodgrains. Expenditure on other items of consumption was as follows: clothing, six per cent; fuel and light, eight per cent; and services and miscellaneous, nine per cent.

It is clear from this that the level of living of agricultural labourers in the country is very low. Generally they eat jowar, bajra, maize and other inferior cereals. Such
items as fruits, vegetables, milk, meat and other nutritive foods do not at all figure in their diet. The position regarding other essentials is no better. They do not have even the minimum clothing; education and health facilities are non-existent for them; and their "houses" are no more than the places for animals which they share with them. A substantial number do not have even such houses. In these grim conditions, many take to gambling, drinking and such activities. They also suffer from many horrible diseases. To meet these expenditures, they take loans and are driven into the clutches of moneylenders.

*Indebtedness*:

Low incomes of agricultural labourers have led to heavy indebtedness. According to one estimate, 44.5 per cent of agricultural labour households were under debt in 1950-51 and the percentage of such households was 63.9 in 1956-57. Taking indebted households, the debt on an average per household was Rs. 105 in 1950-51 and Rs. 138 in 1956-57. The total debt in 1950-51 was estimated to be Rs. 88 crores which had increased to Rs. 143 crores in 1956-57. Thus these poverty-stricken workers are not only under debt, but the burden of debt has been on the increase.
Social Status:

A substantial part of agricultural workers is constituted of backward classes like Harijans, tribal people, etc. They lead a life of social outcastees and are exploited in numerous ways. Placed as they are on the lowest rung of the social hierarchy, they are doomed to live like animals.

From the above discussion, it is clear that the economic living and social life of agricultural labourers are very deplorable indeed. They are so poor that they have to undergo debt for sheer physical existence. Poverty and indebtedness make them work as bonded labour and live as serfs. In many cases indebtedness persists for generations and along with it exists serfdom. A majority of these people, with incomes of less than 6.30 (at 1970-71 prices) per month, live below the poverty line. Their life is shorn of any hope. Human existence is just smudged out of them. We may quote from a distinguished agrarian expert, Harsh Deb Malaviya: "Unemployment, underemployment, very low wages, combined with social oppression make the life of the agricultural worker miserable."
AIM SCOPE AND METHODOLOGY

AIM AND SCOPE:

The present study is intended to bring at one place in the form of annotation all the significant literature that is available in field of labour problems in India. Although the bibliography is selective in nature, an attempt has been made to cover all the aspect of labour problems in India and to make it fully representative of the various aspects of the problem.

I am confident that this bibliography will be useful to all those who have some interest in the field of labour problem in India mainly research scholars in the field of labour problem in India will find it helpful.

The Part I deals with definition and historical developments of labour problem in India. The Part II which is the main part of the present study consist of an annotated list of 255 documents.

METHODOLOGY:

While starting with this task a general survey of the literature available in important libraries in, Ratan Tata Lib, School of Economics and Institute of Economic Growth Lib,
Out of number of periodical covering the field only important ones were selected for this purpose. A list of periodicals documented has been given in the last of Part I. Standard follows.

Standard followed: As far as possible the Indian standards recommended for bibliographical references (I S : 2581 - 1963) has been followed.

After searching the literature entries were recorded on 4"x 5" cards. The entries in the bibliography contain abstracts giving essential information about the article documented.

Arrangement: Efforts have been made to arrange the entries under the co-extensive subject headings, for this purpose a comprehensive list of subject headings was compiled. Although there is always scope for difference of opinion on any issue, the list of subject headings will generally be found following a logical helpful sequence.

Under the specific subject headings the entries have been arranged alphabetically by author. The entries are serially numbered.
Index: The Part III of bibliography contains Author and Title Index in alphabetical sequence. Each index guides to the specific entry or entries in the bibliography. I hope will be found very useful in making use of the bibliography.
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PART II
LABOUR, AGRICULTURAL.


The nature, volume and probable causation of the abnormal increase in the category of agricultural labourers over the past decade need carefully investigation in view of both the emerging agricultural milieu and the declared social policy. The report of the National Commission on Labour Characterised agricultural labour as basically unskilled and unorganised and has little for its livelihood other than personal labour. As the commission observed Agricultural labour occupies the lowest rung of the rural ladder. An abnormal increase in the proportion of agricultural labourers constitutes one of the major surprises revealed by the 1971 census.

and FAMINE.


Between 1858 and 1914 India went through a commercial revolution. For the poorer section of the rural population, the result of the commercial revolution were simply disastrous. A distinct class of land less day labourers emerged in the rural area by the middle of the 19th century and became more and more numerous in subsequent decades.
The failure of rural wages to rise in prices is not difficult to explain. The increased in demand for labour caused by the growth of trade and of industrial enterprises which were limited to plantation and textile failed to make much impact on the large surplus of labour in agriculture. The trend of real wages of agricultural labour in the last four decades of the 19th century was downward all over the country.

AGRAARIAN, REFORMS, MAHARASHTRA.


Land is a national resource. Social justice requires that it be owned more equitably by the farming community. Recently the National Commission on Agriculture clearly said that a reordering of the agrarian structure is necessary to lay the foundation for a progressive rural society. In Maharashtra neither is their population less significant nor their condition better. Out of the 9,38,248 schedule caste workers in Maharashtra, only 15.95 percent were cultivators and as many as 65.22 percent were agricultural labourer. The Maharashtra Agricultural Land (ceiling on Holdings) Act 1961, was brought into force from January 26, 1962. This act puts a ceiling on cultivated or operated land held by a person. The surplus land
distributed to agricultural labourers and schedule castes and tribes. Thus for Maharashtra distribution of land has not been very satisfactory. Land allotment can obviously have a beneficial impact only if the land can provide gainful occupation.

CHILD.


Agricultural child labour is one of the areas of urgent social action. Otherwise their number is likely to swell in view of their wage attractiveness to the agricultural employers. Upliftment of the weaker sections should commence with their children.

EMPLOYMENT.

5. AGARWAL (N L) and YADAV (R A). Farm labour employment and resources use efficiency in the context of Green revolution. *Eco. affair*. 21, 1-2; 1976 Jan-Feb: 73-80.

The study revealed that the human labour use on grover farms was more by 55 percent on per acre of operational holding. Compared to none grover farms due to the cultivation of HYV on these farms. The magnitude of increase in
human labour employment was found to be more on the large farms followed by small and medium size farms. Thus if the level of mechanisation is restricted and only selective mechanisation is allowed, HYV can go a long way in solving the rural employment problem in the country. The NlK/FC ratio was greater farm and less than one (0.904) for operational capital. The adoption of HYV has led to shift in MVF function for labour. Thus the effort of labour/capital ratio in favour of labour would lead to an increase in production and income on the one hand and employment on the other.

KUMJAB.


The casual labour input per acre showed an increasing trend with farm size on non mechanisation farms and a decreasing trend on mechanisation farm, but the actual labour utilization per acres increased with the increase in the level of mechanisation. The casual labour per cropped acres employed as work basis showed a little variation between different size of farms and level of mechanisation and did not exhibit any particular trend. The result shows that introduction of tube well only created demand for permanent workers as well
as for casual labour. Introduction of tractor further increases the demand for casual labour only without adding or replacing permanent workers.

HEALTH.


A study of labourers employed for plant protection was undertaken in five districts of Gujarat. Plant protection chemicals are in any case known to disturb the ecological balance and to be harmful to life. In one survey, 39 labourers were interviewed. Out of them only seven were permanent. Exposure of workers to pesticides, either intermittently or for a continuous period, is thus dangerous to their health. Nearly 77 percent workers carried out this work for 11 days in a season. 56 percent of workers found spraying easier than dusting. The lighter weight of a duster was given as the reason for preferring dusting. The employers need to be made responsible for providing safety measures and medical check-up of the labourers be employs.

Land is a national source. Social justice requires that it be owned more equitably by the farming community. However, at present in our country, its distribution is highly spread. Recently the National Commission on agriculture clearly said that a reordering of agrarian structure is necessary to lay the foundation for a progressive rural society. In Maharashtra 15.95 percent of cultivators and as many as 65.22 percent were agricultural labourers. The Maharashtra Agricultural Lands (Ceiling on Holdings) Act 1961 was brought into force from January 26, 1962. This act was raised in 1975. If a person which consisted of one or more compact block was declared surplus. Such land was distributed. This land was then given to the persons who were employed in the compact block as agricultural labourers.

EMPLOYMENT.


As the time passes the land man ratio is getting adverse because of the swelling numbers of landless agriculture
labourer throughout the country. By 1977-78 when the fifth
planned ended the total work force 207.57 million engaged
in Agriculture. The landless labourers 60.75 million out of
which 21 million would be landless labourers. Since 1982-83
the total labour force will be around 225.72 million person
in agriculture and landless agriculture labourer 69.20
million. Many facilities are provided by the Government,
but all this can not achieved without massively employing
landless labourers of whom as many as 21 million are
unemployment today and whose number are likely to increase
to 24 million by 1982-83.

UTTAR PRADESH.

10. BETTER DEAL to Labour. Link. 13, 14; 1975 Nov 16; 104.

Uttar Pradesh has been guarding zealously the interest
of labour and commitments to it were honoured in the last
two years. Exploitation of labour came to an end. The
landless agricultural workers were allotted house sites.
The U.P. Landless agricultural labourers Debt Relief Act
1975 had given succour to labourers and weaker sections
of society. In the organised sector employes of sugar
industry were given an unprecedented increase of Rs. 77 in
their wages by a tripartite conference decision held in
October 1974. Over 29,000 houses for industrial labourers have been constructed so far and 1,500 more are nearing completion. Another 1,000 houses will be constructed during the fifth plan period. In addition to a total 636 bed hospital at Kanjir and Modinagar provided by the Government. The total strength of the bed in 17 industrial cities hospital would be 975.

LAWS & LEGISLATIONS, KERALA.


Introducing the Agricultural workers Bill in the Kerala assembly on November, 17, 1972, the Minister of Agriculture has stated the objects and reason for the Bill thus "At present there is no legislation covering agricultural workers except the minimum wages Act, 1948. It is considered as security of employment, payment of wages higher than those fixed or revised under the Minimum Wages Act in deserving cases and regulation of hours of work. Disputes are referred to the Agricultural Tribunals by the District Collectors or by the Government. One special feature of the Act is that it has set a time limit of one month for deciding a dispute."

The Kerala Agricultural Labourers Act the first of its kind in this country was initiated with the intention to achieve substantial progress in the agricultural labour front in the state. Section 16 and 17 determine working hours and interval time, respectively. With the introduction of provident fund scheme for workers under section 8 of the Act, the landlord is required to contribute to the fund an amount equal to 5 percent of the wage paid to the workers and an equal amount is to be paid by every worker to the fund. The provision for payment of overtime wages is yet another thorn in the flesh of the landlords.

MECHANISATION, PRODUCTIVITY, HARYANA ROHTAK.


In this study, an attempt was made to examine the impact of tractorisation on bullock labour and human labour employment, farm productivity and cropping intensity. Per acre utilisation of human labour marginally declined but the employment of hired labour even on per acres basis was
higher on mechanised farms. Thus the mechanism has set the healthy trend of mitigating the unemployment problem of the land less agricultural labourers.

MIGRATION.


Agricultural labourers constitute a high proportion of the latter. A majority of them, being landless or sub marginal farmer, uneducated and inmobile, occupy the lowest rung of the economic ladder of our society. Outside labour in agriculture with acreage under crops available of family labour and the monetary value of other variable as inputs. As all the "outside labour" used for various agricultural operations were converted into adult man day equivalent on the basis of wage rate prevalent in the locality. The demand for outside labour with respect to gross cropped area and availability of family labour was inelastic.

MAHARASHTRA.

15. DHONGADE (M F) and PATHARE (P A). Migratory farm labour: A case study Maharashtra. ***ET.*** 1974 Feb 24: 5, C.

The growth of sugar industry in Maharashtra has created
considerable employment opportunities to agricultural labourers, particularly in harvesting and transporting sugar cane. Rohi Sugar Factory employs about 5000 seasonal agricultural labourers. The employment position of migrant labourers at the sugar factory during the year of study indicates average 176 days for male and 172 days for female. Each family got a total income of Rs. 2127 during the season at factory.

**PLANNING and POLICIES.**


The special programmes were born out of the realisation that the agricultural development programmes so far implemented created not only the redistributive injustice and weaker sections. The most important aspect of development of small and marginal farmers and agricultural labour is the creation of atmosphere of confidence and motivation among the weaker section with adequate facilities for the implementation of judicious programmes in an integrated manner. There are fundamental problems of small farmer. The schemes and programme are started during the emergency in her 20 point economic programme by the Prime Minister Mrs. Indira Gandhi.
PRODUCTIVITY.

17. VAISH (R R). Labour not used properly in farm operation. ET. 1977 Nov 24: 5 c-h.

The article attempt to find out the range of variation in frequency of operations which can be repeated and are directly conductive to raising productivity of land. The objective is to identity the area deficient in labour use. Some crop experience deficiency in labour use in respect of one or more operations. It also shown positive correlation between labour use and output. The number of additional labour days possible were worked out by the labour absorption rate by operation and crops. Additional labour use will result in increased output and income which may be shared by agricultural labourers also.

SOCIAL CONDITIONS.


Demographic trend from 1901 to 1971 indicate the steady rise in the number of agriculture workers and agriculture labour over the year. Agricultural labour households formed 21.79 percent of the total rural household in 1964-65 and 25.26 percent in 1974-75. The 1974-75 Rural Labour Enquiry revealed that the agriculture labour household in
debt increased to 66 percent in 1974-75 from 61 percent in 1964-65. The position of agriculture labour is worse than that of the rural population as a whole. Agricultural labourers has gained very little by the land reform measures in the past with the present policy of the ceiling. The Minimum Wages Act 1948 states were required revised the minimum wages payable to the agricultural labour. An employment policy in the agricultural sector should be developed with a high unskilled labour compo-


Unorganised labour in rural areas living in object poverty, with no security of employment prescribed wages rates and regulated hours of work. There is a need for not only simplified trade Union legislation for agricultural workers but also effective institutional and administrative measure to prevent attempt by the rural elite to thwart the effort of the farm labour. What is essential, however is to correct the man made inequities that have proliferated under the shadow of much well meaning legislation and development projects and introduce basic and the gradual shifting of surplus labour to rural industrial cooperatives. The new strategy must include not only a more distribution of
land in rural areas but also the availability of adequate financial technological and organisational infrastructure to enable the subsistence level peasant of today to become commercially liable through a combination of individual initiative and cooperative effort. It is such a recognised agriculture structure that rural labour can find the opportunities for improving their condition of life.

LIVING STANDARDS, BIHAR.


In this article figures highlight the very low standard of living of agricultural labour house holds. That consumption budget even with a deficit of Rs. 168/- per annum is not sufficient for one time meal for their family members. Half fed, half naked agricultural labourers can be seen any where in the village working in the field. Houses where they live seem rather a store than place to live in. Standard of living of attached labour house holds was found to be slightly better than the casual house holds. For the betterment of the lot of agricultural labour the first stem should be to increase the employment opportunity for them.
STRIKES KERALA.


In the history of India the Indian labour movement agriculture workers would be going on a days strike through out the country in November to press for their demands wages increase and for the introduction of the legis­lation by the Government. The reasons of strike is the problems of agricultural workers and some wages and other problems of agricultural workers in Kerala.

SURVEYS.


The article is high lights social and economic aspect of agriculture labour based on survey undertaken in July 1978 in Amritsar study focused on earning expenditure, indebtedness, working and living condition of agricultural labour, education, family size and structure also included. It suggested two type of suggestion, in short term food for work scheme and cooperative for carrying animal husbandary fishery and poultry farming. Secondly in long term industrial development.
WAGES.


Any wage policy will have its repercussion on agricultural production and marketable surplus and income distribution. If employment is restricted the standard of agriculture labour will be depressed, as the retrained industrial labour will go back to land. The dilemmas discussed above make wage policy complex and sensitive. It is so because it conditions workers commitment to industry motivated to productivity, their living standard their way of life. The wage policy of the country has been criticised on the score that it had not significant improvement in real wage, though output of workers has gone up. The primary objective of income policy is to ensure that the wage increase and increase in other income do not outstrip the growth in the real national product.

24. SADN (K) and KUNDU (SN). Trend in wages of farm labourers in some states in India. Econ. affair. 22, 5; 1977 May; 193-96.

For West Bengal data relating to money wages for agriculture labourers as regard to farm management study series for the years 1963-64 to 1967-68 for treated and non
treated villages in the five selected district of Nadia, 24 parganas, Burdman and Birtbam of the State have been analysed. Difference between crop wage rates per day were found to be at maximum at Rs. 4.27 for HYV aman paddy cultivation, taking both treated and non treated village together. Data published in Agricultural Wages in India, Agricultural situation in India and collected from the Directorate of Statistics, Kirshhi Bhavan New Delhi help us making an inter comparison of rates of changes in money wages and real wages as between different states of India.

ANDHARA PRADESH.


In Andhra Pradesh the percentage of agriculture workers which was 28.5 in 1961 increased to 38.0 percent in the total work force in 1971. As the Parthasarathy Committee observed in its report "The problem of hired labour is not a mere problem of wage. A contented labour in agriculture could have greater stake in raising agricultural productivity and could make larger contribution to political and social stability. In Andhra Pradesh the average employment did not exceeds 225 days for men and
180 days for women in a year. The 1948 Minimum Wages Act was amended in 1954 and the state government were asked to fix minimum wages in agriculture before December 21, 1954. One of important aspect of the present raised rates is that for the first time equal minimum wages for men and women for equal work have been fixed. This is a welcome development.


The analysis indicates that, first the employment structure has not in a state of Andhra Pradesh during 1951-71 and the work force is mainly concentrated and heavily relied on the performance of the agricultural sector. Secondly though the out put per hectare has increased substantially in many district due to the technological break through, the real wage have neither increased nor the increase in the wage rate is associated with the increase in out put per hectare. Thus this study reveals there is no structural change either in the composition of workers or in the level of living Agricultural labourers in the state of Andhra Pradesh.
COLLECTIVE BARGAINING.


A large number of workers, especially in the agricultural and the unorganised non-agricultural sector earn a wage hardly insufficient to subsist with an average family. The real wages in this sector are on an average only marginally above the 1951 level, although labour productivity has only increased as much faster rate over this period in this sector. The national commission on labour suggested a wage policy that should aim and progressive increase in real wages with simultaneous increase in productivity. The employers suggested to the national commission on labour that industrial wages must be related to the level of agriculture wages and must have some relation to the per capita national income as well.

