CHAPTER VII


Despite some of the special features of this period, the progress of labour legislation and administration had not been appreciable. It was due to the following factors which were obstructing the smooth progress of labour legislation and administration in U.P.:

1. Lack of knowledge regarding prevention and remedy in many cases.
2. Inertia of human nature not to be prompt to take advantage of the protective devices even when they were known.
3. Doctrines of natural rights under the notion of which some people still opposed social legislation.
4. Reluctance and resistance on the part of capitalistic interest to introduce any method or to accept any measure which encroached upon their vested rights or reduced their profit.¹

To give a new way to this problem of social legislation India, like other progressive countries had

¹ P. Sargent Florance P.: Labour; (Hutchinson's University Library, London, 1950), P. 204.
also drawn inspiration from the conventions and recommendations of the International Labour Organization in evolving a progressive labour code for this country.\(^2\) Till May 15, 1958, India had ratified twenty three conventions of the International Labour Organization out of which two ratifications were subsequently denounced.\(^3\) Till 1959 India had ratified twenty six Conventions of the International Organization, out of which two ratifications were subsequently denounced.\(^4\) It was, however, forgotten that Labour was an individual solving problems, making decisions, meeting personal challenges.\(^5\) From this point of view the scope of labour legislation was to be delicately balanced as it had emerged a great social institution in India. It might not overstep certain ill-defined limits and encroach too much upon individual and institutional rights and liberties, and it was not to take away the incentive to private enterprise.\(^6\) The Government of Uttar Pradesh had kept all this in view with the understanding that labour problems were of dynamic character. Their growing complexity baffled not only

2. Annual Review of Activities : 1955; Part I & II; (Department of Labour, Uttar Pradesh), P. 45-46.

3. Annual Review of Activities : 1958; (Department of Labour, Uttar Pradesh, P. 123.

4. Annual Review of Activities: 1959; (Department of Labour, Uttar Pradesh), P. 46.


officers was 50,376. Nine hundred and thirty five prosecutions were launched. The aggregate number of complaints was 2,041, out of which 1,908 complaints were disposed of, and 133 were under investigation at the end of the year.  

From the above facts and figures it can be said that the popularity of the aforesaid Act was growing among both the classes of employers and workers owing to the increasing demand for extending the operation of the Act to new towns inspite of the prevailing unemployment situation and dipression. However, the ex-officio inspectors could not devote sufficient time to the administration of the Act, because they were fully occupied with their primary duties, and resident labour inspectors could also not devote sufficient attention to the enforcement of the Act because they were occupied with their primary work of settlement of industrial disputes. The various provisions of the Act in the towns looked after by the whole-time inspector was quite satisfactory. Moreover, the pooling of the scheme was apt to prove a potent pole.

Plantations Labour Legislation.

The Plantations Labour Act of 1951 was enforced by the Central Government in 1954. The Central Government

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layman, but the technicians as well. A right view of these questions would usher industrial peace and result in economic advancement. Moreover it was being increasingly realised that the cause of labour was ultimately the country's cause and their welfare, the nation's welfare.

**Factory Legislation.**

Since 1958 till 1963, there was made no amendments in the Factories Act of 1948. In short, the Act regulated conditions of work inside the factories, such as hours of work, leave with wages, occupational diseases, safeguards for health, promotion of safety, welfare of workers and special provisions for young persons and women workers, etc. By this Act nearly three and a half million industrial workers were benefited from this far-reaching measure.

**Administration of the Act.**

So far as the administration of labour laws was concerned industrial psychologists like Pigors had emphasised an abiding interest in administration as a means of

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9. Provisions of this Act have been dealt with in preceding chapters.

10. Annual Review of Activities: 1963; (Department of Labour, Uttar Pradesh), P. 188.

keeping society in balance while its institutions were at the same time undergoing a process of change and adjustment. It was in the sphere of cooperative or collective effort that administration had its primary importance. This fact was realised in the sense that the modern factory was just as wonderful in its system of organization, division of labour, specialization and management as it was in its mathematics and engineering.

