Chapter - 7

WELFARE WORK IN PUBLIC SECTOR

In this chapter we shall undertake a study of welfare work in public sector. Accordingly, the study will be devoted to the following categories of public sector which are generally considered as important segments in the public section:

(I) Railways (II) Ports (III) Dockyards (IV) Shipping (V) Some specific Public Sector undertakings (VI) Delhi Transport Undertaking as a Centrally administered sector and (VII) Defence establishments. In view of enormous bulk and difficulties of getting adequate data, welfare work in municipal establishments has not been possible to take up.

There is also welfare work in other categories of public sector. But in view of national importance reference has been made to the above categories. Presumably, labour welfare in public sector should be regarded as a model welfare work by model employer. Hence, a study of welfare work in public sector could signalise the way the private sector might emulate.

WELFARE WORK IN RAILWAYS

India has one of the largest railroad complexes in the world. The Indian railways cover about 58,000 route kilometres. They maintain a regular complement of 1.36 million
employees supported by casual workers whose number was 0.31 million in 1966-67. The railways own 11,600 locomotives, 33,100 coaching vehicles, and 375,500 goods wagons and run about 10,000 trains daily to serve nearly 7,000 stations and carry more than 6,000,000 passengers every day. Over 34,000 wagons carried about 552,000 tons of goods every day, each ton being hauled on an average over a distance of 578 kilometres.

The railways have indeed a huge Labour Welfare Organisation with a very wide range of activities. These include educational and other institutions for the children and family members of their employees, maintenance of canteens, co-operative credit societies, and provision of various medical activities.

The Staff Benefit Fund, maintained by Railways, provides help in cash and kind to the employees. Some of the important activities financed out of the Fund are (i) financial assistance to the employees in distress, (ii) schemes for relief to the sick and for child welfare, (iii) education of staff and their children, and (iv) provision of various recreation and amusement facilities. Welfare work in railways may be examined under the following heads.

Residential Accommodation:

In pursuance of the Railway Ministry's policy of providing housing accommodation for essential personnel who are
required to live near the site of their work in the interests of administrative efficiency and for non-essential staff at places where private accommodation is not readily available, a provision of ₹ 35 crores was made in the Second Plan for construction of staff quarters.

At the beginning of the First Plan, 296,000 members of railway staff were provided with quarters, while 40,000 additional quarters were constructed during the First Plan period. While the Second Plan was being framed, it was hoped that about 64,500 quarters would be constructed during the period at a cost of ₹ 35 crores. Owing to increases in the cost of labour and materials, however, it was possible to construct only 57,000 staff quarters from out of this allotment. The Third Plan provides for the construction of about 54,000 new quarters, at an estimated cost of ₹ 35 crores. This is in addition to the quarters that will be constructed as part of composite projects.

Attention is also being paid to the improvement of old type quarters with a view to bringing them up to the required standard and to the provision of certain amenities, in staff colonies, such as all-weather roads, street lighting, flush-type latrines, improved sanitation and water supply, recreational grounds, parks, electrification of quarters, etc.

Medical Facilities:

In October 1953, the Railway Board deputed a special officer to investigate whether the financial and other resources
made available for the provision of medical facilities to railway staff were being used to the best advantage. On the basis of his report, the Board arrived at the following decisions in 1956. First, all the existing dispensaries should be converted into health units. Secondly, additional indoor beds should be provided so that by the end of the Second Plan there are five beds available for every thousand employees. This, however, will not include beds reserved for the treatment of tuberculosis, maternity and emergency beds provided in the health units. Thirdly, 75 new health units and 13 new hospitals should be set up.

The following facilities have also been extended to railway staff and their families during the Second Plan period:

1. Provision of beds for treatment of tuberculosis in recognised sanatoria run on sound lines;
2. Establishment of chest clinics;
3. Provision of mobile vans;
4. Provision of dental clinics;
5. Provision of women doctors;
6. Provision of midwives; and
7. Provision of honorary specialists at headquarters hospitals.