KERALA.


The Kerala Agriculture workers Act "agricultural labour attempt have been made to improve their standard of living. Majority of people ingaged in agriculture. The wages rate
in agriculture is going up. Palghat district studied for the problem of labourers. Kuttanad region also taken for study where cultivator has been highly labour intensive. The Kuttanad Enquiry Committee estimated employment in this region also wages are paid mainly in fixed and working hours are lower. National sample survey revealed that about 30% of agricultural labour belong to backward classes. Rural Labour Enquiry showed the income level in Kerala are better than rest agricultural labour in India.

WEST BENGAL.


The first 1950-51 and the second 1956-57 Agricultural Labour Enquiry in India classified all agricultural labourers into two categories, attached and casual. There is of course, an apparently bewildering variety of labour relation in agriculture not only in different region of India but even in the same area. It is necessary to take account of employer-employee relation to understand the nature and degree of attachment of labourers to employers. Most of the village Survey as well as the Agricultural Labour Enquiries have overlooked this class
of contracts, and hence a major focus of our West Bengal
survey has been deliberately on them. In our survey we
have called this intermediate set of contract as that
for the "Semi-attached" labour.

**ECONOMIC PLANNING.**

30. BASU (Sreelekhha). Better deal for labour. *Yojana*, 23,
3; 1979 May 11 15-18.

The primary objective of all our developmental plans
has been to achieve implementation of these obligations
recognised by our constitutions and under coverage of
our labour in organised as well as in unorganised
sectors and management and regulate wages and other
condition of work. The Minimum Wages Legislation was
first introduced in India in 1948. This act aims at
preventing exploitation of worker in "scheduled employ-
ments" by fixing the minimum rate of wages. The Centre
and state Governments administer on the job training
scheme and industrial training programmes in their
craftsmen training and labour welfare sector. The current
plan has provided for wider coverage of in service
training for workers at various level, to enhance their
upward mobility.

The term industrial relation without going into the legal meaning encompasses the relationship between an employer and employees. In a free democratic society the opposition can substitute the government authority by constitutional means. It appear that organised labour would like sitting on the opposition bench as a counter force but not willing to be in the driver seat. The industrial relation depend upon the history of the national, legitimacy of the management, ideological identification of the union and tripartite characteristic it assume depending upon the role of the political authority.


India occupies 2nd position in the world from the point of view of strength of its population. Industrial development is necessary to increase the number of factory labourers who are class conscious than the type of labour.
Then harmonious industrial relation and industrial piece are necessary for industrial development, harmonious industrial relation increase labour productivity. For increasing the strength of labour and achieving solidarity in the labour movement, the political parties that prefers to work for building up socialism should not rouse the feeling of labour on regional caste and religious ground.

BONDED.


The practice of bonded labour still contentious in several areas in one form and other form. The most important fact of planning for the rehabilitation of bonded labour is to know their statewise and perhaps also their district level distribution in the country. The National Sample Survey Organisation which had also attempted to collect information on the bonded labourers in their 32nd round but has not so far prepared final estimate should publish the result quickly and make another attempt to find out the number of bonded labourers in the country as soon as possible, if necessary giving special training to the field staff for collecting this information.
Bonded labour is a challenging reality today. All shades of opinion were represented in it. More than 50 participants belonging to various fields and professions, political, social workers, academicians, journalists, administrators, and layers were presented. But Union Minister of Labour said that only 98,000 bonded labourers could be identified throughout the country so far, whereas it is common knowledge that many thousands more are still caught in this cruel practice. In a paper presented to the Seminar 3D Sharma, a Joint Secretary heading the tribal wing in the Ministry of Home Affairs linked the problem of bonded labour with the "inequitable operation of socio-economic forces" in the country.

The seminar also suffered from too much generalisation. The paper presented failed to bring out the various forms of bondage and the difference between bonded labour and the rural poor in general was not explained.

ABOLITION.
to appropriate or sell at market value any of his properly or even the product of his labour till he cleared his loan which he took from the money lender. Thus, a bonded labour had to work for the creditor any got no cash payment but got only bare meagles and stayed, in the landlord’s premises. India’s constitution of 1950 under Article 23(1) provided for prohibition of traffic in human beings and forced labour. This section introduce in that code with a view to halt the abuses arising from the forced labour, which say the ryots were compelled to render their landholder.

36. BONDED LABOUR: Thing of the past. Kurukshetra, 24, 41
1975 Nov 16; 21.

Bonded labour is now a thing of the past. According to ordinance of bonded labour system stand abolished and every bonded labour stand freed and discharged from any obligation to render any bowled labour. All property vested in a bonded labour under any mortgage charge, lien or other incumbrances in connection with any bonded debt stand freed any be restored to the possession of the bonded labourer. No credit shall accept any payment against any bonded debt which has been extinguished or deemed to have been extinguished or fully satisfied. The ordinance also provides for the setting up of vigilance committees at the district and subdivisional level.
The existence of bonded labour even after 28 years of independence is a big blot on the fair name of India. Mostly labour are bonded-cum-attached labour. Who are the landless or having less than 2.5 acres of land. The Prime Minister, in her broadcast on 1st July, 1975, made a reference to this obnoxious system of bonded labour and said that the practice of bonded labour is barbarous and will be abolished. All contracts, or other arrangement under which services of such bonded labour are now secured will be illegal.

The National Labour Institute and Gandhi Peace Foundation came to the conclusion in its preliminary finding that there exist 21.7 lakh bonded labourers in these states, i.e. 6.1 percent of agricultural force of 37 million. This is in spite of the fact that the bonded labour system has been declared illegal. 10 percent of bonded labour have been in that state for more than 20 years another 10 percent for over a year. These figures make it quite clear that high slogan of the emergency regime, i.e. scrapping of debt bondage, has made little or no difference to the issue.
The president did well in promulgating an ordinance on abolition of the bonded labour system. The ordinance provides that any custom or tradition by which a person or any member of his family required to do work as bonded labour shall be void and comparative. The survey conducted in the states where the system of bonded labour is prevalent showed that mostly the tribals were leading the life of virtual slaves due to indebtedness. The central ordinance abolishes the system it does not mean that the evil of bonded labour will be automatically eradicated overnight. The authorities concern will have to ensure that these vigilance committee did not lead to favouritism, nepotism or corruption but acted as guardian of the interest of the dispossessed.

Freedom came, though not unwanted and is proving a curse - this is the irony of the circumstances in which the bonded labourers of Palamau have been thrown after that much publicised emancipation drive. Only 602 bonded labourers were identified in Palamau distt and they were freed; 450 of them were given land rehabilitated official claimed. The land given to access is sandy, hilly, almost too spend
for water logging. Despite all talk of ceiling laws the big land lord of Ram Kanda maintains his hundred acres, while Miran, Tibhu and other chamar have not any acres. These landlords taken work in Jungle out sectors. Another tactic employed by the masters has been enforced. In the face of all these odds what is worth appreciating of this after image is their undaunted morale.

41. WAY TO Abolishing bonded Labour. NA. 23, 26; 1975 Jul 13, 9.

There is the Gotha system in Orissa. There is the Sanukiya system in Bihar. Obviously, if the labourers bonded under debt have to be freed forth with the legislation has to free the bonded from all obligation to repay the debts. It is not merely a ban on future outtracts that will suffice. The Prime Minister declaration that "all contract or agreement under which services of bonded labour are now secured will be declared illegal. Can only mean that the existing bonded labour will be made free from all debt obligations.

All existing debt will have to be conciled.

EMANCIPATION, BIHAR, GOPALPUR.

42. ISLAND IN An ocean of bondage. econ and poly Wkly. 14, 5-6; 1979 Feb 3-10; 1770-71.

The bonded labour of Gopalpur, 25 km. west of Patna, began their struggle for debt redemption and higher wages. The
landlord have tried to get the labour bogged down in court cases. In the last three years over 30 cases have been filed by the landlords, labours in the Danapur subdivision court. In the incident referred to above, after the labour had faced the landlords armed with guns the police arrested three person each from the two sides. The freedom won by Gopalpur's labourers is therefore, like an island ocean of bondage. The three year of struggle and the repeated attempt to build up a broad anti-feudal peasant unity have failed to demolish the caste organisation of the landlords.

IN DEFENCE,


The Indian labour is born in debt, lives in debt and dies in debt is the usual feature in every rural sector of the country. The dominant feature of rural bonded labour is that the money lender and landlords earn by capitalizing on the perpetual poverty of labour. President, Mr. Fakhurddin Ali Ahmed announced an important ordinance on October 24, 1975 in connection with the bonded labour. According the ordinance every bonded labourers stands freed and discharged from any obligation to render bonded labour. The ordinance provide for a setting up of vigilance committee at the district and sub-district level.
KERALA.


It declares that from the date of commencement of the Act the bonded labour system shall stand abolished in the state and that no person shall make any payment of cash or payment in kind under the system to any body or extract from any body any labour or personal service by reason of such payment. The bill as it has been passed has several other welcome features. The bill now abolishes this evil system and the number of beneficiaries from such a step is estimated to be over one lakh. It is thus a legislation which will undoubtedly by most welcome to the working class and is the first of its kind to be undertaken by any state government.

MAHARASHTRA.


The issue of the bonded labour came into limelight during emergency. The fourth point of the 20 point programme declared the 'bonded labour' wherever it exist will be illegal. The Government of Maharashtra simply denied the existence of the system of the bonded labour in the state.
and evaded the entire issue. The state government while considering the recommendation of the Shivaraman committee on consumption credit, decided to appoint a committee to examine the problem of illicit money landing in the state. The committee has failed to take notice of an important provision of an Act of state of Maharashtra that deal with the bonded labour agreement. The committee has also referred the system of forced labour under this system labour is rendered not in return of any consideration but under certain customary social obligations.

**REHABILITATION.**

46. CHATURVEDI (J N) etc. Rehabilitation scheme for bonded labour. *Kurukshetra* 28, 14: 1980 Apr 16: 5-11. Bonded labour is identified as a poorest of the rural poor. The problem of rehabilitation released bonded labour has been engaging the attention of the government for the last few years. Bonded labourers were virtually slave for generations. Traffic in human being and 'begar' and similar other forms of forced labour were prohibited under article 23 of the Indian constitution. A total change in the policy of the government of India regarding the problem of bonded labour came with the promulgation of presidential ordinance on October 24, 1975 known as Bonded Labour System (abolition) which subsequently, i.e. March 1976 became Bonded Labour
System (abolition) Act. A scheme for the rehabilitation of freed bonded labour has been sponsored by the Ministry of labour, Government of India. A documentation sheet was prepared which indicate the type of help, magnitude and extent of help required for each released bonded labour for rehabilitation. For rehabilitation of bonded labour in Jaunpur block the government of India sanctioned ₹ 10 lakhs for 1978-79 on matching grant basis.

47. SURANDRA SINGH. Toward Emanipation and Rehabilitation of bonded labour in India. ILJ. 27: 3; 1976 Aug 1091-1502. Labour bonded is one of the form of slavery is a relic of colonial and feudal system. Bondage may not always originate from an advance or money but may be caused by obligation sanctioned by local custom and tradition. The main feature of the bonded labour is that a man pledge his person or some of his family member against a loan and is compelled to work in payment of the principal or the interest there on or both. Bonded labour exists 17 out of 22 state of India. In six months seven state Government have identified 59357 bonded labour of whom 41152 have been rehabilitated.
48. IN BONDAGE to maldars. Link. 21, 44: 1979 Jun 10: 31-35.

All hopes of his old parents and six younger brothers and sister were centred on the 20 year old strapping youth Maya Ram of Kangra Village in the Bhilanga Block of the Tehri Garhwal district. Ram had to carry a 2 quintal heavy sleeper suddenly his right foot slipped and he fell tumbling down the slope, the two quintal log falling heavily on his right arms. The rich and resourceful person of the plains are known as Maldars in hilly region. The rampant poverty in hilly regions ensures that the contracts do not have any difficulty in mobilising enough labour to work at low wage rates in revolting working condition. The work of the forest labour is extremely tiring and exhausting. In the event of injury or illness no medicine is available nearby and the workers usually can not afford to got to distant hospitals. In this system the only way to improve the lot of the forest labourers is to do away with the contract system altogether and organise labour cooperative.

CASUAL, WAGES.


The Union Government has sat on the Kerala casual temporary and Badli workers (wages) bill for the past 20 months. The
bill aim to assure casual temporary and badli workers the same rate of the wages as are enjoyed by the respective categories of permanent workers. The centre has evidently made it clear that the assent for the bill can be given only if the Central unit are excluded from the purview of the bill. Labour being a concurrent subject under the provision of the constitution. If the Janta government goes against the provision of the bill and tries to deny social security to its employs that would be 'definitely a reactionary step' according to the state Labour Minister.

CHILD.


A huge sign board on a busy traffic crossing in the Capital Advertises the International Year of the Child. India has the largest child labour in the world. About 15.1 million children aged five to 14 work. The Gandhi Peace Foundation and the National Labour Institute jointly conducted a survey about the practices of bonded labour in India in 1973. The total number of bonded labours in Andhra Pradesh, Bihar, Gujrat, Karnataka, Madhaya Pradesh, Rajasthan, Tamil Nadu and Uttar Pradesh is 21.7 lakh or 6.1 percent of the 37 million agriculture labour. There is crying need for comprehensive legislation on child labour to be brought out by the Government. This could be its best contribution to the Indian child in this child year.
51. CHILD LABOUR in India. *Indian J. Publ. Adm.* 25, 3; 1979
Jul - Sep: 931-42.
In India child labour emerges out of the socio economic conditions prevailing in the economy. Children are often forced to work due to economic need and social conditions. The Ministry of Labour Government of India has set up a committee, in its resolution dated 6/7th February, 1979. The Committee has drawn up a plan of action for making an in depth and diagnostic study on the nature and extent of the problem, legal framework and supportive measures. Concerning the International Year of the Child and progressive elimination of child labour and traditional measure and opted by the International Labour Conference in his Sixty fifth session (1979) at Geneva.

Child labour is a blot on humanity. Children are the assets of the nation. The development of a country depends on harnessing the constructive energies of the children. Child labour is a great social ill and national waste it deprives children of their educational opportunities and thus thwarts their preparation for adult responsibilities. Data regarding the extent of employment of child labour are
inadequate. The employment of children in an economy may be regarded as one of the indicator of under development and backwardness. The only permanent solution for the problem of child labour, therefore, lies in the economic development of the country.


The term child labour generally refers to the employment of children in gainful occupations with a view to adding to the labour income of the family. The demand for child labour, on the other hand arises because of its lower wage cost compared to adult labour. The first protective legislation for child labour was enacted in 1881, known as Indian Factories Act of 1881. The factories Act amended between several time between 1940-47, but more of the amendments touched the provisions relating to child labour. Child labour as we have seen, is largely a result of inadequate family income. So the first task shall be intern of adequate income to each household so that no one remain below the poverty line. Children should be completely eliminated the purview of employment at least in labour surplus economy.
Child labour refer to the employment of children in gainful occupation or a material contribution to the income of the family. Child labour is the socio-economic problem. Illiteracy, ignorance, low wages, unemployment low standard of living and social life are some of the main causes of child labour. The participation of children in the labour force - particularly in the age group of 10-14 years is very high. Their participation rate in this age group is 28.9 percent for males and 20 percent for females. The report of the National Commission on Labour published in 1969, observe that child labour persist in varying degree in the unorganised sector.

PROBLEM.

A four day national seminar on child labour at Delhi a few month ago organised by the National Institute of Public cooperation and child development has drawn attention to the pernicious proliferation of the number of child labour. A majority of child labour workers are in the village where they help their parents in the field and at home.
recent seminar as child labour highlighted the fact that employment of children in the Indian context is an economic necessity, and nothing else. The Union Labour Minister, Mr. K.V. Raghunatha Reddy, observed that the seminar that the exploitation of child labour would not end without a direct attack on the entrenched socio-economic inequalities.

56. Urban.


The main cause of child labour in our country is the widespread poverty which forces the parents to send their children to seek employment. Hence total eradication of child labour is neither feasible nor desirable. Any legislation totally prohibiting child labour would amount to hardship on their children. Therefore, it would be proper to eliminate or minimise the impact of adverse working condition of child.

CONSTRUCTION, WOMEN.


In the field of labour legislation, the gap between the provision of the statutes and their implementation have not been as wide as in the case of other legislative measure
concerning women. Broadly speaking special clauses of Indian labour law which offer protection to women generally cover regulation of employment in dangerous operation. On the farms the hired labour can be easily substituted by family labour. In the jidi industries women are engaged in operation of feeding the largest factories. Their work is home based and not covered by the labour law. Contract labour is generally hired in construction undertaken by the public works department, railways and steel works.

EDUCATION.

58. REMOVING THE Short coming of workers education schemes.
Capital. 174; 4364; 1975 May 1; 635-636.

The worker's education scheme was introduced in India in 1953. It cover industrial undertakings, mine, plantation, etc. and is administrated by the central board for worker's Education. The National Labour Commission recommended that the central board should allow the programme of workers education to be formulated and implemented by trade union as early as possible. The Central Government has appointed a committee to review the impact the workers education scheme had made on trade unions. Its recommendation is enable the authorities to remove its short-coming.
EDUCATION.


Labour education or worker's education is a vital work of our industrial democracy. National commission on Labour and the committee on workers education set up by the N.C.I. observed in their report, if we were to state the philosophy of worker's education in one sentence if would be that strong and enlightened trade unions could be of great value in the rapid industrialisation of the country particularly with the bold and imaginative project included the successive of Five Year Plans. Workers education must be fully recognised by the state employer and employee and it should be treated as a necessity for the development of industries in general.

PLANNING & POLICIES


Worker education no doubt, is essential for a new orientation in trade union training and strategy and to make the worker aware of their right and responsibilities. But the investment made on workers education must being proper return if it has to remain viable. Cost benefit
analysis alone will show the rate of return on investment made in workers education scheme. It can be concluded from some of the past studies and also from the present that the scheme is not altogether perfect. There is enough scope as well as need for improving it. The success of the scheme depend to a great extent on responsive cooperation from the union and the management and also active and enthusiastic participation from the worker teacher and ranks and file workers.

ENGINEERING, WAGES, MINIMUM.