Keeping in view the said points the administration of this Act could be stated thus: The Factory Inspectorate which was charged with administration of the said Act had been decentralized from the standpoint of securing more effective and prompt administration. The Act was looked after by the chief inspector of factories of U.P. with the assistance of one deputy chief inspector of factories of U.P. and twenty one inspectors of factories including two medical inspectors and one leave reserve. The total number of inspections carried out during the year 1958 was 5,360. The total number of prosecutions was four hundred and eighty two. The total number of inspections carried out in 1959 was 4,725; and the total number of prosecutions was five hundred and sixty five. The total number

of inspections and prosecutions during the years 1960 and 1961 was more than the previous years and the strength of the factory staff was, more or less, the same as it was for years 1958 and 1959. The total number of inspections carried out during the years 1962 and 1963 was 5,187 and 5,637 respectively. The total number of prosecutions for the years 1962 and 1963 was 1,161 and 1,280 respectively. However, the disposal of prosecutions and complaints from the years 1958 to 1963 was rightly dealt with in comparison of the preceding years.17

**Industrial Disputes Legislation.**

Neither the Government of Uttar Pradesh nor the expert on this subject had taken pains to understand the fundamental causes of the unhappiness of workers at work.18 The problem was that the industrialist did feel that he owned the industry and the worker was only his hired servant. All such problems constituted the repercussions of industrialization on social and political structure and social relationship and gave birth to the problem of industrial relations.19 The underlying principles of industrial


relations had revealed new emphasis and it was in the sense that the philosophy of industrial relations had been changing. The problems of industrial relations in U.P. had occupied a very significant place in the modern industrial democracy. The machinery adopted was as follows:

1. Labour Courts,
2. Labour Appellate Tribunal of India,
3. Standing Tripartite Committee,
4. Wage Boards for sugar industry,
5. Conciliation Boards.

Administration the Act.

To state again the U.P. Industrial Disputes Act, 1947 sought to provide for power to prevent strikes and lockouts and to settle industrial disputes and other industrial matters. The details of disposal of conciliation boards cases since 1959 could be given in the following table:

20. The Indian Journal of Labour Economics; Vol. 1, No; January 1959, (Department of Economics, Lucknow University, Lucknow), P. 72.
22. Annual Review of Activities : 1960; (Department of Labour, Uttar Pradesh), PP. 131, 103.
There were made no new amendments in this Act since 1957. The industrial relations machinery of the State was not only successful in promoting harmonious relations in industry but also was able to create a sense of security amongst the workers by providing for the securing of a fair deal for them. On the whole, the administration of this Act, from 1957 to 1963, was effectively done by the machinery adopted to it.

**Social Security.**

In every civilized country no one was allowed to starve and the elementary needs of practically all countrymen were assured on the grounds of social security. 23 Without

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such security an average man could never live happily and peacefully.\textsuperscript{24} There were following measures in the field of social security:

(A) \textit{Workmen’s Compensation Act}.

In short, the Act provided for payment of compensation to workers in the case of an injury or death caused by an accident arising out of and in the course of employment. It also provided for payment of compensation in cases of occupational diseases.

An amendment was made in 1959 in this Act. This new amendment meant only for a very small section of those employed in agricultural work by adding a new item to the Schedule II. It was designed only for some big agricultural farmers using tractors etc., while remaining large body of other agricultural workers working under small employers were still outside its scope.\textsuperscript{25} This Act was also amended in 1962. But the amendment made in 1963 in this labour law was important to note. It was as follows:

1. The wage-limit for the purpose of coverage under this Act was raised from Rs.400/- to Rs.500/- per month.

2. The rates of compensation were revised with a

\textsuperscript{24} Chaudhuri, Sunil Rai: Social Security In India And Britain; (The World Press Private Ltd. Calcutta, 1962), P. IX.

\textsuperscript{25} Ibid; P. 134.
view to (a) doubling the existing rates of compensation for death and permanent disablement, (b) bringing the existing rates of compensation for temporary disablement to the level of those under the Employees' State Insurance Scheme, and (c) the payment of suitable rates of compensation for workmen drawing monthly wages more than Rs.400/- and less than Rs.500.

Administration Of The Act.

During the years from 1957 to 1961 the administration of the Act was placed in the hands of the District Magistrates who were the Commissioners under the Act for their respective districts. During the year 1962-63 it was administered in the State by the Additional District Magistrates (Executive) and by the District Magistrates in the remaining districts where there were no Additional District Magistrates (Executive) who were Commissioners under the Act for their respective districts.

(B) Employees' Provident Fund Act.