An allocation of $6.44 crores was made for these expansion schemes during the Second Plan period. Formerly, the medical services were intended mainly to treat persons in sickness.
This conception has since changed and Medical Departments now aim at achieving positive health, that is, building up the resistance of the individual against disease. Thus the Railway Medical Department looks after both the preventive and curative aspects of disease, with emphasis on the former. For the control of tuberculosis among railway staff and their families, certain special measures have been taken. One of these is the establishment of chest clinics at Divisional Headquarters at places where there are large concentrations of personnel. These clinics not only offer domiciliary treatment of TB patients, but also take measures to prevent the spread of infection by isolating infective cases, immunising non-infected cases and periodically checking infected cases. Further, 598 beds have been reserved in sanatoria and the expenses incurred in the treatment of tuberculosis are reimbursed. Financial relief is given from the Staff Benefit Fund to families in distress. Persons cured of tuberculosis are re-employed wherever possible.

During the Second Plan 12, new hospitals and 63 new health units were established for the benefit of railway staff. The total number of beds in railway hospitals and dispensaries increased from 3,460 on March 31, 1956, to 5,944 on March 31, 1961. Besides, 56 chest clinics, 15 mobile vans and 59 dental clinics were established. The total annual cost of medical and health services per head of staff increased from £ 38.70 in the First Plan period to £ 65.5 during the Second Plan period.
A Staff Benefit Fund was created in the Indian Railways in 1931. The present objectives of the Fund are the grant of scholarships to children of railway employees for the prosecution of technical education and vocational training, the provision of recreation and amusement for staff and their children, relief of distress amongst members and implementation of schemes for sickness and maternity benefits to the families of staff. The Staff Benefit Fund is financed mainly from Railway Revenues and is managed by representatives of the administration and staff. At the time of its establishment, the per capita annual grant from revenues was fixed at ₹ 1 and later on at ₹ 2.

Recently, the Railway Board reviewed the position of the Staff Benefit Fund vis-a-vis the various welfare activities to be financed from it. To afford greater scope for the expansion of welfare activities within the objectives of the Fund, the Board decided that the per capita rate of annual contribution from the Railway Revenues should be increased from ₹ 2 to ₹ 4 with effect from April 1, 1958.

Educational Facilities

The provision of educational facilities is the responsibility of State Governments, and these facilities railway employees share with other citizens. The Railways, however, serve both towns and villages and educational facilities are, therefore, not frequently available to the children of employees, and in several instances railway colonies are far from townships.
where schools exist. For this reason, the Railways have had to run and maintain schools of their own for many years past at places where there are no schools, or where schools of the requisite standard do not exist or where they are situated at great distances from the Railway colonies. Such schools adopt the prescribed curricula and are generally recognised by the State Governments. For example, wherever the State Government provides pre-primary education, the Railways have followed suit. Besides, the Railway Administration gives grants-in-aid to non-railway schools at a number of places for affording educational facilities to children of its employees. In certain railway colonies, employees run schools of their own, the Railway Administration providing them with accommodation-building or land at nominal rent. Educational assistance is also given to Class III and Class IV employees who are compelled to send their children for schooling outside their stations of duty.

As the result of a reference from the National Federation of Indian Railwaymen to the absence of primary schools in large railway colonies, Railway Administrations were directed, in July 1955, to undertake a survey of railway colonies to ascertain whether suitable facilities for primary education do exist. In the absence of such facilities, the need for opening new schools in these colonies was to be impressed upon the State Governments. If the latter were not prepared to open schools in any particular area, the Railway Administrations were to consider the desirability of opening institutions of their own with grants-in-aid from the State Governments. The Railway
Administration's proposals for the opening of new primary schools at different places on their systems were subsequently approved by the Railway Board and a sum of ₹ 45 lakhs was allotted for the purpose during the Second Plan period.

Subsidised Hostels: In June 1955, the Railway Board decided to establish a few subsidised hostels at certain principal railway stations for the benefit of children of employees posted at wayside stations, as an alternative to the educational assistance admissible under the rules. It was further decided that on each railway system, there should be at least one hostel for every linguistic area, but that to start with, one hostel should be provided by each Railway. In pursuance of this decision, 12 subsidised hostels have been set up in the major linguistic areas at different places, where boarding and lodging at concessional rates is provided for the children of railway employees whose emoluments are lower than a specified level.