Without the benefit of the CFI without even the blessing of JF, adivasis, agriculture labourers, poor pleantere, women, engineering worker joined together under a relatively united left opposition leadership to stage the biggest Morcha and rally in Bombay in at least five years and may be ten. In Thana Belapur in Maharashtra strike covering some 50,000 workers in 1,200 small factories in the eastern and western Bombay. The minimum Act was passed by the government of India in 1948 as a central Act enabling state government to fix wages. In recent years more industries have been covered by minimum wages legislation. The Lal Nisha Party has been taking the lead in the minimum wages campaign from the beginning, it is necessary therefore to understand its strategy.
FARM SURPLUS, WEST BENGAL.

62. CHATTERJEE (P K) and JANAHERS (Shidbas). Surplus labour in West Bengal. LIAE. 30, 3: 1975 Jul-Sep, 60-61.

To measure surplus in 96 selected farm in the district of 24 parganas and Hooghly in West Bengal. Surplus labour is measured by the difference between labour supply and its utilization on farms. Since the quantum of women and child labour can not be readily determined from their number in the family in view of intervening social, cultural and economic factor. The supply of labour is calculated on the assumption that on an average a man is a farmy family is available for work for 300 days a year. The consideration of relevent data reveals directly statistically organised relationship between labour surplus and size of farm.

WAGES.


An incident in Gujrat in which two farm had were allegedly done to death by irate farmers for demanding minimum wages is a grim reminder that the authorities concerned should not rest content with fixing or revising minimum wages for agriculture workers. The Prime Minister has taken a serious view of the matter and has urged State Governments to provide
all protection to agriculture workers. At the instance of prime Minister, a review of existing legislation on minimum wages for agriculture labour has been undertaken by the State. The Indian National Trade Union Congress is attempting to the organise farm labour, much remain to be done to being agricultural workers under the protective umbrella of either the Union movement or the Government machinery.

INDUSTRIAL.

64. BOSH (Sanat). Genesis of industrial labour in India.


Historically wage labour, which is a concomitant of the capitalist mode of production and production relations, is preceded by the formation of a free labour force and free labour market. It was in this background that demand for wage labour arose in eastern India toward the close of the third decade of the 19th century. The urban sector was therefore not capable of drawing off the "floating rural population". There were neither "push" nor "pull". It is necessary to analyse the functional mode of these two type of agents. The Arkati was not a direct employee of industry. The Sardar on the other hand, was a paid and trusted employee of the industry which could depend on him to supply the right type of labour. This is the genesis of Indian Industrial labour.
It is believed, or at least it has been widely written and read that the most important assets of an organisation are the human assets. Keeping in mind the large interest of the public, the government considered itself responsible for holding inflation within bounds; for keeping balance of payment, transport to the nation one of the primary responsibilities of an organisation is to increase the financial welfare of its owners or shareholders. The two major contact points that an organisation has with the outside business community are its sale or purchasing department, both of which are important from the point of view of developing a sound corporate image. Business is however of the opinion that the best way of enforcing social responsibility it to make everyone realise it's importance.

In the industrial world increased association of labour with management has been felt more and more measure have been evolved for greater participation of labour in management paying the way for sound industrial democracy.
democracy has taken different form and has been construed in the commonly used term workers participation in management. Industrial democracy in the form of workers participation in management has been an integral part of Indian labour policy for quite some time. In India most of the Industrial units both in the private and public sector management and workers lack cooperative attitudes toward consultation.

ACCIDENTS.


Industrial safety has no doubt received considerable attention in recent years. There is strong link between productivity and safety. Any effort to improve upon the productivity of a plant has necessarily to reckon with the heavy losses caused by accident. The central Labour Institute has conducted a number of safety projects including tailor made training programmes in selected factories and when specific recommendation were acted upon, its resulted in improvement of safety systems. Mr Verma disclosed that several legislative measures were under active consideration. One hopes that the central Labour Ministry will soon give a second look at the functioning of the National Safety Council.
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and ECONOMIC PLANNING.

68. SHARMA (V P). Role of labour and Industry in the economic activities. *Indian Worker* 27, 16-17; 1979 Jan 29: 17.

The whole progress of a country depends on labours and industry. Labour is the backbone of the country. It is only through sincere labour devotion to work that country advance. If labour and industry had not played a vital role in the economy of this country we would have doomed ourselves in the eyes of the world. The present Government is more concerned with such industry where more workers can be employed with lesser investment. The industry should be free from politics but it should not be free from such cheeks and breaks which are necessary for larger interest for workers. All of us must contribute towards national wealth.

and MANAGEMENT.


An idea about the nature of participation of workers in management of industry as envisaged under the JMC can be had from an analysis of its function which have been grouped. The JMC were started in selected undertaking in both public and private sectors. But their working has not shown any
encouraging results. Two scheme of participative management having failed, a new one has just been announced under 20 point Economic Programme of the Government of India. No scheme of industrial democracy can succeed unless the industrial workers in a factory feels a sense of partnership with the concern in which he is working.

BONUS.


After the independence two committee were set up by the Government of India with the concurrence of the Trade Union and Association of the employers, which were Fair Wages Committee and Profit Sharing Committee. Since the Government wants a thorough examination of the idea of workers participation in investment (as noted by the then Central Labour Minister Shri G.L. Nanda) the bonus commission under the chairmanship of Mr. M.R. Mehar was appointed in 1962 which submitted its report in 1964 to the Government. The commission rejected the claim of the worker to bonus as a deferred wage but also it did not accept the suggestion of the employers to abolish it on the ground that it has led to strike and litigation.
Bonus has rightly been regarded as a vital instrument of industrial peace and economic progress. It is dynamic in its implication and operation. At the instance of the Indian Labour Conference (1943), a profit sharing bonus on experimental basis in certain selected industries and the mode in which surplus profit of the concern were to be determine. The Bonus Commission (1964) succeeded in defining some broad objective relating to bonus payment but not concrete definition to the term bonus to be emerge. The last provision of the law which makes it obligatory for the losing concerns to pay bonus to their employees was not logical.

Through the promulgation of the payment of Bonus (Amendment) ordinance, 1977, the Janta Party redeemed its pledge before the Lok Sabha election in March this year. The amendment ordinance altered the concept of bonus being based on profit or production/productivity and upheld the workman/trade unions contentions that bonus is deferred wage. It has been announced by the Government that guide line would be issued concerning the grant of exemption to sick marginal units under section 36
of the payment of the Bonus Act. In West Bengal in determining bonus with in the frame work of law, management should not be rigid or inflexible so as to rule out the possibility of a settlement through collective bargaining.

73. TULPID (Bagara). Labour: No policy in right. E.W. 15,38; 1980 Sep 20; 1576-77.

The article reports the achievements of the Cong (I) Govt. after it came in power since Jan. 80. It reports the decision of the Govt. on bonus issue with comments trade policy of the government, rejection of Rath Committee recommendations the industrial problems of the day particularly industrial disputes and the solution of industrial problems.

and PRODUCTIVITY.


The idea of the Royal Commission on Labour 1931 was sanctified by the award of full Ben Formula given by the Labour Appellate Tribunal (LAT) at Bombay in 1950. The Bonus Act 1965 based on the recommendation of the bonus commission. Actually the Act of 1965 incorporated much favourable condition of both, the Act and the formula, in the interest of
the work man. The provision of the Bonus Act, 1965 were reviewed by the Review Committee which started its functioning under an atmosphere of pressure to raise minimum wages and bonus and after adoption of adhoc formula in October, 1971 by the Government of India. In order to link the bonus with productivity, it is desirable that some method be evolved to measure productivity. Thus the bonus award should be linked directly with the productivity.


Among the issues in industrial relations and labour policy in India bonus has been one of the most controversial issue and perhaps a baffling one. The amended bonus Act 1976, to link bonus to productivity, attempt to recognise this fact and is a sensible step forward in making labour more responsible and concerned with increasing productivity. Profit sharing bonus does not necessarily provide a firm principle for linking worker's effort to the total organisational performance for profit. Even from the pragmatic view point of employee, motivation, profit bonus does not promote directly any close linkage of the workers effort to the year and profit. The Janta Government has also accepted the concept of bonus as deferred wage in principle.

The demand for the payment of bonus based on production, productivity in lieu of profit-sharing bonus has acquired greater importance in recent months. The main reason for the parties not supporting annual bonus based on production/productivity in lieu of profit sharing the INTUC had made representation to the Prime Minister point out the injustice inherent in the situation and requested to give further look at the provision of the Bonus Act. There is an attempt to deny the payment of the annual bonus based on production and productivity where there is an incentive scheme in force. Labour has been demanding production-based bonus since the recent amendment of the Act and the employers are generally opposing consideration of the such payment.


Bonus as a component of wage has deep roots in the industrial relation system of the country, a large number of industrial dispute relates to the payment of the bonus. The employees instead of cash may be given 'bonus-share' for the whole amount of bonus or a part therefore, which is once again a matter of collective bargaining that for what amount bonus share should be issued. The worker like other shareholder will have the privilege of attending annual general meeting
e select board of directors and discuss general issues.

Making employee share holder is difficult in case of public sector. The decision regarding bonus should be brought with in the Jurisdiction of the Joint management where both the parties find representation.

CHILD, UNORGANISED.

78. CHAUDHARI (Kalyan). No Labour of Love. AAB. 1976 Oct 29; 10 a-c.

A recently publish report of the national Labour Commission entitled child labour in India says thank to various pieces of legislation and adoption of various ILO convention, employment of the children in the big, organised industry in almost none existence about the evil persist uncheked in the rural areas in domestic service in shop and establishment and in the small and the unorganised sector of industry. According to report nearly 85 percent of the total number of child workers in the country are in the rural areas working as cultivators and agricultural labourers. The incident of child labour is the highest in Andhra Pradesh, being 9 percent of total labour force and 3.7 percent of the total population of the State and 15.2 percent of total child workers in the country.
COMPENSATION, LAWS & LEGISLATIONS.


Under the workers Compensation Act, when a workman is killed in an accident while on duty, then the amount of compensation for his death is to be paid to the "dependents" of the deceased workman. When a workman received permanent partial disablement in an accident, the employers generally terminate his services after payment of compensation under the act without paying him anything more. There does not appear to be any thing in the workman Compensation Act or in any other Act to prevent the employer for doing this. This result in great hardship in certain case specially.

CONSUMER, WAGES.

80. DHOLAKIA (Bakul H). Wage structure in consumer good and capital good industries in India. Indian J. Lab econ. 21, 4; 1979 Jan: 1-18.

Inter industry wage structure will show significant differences between the capital good industries and consumer good industries as in case of Indian economy. The wage rate in the consumer goods industries is lower than the wage rate in the capital good industries. The inter industry wage structure
in consumer good insutresis in India is determined by the existing inter industry differences in both the ability to pay as well as the general level of technology.

DEMOGRATIC RIGHTS.


The term democracy is a very popular and not an unknown world at least to those who have attained the age of franchise. The term industrial democracy is one of the most widely and force fully debated issue of labour relation today. The influence of employees on the goal and policies of their undertaking one of the most ardently discussed problem of industrial democracy. It should not have mean the participation of workers as consultant or advisor to management, but it should mean the granting of the right to workers in influencing the decision making process right from the shop level to the national level. This will reduce industrial tension in democratic country and industrial place will be resorted.
DISPUTES.

82. INDUSTRIAL DISPUTES resulting in work stoppages in India during 1974. *Indian J. Lab.* 16, 10; 1975 Oct, 1561-64.

The statistics presented in this review relate to industrial disputes resulting in work stoppage. From practical consideration from those work stoppages which involve 10 or more workers whether directly and or indirectly are included in the statistics. State Labour Department and Regional Labour Commissioner (Central) collect the basis information in respect of the work stoppage in the state and central sphere respectively. Out of 2,938 work stoppages reported during the year, lockout were declared at some stage or the other in 3428 involving 145 thousand workers and resulting in a time loss of 6.62 million man days which accounted for 16.4 percent of the total time loss during the year, 1974.


The growing labour unrest and rising prices of essential commodities are the who major problem, requiring the immediate attention of the Janta Government. The increase in the prices of essential commodities over the past one year had added fuel to the fire. This has further queered the picture for strained industrial relations. In the meeting of Tripartite Committee the Union Labour Minister Ravindra Verma could not produce any cut and dried solution to the various
aspects of the labour and industrial relations. The real test of the Labour Minister and the Janta Government would be whether they would be equally efficient in restoring the peace. The government should come out with its decision of minimum bonus which has became a bone of contention in many classes. Fool proof system of settling industrial disputes with inbuilt penalties but should also aim at removing the causes of such disputes.


This review is based on the statistic of industrial dispute which result in temporary stoppage of work. The West Bengal announced the highest time loss of 9.07 million man days or 71.71%. In Uttar Pradesh (1.20 million man days) Tamil Nadu (1.08 million man days) and Maharashtra (0.56 million man days). These four state together announced for 64.74% of the total dispute. Out of 426 lockouts, 32 were pure lockouts and the rest 104 were mixed. Statistic of Industrial disputes in 1977 arising from the non implementation of labour enactment. The information on production loss and wage loss relate to 2552 and 395 respectively. The production loss and the wage loss per dispute for which the relevant information was available work out to Rs. 3, 51,944 and 69,274 respectively.
SETTLEMENT.


The Industrial Disputes Act, 1947 has impose a time limit of fourteen days on the conciliation proceedings with a view to helping a labour and management to arrive at an early settlement of their dispute with the help of conciliation officer. The time spent in investigation the dispute and the Joint meeting is not recorded as a part of time spend to promote settlement through their intervention. The conciliation officer attribute the delay in conciliation to the the heavy work load in regard to both dispute settlement and labour law enforcement. The recommendation of the conciliation officer and that of the commissioner of labour are identical in about 95 percent of the dispute to be referred for adjudication. The Bombay Industrial Relation Act, 1946, which provide for such a measure may be taken as a mode of amending the industrial dispute Act 1947.

ELECTRIC, CONTRACT.

86. STUDIES ON the conditions of works etc., of Contract labour in electric light and power industries. IJL, 17, 4; 1976 Apr: 659-717.

Contract labour was found employed both on regular as well
as irregular job. The main reason for employment of contract labour, as reported by the principal employers, were economy to avoid botheration of supervision by the principle employer and wide fluctuation in the quantum of works of certain jobs. It would appear that the total employment in the 138 working units resurveyed was about 47 thousand of these about 9 percent, were contract workers. Of the 4,177 contract worker employed in the sampled unit at the time of survey 12.5 were woman. Women workers were generally loading, unloading jobs.

ELECTRICITY, CALCUTTA.

87. NEGLECTED SECTION. Econ and Pol Wkly. 10, 28; 1975 Jul 12; 1057.

What is the number of unorganised workers, or contract labourers who are not covered by labour laws in India. A major corporation of employer of contract labour in Calcutta is the Calcutta Electric Supply Corporation (CESC). The CESC is 75 years old. The CESC required 5,000 workers to operate its power distribution system in Greater Calcutta. Bonus was a dream for the contract labour till 1971 when they got organised under the banner of the CESC - Contract Masdoor Samiti and forced the major Contractor to promise a meagre payment. The CESC turns a blind eye to these going
on. The Prime Minister have recently emphasised the need to pay special attention to the problems of the unorganised section of the working class.

GLASS, WORKING CONDITIONS.


Since it was not known as to which of the unit in the frame employed contract labour, it was decided to adopt a two stage sampling procedure. Contract labour was found employed both regular as well as irregular paid jobs. of the 1,256 contract workers, 843 (or about 67 percent) were paid their wages by the contractors independently of the management. The survey revealed that 953 workers of 33 contractors were covered under the Employee State Insurance Scheme of the 44 contractors covered, 4 contractors did not have any machinery for redressing day to day grievances of their workers.

HEALTH COVERAGE, ANDHRA PRADESH.

89. AZMAT NAYEEM and MOORTHY (L S). Multiple Health workers scheme in Andhra Pradesh. Social Change. 9, 1-2; 1979 Mar-Jul 18-23.

The A.P. Government has progressed fairly satisfaction as
regard the MJPW's scheme is concerned. At every stage of
finalisation of the requirements the State Government
has always taken steps keeping in view the capabilities
of the periphered staff and problems faced by the workers.
At present in all the 1st phase Districts the scheme has
been implemented but still all the PHCS do not have the
required staff the new scheme. Female workers are less
in number when compared to male in PHC's.

INCOME AND WAGES.

90. Dholakia (Jitendra). Wages and income policy. PE. 1978 Sep

The report of the study group on wages, income and prices
popularly known as the Bhoopathalingam committee report,
has evoked strong reaction trade union leader as well as from
the manager of private enterprises in India. In developing
country like India a meaningful wages and income policy
cannot but be a part of an over all policy frame. The
primary criterion for arriving at a responsible minimum
wage should be the satisfaction of the basic needs of a worker
for food clothing shelter and certain minimal comforts. The
National labour commission had also come to conclusion that
the national minimum was not feasible. It is suggested
that the wage structure for the highly organised and
unorganised worker based on the scientific and objective criteria and each grade could be given a premium point reflecting skill differential. India today is a rational economic policy which keeps the Indian economy on an even keel with out poverty and stagnation.

INDISCIPLINE.


Discipline in industry can be achieved through a constant and positive approach toward the concept of constructive discipline adopted by the management, the unions and the individual worker alike. The time has now come when the share of the participant can be bigger only if the size of the cake increases through the combined effort of labour in management. It is therefore, essential that the union should take positive step to bring about an atmosphere in which discipline can bring about higher production and all round increase in productivity.
INSURANCE, WAGES.

92. NATIONAL WAGE Policy: Soul or slogan. Econ. affairs. 21,6; 1976, June, 205-06.

In dishing out the idea of national wage the union Finance Minister has blamed many, hitting the Life Insurance Corporation of India. We now realise that it is a case of conflict between the policy holder of a monopoly organisation and its employees. A model socialist employer can not exploit its employee. So the employees were blessed liberty with 'strings' benefit and 'wage agreement'

No country belonging to free economy can claim a success in having a national wage policy. Any success to any country has been limited to price, income and profit freeze for a specific period. The main reason behind this inability are three indeterminates character of productivity resistance of trade union and question ability of equating 'incentive' and social justice.

JOB SATISFACTION.


The Indian workers want in their job, conducted primarily by the psychologists overwhelmingly bring out the fact
the fact that the workers accord primarily significance to extrinsic job factors (salary, security etc.). Three group of workers were studied: a group of daily commuters from the local villages, a group of migrant from distant rural regions of state maintaining strong rural ties and the third again a group of migrant but from different urban centre of the state where they had settle down after they migrate to India. Report and studies from different part of the country bring out the fact that the workers though apathetic and indifferent to their work, are highly concerned about their wages and other benefits.