During the year 1958 this Act was further amended and extended to the undertakings owned by the

Government, or a local authority with effect from May 18, 1958, as a result of which 30 Government undertakings in Uttar Pradesh were so far covered. In the year 1960, it was again amended. But this amendment was not so important from the standpoint of measuring the interests of labourers.

During the year 1963 the following significant amendments were made in the Employees' Provident Funds Scheme, 1952.

(a) The statutory rate of Provident Fund Contribution was enhanced from 6\(\frac{1}{4}\) per cent to 8 percent of "pay". The enhanced rate of 8 percent was applicable to those establishments engaged in any of the 24 industries and employing 50 or more employees.

(b) The rate of administrative charges payable under para 38 (1) of the Scheme by the un-exempted factories/establishments engaged in the said 24 industries and employing 50 or more persons was reduced from 3 percent to 2.4 percent and in the case of exempted and relaxed factories/establishments engaged in these 24 industries, the inspection charges were reduced from 0.75 per cent to 0.60 percent.

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(c) The benefit of the Employees' Provident Fund was extended to the employees employed through or by a contractor. This amendment was given effect from 30th November, 1963.31

The accumulations credited to the fund were refundable with interest. Full refund of employees' share was also permissible. All efforts were made to ensure prompt payment of provident dues to the nominees of deceased members. The scheme also provided for sanction of an advance out of the fund credited to the member's account for purchasing shares or shares of Consumers' Cooperative Societies to the extent of Rs.30/- or the member's own contribution to the fund, whichever was less. A special reserve was also created to pay the provident fund accumulations to out-going members or their heirs.32

**Administration Of The Act.**

The Act was being administered by one Senior Regional Provident Fund Inspector and with other junior inspectors. At the end of the year 1957, five prosecution cases were pending in the various courts and six new prosecutions were launched against the defaulters during the year, 1958. Of these, two cases were decided in the year

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the remaining nine cases remained pending in the various courts at the end of the year. During the year 1959, two cases of prosecutions were decided and eight cases of prosecutions remained in pending. From 1960 to 1962 the Act was administered in the same manner and the number of cases decided during these years was more, and new prosecutions were also launched. The rate of interest granted to the members on the provident fund accumulations was raised from 3.3/4 percent to 4 percent during the year 1963 under review. During the year 1963, 160 inspections of exempted or relaxed factories and 3,376 inspections of un-exempted factories or establishments were carried out by the provident fund inspectors. Upto the end of the year 1962, there were 36,958 cases. Of these, 7,222 cases were decided during the year 1963.

(C) The Employees State Insurance Act.

In short, the Act provided the five types of benefits to persons insured under the Act, (1) Sickness Benefit, (2) Maternity Benefit, (3) Disablement benefit (4) Dependents' Benefit, (5) Medical Benefit. Since 1958 upto 1960, there was made no major amendment in this Act. Medical

34. Annual Review of Activities : 1959; op. cit; P.37.
36. Ibid; P. 132.
Boards were set up at all places where the scheme was implemented in the state to help the extent of permanent disablement cases of employment injuries leading to partial and total permanent disablement. For the expeditious decisions of disputes and differences which might arise in the working of the scheme, Employees’ State Insurance Courts were set up. Moreover, there was established a regular medical service in the industries to eliminate the hazards at the place of work in order to protect the workers against the various occupational diseases and other factors leading to a fall in their health condition. It was remarked by V.V. Girii that a comprehensive social insurance scheme could be worked out so that all existing ones might be emerged and extended to cover more people.

**Administration Of The Act.**

The administration of the Scheme was vested in the Employees’ State Insurance Corporation consisting of representatives of the Central and State Governments, the medical profession and of employers and employees. A Standing Committee, Medical Benefit Council and Regional Board for each region as well as local committees were also set up. Arrangements for the medical aid were made by the State Government and Deputy Director of Medical and Health Service was

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38. The Indian Journal of Labour Economics; Vol; I, No.4; 1959; op. cit. P. 10.
incharge of the same. The disputes and differences arising out of the working of the scheme were decided by Employee Insurance Courts set up at various towns of the State where the scheme was implemented. Medical Boards were also set up at all the places where the Scheme was implemented in the State to assess the extent of permanent disability in case of employment injuries leading to partial or total permanent disablement.39

(D) Maternity Benefit Legislation.