Scholarships for Technical Education: In August 1956, the Railway Board decided to award 1,000 scholarships varying from ₹ 15 to ₹ 50 a month to the children of railway employees for the prosecution of technical education. These scholarships were allotted to different Railway Administrations on the basis of the strength of their staff. Children of Railway employees whose pay, including 50 per cent of running allowance, if any, did not exceed ₹ 350 p.m. were eligible for scholarship awards. It was agreed that the cost of the
scholarships would be met out of the Staff Benefit Funds. Recently, the Board decided that the same number of scholarships for technical education should be awarded every year regardless of recurring ones.

**Holiday Homes for Non-Gazetted Staff:** Introducing the Railway Budget for 1955-56, the Minister for Railways made the following announcement in the Lok Sabha:

"Amongst the staff amenities we have under consideration is the opening of rest homes for staff at suitable hill stations or seaside resorts or in other pleasant surroundings where they can spend their holidays inexpensively and in reasonable comfort."

Holiday homes have accordingly been set up at Matheran (Central Railway), Hazaribagh Road (Eastern Railway), Barog, Simla, Mussoorie, Pahalgam (Srinagar) (Northern Railway), Kurseong (North-East Frontier Railway), Courtallam (Southern Railway), Ranchi and Puri (South-Eastern Railway) and Bandra (Bombay) (Western Railway). Two types of accommodation have been provided in these homes; a higher type, mainly intended for Class III staff, charges for which are 75 nP. per day, and the lower one, mainly intended for Class IV staff, for which the charges are 25 nP. per day. Essential equipment like cooking utensils, furniture, recreational facilities, etc. is provided in the holiday homes.
Children's Holiday Camps: Children's camps are organised by the Indian Railways at various places for the benefit of the children of railway employees, the idea being to provide them with a break from everyday routine. The expenditure on such camps is kept down as far as possible, part of it being collected from children attending them, the balance being met out of the Staff Benefit Fund.

Canteens: In May 1945, the Railway Board issued instructions to the Railways in connection with the establishment of canteens. The main considerations that weighed with the Government were: (a) improvement in the working conditions of industrial workers and (b) provision of additional rations to manual workers in rationed areas. Instructions were issued by the Railway Board from time to time on the running of the canteens. It was held that canteens should be opened at points where large numbers of workers were concentrated, workshops, sheds, yards, large stations and running rooms, for example. They should be equipped, so that meals could be sent in tiffin carriers to personnel who cannot take advantage of them by the very nature of their duties, like running staff. Canteens should be self-supporting. Sale prices should be adjusted from time to time with reference to the cost of procurement of articles and running expenses - the establishment being conducted on a "no-profit, no-loss" basis. Railway Administrations may provide the necessary accommodation, sanitary and electrical installations, furniture, cooking utensils and also bear the
rent on sanitary and electric installations, service taxes and charges for water and electricity. The canteens should be run preferably on a departmental basis, and personnel officers should be in charge of them and form an integral part of the welfare organisation.

Section 46 of the Factories Act, 1948, empowers the State Governments to make rules in regard to the provision of canteens in factories employing more than 250 persons and it imposes a statutory obligation on employers to comply with these rules. The Railway Board decided in 1949 that over and above this obligation, the Railway Administrations should take steps to develop their canteens organisation to the maximum possible extent as a labour welfare measure. Thus, a number of canteens have been provided on Railways not only at points coming under the scope of the Factories Act but also at other places where there is a large concentration of staff. On March 31, 1960, there were 225 canteens on the Indian Railways against 169 on March 31, 1956.

Recreational Facilities: With a view to encouraging esprit de corps amongst Railway employees and to providing recreation for them and their families, the Railway Administrations have established a number of institutes and clubs at different places where there is a sizeable concentration of staff. The Railway Administration bears the initial cost of building, including the cost of electrical installation and
necessary furniture, the laying of the tennis courts, play-
grounds, etc., and also the cost of normal repairs. The insti-
tute's funds bear the cost of maintenance. The institutes also
get assistance from the Staff Benefit Funds, the quantum of
assistance from the Staff Benefit Fund being determined at the
discretion of the Fund Committee. A membership fee is also
charged. Membership is open to all employees and the manage-
ment is entrusted to employees' committees.