JUTE, STRIKES, WEST BENGAL.


Over two lakh jute mill workers have lunched an indefinite strike in support of their demand with effect from January 5. The strike should have ordinarily made the Union Government and West Bengal Government to act in concert and make the two side arrive at a negotiated settlement in a spirit of give and take. But their anxiety to win the support of Jute workers the Chief Minister Jyoti Basu and the labour State Minister Krishna Pandey Ghosh have been step further and suggested that the industry must
give a substantially higher amount to Jute workers. The need of the honour is to make the industry more competitive, among other things by exercising cost controls.

STRIKES, WEST BENGAL.


The token strike last Friday in the jute mills in West Bengal and restiveness among trade Unions in other industries make it abundantly clear that the legislation fixing minimum and maximum bonus has not ended and may not end labour unrest. The Indian Jute Mills Association has contended that the industry is not in a position to pay more than the minimum fixed under the law as it has no allocable surplus (from which bonus is paid) for 1979-80. This move in both ill advised and unfortunate. There are plenty of laws and institutions for the benefit and protection of the organised working class. The West Bengal Government should renew its efforts to bring about a settlement of the dispute acceptable to all the State Government have shown the way by signing an agreement for 8.33 percent bonus.
It is necessary to have a free and frank debate on the industrial relation Bill - a crucial piece of legislation which has been introduced by Union labour Minister Ravindra Verma against bitter opposition even with his party. One of the primary objectives of the bill is to have a comprehensive industrial relation law which will integrate the three central enactments and incorporate some of the more important provisions in the state enactment. The term "industrial dispute" now expressly excluded individual trade union disputes. In the case of lock out it is not clear why the word "temporary" before the word "closing of a place of employment" has been inserted. Finally once the representative union has been determined and recognised, other union must not be given any right vis-à-vis the employer. The Bill gives an impression that the government is inclined to rely more on the panel provisions than as its own persuasive role.
97. ANTI LABOUR moves. *Indian* 21, 35; 1979 Apr 8: 14-16.

A sword in the form of the essential services Maintenance Bill is hanging over the head of the working class in Karnataka. Trade Union leaders have described it as a "Black Bill" as it will give the government power to prohibit "refusal to work" by workers in several industries. Many trade union leaders have described the proposed bill as undemocratic and anti-labour which intends to bring back the emergency offensive against the working class. They have also said that the Bill will reduce workers of the stipulated industries to the status of bonded labour.

Before the Karnataka State came into existence and the Industrial Disputes Act was made applicable industrial relation in the state governed by the Mysore Labour Act. Under that Act no rival union were permitted.


The capital city witnessed on November 2, a massive demonstration of working class unity, when over 2 lakhs of workers from all parts of the country has assembled in a rally on lawn of Boat Club to warn the Government of the consequences of the nation wide agitation if the proposed industrial
relation was not withdrawn forth with. The Central Trade Union later presented a petition to the Lok Sabha speaker and the Chairman of Rajya Sabha demanding immediate withdrawal of the Bill. In the petition, the trade Unions pleaded that the Bill sought to deprive the working class of its basic rights to strike to form association and to collective bargaining.

GROWING OPPOSITION to IR Bill. Indian worker. 27, 7; 1978
Nov. 20; 3.

The controversy over the numerous provision in the Industrial relation Bill is gathering momentum is fast becoming a subject of national debate. The 21st session of INTUC held last month at Indore had already demanded its withdrawal as the premier trade union centre in the country considered it to be a grave threat to the growth of free trade union movement in the country because of the provision for the Governments intervention at every stage. The INTUC also considered that the hard earned rights of the working class, like the right of association, right of collective bargaining and right to strike have come under grave threat.

The Industrial Relation Bill is all embarking and leaves no initiatives and prerogatives to managements as if they are to immature to manage their affair without monitoring their conduct from alpha to omega. Concerning the government right to govern and right to put safeguard against all contingencies, Mr. Tata queried whether any worthwhile human relation can ever emanate from employers reduced to marionettes pulled from string in Delhi to perform all actions living no flexibility or discretion. According to Tata the Bill is no doubt an epoch making one and he left that Industrial relation could be maintained only where worker and management exercised certain amount of discretion. Mr Tata said that industry was justified in passing for a statute which would lay down penalties for violence, including losing for a period for trade union.


In exercise of the powers conferred by section 33 of Industrial Disputes Act, 1947, the central Government have formed the Industrial Disputes Amendment Rule 1974 in order to amend further Industrial Dispute Central Rule 1957.
The amendment has been made so as to interest two clause relating to allowing amendments to such rejoinder. The working in the form 'C' have also been substituted to provide for specifying of agreement agreed upon by the parties from the date of publication of the agreement in official Gazette by the appropriate Government.

102. INDUSTRIAL RELATIONS BILL: "Go slow" Unfair practice.


The emphasis in the draft industrial relations legislation approved by the Union cabinet is one ensuring protection for all employers against arbitrary action by the the employers partiality dismissal discharge and the like. In the first bill industry has been defined in the light of the recent supreme court judgement as to what kind of activity constitutes an industry. The cabinet has also said that this legislation should contain provision to secure implementation of the national policy on income and wages. The cabinet has asked the labour Ministry to examine why work to rule should not be regarded as an unfair labour practice if "go slow" is classified as such.
The industrial Relations Bill, 1978 was introduced in the Lok Sabha in August 1978. The Bill, inter alia, seeks to define the meaning of the word 'appropriate government', 'employee' employer 'industry', industrial dispute etc. The Bill further lays down that the central Government may, as occasion arises by notification, constitute a National Industrial Dispute concerning any industrial establishment or undertaking with respect to which the central Government is the appropriate Government. In the event of a worker having been laid off, he will be paid lay off compensation at the rate of 50 percent. No employer close down an industrial establishment unless he has reserved a notice in the closer and obtain the permission of appropriate Government from such closure.

From time to time central Labour Minister as also his predecessor, have said that a comprehensive Industrial Bill would be introduce in Parliament. But there are stronger reason for shelving the proposed Bill till the next general election and there should be no regret about
It. The N.L.C., while it definitely recognised that there is a case for shift on emphasis and greater scope for reliance on collective bargaining. The draft of the fifth plan says that the legislation which is to be enacted very shortly would minimise loss of production by strike and lockouts. It is reported by the Government that the proposed legislation would extend to definition of industry to include public and municipal hospital. It is hoped this will not be done in the Bill is introduced.

105. RAO(S:B). Old wine in new bottles. IT 20, 25: 1978 Dec 4:5. The proposed Industrial Relation Bill also aim at democratisation of the management of the trade union and make them more responsible. There is no difference in the definition of the term trade union between the 1926 Act and the Bill, except for the omission of the words. The Bill also provide for formation of trade union of employers employment in any agricultural operation by expanding the definition the term employer. The support of the employees shall be ascertained by varification of membership of trade union or by secret balot. It is not necessary that only the applicant union be given the certificat of a negotiating agent.

The present review on the working of the Minimum Wages Act, 1948 based on the information received from the Chief Labour Commissioner (Central) various states, Government and Union territories and cover the period of the half year ending 30th June 1975. The M.W. Act, 1948 applies to the whole of India. The Act has however not so far been enforced in the Union territory of Lakshadweep Island. The state of Bihar, Karnataka, Kerala, Maharashtra, Rajasthan and Tamil Nadu have fixed the minimum rate of wage for the first time in respect of some of scheduled employments.


The Industrial Relation Bill neither shorter nor simpler than the three enactments it claims to consolidate. It is a greater deal lengthier more involved and cumbersome. Even seasoned trade Unionists and practitioners of labour law find it difficult to fully comprehend its 167 elaborate and clumsy sections. The claim that certification of negotiating agent will minimise trade union rivalry is
entirely hollow and misleading. Nor does the Bill unequivocally prescribe secret ballot as the method for deciding the extent of support enjoyed by different rival unions. Clearly the sponsors of the Industrial Relation Bill 1973 have learned nothing from the experience of the past three decades of from the earnest debate that has been going on in the country on these issue all these years. The contract labour Act has actually given greater scope to employers to exploit workers through employing them under the contact system.


Industrial relation is essentially a bipartite process. Employer Employee relation do involve a real conflict of interest and also a power conflict. The conflict of interests between the two sides has existed from beginning. It would be unrealistic to expect that differences and dispute between two side can be prevented from ever arising. This view of industrial relations implies that government should have a limited though important role to play in this field. It is necessary that no obstacles be placed in the formation by law and registration of trade unions. A simple democratic procedure for identifying and certifying the barg
ing the bargaining agent of the body of workers where
more than one union function is absolutely necessary if
collective bargaining is the operate effectively. One
of the most crucial issues in any industrial relation
legislation is its provision relating to strike. It is
necessary to distinguish between a real industrial dispute
and situation created by such rowdy violent activities.


For the first time in the history of the Indian trade
union movement, all the major national centres of trade
union have come together to launch a campaign against the
Industrial Relation Bill. The union labour Minister
Shri Ravindra Verma, in his letter to Trade Union centres
pleading for the abandonment of the convention and the
workers protest March and rally on November 20 has gouve
to for as to claim that the Bill is based on the opinion
expressed by the workers representatives of the 30
member committee on comprehensive industrial relations
which was repudiated by the preparatory committee for
the convention. If the Government is keen to avoid a
direct confrontation with the foiling workers in the
country, the only course before it is the immediate
withdrawal of the bill.
According to the workman Compensation Act of Schedule II Compensation is payable only to the employee employed in training keeping or working geliphent or wild animal. 'Wild animal' has not been defined in the Act. Wild animal are those which continue to possess their inherent wildness. Schedule II of the workmen's Compensation Act 1923 obviously refer to employees employed in the 500 etc., where wild animal are kept in cages or in strongly fenced enclosures which are locked outside. It may be easy to say that his family may be helped without insisting for leagle order. But every payment require proper accounting leagle sanction and should also satisfy the Audit.

Industrial employer have stated that there is no justification or rational for granting protection to an office bearer for a period of five years after he lays down the office of the trade union or negotiating comittees. In
regard to clause 73 it has been pointed out that the provision of this clause are completely contrary what was agreed to at the 30 members tripartite committee clause 75 of the Bill provides that the domestic enquiry should ordinarily be completed within the period of 90 days from the date of suspension. In regard to right of employee laid off for compensation, it is urged that no case exist for raising the rate of compensation from the existing 50 percent of wages as a lay of it resort to only indifficult circumstances. It is suggested that clause 85 should be modified so as to prescribe a two year time limit for giving offer of fresh employment to the retrenched employees.

MAHARASHTRA.


The government of Maharashtra must be complimented on the bold step that is it has taken in introducing a Bill providing for a secret ballot to determine the representatives character of a union. The Bill does not touch the other Act, the Bombay Industrial Relation (BIR). There can be no dispute that secret ballot is a more convenient expeditions and democratic method to ascertain the support enjoy of the union. The Bill has many other serious defects. The Union recognised as collective negotiating
or bargaining agent must have some rights if it is to be effective. Other trade unions operating in the establishment must unconditionally accept the worker verdict expressed through a secret ballot. The industrial unrest is growing in the country. The latest to join the fray are the textile workers of Bombay. They organised a one day token strike on February 14. The Jute workers strike involving about two lakhs workers is still dragging on. The observation deserve careful consideration of all management.

MARINE, FISHING, SURVEYS.


In this survey data were collected on employment, wage rate and allowances, working condition, repatriation, social security and other welfare schemes introduced for fisherman. In the fishing industry workers employed on time rate basis on the small and medium mechanised boat were getting any separate deceased allowance. There were no definite scale either. Only about 46 percent of the small and medium mechanise boats had reported to be maintaining first aid boxes for the use of fisherman on board. As regards pension schemes owner of only 6 large fishing vessels had introduce such scheme for their crew members.
OIL, STRIKES.


Some of the recent settlement of industrial disputes have been pretty favourable to employees. The Indian Oil Corporation has at least settled its dispute with its employees. They number about 15,000 and are represented by 14 recognised unions. The trouble has now ended with the signing of an agreement. The main issue in dispute was to rate for the computation of the damness allowance (D.A.). The strike proved effective from the first day itself and, as day went by it proved more and more effective. It was at this point that the U.P. Government thought of holding talk with the representatives of strikes. Quick settlement must therefore be the rule. Without it even a favourable settlement will not create the climate of cooperation that is so essential.

PEACE.


It is now possible to measure in some detail the impact of the emergency. On industrial peace in the country. A
major sign of improvement is the smaller no. of mandays
lost due to lockout and strike. The decline in the manday
lost was as high as 83.83 during the first four month of
this year as compared to the corresponding period last
year. In the first half of this year largest number of
strike was in Madhya Pardesh (139), Tamil Nadu came next
with (70) followed by Est Bengal (59) Bihar (47) and
Uttar Pardesh (40). The number of worker affected
1,49,370 and the number of mandays lost 14,66,730. All
party Hill Leader Conference had decided not to merge in
Congress but to cooperate Prime Minister and Congress at
all level. This is the second time that the APHIC has
decided again a merger.

PLANNING & POLICIES.

116. PARTY CONGRESS resolution on labour policy of Janta Govt.

The tenty Congress of the CPI (M) warns that the rapid
drift in the Janta government labour policy is leading
to a wide spread attack on democratic rights and freedom
of the trade union movement. The last one year of Janta
rule has witnessed banning of strikes, enactment of legis-
lation to illegalise working class action and numerous
police firing killing large number of workers. While some Janta State Governments and labour Minister have been trying to be helpful in solving labour disputes restraining repression and police harassment. The Tenth Congress of the CPI(M) warns all democratic forces inside and outside the Janta Party against this accentuated drift in labour policy which is leading to a vavoidable confrontation between the workers and Janta Party Government.

**PROBLEMS.**


The statistic presented in this review related to industrial dispute resulting in work stoppages. Only those work stoppages which involve 10 or more workers whether directly and or indirectly. State Labour department and Regional Labour Commissioner (Central) collect the basis information in respect of the work stoppage in the state and centre sphere respectively. In order to realize the significance of the decline in time loss in 1975 from that in 1974, it is necessary to examine the behaviour of the time loss due to industrial dispute in the industrially important state in the country. During the year under review there were 47 major dispute in which the time loss involved was 50,000 or more man days.
The Industrial relation for last many generations probably centuries were built upon the theory of class conflict which was particularly propagated by Karl Marx. It is to premature for India to adopt their system but the way matter evolving it appear that there will be greater say of labour in management and already there is some compulsion to have labour involvement. To what extent it can be extended will depend upon harmonious working of existing India and other countries. Perhaps it may be to premature to have worker director in all companies but it will be of interest to have discussion of Bullock report.

The need for harmonious industrial relations can never be over emphasized, particularly for a developing country like ours. More than peaceful industrial relation harmonious industrial relations are necessary. Trade union movement which is a symbol of unity and solidarity has itself been utilized to divide and split the unity among workmen.
among workmen, either because of ideological differences, political party interest or personal ambitions, so much so multiplicity of trade unions has become a common feature in industrial relation in one country. If there fore healthy industrial relations leading to harmony and cooperation between the parties to be achieved, there is need for a simultaneous tripartite introspection. As far settlement of industrial dispute, I have already suggested collective bargaining of direct negotiation and if the parties fail to reach a settlement at that stage, to have recourse voluntary arbitration.

MAHARASHTRA.


Labour unrest appears to have surfaced with a vengeance in Maharashtra. The growing incident of gheraos, strike assaults, violent demonstration and lock out has created an atmosphere of panic in certain areas notable the Thana Belapur industrial belt. The state Governments, so it seems, is alive to the problem. Mr. S.B. Patil, Minister of Labour has conceded that the state is witnessing a recurrence of industrial unrest. The government had also decided, he should raise the quantum of compensation to be paid to such workers against whom an enquiry was
being held for a long time. Mr Patil announced that the Bombay Industrial Relation Act, 1943, so as to bring about 80 percent of labour in the textile mills, sugar factories and BEST under the per view of the Act. The decision was taken in view of the continuous demand of the workers in these industries.

PRODUCTIVITY, ORISSA.


Labour productivity can be measured in term of hours output and money. Productivity of labour can be increased by increasing efficiency of labour, reducing ideal time improving working conditions of labour and effective labour welfare schemes. The environment condition also encourage the labour for better production. Capital labour ratio serves as an indicator of the labour intensity in the industry. The labour productivity is analysed by studying the labour output ratio. This ratio is the measurement to obtain the efficiency of the labour both intern of output and or value added per worker. Labour productivity can be also analysed by taking the value added per rupee of emoluments paid to worker and employees as a whole.
Public Sector: Bonus and Productivity.


Raising productivity is of special concern to public sector, as vast amount of resources of men, machine and materials are employed in this sector. Until very recently in the public sector productivity of both capital and labour has been low. The dearness allowances and bonus merely connotes. State for the inflationary effect on the workers community. Hence, the objective and scheme should be to increase productivity, reduce cost of production, increase earning of the employees reduce inventory and increase manpower utilization. The scheme should be based on savings of labour cost i.e., the labour productivity should be the main point of consideration prior to the introduction of incentive scheme in any public sector undertaking in India.

Relations.


Good industrial relations constitute one of the more important pre-quisites for rapid economic growth. After
the declaration of the emergency in India our Prime Minister announced a 20 point economic programme which contains a number of items which have a direct or indirect bearing on industrial relation like workers participation in industry, abolition and settlement of bonded labour, fixation of minimum wages in agriculture and rural sector. The centre and National Industrial committees for certain industries to observe the assess the industrial relation climate in the country and also to observe the and to take remedial measures to maintain industrial peace and harmony for enhanced production.


The key features of labour legislation in India and the form of status of employers and worker’s organisation. The degree of maturity that one would have liked to have seen in many spheres of relationship has not yet come to pases. It is also important to remember that India is today the tenth largest industrial nation in the world and has made considerable advancement in the field of heavy industry and sophisticated technology. That could not have been possible without a substantial degree of cooperation between management and labour. For the labour the ‘Minimum wage’ proposed by Bothalingam committee.

Some sensible decision were taken at the joint conference on saturday of executives and trade union leaders belonging to the public sector unit in the fertiliser and drug industries. Both the management and labour and participation by labour in what are conventionally regarded as "management decisions". In a meeting in Delhi on Monday of the Arbitration Promotion Board by which industry wise cell are to be set up in the central organisation of both employers and trade unions to resolve industrial disputes through voluntary arbitration. Trade union leader should persuade their followers that in the long run rising production and productivity is more advantageous to the workers than short term gain from overtime earnings founded on slackness and indiscipline.