Till 1960, there was made no amendment with regard to the U.P. Maternity Benefit Act of 1938. But the Government of India had enacted the Maternity Benefit Act, 1961 and had enforced it in relation to the mines with effect from November 1, 1963. Government of India had also asked the State Government to enforce this Act to all the factories and industrial establishments other than mines and to repeal the existing U.P. Maternity Benefit, Act, 1938. Important provisions of this Act were as follows :-

1. It applied to every factory, mine or plantation.

2. It prohibited employment or working a woman in any establishment during the six weeks immediately following the day of her delivery or miscarriage.

3. The Act also prohibited any work of arduous

nature taken from a pregnant woman during the period of one month immediately preceding the period of six weeks before the date of her expected delivery or during the said period of six weeks for which the pregnant woman did not avail the leave of absence.

4. Every woman was also entitled to the payment of maternity benefit at the rate of average daily wage for the period of six weeks after delivery and the period of her actual absence immediately preceding and including the day of delivery.

5. This benefit was available only when she had actually worked in the establishment of the employer for a period of at least 160 days during the 12 months immediately preceding the day of her delivery.

6. Every woman entitled to maternity benefit would also be entitled to a medical bonus of Rs.25/- from her employer in case no facilities of pre-natal confinement and post-natal care were given to her free of charge by the employer.40

Administration Of The Act.

The U.P. Maternity benefit Act was administered by the Chief Inspector of Factories, Uttar Pradesh, with the assistance of one Deputy Chief Inspector of Factories and by other inspectors of factories. The total number of inspections carried out by the inspectors during the years from 1958 to 1963 was 774, and the number of prosecutions was nil and the total number of complaints received was one.

Wages Legislation.

The problem concerning wages was one of the most important problems because excessive disparity in income is a most dangerous thing. Unfortunately, despite their best efforts, industrial tribunals were unable to evolve a consistent formula. In order to achieve this object trade unions and the democratic state must work together. The most essential part of a Trade Union's business was the making of collective bargains about its members' wages and conditions of work. There were following three main principles which were followed by different wage fixing authorities in determining the minimum wages to be paid to the workers:

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43. Second Five Year Plan; (The Publications Division, Ministry of Information and Broadcasting Government of India), P.578.


1. The Living wage Principle,
2. The Fair wage Principle, and
3. The Capacity to Pay Principle.  

In 1958, a proviso was added, in the Minimum Wages Act of 1948, at the end of rule 26 of the U.P. Minimum Wages Rules of 1952, authorising the Labour Commissioner to approve forms and registers other than those prescribed by rules to be maintained by employers in scheduled employments. 

The State of U.P. had declared the supply of provisions from the fair price shop opened by an employer in accordance with G.O. No. 4414/XXI-A-RF-72-63, dated September 5, 1963 to be an amenity for the purposes of the Act and had also authorised deductions to be made from the wages of the employed persons for purchases made by them on credit from such shops.

Administration of The Act.

So far as the administrative staff was concerned for the administration of the Minimum Wages Act was concerned, there was made no change in its enforcement machinery. However, there was not established a unified wage fixing machinery at the State and Central level.

47. Annual Review of Activities : op. cit; P. 130.
49. Annual Review of Activities : 1959; op. cit; P. 128.
The reports received from the field staff revealed that the system of making deductions from the wages of employees in the scheduled employments was not generally prevalent in this State. Ninety-five inspectors looked after the work of enforcement of various labour laws including the Minimum Wages Act of 1948. The Labour Inspectors appointed in December, 1963 were not notified as inspectors under Minimum Wages Act. During the year 1963 under review, the Labour Inspectors posted in different towns of the State made 19,390 inspections in the scheduled employments. The number of these inspections was more as against the precedings. One of the chief aspects of the year 1963 was that educative and persuasive methods were adopted for enforcing the provisions of the Act and the Rules framed thereunder. However, legal action had to be taken in cases of habitual defaulters and recalcitrant employers. Two cases of prosecutions were brought forward from the preceding years and 71 prosecutions were launched during the year 1963, thus bringing the total number of prosecution cases for disposal during the year 1963 to 73. Out of these 73 cases, 44 were decided in the year of 1963. The remaining 29 prosecutions were pending at the end of the year under review. Difficulties continued to be experienced by the field staff in the enforcement of the Minimum Wages Act in Roadways, Local Authorities and Agriculture. A number of amendments were suggested by the Central Advisory Board for the effective enforcement of the Act in its meeting held in August 1960 and
September 1962. But no good result was achieved.\footnote{50}