The National Tripartite Labour Conference decided that the Government should set up a working group to make recommendation on a comprehensive industrial relations law. The IRC were to be permanent bodies and were to replace the existing adhoc industrial tribunals, on such at the centre and one each of the states. The I.R.C. was to be
the authority to decide the representative character of a union. The commission did not favour a total ban on strikes or lockouts but safeguard and correct action through the I.R.C.S. and strike and lock out came into being. The power of the (Industrial tribunal) to grant interim relief is based on section 10(4) of the (Industrial disputes) Act which authorises it to adjudicate not only open the point of dispute specified in the order of reference but also upon matter incidental there to. The radical change in the contents of our laws covering the diverse aspect of the industrial relation.


The Prime Minister announced at the annual session of the associated chamber of commerce and industry last week that the structure of tripartite arrangement among workers, industry and government for consultation and regulation by consensus which had worked during the sixties, has been in active for the last four year. At the same time the government has been without a clear labour policy all these years. The report of the National commission on labour headed by P.B. Gajendragadkar was submitted for year ago. Raghunath Reddy after assuming office as labour
Minister has been trying to break the dead lock. It is an established convention that no labour law is presented to the legislative bodies before it is first discussed in a tripartite meeting. The industrial relation situation was most difficult in 1974 which saw record of 31 lakh mandays lost in lock outs and strike. In these condition the labour ministry find itself in an inevitable position without any worthwhile initiative in the area of industrial relation.


The problem of industrial relation in a single unit are well known to most of us. Labour being a concurrent subject and in view of the fact that the "appropriate" governments in terms of Industrial Dispute Act happens to be always the respective state Government. The Industrial Dispute Act does not confer any distinct status on a company with branches in the more than one state. The Industrial Dispute Act unfortunately does not provide a fool proof system of concluding a settlement with the federation before a conciliation officer. In a nutshell the problem in the multi unit organisation is the same as that of a man who indulge in polygamy.
The article reports the problem of industrial unrest in India. It discusses the method of implementation of labour laws, the anomalies in labour laws have created such a situation. TheBonus Act, 1965 has been cited as an anomaly in creating such a unrest in Indian industries. These are the recommendations and the comments on the memorandum submitted to Govt. of India by All India Organisation of Employers.

The Union Minister of State for Labour and Employment is understandably concern over the emergence of distributing trend in industrial relations. Presiding over the Conference of State Labour Secretaries, the Union Labour Secretaries Dr. N.A. Agha had expressed concern over the increase incident of lay offs retrenchment and lockouts. The fact of the matter is that in a majority of cases of disruption in production caused by lay off retrenchment and lock out factors beyond the control of management had played a decisive role. It is a clear responsibility of Government in a planned and controlled economy, to take the all measure in concert with the private sector to prevent industrial units from falling sick.
Industrial relations have acquired extraordinary features under the regime of emergency. It will not be possible to sustain them in all time. The tolerance limit to the present state of affairs in the field of industrial relations has evidently been crossed. It had taken the Union Labour Ministry a long time to draft a comprehensive Industrial Relation Bill in the light of the finding of the high powered National Commission on Labour. The Bill did not conform to all the recommendation of the Commission and deviated several points. The Bill was simply shelved when emergency was proclaimed. The structure of industrial peace which is so essential for orderly development can be built except on the basis of a fair system of collective bargaining.

The Minister of Labour Mr. Ravindra Verma deprecated the tendency to paint a gloomy picture of the labour situation in the country. He contended that this was done by two kinds of vested interest 'political vested interests' and 'economic vested interests'. Apart from the question of reinstating workers victimised or whose services were terminated during the emergency, inter-union rivalry,
political manipulation and the unhappy economic and social situation have all combined to paralyse vast area of industry in different parts of the country. Mr. Ravindra Verma gave the assurance that the bill would be introduced during the current session of parliament. Even if it is introduced. The 30 members committee set up by the labour minister has not been able to arrive at a consensus on any of the major issue involved. The new legislation should also be really comprehensive in the sense of covering all workers that is all those who depend wages on livelihood. Industrial relation is a subject that should be considered as a matter of national concern and above narrow party consideration.

The Union Minister for labour Mr. Ravindra Verma in this talk with state Labour Ministers and representative of employers employee is understandable. It is significant that this proposal was made by none other than the National Labour commission after making an indepth study of the existing machinery to settle labour dispute. As regards the meaning of the term "Retrenchment" Mr. Tata has pointed out that the supreme court is a recent judgement has held that retrenchment as define in industrial dispute Act means any termination of service including discharges of
causal temporary and even fixed term employees. But this does not square up with the view of Janata Party which has affirmed in its manifesto that bonus is a "deferred wage".

134. INDUSTRIAL RELATIONS. ST. 1978 Sep 41 1-2.

It is easy to pick holes in the new industrial relation bill and fault it on several grounds. In fact representations of both employers and employees have been vehement in their criticism. But in the present situation this seems a remote ideal and there is a broad agreement on a need for a tripartite arrangement for regulating industrial relation. It is in this context the provision in the new bill have to be seen. Mr. Ravindra Verma Minister of Labour argued that now where in the bill had it been stated that there would be a ban on the right to form association or union. A significance feature of the bill pertains to the definition of unfair practices thus bestowing certain obligations on both employers and employees. Mr. Verma has himself conceded that there may be some unsatisfactory provision in the bill. The joint select committee which will go into the bill will therefore, have to suggest appropriate changes here as well as in other directions.
The second industrial relation conference, which was recently met in Bombay, considered some of the issues that have a greater relevance to containing industrial disputes of our country. An interesting issue debated in a working session of the conference was regarding the workers education scheme. Mr. Tata to raise the fundamental issue in industrial relations namely the necessity for evolving a rational wage policy to protect the real wages of workers. There is no doubt that the problem of industrial relation and the machinery to deal with it adequate is assuming great importance for economic development in our country and it is rather unfortunate that the Government should take an unconscionably long to formulate it policies in this vital area.

In recent weeks there have been several manifestation of industrial unrest in different part of the country in the form of strikes and lock outs, resulting in stoppages of work and disruption of production. The Union Labour Minister, Mr. Ravindra Verma, assured that the new Govt.
wanted to identify the causes of this restiveness and take immediate corrective measure to restore an atmosphere of peace and cooperation in industrial establishment. He also made it clear that the government did not seek any partisan ends by bolstering up a particular centre trade union, irrespective of the support that it might enjoy from the workers.


The national apex body for the private sector met in New Delhi on the 13th of August. The meeting was presided over by Mr. G. Ramanujam of the INTUC and it was decided that the apex body would principle policies not only concerning industrial relation but efficient work of various industries and services. The meeting appealed to both the employers and employees to avoid lay off retrenchment, lockouts and closure of the one hand and go slow work to rule gheraos and strike on the other. One of the most crucial problems faced by the industries is the continuing recession. The former president V.V. Giri highlighted that the judicial arrangement should have a supplementary role for deciding the problems of industrial relations. The exercises at apex levels would very much worthwhile if such apex level exercises are followed up with state level involving all the interest of groups. These are the promotional activities that are required to rejuvenate the economy.
Addressing a meeting in Madras on September 1, the FICCI president said "The strike and industrial dispute have been an important factor responsible for the present sorry economic situation. There are centre and state laws which govern relation between employers and workers and conduct of industrial disputes. These laws are also define the scope of government intervention in such disputes. This interpretation of the purport of the FICCI president's remark in Madras is supported by the increasing incidence of nostalgic reference by industrialists and businessmen to the "industrial peace" which prevailed during the period of emergency. Mrs. Indira Gandhi has already demonstrated her capacity to discipline workers and other inconvenient element."

The new Labour Minister Mr. Ravindra Verma promised the working class redressal of its legitimate grievances and greater harmony of industrial relations leading to increased production and a fuller life for all. The present rush of strikes and unrest to press for a large slice of the national cake was thus perhaps inevitable. The Janta
Government stand committed to ensuring a fair deal to labour and started well. Janta Government has a responsibility to the unions the latter have to duty to avoid embarrassing it.


Two day conference on industrial relations was recently organised by the employers Federation of India, the All India organisation of employers and the All India Manufacturers organisation. The employers of India, Mr. Blanchard was happy to say, are among the vanguard of this line of reasoning at the meeting of I.L.O. The I.L.O. is also considering a proposal for the creation of an Asian institute for Industrial Democracy. On the other hand some participants through that it was not possible to have uniform labour legislation through out the country for labour legislation was a concurrent subject. The state would not give up their right to legislate on the subject.


The true state of industrial relations can not be measured only by the member of mandays lost on account of strike and
lockouts. The prevalence of cold war and war of nerves will not be reflected in the mandays lost. The efficiency of industrial relation can be measured only by the degree of harmony that prevails between labour and management. It again depend upon the general climate in the country, political, economic and social. Judged by these standards the quality of industrial relation has vastly deteriorated during the letter half of the period under report. Government policy has also been partly responsible for such deterioration in industrial relation.


It is claim that the absence of strike and lockouts has been the most significant achievement of the proclamation of emergency. The present temporary paused should be converted into a permanent gain for Indian progress. However industrial disputes are bound to occur in every industry and workshop and promote and compulsory measured should be taken to settle down them speedily. The implementation of the right to work should be given proceedence to all other planning and it will be the greatest achievement in the fight against poverty.
When the National Commission on labour submitted its report, the question of making change only structure and not fundamental on the industrial relation field was in the year. The government must imbibe the art of working as a change agent in the field of industrial relation by professionalisation of its labour management cadre introducing more knowledge based skill and working of its apparatus. Even to the case of workers participation in management can not be establish through leagle sanctioned. It is useful to explore the possibility of setting up an independent commission consisting of professional expert in the industrial relation field to supervise implementation process. The Industrial relation board should be manned by eminent industrial relations behavioural and economic scientist. A National debate must be initiated on the industrial relations behaviour as well as on the issues of the industrial relation law and policy.

The result revealed that for all group of employees the least perceptual gap was reported on safety need.
need which were not commonly met or met with great difficulty were psychological autonomy and self civilization need. The magnitude of need gratification did not affect the job perception of both groups of workers or assistant plant superintendent, but was affected negatively by the gap as physiological need in the case of trammen.

By age number of dependent and income most of the postive group of workers. The age of the consultative group correlated negatively with all measures of organizational behaviour. Participation in organizational functioning prove the differentiation in the need gratification and organizational behaviour of the two group of workers.


The exist concept and practice of industrial relation is primarily based on the frame work of industrial dispute Act. In large organisation where there are considerable numbers of middle manager and supervisor there role is not clear. While the industrial law recognises the trade union registered under the trade union Act and provide for recognition of trade union under the code of discipline, the association of middle manager and supervisor have no locus standi under industrial law. Management are often confuse about
145. the rule of officers association. A machinery for settlement of disputes of employees in this category is an important necessary. But the machinery has to be welded less to the legal complexities than the settlement machinery provided by the industrial Dispute Act.

146. VIOLENCE IN industrial relations. Ill Wkly India, 100, 91. 1979 Mar 4: 25.

In recent times violence and crime rate have increased in the last ten years throughout the country, some leader of organised labour have found it to their advantages to use threat and violence for achieving their ends and maintaining their power base. In adequacy of the Indian Penal Code and other laws the inaction by police in certain cases and the fear complex in the minds of the people name greatly contributed violence. A committee was set up by the Government to look into the question of IR Act, the MRTU and FULF act as also the question of reducing the time lag in resolving industrial dispute and evolving method for which industrial peace harmony and fair play are brought into effect.
The complexity and sophistication of economic life and technology has made the classical division of labour more and more complicated. Skilled labour or as technical labour owes, like capitalists own an obligation to society which enabled his training or education and made possible his employment. Industrial relations have became the vital link in the chain of industrialisation and economic growth. If there is stoppage of work production suffer. Peace is a good imperative not only in relation between nation and nation or between man and man, or with in man himself, it is also most essential for the running of industries.

and TRADE UNIONS.

The DNTUC has decided not to participate in the meeting convened by the Union Labour Minister over the provision of the Industrial relation Bill, as it felt that the Bill has been introduced in the Lok Sabha and a resolution to refer to a joint select committee has been passed, no useful purpose will be served by such a meeting. The working committee reiterated its faith in Gandhian ideology and reaffirmed its position is that violence should have no place in the
industrial relations under any circumstances. The meeting was held at the Rashtriya Bil\denn Mazdoor Sangh on January 10, Shri A.P. Shama, M.P., presided.

**EMPLOYER'S ANGLE.**

The industrial relation bill introduced by the Government in the last session of Parliament has met with near total rejection by the working class trade unions. The preoccupation of industrialistic with the subject of industrial relations is reflected in the statement of the chairman of Mukand Iron and Steel works Viren J. Shah at the annual general meeting of the company last week. He compared to the loss of 12.3 million manday as a result of industrial dispute in 1976. The figure for 1977 was 21.3 and that for the first half of 1978 indicates continuation of the same situation. A number of discordant fact are however, discernible in Viren Shah's own account. His view that the remedy for industrial unrest is for the government to be armed with absolute power to settle industrial dispute.

The Industrial relation bill such as the requirement that a union must have the support of 65 percent of workers to be recognised as the sole negotiating agent. The Govt.
record with regard to enforcement of such basic laws as
the factories Act, The Provident Fund and Employer's State
Insurance enactment, the minimum wages law and so on.

MAHARASHTRA.


There are no sign yet of the industrial strife. Strike
work stoppages and lock outs are the order of the day in
seven part of the country. The loss of production because
of industrial unrest in the Thana-Belapur industrial Belt
of Maharashtra has been estimated by Mr. Virendra Shah MP
of industrialist at Rs. 101.97 crores in the amount period
ending December last year ending December last year. At
the industrial relation conference, Mr. K.N. Modi chairman
of the All India Organisation of employers claim that so
far as income policy was maximum wage to around 1120.
Mr. Ravindra Verma called for a national debate for laying
down the basic tenet of policy. Mr. Naval Tata pointed
out an exhaustive study of the whole range of our labour
problems was undertaken by the National Commission on
Labour way back in 1969.
RAJASTHAN.


Rajasthan is the product of the integration of various princely states in the year 1950 soon after Indian Independence. With the expansion of industrial activity and setting up of medium and small scale factories, the labour force in the state registered a corresponding rise. The state labour department had to play an important role in maintaining industrial peace and harmony by promoting better industrial relations in enforcing various labour laws and in regulating welfare and housing schemes. The industrial dispute Act 1947 has inserted a new chapter IIIA. To attain industrial peace and to avoid industrial conflict there are two permissible ways either to permit parties to have as trail of strength or to regulate relation through governmental intervention.

TRADE UNIONS.


Collective bargaining has an important role to play in the planned growth of an economy. Through democratization of the
labour relation with the management in the industry, both the parties should become inclined up to speed up the economic development. The settlement of industrial disputes through mutual negotiation result in the smooth sailing of industrial activities on an even keel. Other problems in the industries are interlinked with the industrial peace and other. This can be possible through free collective bargaining which enable to dispute parties to discuss freely and reach an agreement in the satisfactory and friendly relations.

and PRODUCTIVITY.

153. UPADHYAY (D P). Productivity and role of trade unions. IJEA 16, 3; 1975 Mar; 343-47.

There is a wide spread recognition of the influence which organised labour or trade unions exercise on the economics of the developing nations. In India until recently the trade unions have been concerning mostly on economics demands, seeking for their members better wage and working conditions. It is essential to make it clear out at the very outset that the role of trade unions or labour in promoting productivity is not isolated. In fact, the labour should realise that is in their own interest to ensure success of any drive for productivity because it is evident that a rise in wage without corresponding rise in productivity
TRADE UNIONS and PRODUCTIVITY.


There is a widespread recognition of the influence which organised labour or trade unions exercise on the economies of the developing nations. In India until recently the trade unions have been concerning mostly on economics demands, seeking for their members better wage and working conditions. It is essential to make it clear at the very outset that the role of trade unions or labour in promoting productivity is not isolated. In fact, the labour should realise that is in their own interest to ensure success of any drive for productivity because it is evident that a rise in wage without corresponding rise in productivity would also force rise in price. Provision of legal protection of trade unions is necessary for promotion of healthy industrial relations.

SMALL SCALE, WAGES.


In small scale industrial unit average rate does not appear to be equal to the marginal product of labour. Technological
factor employed by capital intensity and the degree of enterprise seem to be the most important factor explaining the inter industry wage structure in the small scale industries in India. It may be pointed out that the degree of enterprise is an important factor for the small scale sector. However, because of its small magnitude it is not likely to be a significant factor for the explanation of interindustry, wage structure in the large scale sector.

STEEL, PROBLEMS.


For the last two years a serious problem faced by the Bhilai Steel Plant (BSP) in the break down of the iron dolomite and quartzite mine and BSP jurisdiction. In March 1977 elections the iron ore mines of Rajhara shot into prominence when the police fired on unarmed striking workers. The CMSSS commands the loyalty of about 8,700 of the total of 10,000 contract workers employed here. Rajhara is not the only failure of the BSP management. Trouble has also been brewing in the quartzite mines at Dhatola, 35 mile from Rajhara. The Bhilai Steel Plant is a public sector undertaking. Both the centre and State governments owe an
explanation as well, especially on the total black out in the media of the sad state of affairs in the mine.

STRIKES.


No economic situation can ever have any meaning impact on the community unless it ensure a decent living standard for those who work for it, it is equally true that the working force must have the right to unite, protest and to strike for their legitimate demand. The states and centre must have decide which of them should be responsible for the implementation of labour laws. The Industrial Relation Bill 1978 recently introduce has been opposed by all sections of trade unions. The bill makes a bold bid to restructure the industrial relation system. If the trade unions and the employers association can develop some national consensus as to how they should settle their disputes.
Strike can be successful only when the management is going to lose or suffer more than the strikers in the event of a strike and the management fully realise it. According to the management, it is the trade union rivalries rather than genuine workers grievances which have been the main source of much of the violence that has afflicted industrial life in Bombay. Many of the personnel Manager and trade union leader's were killed. Not a word of sympathy for the workers slaughter at Kanpur (Swadeshi Mill). A radical policy change on the part of the Government such as will help eliminate industrial unrest, preventing prolonged worker's strikes, grievous loss of mandays and slump in industrial production is urgently called for essential stepped industrial.

The Gandhian theory of Capital-labour relation has four basic components. First capital and labour contemporary to each other and conflict between them are neither inherent nor necessary. Gandhiji was in favour of harmonious
relation between capital and labour. He wanted labour and
capital to be mutual trustees as well as trustees of consu-
mers. Gandhiji did not consider capital is the enemy of
labour. Both are independent. Gandhiji wanted the labour
to recognise their dignity and value. He said that
strike is one of the tool of the direct nonviolent action.
A strike should be spontaneous and non manipulated. It
should be organise without any compulsion.


Even though the current economic woes of this country
may be attributed largely to the past failure of the
planning, strike and lock out accounted for 22.6 million
man days lost during the first half of 1969. This loss
exceeds the 21.5 million manday lost during the whole of
1978, reflecting the growth of labour unrest in the country.
More recently, the industrial relation Bill mooted in
1978, proposed a total ban strike in 12 listed "essential
sciences" industries. If firm measure became unavoidable,
the utmost care will have to be taken to ensure that the
policy thrust is not against labour organisation but
rather that its direction is toward growth with employ-
ment.
160. **LABOUR UNREST HITS A NEW PEAK.** *ET. 1979 Dec 15*; 3: 3-5.

Industrial unrest has been widespread the first six months of 1979. Data released by the labour bureau show a record loss of 226 million man days during January-June, 1979 as against 14.9 million man days lost during the same period of 1978. Statewise, West Bengal topped the list 13.2 million man days lost from nearly 58 percent of the total man days lost in the country as a whole. During the second quarter the labour situation in West Bengal was somewhat better with Tamil Nadu accounted for the highest man days lost (4.4 million). For the purpose of this review man days lost for both 'strikes' and 'lock outs' are covered. Political strike, sympathetic demonstration and closure not connected with industrial disputes are not included.

161. **PANDAY (R N).** Alternative to strike. *Indian worker.* 26, 8; 1977 Nov 21; 5-6.

In all countries whether developed or not, the state has come to assume varying degree of participation in the building up industrial relations. The state has to watch and understand the attitudes of the unions and employers in regulating their mutual relations in so far as they are concerned collectively bargaining of its claim.
State intervention in India is in a more direct form through the enactment of substantive laws to regulate industrial relations. Beside the state itself is functioning as an employer and is directly involved in the process. The Industrial Dispute Act, 1947 provide for settlement of Industrial dispute through conciliation and adjudication.

HARYANA.


Industrial conflict between labour and management are the root causes of strikes and lockouts. As the observed by Mr. Clark a noted labour economist conflict are but natural because they are as old as work itself and inherent in the industrial system of a country. The background causes behind this antagonism are multidimensional in nature. The lesibes of the parties involved in any industrial system are unlimited where as the means to satisfy them are limited. Wages can never be as high as workers desire or profits or sale as high as owner or manager might wish. Thus the conflict results into strike and lockouts.
A total of 397 industrial disputes resulting in work stoppages were reported during the month of January to April 1976. In these disputes 165,513 workers were involved and 4,035,985 mandays were lost. This industrial dispute involving a time loss of 50,000 or more mandays during April 1976 and those reported now but relating to earlier month. The state labour department of Himachal Pradesh and the Regional Labour Commissioners (Central) give the actual data about the lost mandays. In this period the strike begun and these man days have been lost.

A total of 905 industrial dispute resulting in work stoppage were reported during the month January to September 1976. In these disputes 379,877 workers were involved and 8,370,308 Mandays were lost. Detail of industrial dispute involving a time loss of 50,000 or more mandays during september 1976 and those reported now but relating to earlier month. These statistics are based on the return on industrial dispute resulting in work stoppage recived in the Bureau from State Labour Department and Labour Commissioner in Himachal Pradesh.
Since early August, the Industrial belt of Greater Bombay and the Belapur-Thana area have been in the grip of strike wave which has at times erupted in the villages. Maharashtra labour Minister told the state assembly that in that month there had been stoppages of work in 87 units, putting some 23000 workers out of employment. On the rough estimate these strike and lock out resulted in a loss of 65 lakhs of mandays. The CP(M) led centre for Indian trade union is at loggerhead with the samant Union. The talk that the Prime Minister had recently with labour leaders and representatives of employers were expected to create a better climate for Industrial peace. The State Chief Minister Mr. A.R. Antulay has given top priority to task of restoring industrial peace. The Janta Government industrial Relation Bill fell. No wonder, 1979 broke all record for the loss of mandays in the past ten years. Work stoppages and lock outs hurt all sections of the community. There are no winners only losers.
It is sad that instead of moving toward harmony by solving the long standing problem like temporary workers, reasonable wages policy, employment reference to local people etc. employers show a marked preference for hostile attitude towards the workers unions huge expenditure on litigation and loss of production. May be conciliatory approach adopted by Herdillia and Pfizer in solving some of the issues will prove a harbinger of the new era.

UTTAR PARDESH, GHAZIABAD.


On the morning of September 7, Harig India, a machine tool factory located in Mohan Nager Ghaziabad, was the scene of violent confrontation between workers and management in which two person died, 76 were hurt and the factory was gutted by fire. Harig India is a 16 year old plant manufacturing grinders, cylindrical and other sub machine tools. The workers of factory formed a union in January 1977 before the emergency was lifted. When the newly formed factory union got affiliation with CITU and demanded recognition from the management, the management refused it. Then came September 6 when the workers discovered that a week's wage had been cut from their pay for the alleged tool down strike which, even according to
the management had lasted only three days. The workers decided on a strike. They pasted posters and slogans on walls and 7 September 9 A.M. the large crowd gathered and about 70 people were indeed injured. There is no doubt that the incident on 7th calls for the a judicial enquiry.

WEST BENGAL.


This is illustrated by the recent happenings in Garden Research shipbuilders and Engineers (GRSE) where some 10,000 workmen strike since January 22, 1979. The workers demanded include implementation of the written assurance by the management of their character of demand. Nowadays an unskilled labour draws an all inclusive pay of Rs. 440 per month while a highly skilled hand does not get more than Rs. 561. on March 8, the forty sixth day of strike, the joint action committee appealed to Union Defence Minister to intervene. The crux of this matter seems to be that the BPE has been urging the GRSE to settlement in accordance with the tripartite agreement in Engineering Industry in West Bengal. The Bureau of Public enterprises (BPE) has been a late emerging as a threat of public sector workmen.

It is unfortunate that a time when the production of cotton textile and jute goods needs to be maintained at a high level for safe guarding the interest of cotton and jute workers. The workers launch an indefinite strike to press the demand for 20 percent bonus. The situation in calcutta as compared to Bombay is of course more expensive. Several jute Mills have been afflicted by labour indiscipline. It is therefore, necessary that the West Bengal Government should by to arrive at a settlement without taking sides. The state Government will play the role of a neutral umpire and bring the two sides closer in the interest of maintaining industrial peace in the Jute industry for the benefit of all.

TRADE UNIONS.


Trade Union is a workers organisation. If the workers are not organised in the form of an association, they will have to accept the dictation of the employers and the management regarding the pay packet and the working condition. Let us hope, therefore, that in this congenial milieu, "The labour participation in management an important step towards
industrial democracy, well highlighted in the 20 point
economic programme of our worthy Prime Minister Smt. Indira
Gandhi would be successful implemented, pay rich dividends
to all concern and clear way from more experiment in future
in the field of industrial democracy.


The Janta Party appears to be in no great hurry to enunciate
its policy on labour. The Union Labour Minister Mr. Ravindra
Verma has been holding informal talk with the various trade
union leaders but he has been careful to avoid saying any
thing that might be construed as basis for future policy.
Neither the blanket ban on all forms of industrial action
nor the amendment to the industrial dispute Act imposing
reasonable restriction on employers proved particularly
helpful. The NAB were prepared to take any risk and the
labour Ministry Official unlike NAB in which the government
deliberately kept a low profile, it played the lead role in
the ILC. The ILC’s deliberation gave the impression that
decisions affecting workers were made in the open. The
need for reordering them in a viable policy frame work
is obvious enough.
The general secretary of the Indian National Trade Union Congress (INTUC) Mr. G. Ramanujam did well to indulge in some plain speaking the other day in Ahmadabad, while inaugurating the national seminar on the role of trade unions in economic development. He said that the country has been experiencing a tidal wave of labour unrest in the last two years. Direct production losses because of Monday lost were estimated to amount to Rs. 500 crore in 1977. The significance point about industrial labour force in the economic and political structure of the country its influence is vast. Apart from the convention rule of safeguarding and promoting the right of labour trade union organisation have also realise their responsibilities in the nation’s economic development. It is here that Industrial relation Bill, now before parliament, assumes considerable significance. A salutary feature of the Bill is its effort to hold the scale even the providing constraints to employers and employers against precipitate.

The Janta Government restored some of the fundamental rights and civil liberties a development which was welcomed by the working class. The Janta Party election Manifesto solemnly promised to give the bonus. But even this was done on a year to year basis and permanent legislation on
the question is still in the stage of consideration. The appointment of Bhoothalingam Committee itself was a slap on the face of the working class. A convention of trade unions was held a few months after the Janta Government came into power at Vigyan Bhavan in New Delhi in which a resolution was adopted on this question. The appointment of this committee together with the directives of the Bureau of public enterprises amounted to the imposition of a wage freeze on the working class. The Bill is the biggest anti working class measure ever sought to be enacted in the history of the trade union movement in this country.

and PRODUCTIVITY.


The union's Government's labour policy is still in the process of being evolved. The Government's commitment to free and rehabilitate bonded alabour and to periodically revise and "seriously" implement minimum wages in both the unorganised industrial and agricultural sector was been reiterated. As far organise labour, special reference has been made to "low production high price tea". This was evident when Indira Gandhi told the trade union leaders on July 1 1980. It is no wonder that such a fall is performance and productivity was accompanied by deterioration in
the industrial relations situation". The economic survey earlier and the Prime Minister later, at the labour leaders meeting on July 1 and at the labour Minister conference on July 19, 20 made special mention of growing violence in industrial relations situation the promulgation of the strike ban ordinance. One has to wait for the contours of the labour policy to became clear.

HARYANA.


The Janta government at the centre is planning to bring in a preventive detention measure which will become a maliable part of the India criminal procedure Code. The recent event in the Industrial area of Haryana pose a challenge to trade Union traders who may have to derive a new mechanism to reinforce collective bargaining in industrial relations. A brief look at the working conditions in the industries in Haryana would reveal the extent of exploitation. Of the 10,000 odd workers in the area more than half are unorganized. Quite a number of workers employed by the industries are what is known as "contract labourers". The response of the employers is typical of the Indian industrialist class. The fact of the cases in Haryana however contradict the version of the management. ACITU leaders said in Delhi
recently that if the government and police continue to remain passive spectators to the murder of workers, the latter will be forced to defend themselves. Judging by recent events in the industrial scene, the next decade may see a number of working class upheavals indifferent parts of the country.

KARNATAKA


Trade unionism emerged rather later in Karnataka. The season for this are said to be the willingness of employer to offer advantageous terms to workers and lack of trade union legislation and state. The pattern of trade union affiliation to different national federations makes interesting reading. A high income per capita income, a good strike fund and a workers welfare fund are indicative of the financial soundness of the unions. Considering the role that the National Commission on labour assigned to trade unions, the performance of trade unions in regard to labour welfare in Karnataka does not appear to be very encouraging. Under many circumstances the union find it difficult to persuade workers to make use of the facility of the provided by the employers.
Traditionally, the trade union in Coimbatore have directed their attention not merely to the work life of their members but also the totality of their social life. The uniqueness of Coimbatore unions lay in their extending their activities where the workers lived. Mill workers came from a wide variety of caste. Workers are aware of the fine distinction between the caste, sub-caste and indeed the smallest endogamous group. Tyagipuram with 112 houses was built around 1960 at the instance of TNU leader. Caste is not a major principle of social organisation in Tyagipuram.

When people speaks of caste, the referent is to the diffuse cluster which share a similar ritual status.

MAHARASHTRA.

When Dr. Datta Samant was arrested in 1972 in violence and death followed inter union clashes at the Godrej factory, pulsating eastern suburbs of Bombay. Dr. Samant (Now an MLA too) was arrested on August 11. There are many reason for the violence which is becoming endemic industrial relation in Bombay. Violence has been used by the politician and businessmen who today are warning the working class against violence. CITU had a union among
900 worker for 15 years. All trade union agree that one major factor that has contributed to violence in rising price. The trade union themselves can hardly be called blameless for the present unbridled militancy of the workers. Trade union will have to encompass the many dimensional aspect of a worker's life. This is the challenged that the present violence poses to the left trade union.

UNREST and VIOLENCE.

179. LABOUR UNREST and violence. FE. 1977 sep. 28; 4: 1.

The union Minister for labour Mr. Ravindra Verma has suggested that there should be a national industrial truce for a year or so during which period the Government would formulate the eagerly awaited incomes wage and price policy. Mr. Verma suggested in the context of the ever present need to set up industrial production, any disruption their in whether caused by labour or management ought to be avoided and any cost. The Ghaziabad industrial complex in U.P., A wage dispute in Ghaziabad factory turned violent bading to the death of a couple of workers and destruction of costly plant and machinery. While the U.P. Government must take all possible preventive
measure to normalcy in important Gaziabad industrial belt, other state governments must introduce precautionary measures such as bonus ordinance contrary to earlier expectation is unlikely to resolved bonus disputes.

WAGES.

18c. DHOLAKIA (Bakul H) and DHOLAKIA (Sudha B). Regional wage differentials in manufacturing sector. ET. 1976 Nov 10: 5-3: 8.

Empirical understanding of the various aspects of national wage structure play an significant part in the formulation of a satisfactory national wage policy. In India where the industrial development is essentially controlled by well design industrial policy, there is every reason to expect the regional wage differential to exhibit a clear tendency to narrow down with the passage of time. Attempt is also made to examine the broad relationship between the regional wage structure and the regional productivity structure in the organised manufacturing sector. Productivity is also one of the factor which might account for the narrowing tendency of the regional wage differentials observed during the sixties.
Worker's interest in higher productivity does not develop without some stipulation by management either directly or indirectly. In India promotion stipulation by joint committee is promoted by both legislation and tripartite conventions. The industrial Dispute Act, 1947 provides for compulsory formation of work committee in all the industrial unit employing 100 or more workers. The involvement of workers in management of their company affair in general, however is inadequate in our country. This is evident from the low productivity, frequent strikes, lock out and poor industrial morals. Productivity and job satisfaction will increase and economic gain would be distributed more evenly than in our contemporary industrial society.

Along growth of the national product aimed at in India's five year plan's much attention is now being given to an enquiry into its distribution among the various classes of the people. The problem is very important both because of its potential political explosiveness and also because of
the general assumption that certain classes including organised workers in India have been badly during all the year of planned economic development of the country. According to the 1971 census the number of workers in organised industry and services was 10.72 million and accounted for about six percent of the total labour in the country. The periods 1956-59 and 1963-67 witnessed the coexisting phenomenon of rising prices and falling real earnings of industrial workers. The real earning of worker are seen to be responsive to the pace of expansion of the volume of the industrial production and to a lesser extent of employment itself.

SASTRI (Mani). Wages structure. Indian J. Lab Econ. 21 4: 1979 Jan 137-47.

Wages constitutes the main source of income for the majority of labour force. As such it is the wage in relation to price that determine the standard of living of worker. The marginal productivity theory looked at distributions as a relationship between the marginal product of the fact and the demand for it. In context of industrialisation and economic development, it is found that the institution of collective bargaining has been playing an important role in wages-setting in the areas where labour is organised.
Government through legislative measures like the minimum wages act, is another institution that has considerable influence on wages setting.


The objective of this paper is to review the empirical understanding of wages differentials in Indian Industries. Some researchers have attempted to an analysis of data contained in the occupational wages survey conducted by the labour Bureau. Both U.K. Bhatia and the N.C.A.E.R. study relied on these surveys. Verma followed a similar approach but added other explanatory variables such as fixed capital per worker and the ratio of wage bill to net value added. The study reviewed here suggest that there are wide inter industry wage differentials and structure is marked by flexibility. There have been some attempts in the recent past to study the problem of wage differentials arising among states in India. It is worth noting that job evaluation has for the first time been sufficiently recognised at the national level for the purpose of reformulating a wage structure. If these difficulties are successfully overcome, there is no doubt that the existing chaos in wage structure may largely be overcome.
and INCOME.


For some time now there has been a widespread recognition of the fact that the structure of incomes in the country is highly inequitable and most of the time the income difference have no rational basis and inflationary pressure has further distorted the structure. There are four major aspect of an income policy: objective, scope 'norms' and organisation. The various purposes for which the income policy has been used in various countries are. Price stability, balance of payment, equilibrium. The need for a possible effectiveness of an income policy may be considered higher in the case of India. The existence of planning as a instrument of economic management - a planned economy can not afford to leave the growth and distribution of individual income unplanned and the planned character of the other aspects of the economy render the planning of income easier.


The Janta party in its election manifesto had indicated that it would like to reduce the disparities in maximum income to a level of 1:10 in a period about 10 year. The
government should not be to spread poverty but to spread prosperity and therefore government should only try to increase the income of the lower level rather than to bring down the high income levels. The middle level should be considered fairly well off in the present over all social and economic situation of the country. The Maharashtra government employees have gone on extended strike claiming party with central government employees. An independence board of economic justice should finalised wages. Benefit park etc. simultaneously strike or work stoppage or gheraoos for such demand on wages. The control of income of professionals can only be through more vigorous controls of their fee by the government who should specify the rate of fees for all services on the lines of gradation of wages and salaries. The Bhoothalingam Committee will have to work up the rates for all types of such services.

and PRODUCTIVITY.


Productivity is acquiring a new significance to workers the management and to statement. Wages and prices may rise for two distinct but interrelated reasons, often distinguish in economic literature as "demand pull" and 'cost push'. The need to link wage with productivity of labour was also
stressed in the first five year plan. It is generally accepted that wage incentive by relating earning by output elicit greater effect from workers than under time rate system and that in India with highly cost economy and the many cases low productivity of labour. Linking of wages with productivity is however not such a natural process that this theoretical inevitability automatically transform into reality. There will boost up production and contain inflation and in the large run act as powerful determinate of wage level in relation to price plus productivity standard.

and TRADE UNIONS.


The reported recommendation of the Bhoothalingam committee on wages have cooked sharp adverse reaction from organised trade union with differing political affiliations. The recommendation for delinking dearness allowance from wage scale and relating it to the cost of living index and making such allowances payable to all the employees. For the private sector, the recommendation for the future is a ceiling of Rs. 6,000 percent of basic salary has been recom- ended are including in the ceiling. The committee has fallen back on a feasible daily wage Rs. 4 ostensibly to
protect the small sector. Let us hope that the minimum wage rate would provide a measure of employment to the bottom 30 percent of our population and prices would be allowed to rise by no more than three percent a year as a recommended by the committee.