**Training And Recruitment Of Labour.**

The field of recruitment comprising a set of very important functions of personnel management could not be over-emphasised. Because recruitment could be defined as securing a proper employee for the job. Therefore much depended on how recruitment could be made.\footnote{51} Experience was the main factor which ought to be studied in the labour recruitment.\footnote{52} Moreover, Employment Exchanges had become of great help in this direction. So far as the question of training was concerned Trade unions were however, inevitably concerned with training that took place in the factory or establishment, whether under apprenticeship schemes, formal or informal, or not.\footnote{53}

In 1958, one Regional, nine Sub-regional and twenty one District Employment Exchanges and five sub-offices were functioning in different places in the State under the Directorate of Training and Employment, Uttar Pradesh. In this year thirteen centres including one exclusively for women at Dehra Dun were functioning in Uttar Pradesh under the Directorate of Training and Employment. Two types of

\footnote{50. Annual Review of Activities : 1963; PP. 74-9.}
\footnote{52. Rastogi, T.N. : Indian Industrial Labour; (Hind Kitabs Limited, Bombay, 1949), P. 4.}
training were provided under the Craftsmen Training Scheme, (a) technical training in engineering and building trades and (b) vocational training in cottage and small scale industries. In all, seventeen thousand two hundred and sixty six trainees had been given training in various trades and occupations since 1946. And during the year 1953, seven hundred and sixteen candidates appeared for trade test in vocational trades, six hundred and fifty four and nine hundred and ten were declared successful respectively. 54

During the year 1959, the number of Employment Exchanges was the same. But six more employment exchanges were set up with effect from January 2, 1960 in the districts of Pilibhit, Hardoi, Etah, Jaunpur, Ghazipur and Basti. 55 So far as the number of labour centres of training and the number of district Employment Exchanges were concerned they were increasing year after year. The number of registrations in the employment exchanges of J.P. increased from 8,30,348 in the year 1962 to 9,52,735 in the year 1963. The number of vacancies notified also simultaneously increased from 1,17,466 in the year 1962 to 1,48,520 in the year 1963. Similarly the number of persons placed in employment and the number of persons on the live register also simultaneously

54. Annual Review of Activities: 1958; op. cit; PP. 75,81.
Trade Unionism.

From the year 1958 to 1963, the trade union movement in the State of Uttar Pradesh played an important role in the economic and political field. On March 31, 1958, there were nine hundred and seventy one registered trade unions in this state, out of which sixty one unions were deregistered for non-submission of annual returns for the year 1956-57. The registration of two unions was cancelled. On March 31, 1959, there were 1,025 registered trade unions. Out of which thirty nine were deregistered because of not sending annual returns for the year 1957-58. The following figures would show the rapid growth of development of trade union movement in the State of Uttar Pradesh.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of registered trade unions.</th>
<th>Number of registered trade unions which submitted returns.</th>
<th>Membership.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1957-8</td>
<td>971</td>
<td>837</td>
<td>318372</td>
</tr>
<tr>
<td>1958-9</td>
<td>1025</td>
<td>877</td>
<td>324235</td>
</tr>
<tr>
<td>1959-60</td>
<td>1983</td>
<td>898</td>
<td>239022</td>
</tr>
<tr>
<td>1960-61</td>
<td>1059</td>
<td>883</td>
<td>331058</td>
</tr>
<tr>
<td>1961-62</td>
<td>1009</td>
<td>906</td>
<td>330180</td>
</tr>
<tr>
<td>1962-63</td>
<td>1102</td>
<td>1024</td>
<td>294325</td>
</tr>
</tbody>
</table>

58. Annual Review of Activities: 1959; op. cit; P. 38.
From the years 1958 to 1960, inspections and enquiries conducted by the inspecting staff also revealed the increasing strength of trade union movement in this State. In India, there were four national federations, namely, AITUC, HMS., INTUC, and UTUC which were at the apex of the organizational forms manifested by Indian unionism. But these unions had little to do for the benefit of workers because neither were they sufficiently united nor were self-sacrificing. Gandhi was opposed to labour being exploited for political purposes. He wanted the trade union movement to come of age. However the movement had come to stay and it had built a tradition of sound leadership in course of its short life.