**LAW & LEGISLATIONS, RAJASTHAN.**


With a view to amend the payment of wages Act, 1936 and the minimum wages Act, 1948 in their application to the state of Rajasthan the Government of Rajasthan have enacted the wages law (Rajasthan Amendment) Act 1976. The Act which received the assent of the president on 10 February 1976 extended to the whole Rajasthan and will come into force on such date as the state government may notify. The Amendment Act insert the expression "or a Vikas Adhikari appointed under the Rajisthan Panchayat Samiti and Zila Parishad Act 1959".

**POLICIES.**

190. JOHRI (C K). Income and wage policy. *Industrial Relations.* 30, 1; 1978 Jan-Feb; 31-35.

The subject of income and wage policy is as complex as it is important for use. In my opinion a policy of salaries,
Dearness allowances, bonus in general and all profit and
evidents is within the range of practical possibilities.
one of the important discourses causing source is the
Dearness allowance. The government should create labour
market institution to regular entry exist housing and for
administering social security scheme. A wage policy
should also regulate differentials. In the long run, a
policy on wages and employment will have to do many things
including eliminating differentials, establishing equalities
which will defend the interest of the weaker sections and
so on but a policy is also need in the short run.

191. RANADE (V V). National wage administration authority urged
IE. 1977 Apr. 11: 9, 11.

The task of salary and wage administration even if confined
to a unit or industry, has always been very delicate and
difficult. The minimum Wages Act was passed by the central
Government as early as in 1948 empowering the state Govt.
to appoint tripartite committees to fix minimum wages in
schedule industries where labour was non-unionised and
therefore exposed to greater exploitation. A National
Wage and salary administration authority should be consti-
tuted and entrusted with the task of collecting compiling
wage data for the whole country. While determining the wages
for the rural and agricultural workers, care must be taken
to ensure a fair incentive to the grower (producer) and the
reasonable price to the consumer.
STRUCTURE.


Wages have an important effect upon the living standards and status of employees and upon the production costs of employer and therefore it is essential that these should be rationally determined. This goal is more likely to be realised however, if a company has a formal system for wage determination. By wages structure we mean those wages rates which comprise a set. Wages structure is grossly distorted so that different industries and professional are divided into water tight compartment with wages bearing relation to one another. The picture is equally unsatisfactory when we view the level of wages and earning as also movement in them.

WEST BENGAL-


Wages of industrial worker in West Bengal have registered a remarkable advancement in 1974 in comparison with those of 1958-59 in organised and unorganised industries as well as in public undertaking. A major outcome of the study conclusively highlight that wage differential to exist between
unorganised industries and organised industries pertaining to private firm and public undertaking. The wage difference between skill worker and unskill worker has dropped over the past 15-16 years from over two to under one and a half time. This seems to be a general trend. The present wage structure of the state, like any other state of India has certain crippling fact. There is very low level of payment to certain classes of workers as for example unskilled worker of unorganised sector.

194. WOMEN, UTTAR PRADESH.


Labour supply was identified intern of female labour force participation rate for the reason that the supply of male labour is not found to vary significantly over space and time. The supply of female labour is primarily determined by certain structural and institutional factors. All as with large proportions of agricultural labourers and small holding tend to reveal a higher production of female population in the labour force. The extent of surplus labour and availability of none agricultural employment opportunities are found to account for a major part of interdistrict variation in the wage rates. An increase in the wages rate with rise
in productivity, the demand for labour will have to rise high enough to reduce the labour surplus to the minimum.

**WOMEN, PUNJAB.**


The female labour force participation are concerned, the Punjab is relatively different from other states. There is great stress on agriculture and tertiary sector which employs more women in rather small. With in agriculture this is great stress on food grain on commercial crops with the result there are hardly any agro-based industry in rural areas where women can be employed. Without greater diversification of economic activity in rural areas it is unlikely that there will be more employment opportunities for women in Punjab.

**WORKER'S PARTICIPATION.**


Workers commitment, association in management and personal attachment with the job may be the greasing lubricant for
faster movement of the wheel of the industry. If it is feared that the system will not work in India because the workers describe management as an organ of the CIA and brand any one who cooperates with it as its 'Dalal'. At this level of management hierarchy the section chief, the sergeant and the supervisory foreman occupies an important and difficult position. Any diffusion of the authority to the workers will not only bring indiscipline among the workers but also slow down peace of production.


Manpower is the basic resource of a country. The use of human skill of the level and structure of workers participation how ever is a function of man power and demand for it. The supply of labour force is mainly affected by the size and the composition of the population. The level of economic development appears to be negatively related with work force participation rate. The old age group participation is also shown high negative correlation with level of economic particularly in the case of male labour participation. The participation ratio have been found to vary more among cities than among the urban areas. The dissitication of population into workers and dependent in itself employing such sectors as cultivator in rural areas turns out to be a matter of chance, giving a spurious rise in labour participation rate.
The scheme of workers participation in management was emphasized under the second plan. The Ministry of labour government of India constituted in September 1956 a study group to study the working of worker participation in some of the European countries and to recommended and outlined for a such a scheme for India. A proposal for three type a joint bodies was put forth in 1959. Under it the unions were not to be consulted in selecting working representatives. The objectives of labour leadership with its wide base of communication at the grass roots would be able to provide access to view points at the working level and entrance contribution to the corporate effort by reciprocally interpreting down the line the broader aspect and objectives of the functioning of the organisation. These joint bodies have achieved limited success because they lack a commitment to act.

The idea of industrial democracy conceives of participative management in which employees are permitted to be associated in process of planning and decision making. Worker's
participation in management aim at "material and emotional involvement of a person in a group situation which encourage him to share responsibility and contribute to the group goal". The origin of this idea of participation can also be traced to the evolution of the principle of democracy. The Industrial Dispute Act of 1947 can be treated as corner stone in introducing the concept of worker's participation in India in a limited field. In 1956 the Government of India appointed a study group to recommend an workers participation. The manday lost 134 million during first six months in the year 1975.


Participative management or workers participation in management is a dynamic concept is a completely different process at different time in the varied ideological world. The forms and patterns of participative management which are practiced in different countries have been varied in structure as well as in substance. The Nationla commission on labour very rightly outlined the failure of the JMC try saying " There does not appear to be much support for the institution of JMC's in their present form. Many agreement are generally adverse to having a multiplicity of joint bodies and so are union."
The government has been trying to establish harmonious relation between management and labour since independence. Clear cut policy indication had been given in Five Year Plan documents from the very first plan. In the context of the new scheme and to make it success of the new scheme and to make it a success, the immediate task is to understand what is actually meant by worker's participation. The industrial democracy in which the role and rights of the workers and enterprises management are interse well balanced. The manager must clear up the cobwebs of autocratic or bureaucratic attitudes towards their working partners at the machine and plants.

Point No. 15 of the action oriented 20 point economic programme of our Prime Minister Smt. Indira Gandhi announced on 1st July, 1975 relates to workers participation in industry. The industrial Dispute Act of 1947 strengthen the recommendation of Royal Commission on labour and insisted on the establishment of workers committee in all industrial unit employing 5000 or more person. Shri V.V. Giri, a
veteran trade unionist and former president of India believe that "such an association of labour on management at all level would lead to permission of increased productivity for the general benefit of the enterprises, the employer and the community. It must be admitted that the scheme of worker's participation in management introduce in the past have not been of success. Participation programme will be successful only when the gains of participation are allowed to be shared equally by the workers and the management.


Workers participation in management has a number of connotations applied to industry the concept of participation means sharing the decision making power by the rank and file of an industrial organisations through their representations at all the appropriate level of management in the entire range of managerial action. Workers control, a demand made by workers in a capitalist society for actual control over the means and processes of production also goes by the name of workers participation in management. The association of workers or employees with the representations of management of either directly or indirectly through their representative partaking in the joint consultative mechanism in an enterprises.
Worker's participation in management can be an important factor in industrial growth, increased production and economic development. But the highest level of technical decision making, it becomes a hindrance rather than an aid. The basic problem is caused by the traditional role of management representing capital and union representing employees. Even if an organisation were to be owned by all those who worked in it, in what proportion would profit be shared, should these be related to efforts put in or to performance. Management of an organisation is a specialist function and such has to be in the hands of people qualified for it by virtue of skills acquired.

Workers participation in management which emerged as a luxury in management techniques for decades' back, has now become essentially a way of management to counterpace with changing social value and allegiance to democratic structure. Industrial democracy, a most talked about terminology of the time springs from idea of workers participation in management in a bid to elevate the status of the workers from a lone
low wage corner to some degree of sharing in determining the destiny of the organisation. The value of participation as a tactic of management do not lie merely.


The idea of involving worker in enterprise decision making has been an integral part of the Government labour policy in India for quite some time. Workers participation in management is a concept surrounded with so much vagueness that for different peoples the concept has different meaning. Participation of workers in management is advocated for a number of reasons such as to meet the psychological need of workers bring them closer to the management promote their interest in self education give them an insight into economic and technical condition and the purpose of the undertaking when they work. The successful working of the collective bargaining is also a precondition for the success of worker participation in management.


The government of India constituted a study team as worker's participation in management which studied the then prevalent
scheme of workers participation in several European countries and in its report 1957 recommended for a voluntary approach to implement the recommendation of the second five year plan. The trade union movement in India has all along been right oriented. Various labour law have conferred only the right of the workers with particularly mill or less emphasis on responsibilities. The second problem concerning the area and scope of participation is controversial. Even in the Prime Minister's 20 point economic programme, the area of participation is only at the shop floor level. Effort should be made to involve the workers effectively to begin with at the shop floor level in planning, production and determining the target.


The Union Government's decision to extend the scheme for worker's participation in management to commercial and service organisation in the public sector is rather surprising. The Union Minister for Labour Mr. K. V. Raghunathan Reddy has claimed that the scheme has contributed to an improvement in productivity and production. Mr. Reddy has emphasised that the workers representative should be employee of the undertaking concern. There have also been cases of multiplicity of union coming in the way of the
implementation of the scheme. The National Commission on Labour had drawn pointed attention the fact that works committee and management had failed function properly. In the absence of effective step to solve these and other problems it is feared that the scheme might not result in meaningful participation work in management.

ORRISA, ROUKELA.


It is evident the worker's participation in management is taking place on a massive scale of Rourkela. It is most gratifying that the Rourkela model of participative management has been acclaimed at the Orrisa state level since the state sub committee for worker's participation in management and has recommended that Rourkela's Model be emulated by other industries in the state and said recommendation has been accepted by the Orrissa state Labour Advisory Board.

WORKING CONDITIONS.


The living conditions of worker in industrial centres like Bombay, Calcutta and other places are appalling is a fact
which is fairly well known. Our survey organised by a Union Mill Mazdoor Sabha (UMMS) the representative union of silk processing and hosiery workers of Bombay. It was conducted for the union by a social scientist Dr. Mrs. Shanta Vaidya. The objective of the first survey to find out the living condition and income and expenditure. According to UMMS survey 95 percent worker about when information was collected, lived in Chawl rooms and 86 percent of them lived only in a single room. According UMMS survey 78 percent workers in debt. The problem of housing is vast and urgent. Many sided efforts are needed to find a solution.

LANDLESS, WAGES, WEST BENGAL.


The West Bengal Government has taken in hand the worth while task of providing minimum wages and home stead land for agriculture labour. According to official estimates (Mid year 1974) the agriculture labour in this state account for 26.4 percent of the total population of 4.77 crore. On this basis there are about 40 lakh agricultural labour families in the state consisting of five member per unit. According to the present programme 2 to 5 lakh of land (240 sq.ft. to 600 sq. fit) will be given to an agricultural labour
family. There will be no difficulty on the part of the government in finding suitable homestead land for these people.

MIGRANT, URBANISATION.


India is in the midst of gigantic urban growth. Urban communities differ from rural areas in their economic pursuit. The increasing growth of urban population has been partly due to rural urban migration and partly due to natural increase of birth. Workers moving to urban areas not only work training and experience in modern condition of work but also do not generally have the educational basis for ready acquisition of new skill and depessionalised working relations inherent in modern enterprises. Solution to the urban problem created by the haphazard and unorganised movement of unsuitable and under employed migrant labour force to the cities can not be found by looking at the cities or villages alone.
MINING, COAL, BONUS and PRODUCITIVITY.

In this study the method of payment of bonus and the significance of the productivity in coal mine industry. The implementation of the coal mine provident fund and bonus scheme of 1948 and the Bonus Act of 1956 have confirmed many benefit of the workers in the coal mine industry. In case of linking of productivity and bonus it was felt by all the major participation of the industry (i.e. labour union, employment and state) that a common bonus system based on productivity can not be applied to the entire coal mining industry as has been the case in other industries. As a first step in formulation of such scheme the study group of National Commission on Labour in 1969 suggested five important guide line and step should be taken to evolve productivity agreement between management and worker.

ORGANIZED BONUS.

The question was recently debated at an international seminar held in Bangalore under the auspices of the Trusteeship foundation. The seminar did not throw any fresh light on
the concept of trustism. Thus inspite of one loud talk of Gandhiji and his concept of trustism we have to go to other land to get a glimpse of the practice of Gandhian theory. Following railwayman, Posts and Telegraph workers have secured bonus. The same demand will grow in the various division of the private sector also. Thus a time will come when an annual bonus of 15 days or a month wages will have to be paid to all wage earner. It will mean it is estimated an additional of about 60 to 70 crore to the country salary bill. It will also go down to villages and can be utilized for effecting some improvement in the dull and drab village life.

STRIKES.


The Indian society of labour economics did well to pose issues of organized labour when bankmen all over the country have gone on strike to press their demands. Mr. Patel rightly raised the question as to why a government peon shall be paid less than a peon in the LIC or a bank. Thus the paramount need is to see that the demands of organized labour are kept in focus when over 40 percent of the population all living below the poverty line and there is an way of improving their standard of living except through
rapid growth. It is no use giving expression to "concern" without indicating how it is opposed to tackle the problems. In this context Prof. Dantwala in his presidential address has done well in underscoring certain aspects of employment planning. The aim should be the development of the area in such a way that in equality and scale, it would be able to provide adequate income and employment to all its labour force.

PLANNING and POLICIES.

216. CHALLENGES BEFORE Labour. Link. 18, 38; 1976 May 21 7-10.

On May Day this year, the Indian working class will be nearly 125 year old. The Indian working class was able to play its patriotic role primarily because it stood up against the exploitation, the first and foremost its own exploitation. Naturally the Indian capitalist class particularly big business is feeling alarmed about the growing strength of the working class and its increasingly important role in the political as well as the socio-economic life of the country. This year May Day celebrations are more than a routine affair. A phenomenal increase in the rank of agricultural labour occurred during the decade 1961-1971. During 1961-1971 the number
of agriculture workers has increased by 5.3 Million to 130 Million. It may be noted that the worsening of the employment situation particularly in the rural areas, has taken place in spite of the growth in the national economy that has taken place under the five year plans.

POLICY.

217. WORKERS : RIGHT denied. [Link, 1977 May 1; 8-10.

May day this time is marked by a new sense of liberation among the working class. The new Janta Government has not yet declared its labour policy but has broadly indicated its general approach. All the same the restlessness among worker has begun to manifest itself. The Janta party is heavy commitment on the working class front. It is also to ensure proportional benefit for workers from increase in productivity bonus as "deferred wage". The manifesto also promised restoration of "the right of worker and trade unions". The labour policy of the Government in the medium term of course is not indicated by such isolated statement and sentiment of individual Ministers but will be decided by its over all policy.

On this May day the worker of India stand poised to set up the struggle for the deference of their economic interests and democratic rights as part of wider national movement.
PORT, STRIKES.


219. The port's labourers went on indefinite strike on January 14. Their number are not once 350, by the available figures with the Calcutta Tea workers board; but their importance stem from their strategic position in tea export activity. In 1971, there was a break through in the age old practice of Casual employment in the operation of blending and tea chest handling. The 'Calcutta Tea Workers Board' was set up in 1976 and introduce the special security scheme equivalent to the provident fund. The wage Board award implies that the tea chest handling workers are dock workers yet no body has demanded their registration with the Dock Labour Board.

219. DOCK WORKERS Strike. Indian worker. 27, 8, 1978 Nov. 27, 2.

The indefinite strike by a section of the port and dock workers has brought the operation of major ports in the country to a virtual stand still and has meant a loss of over Rupees 1500 crore of export which the economy of a developing country like India can ill afford. It is
baffling why the settlement arrived at a year and a half ago between the representatives of the workers and the Union Labour Minister, representatives of the workers and the Union Labour Minister. The Prime Minister under whose charge the Ministry of Shipping and Transport was, has not been put into effect. This condition can in no way be acceptable to any trade union serving the cause of the working class movement.

CALCUTTA.


Between November 1978 and October 1979 as a result of workmen stir 155 days were lost at Calcutta. Much has been said about the agitation of Dock Basin but very little is known about why they have been agitating for the last one year. The over time problem in Dock Basin Machinery (DBM) is now so serious that no union can secure support of the workers with out fighting it. The authority, as always tried to fish in trouble waters. A advisory committee headed by chairman of the Calcutta Port Trust (CPT) was formed in the first week of November to expedite the proceeding relating to labour.
211. LABOUR THE Option. Yojana. 14, 7; 1975 May 1: 1.

On this first day of May we can look back to a year of ordeals that has mercifully gone by. The striking Government Maharashtra employees and the DESU worker may not agree with this reading. This is some thing to be pondered over. There is no doubt that the country is badly in need of a national wage policy. It is heartening that under the presidency of Shri K.V. Raghunatha Reddy, the Union Minister for Labour, these problems are being discussed by a committee set up for the purpose. This explain very briefly the vastness of the problem that a poor, developing country of India's dimension is facing. The fundamental question is whether organised labour does look at the economy as a whole before taking to path of agitations.

PUBLIC SECTOR, PRODUCTIVITY.


As we all know higher productivity is the key to all prosperity and rapid economic growth. In public sector this depend upon economic climate in which the reward of
employee or employers are fail. The socio economic condition of labour regulates his attitudes, involvement his efficiency, degree of cooperation with authority. All these again influence labour productivity. The problem of higher prices and inflation have wrecked the economy in recent years. Alround increase in Industrial and agricultural productivity can save the situation to a large extent.