Administration Of Trade Union Legislation.

The Registrar appointed under section 3 of the Indian Trade Unions Act, 1926 for this State, there were on the administrative side one Deputy Registrar and two Assistant Registrars and on the inspection side two trade unions inspectors and ten Assistant Trade Unions Inspectors. Since August 1960, the Trade Union Inspectorate was decentralised.


61. Gandhi M.K.,: Young India; (Navajivan Publishing House, Ahmadabad), PP. 377-78.


and out of the ten Assistant Trade Union Inspectors mentioned, above, one Assistant Trade Union Inspector was posted in each of the six regional offices of Meerut, Agra, Bareilly, Lucknow, Gorakhpur and Allahabad. Thus the spade work concerning enquiries, verifications and inspection etc. was done by the Regional Assistant Trade Union Inspector, whereas final orders were passed in the headquarters.  

In practice the work of administration of this legislation of some of the years could be seen thus: In 1958, one hundred and fifty five inspections and five hundred and fifty three enquiries were made in various trade unions by the inspecting staff of trade unions section. Training of trade unions workers through refresher courses was done quite refreshingly. A sum of Rs.5,000/- was sanctioned by the State Government for training of trade union workers by arranging their visit to important trade unions and institutions in other states. During the year 1959, there were conducted four hundred and eighty six inspections by the trade union staff along with six hundred and six enquiries. During the year 1963 under review, 635 inspections and 1,453 enquiries were conducted by the inspecting staff as compared

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to the corresponding figures of 818 inspections and 1,299 enquiries conducted during the preceding year. Grant-in-aid was also given to the trade unions for providing welfare facilities to workmen. Moreover, there was also good deal of work to be done by the officers attached with the administration of this legislation, such as - preparation of annual report, formation of works councils and joint management councils, educational tours of workers, etc.,

Labour Welfare.

During this period the Government of Uttar Pradesh was well aware to recognise that the field of welfare was one in which much could be done for the welfare of the workers. The activities under labour welfare included special programmes organised by the department, in which the workers participated themselves. To provide amenities to workmen outside their factories, Government had set up these labour welfare centres in almost all the industrial towns. All private industrial establishments of some standing also maintained welfare centres for the benefit of their workers.

68. Labour Bulletin: Monthly series, Vol. XV, No.12, December 1956; (Labour Department, Uttar Pradesh), P.5.
Till 1962 there were seventy Welfare Centres spread over 36 cities and towns. According to the classifications, the distribution of these centres was as follows.71

'A' class centres. .. .. 28
'B' class centres. .. .. 36
'C' class centres. .. .. 5
Seasonal .. .. 1

The following table would show the distribution of these centres of different classes in various regions.72

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of the region</th>
<th>Class of L.W.C.</th>
<th>Total No. of L.W.C.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>'A': 'B': 'C': Seasonal</td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Kanpur</td>
<td>9 11 1</td>
<td>21</td>
</tr>
<tr>
<td>2.</td>
<td>Agra</td>
<td>1 11 -</td>
<td>12</td>
</tr>
<tr>
<td>3.</td>
<td>Lucknow</td>
<td>2 2 -</td>
<td>4</td>
</tr>
<tr>
<td>4.</td>
<td>Bareilly</td>
<td>4 2 - 1</td>
<td>7</td>
</tr>
<tr>
<td>5.</td>
<td>Meerut</td>
<td>3 3 4 -</td>
<td>10</td>
</tr>
<tr>
<td>6.</td>
<td>Allahabad</td>
<td>5 5 -</td>
<td>10</td>
</tr>
<tr>
<td>7.</td>
<td>Gorakhpur</td>
<td>4 2 -</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>28 36 5 1</td>
<td>70</td>
</tr>
</tbody>
</table>

71. Fourth Five Year Plan; Report of the Working Group of Labour and Labour Welfare Schemes; op. cit; PP. 25-6
72. Ibid; P. 26.
Moreover, there were two T.B. clinics at Kanpur mainly for the working class people and their families. For the workers employed in various tea Gardens, a Mobile Dispensary was also provided in Dehra Dun. There was also the provision on behalf of Government to give the financial help to the employees and employers' organization for running the different projects of labour welfare centres. However, there was made no provision for the cultural and recreational centres so that the workers could spend their holidays with their families. And so far as the condition of buildings was concerned it was not good. There was also no provision to help the promising young persons and there was no good provision for an indoor hospital. 73

Administrative Staff.