ROAD, TRANSPORT, STRIKES, WEST BENGAL

223. BASU (Timiri). Labour : flight of road transport workers. 
REW. 15, 34; 1980 Aug. 23; 1427.

Members of seven unions of commercial road transport workers in West Bengal observed to token strike on July 15 to press their long standing demands over which they have been agitating since February last. In West Bengal 20,000 workers if not more, are engaged in the road transport industry. More than 7,000 trucks enter and leave the state daily. The lock out was some how averted through the intervention of the Labour Directorate following an interim settlement on October 19, 1974. Most of the firms except the big ones are not prepared to introduce statutory provision like, PF, ESI etc, privilege leave, sick leave, casual leave etc. are not known to the bulk of road transport workers. It remains to be seen whether the current bargaining will result in improving the worker's lot.
RURAL, EMPLOYMENT, GUJRAT.


According to report prepared for ILO, Geneva, on rural economy of Gujrat has highlighted the fact that industrial development had not contributed to absorption of rural labour. Agriculture economist reported that serious problem of Gujrat agriculture appeared to be rising productivity through scientific farming. Animal husbandry in some district have been able to provide the source of earning to a land less labourers. M.S.S. estimated unemployment among the rural in 1970-71 and suggest that the step for industrial as well as agriculture development could not be relief upon income and employment opportunities for rural labour, it needed a number of direct measures.

WAGES


This article is survey of empirical work on the rural labour market divide into three sections; first deal with size characteristic and composition of working force and employment, particularly the change in overtime. Change in
composition of rural work participation and in the distribution of employment received together with pattern of migration would indicate at macro level, adjustment of labour supply to changing income earning opportunities.

INDESTNESS.


The rural labour in India is confronted with many complex problem. It has often been said that workers in India are born in debt, live in debt and die in debt. The report reveals that the All India percentage of household under debt rose from 61 in 1964-65 to 66 in 1974-75. The incidence of indebtedness, was more amongst the household with land, than those without land. The household consumption formed the major portion of the outstanding debt. It share the total amount of debt was 48 percent in 1974-75 as compared to 53 in 1964-65. The enquiry also reveals that as many as 29 percent of the schedule caste household were free from loan.
RAJU (V T). Study of labour surplus in West Godavari District.

In India, agricultural employment of farm labour is mostly seasonal and varies from region to region. The data were collected from a random sample of 160 agricultural labourers of West Godavari district which was classified into delta and dry regions. Information about the days of employment was collected by personal interview in respect of each worker for peak period of Kharif and Rabi season of the agricultural year 1970-71 for both the regions. In areas faced with deficit labour, it is suggested that the techniques helping the farmer in adjusting their cropping pattern according to the availability of labour without losing any yield should be developed.

UTTAR PRADESH, CHHATRAPUR.

SHUKLA (P C) and SINGH (R P). Rural surplus labour: Its extent and mobilisation prospect. JJAE 30, 3: 1975 Jul. - Sep.: 60.

Based on analysis of data collected from a sample of 126 household in Saidpura Block in Chhatarpur district of East Uttar Pradesh during the agricultural year of 1973-74. Out of the total 126 household selected for study 15 were large farms. The total population in the selected household was 859 persons.
comprising 441 male and 416 female. Actual labour force accounted for about 54 percent of total population. The result of this analysis showed that in the absence of gainful employment opportunities outside agriculture an overt situation has emerged in the farm families of sub marginal and marginal and agriculture labour household. Since the problem of surplus labour was found more acute upto the farm size of 2.50 acres.

WAGES.


This article cover studies relating to the processing of supply and demand behaviour and determination of wages in rural market. The allocation of household labour, seasonally in the agriculture and wage determination is discussed more. The various implication of institutional differences in the mode of payment of wages contracts and the nature of land market are also considered in some detail.
WOMEN.


Rural development is the most significant part of national development because 80-90 percent of the people lived in village depending directly or indirectly upon farming as their main occupation. Labour force is a potential that can be used to eliminate poverty. Women's labour distribution between the primary, secondary and tertiary sector of the economy is in strict contrast with that of the industrial nation. Currently as many as 4 million women are estimated to be working in the organised sector of non-agricultural occupation. In the Bidi industry, the work is home based and as such not covered by labour law. Their wages are on piece rate basis and are pitifully low.

STRIKES.


At the two day state labour Minister's Conference, which has just concluded in New Delhi, the centre tried to obtain a consensus on some important issue of concern to employers and trade unions. The Union Labour Minister has now persuaded the state that a change of law in this area is necessary.
At present this is not possible without first declaring an industry as "essential". It will not be necessary henceforth to renew a list of essential industries in which strikes can be banned by a government every six month as is necessary now. There is to be no change in the present "Conciliation first adjudication later" procedure for settling industrial dispute. The Conference reject both reform suggested in this regard, the one providing for compulsory arbitration, the other to go back to the system of Appellate Tribunals.

and GOVERNMENT.


Will the proposed bill the right of the workers to strike. Indication are that the provision, particularly relating to the right to the strike, are likely to receive the same reception from labour as for instance the recommendation in regard to bonus made by the Rhothalingam study group. The Janta party Government at the centre would be lucky if that does not take place. The farmer of the new industrial relation, legislation appear to ignore this commonly held and accepted view. It is not that the method of compulsory adjudication was not tried in the past of that experience
on that score is not at hand. A glance at the legal and illegal strikes over the years will make it clear that legal machinery providing for conciliation, arbitration or adjudication has miserably failed to make strikes and lock outs redundant and unnecessary.

**Tamil Nadu.**


M.G. Ramachandran has always admired Indira Gandhi openly during emergency and not so openly thereafter. MGR's early formulations during the first day of A D M K 'Socialism' reflected more than a certain cupidity in a politician untutored in ideologies. A caution M G R treated softly assuring the workers that the government was theirs and that the police would not interfere in labour disputes. To look the MGR's labour policy, one should look at his labour Minister first. The industrialist in Tamil Nadu have now learnt that "doing a TUB" with the help of such an understanding government, could be a very convenient method of earning out the not so convenient union. Close on the heel of the businessmen's strike came the TVS hunger strike. The MGR's apparently paranoid, but more likely deeply studies response was to alleged that the bandh call was a move to topple him. The bandh itself passed off relatively peacefully.
The Chief Minister of West Bengal said in Calcutta on December 20, 1974 that if the governments both at the centre and in the states conducted their administration in close cooperation with the trade union, it would help to stop the exploitation of labour in country. The Chief Minister's statement may give an impression that labour in India continues to be exploited. The latest official figures indicate that the number of man days lost on account of strike and lock out in India declined from 20.54 million in 1972 to 17.97 million in 1973. In her address to the 20th annual session of the Indian National Trade Union Congress in Bombay on December 28, 1974 Mrs. Gandhi told the workers that a mere increase in wages, bonus or allowances would not solve the economic problem of the country and that there would only diminish the value of the rupee and the workers real earnings. She urged the working class to boost production in all spheres to meet the daily necessities of the common man.
TRADE UNIONS.


There are three different approaches which adapted by the sociologist in India. Labour commitment has been a major preoccupation of sociologist studying industrial workers in India. The values indicative of commitment are unilateral for the workers. Trade union and politics have been another focal point of interest for sociologist. Various strategies of demarcation of the field of study have been adopted.


A number of problem in relation to labour in general and industrial relations in particularly await solution at the hand of the hand of ruling Janata, C F D combine. How labour will be able to show its skill and exert its organised strength for securing itself, new status in the industrial life of the country. There is a possibility though remote one of AITUC and the CITU coming closure together if not actually uniting. The formulation of the labour policy of the government will to a great extent
depend on how for quickly workers and their trade union
get out of their sectarian economic outlook and simulta-
neously get over trade union rivalry.

and EMPLOYMENTS.

237. RATH (G C) and MURTHY (B S). Workers association and
management : A Seminar of Labour Policy. Indian J. Commerce,

A perceptable change could be noticed in the Governments
industrial relation policy since 1957. It was accepted
that the concept of workers participation in management was
of imperative necessity to replace authoritarian and
autocratic practices by democratic relation in industry.
The third five year plan proclaimed that "workers parti-
cipation may become a highly significant step in the
adoption of the private sector to fit into the plans
work of a socialist order. The Labour Minister,
Mr. K.V. Raghunath Reddy announce a new scheme on November 1,
1975 in pursuance of the government resolve to implement the
scheme with renewed vigour in the change economic and
political context of the country. The present scheme is
different from the earlier J N C S works committee both
in content as well as in emphasis.
A list of the major trade unions was prepared with the help of the regional labour department. Some unions represented employees of several units and of a few were unit in large enterprises. In most of the medium size and small companies and in some large unit only fixed units are paid with out any component of dearness allowance. On the question of cooperation with management in reducing cost and improving productivity, all most all the respondent felt that this was primarily a concern of management. In the current inflationary situation, a worker was perceived to be anxious to retain his job at all cost. Workers provided with government houses were perceived by unionists as relatively better off. The main concern of trade union has been the erosion in workers money earning, especially in small sector which is unprotected.
The four day session of the third state conference of the West Bengal unit of the centre of the Indian Trade Union (CITU) ended with a massive rally on May 30. The growth of CITU in West Bengal has been closely related to the successive experiment in United Front Ministries. The main slogan, or, rather, the only slogan, at the Conference was save the left front at any cost, even at the expense of the workers. The conference's attitude towards 'production' was also interesting. We are not against increase in production the General Secretary emphasised. The growth of CITU does not reflect its actual strength.

**CITU, WEST BENGAL**

239. BASU (Timri). Labour : West Bengal CITU Conference.


**TURNOVER, CAUSES.**

240. REDDY (Y R K). Labour turnover - causes, cost and controls.


In India there have not been any such studies to arrive at the cost of labour turnover and the publicise the magnitude of this less recognised problem mainly due to the lack of
systematic data. Turnover could be either voluntary or involuntary. Dissatisfaction with pay constitutes a major part of dissatisfaction with job and consequently higher turnover. There is also an opinion that good physical working condition are conductive to low turnover rate especially among new employees. Relationship, between industrial relation and turnover is yet to be confidently established. These part personal characteristics of the employees such as sex marital status, skill level, age and length of services etc.

UNORGANIZED, PUNJAB, LUDHIANA.


In this article an attempt has been made to estimate the proportion of family and hired labour in the total labour used, study based on selected sample for Ludhiana district 1969-70. Table given some indications relating to availability and utilization of farm family labour. The demand and supply of labour in Ludhiana district for cultivation of land have been estimated by applying labour use coefficient to net shown area where given intensity of cropping and agricultural labour.

The question of national minimum wage need careful consideration. The National Commission on Labour under the chairmanship of Mr. P.B. Gajendragadkar considered this issue in depth and deferred the same at the time was not ripe. Some central trade union organisation have suggested that the amount should have been Rs. 260 per month (i.e. Rs. 10 per day). The national minimum wage can not be derived in any arbitrary manner. Again all the people doing manual labour are not covered under the Minimum Wage Act. In fact the national minimum wage is partly a socio-economic measure in the interest of sweated labour who is unorganised and uncovered by any labour legislation. An important consequence of the fixation of a national minimum wage is deterring the migration of rural workers. By given Rs. 4/- per day to an adult worker which is a positive disincentive for migration. This economic instrument will put a break on migration more effectively than any other offer so far made for the purpose.
WAGES AND PRODUCTIVITY.


The first problem is how productivity is to be measured. Mr. Tata president of the employers federation of India is reported to have stated at the fourth Industrial relations Conference in Calcutta on January 4, 1977 "the distinction production and productivity. There was also problem of measuring productivity. It should be understood that in determining labour's contribution to productivity, the labour productivity and to share of labour's contribution in making the other resources yield higher productivity. There should be standard national wage structure operating of all industries through out the country.


Productivity is acquiring a new significance to workers, the management and the statement. The productivity of labour is consider to be corner stone of the economy. Wages and prices may rise for two distinct but interrelated reason often distinguish in economic literature as "demand pull" and "Cost push". The Fair Wage Committee was set up by the Government of India in 1948. It held that productivity
of labour constituted an important consideration in the fixation of fair wage. At the time of rapid price rise the productivity linked wages alone can not serve the purpose. To compensate the rising price level workers insist on the payment of dearness allowances. In the long time act as powerful determination of wages level in relation to price plus productivity - standard.

MINIMUM.


Probably the biggest influence upon formal or official wage and labour policy in under developed countries has been that of International Labour Organisation of the United Nations. The number of employment covered under the minimum wage Act of India has increased from 13 at the time of the enactment of the Act in 1948 to 103 at the end of 1974. One of the most important problems engaging the attention of the researcher and policy makers in developing countries is that wage differential. A study of wage differentials by size of firms or establishment in India, Pakistan, Nigeria, U.S.Ar. goes to show the wages differential in developing countries are larger than developed countries.
POLICIES.


Equity in wages has for too many implication covering the relationship which can be thought of both with the wage income the interrelationship between difference wage rates and between the wage income and non wage income. The long run wage employment policy should aim not at restriction entry of labour but creating more employment opportunities. The fixation of minimum wages is the determination of wage margin of differential between "the lowest species of common labour" and other up along the job hierachy. The linking of wages to effort through productivity bargaining results in the linking of wages of the individual worker to his effort and therefore to his productivity.


For a country size of India with diverse culture living standards and infra structure, any attempt to quantify even a national minimum wage is not feasible or expedient. In 1972 when the Congress party came to power again in West Bengal they also followed the policy of the fixing wages
in major industries. The other feature of the wage structure in actual practices were one the dearness allowances were linked to the consumer price index with cut any ceiling unit. With the changes of the Government at the centre an attempt is being made to evolve wages-income prices policy.


Presently much though is being put in by the concerned authorities in the country to evolve a National wage policy. one of the basic cause of individual frustration and the consequent adverse effect on the efficient functioning of an organisation is the nightmare of stagnation for the individual in his service career. The present practice of appointing a person on a given basic pay in the prescribed scale and allowing him to draw in addition a dearness allowances etc. should be abolished. If at all any negotiation is required on matter pertaining to wages it will then be only with the central Government or raising the annual increment rated to be allowed on the last wage by an employee.

The strength of the organised of the working class has grown. Workers have wrested from the unwilling hand of the employers certain concessions and benefit with 1979 as 100th index of real wage of industrial workers stood at 87 in 1947 and rose to 100 again in 1951 (*Movement of Industrial wages in India*) the situation after this. A National Commission on Labour in its finding held that taking the period 1947 to 1955 have been declining subsequently. In 1964 to 1967 the real wages were lower than even the 1961 level. Seventies have a spate of workers action in defence of their right and for improvement of wages. In 1971 there were 1,47,5000 workers in action resulting in 13.7 million man days lost.


The international women year has come to close and shortly, it will be remembered for its historical importance. Out of a total population of 547.9 million (according to 1971 census) the female population was 264.0 million. Female working force constituted 373 million out of a total working force of 180.4 millions (about 17.4 percent of the labour force). The no. of women employed in factories has been
gone down from 9.57 percent. Wages disparities between 
man and women workers is not confined to India only. Women 
mostly from the poorer strata of rural society, generally 
from the landless agricultural labour are down to wage 
employment. The disparity in the wage rate is also too 
glaring.

251. SHAH (M S). Wages and employment of women in India. L.L.J. 

Generally speaking, the wage of women have traditionally 
tended to lag behind those man, except in a very few cases. 
The report on the second Agricultural Labour Enquiry in 
India conducted in 1956-57 revealed that women labour in 
aricultural decline both absolutely and relatively. In 
is organised industrial sector as a whole the case/not different. 
In 1961 out of 35 lakh industrial labour only 3,72,000 lack 
female worker. The minimum wages act, 1948 the wages fixed 
show a marked distinction between the wages of male and 
female workers. In India the minimum wage Act, 1948 is 
applicable to all State and Union Territories till 30 septem-
ber 1970, the minimum rate of wages have been fixed in 
73 employment including the 13 scheduled employment.

Mrs. C. Subbulakshmi, a young and educated woman was explaining to a group of fociques the other day that women’s participation in agriculture was important factor in Thanjavur district’s economy at her house in Achutho-
managham village in Nannila taluk. Actually women partici-
ipation in all agricultural operation was much more than
that of men. An officials of the Former Training Centre
at Aduthurai explained that selected women farmer from
adopted villages for women development activities. The
social welfare Board would undertake training camps to
derotate rural women an agricultural operations and
rearing kitchen gardens to achieve self sufficiency and
also help in the nutritive aspect of their diet.

TRADE UNIONS.


New age. 26, 48; 1978 Nov. 26; 1.

Once one lakh workers drawn from all parts of the country
every considerable industry, and affiliated to every trade
union once in the country march to Indian parliament on
November 20, the opening day of its winter session, to
demand that the Industrial Relation Bill, appropriately
tered the "black bill" introduce in the Lok Sabha in the last session be withdrawn forthwith. The workers delegation to parliament carried out of paper containing 20, 22, 951 signatures. The resolution adopted at the convention pointed out that the new bill of government seek to enact throttles the internal democracy of the trade unions, snatch away the fundamental right of workers to form trade unions, to strike, and bargaining collectively.

WEST BENGAL


West Bengal with a population of 4,43,12,011 person and with an area of 87,653 sq. km. is one of the most thickly populated states of India. Average density of population per sq. km. work out to 504 persons as against in Kerala and as against the all India average of 178. Among the male working population the male workers accounts for 61 percent in the agriculture sectors and the rest in the manufacturing transport and service sector in the varying productions. Female working population which accounts for only 2 per cent of entire population. Housewives and students were included in the category of workers in 1961 even though their participation was very marginal. Thus the estimate of the working forces according to the
revised industrial classification for the ten march year 1960-61 and those for 1971 as thrown up by the 1971 census through conceptuaty carried above have been used in this study.

YOUNG, PROBLEMS.

255. PROBLEM OF Young Workers. *Yalea*, 19, 7, 1975 May 1; 25.

According to the latest I L O estimates there are some 235 million young people in the world labour force, that is persons under 20 year age. According to the report finds that adolescent workers face a two fold problem. They are changing in a changing society. Helping the younger worker adjust the strain of modern society is one of the major priorities of the occupational health programme out lined in the ILO report. The report notes that youngs people mainly apprentices and students, take to drug because they can not cope with the tension and anxiety of modern life. What do young people expect out of work. For many of them it is money that count more than any thing else. Here the report points out the occupational specialist can render valuable service by pin-pointing the conflict situation and giving guidance.
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