Decentralization of the Labour Welfare administration was one of the important schemes of the Labour Department. Its aim was the proper supervision of and control over the various Labour Welfare activities which were expanding at a fast rate. In order to ensure effective control and supervision on the working of the Labour Welfare Centre, the said scheme afterwards became operative. 74

73. Ibid; PP. 26-33.
74. Ibid; PP. 35-6.
U.P. Shops and Commercial Legislation.

From 1958 till 1963, there was passed no new amendment in the U.P. Shops and Commercial establishment Act of 1947. However in 1958, the provisions of Sections, 2, 4, 10, 12, 14, 16, 18, 21, 26, 27, 28, 29, 30, 31, 34 and 35 were extended to the municipal area of (1) Mughulsarai, (2) Shikohabad, (3) Tanda, (4) Gaura Barhaj, (5) Kairana, (6) Shamli, (7) Baraut, (8) Vrindaban and (9) Mawana. Till 1963, the Act was made applicable in many towns of the State.

Administration Of The Act.

So far as the administrative strength of the personnel authorised to carry on the administration of the Act was concerned, it was more or less the same as it was in the preceding years. The total number of complaints received during the years from 1958 and 1959 was 2,477 and 2,237 respectively and the total number of their disposal was 2,371 and 2,169 respectively. And the total number of prosecutions launched during the years, 1958 and 1959 was 588 and 1,102 and the number of disposal during these years was 609 and 960 respectively. It was important to note that year by year the number of complaints and the number of prosecutions was increasing. Difficulties were experienced by the inspectorate in the enforcement of Section 10 of the Act regarding small shop-keepers.

Plantations Labour Legislation.

The Plantations Labour Act of 1951 was in the existence during this period. So far as the administration of the Act was concerned, the Chief Inspector of Factories of U.P. was appointed as Chief Inspector of Plantations, U.P. under the Act. In 1958 a sub-committee of three members was appointed to survey the housing accommodation of plantation workers. Additional Labour Commissioner, U.P. who was also notified as the Chief Inspector of Plantations continued to administer the enforcement of the Plantations Labour Act, 1951. Afterwards at a few places such as Dehra Dun and Haldwani, Almora and Garhwal Labour Inspectors were notified as Inspectors of Plantations.

Indian Boilers Act, 1923.

This Act had made provision for registration and inspection of boilers and prohibited the use of un-registered or uncertified boilers. The administration of the India Boilers Act of 1923 was looked after by the Chief Inspector of Boilers, U.P. with the help of nine inspectors of Boilers.

77. Annual Review of Activities : 1958; op. cit; P. 135.
78. Annual Review of Activities : 1963; op. cit; P. 70.
79. Annual Review of Activities : 1958; op. cit; P. 143.
During this period the dignity of labour was recognised. Now he was not treated as a cog in the machine. His position was well established both in the social and industrial spheres. Politically, labour was becoming aware of his rights. The most important thing was the decentralization of the scheme of labour administration. By adopting Gandhian Social principles of non-violence India had accepted the greatest challenge to secure full employment and maximum production through peaceful and democratic methods. The objective of the third and fourth Five Year Plans was to achieve a socialistic pattern of society and specially to meet the new requirements.

To achieve the aforesaid aims the Government was determined to accelerate economic and social change. Government expected to achieve these aims within the general framework of the consent of the people and with due regard to the rule of law and individual human rights. In fact these changes brought about improvement in industrial relations, healthier organization of trade unions, and extension of social security measures and welfare provisions, and enabled to undertake studies in respect of industrial fatigue, technology and productivity and provided

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for the training of personnel to cope with the requirements of expanding nationalised industry. However, the policy of the Government to achieve the said ends was vague and hapazard, because the aims at the establishment of a Socialistic Pattern of Society were not clear and solid. Moreover the political leaders and industrial leaders of India generally had been the most position loving people; side by side most flaterers. So, under these circumstances nothing viable was achieved in the field of labour welfare. The position of labour remained more or less the same.