The Railway Corruption Enquiry Committee expressed
appreciation of the efforts made by the Railway Administration
in regard to the provision of institutes and clubs for
recreation purposes, but recommended an increase in the number
of such institutes and clubs as well as other facilities for
sports and games. The Railway Ministry accepted this recommen-
dation with due regard to the necessity for such facilities
at various stations. After examining the Railway Administra-
tion's proposals on the provision of new institutes and
improvements in the existing ones, the Railway Board decided
that a sum of Rs 61.48 lakhs be spent for this purpose during
the Second Plan period.

During the Third Plan, a sum of Rs 50 crores has been
earmarked for the provision of welfare facilities to Railway
employees. Of this, Rs 35 crores is intended for the construction
of staff quarters and Rs 15 crores for staff amenities.
SOME RECENT TRENDS OF WELFARE WORK IN RAILWAYS

Housing, medical and educational facilities, co-operative credit societies, and consumers' co-operative stores are now given major importance in welfare amenities provided by the railways. In addition to the above, a number of holiday homes and health resorts have been constructed for the use of low-paid employees at various hill stations and near the sea. There has been a steady rise in the expenditure on labour welfare between the years 1950-51 and 1965-66 both in absolute quantum and in per capita average. Table I shows the rising trend in expenditure on labour welfare in the railways.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total No. of staff as on 31st March (in thousands)</th>
<th>Cost of Staff (in millions of ₹)</th>
<th>Average cost per employee (in ₹)</th>
<th>Expenditure on staff welfare (in millions of ₹)</th>
<th>Average expenditure on staff welfare per employee (₹)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950-51</td>
<td>914</td>
<td>1,138</td>
<td>1,263</td>
<td>31.1</td>
<td>34.0</td>
</tr>
<tr>
<td>1955-56</td>
<td>1,025</td>
<td>1,482</td>
<td>1,476</td>
<td>50.3</td>
<td>49.1</td>
</tr>
<tr>
<td>1960-61</td>
<td>1,157</td>
<td>2,052</td>
<td>1,799</td>
<td>96.8</td>
<td>83.7</td>
</tr>
<tr>
<td>1965-66</td>
<td>1,352</td>
<td>3,104</td>
<td>2,331</td>
<td>186.2</td>
<td>137.7</td>
</tr>
<tr>
<td>1966-67</td>
<td>1,361</td>
<td>2,384</td>
<td>2,528</td>
<td>201.1</td>
<td>147.8</td>
</tr>
</tbody>
</table>
According to the Railway Board, about 35 per cent were provided housing accommodation till June 1967. The railway administration had spent Rs 445 million on housing by the end of the Third Five Year Plan and proposes to spend another Rs 320 million in the course of Fourth Five Year Plan. Co-operative house building societies have been given continuous encouragement by the railways. Twenty-two such societies were functioning at the end of the year 1966-67.

During the year 1966-67, the railways maintained 91 hospitals situated at different places with a total bed strength of 9,150. Even in the past, arrangements existed for comprehensive medical and health care services to the railway employees. The Labour Investigation Committee reported that "railway workers are much better provided for than workers in other industries. Generally every workshop has a dispensary, staffed with a medical licentiate and a compounder and usually catering to all railway employees and their families." Statistics given in Table II highlight the additions to medical facilities provided to the railway employees since 1951.
TABLE - II

Medical facilities provided by railways

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of hospitals and health units</th>
<th>No. of beds</th>
<th>Cost of medical and health services per capita (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950-51</td>
<td>416</td>
<td>2,435</td>
<td>32.30</td>
</tr>
<tr>
<td>1955-56</td>
<td>506</td>
<td>3,390</td>
<td>33.40</td>
</tr>
<tr>
<td>1960-61</td>
<td>557</td>
<td>5,944</td>
<td>63.10</td>
</tr>
<tr>
<td>1964-65</td>
<td>655</td>
<td>7,813</td>
<td>84.92</td>
</tr>
<tr>
<td>1965-66</td>
<td>653</td>
<td>8,355</td>
<td>92.73</td>
</tr>
</tbody>
</table>

Special arrangements exist for the treatment of persons suffering from serious ailments and beds are also reserved at selected sanatoria for this purpose. Dentures, spectacles, and artificial limbs are fitted free to low-paid employees, the expenditure being borne from the Staff Benefit Fund. Medical facilities are available to all railway employees and their families and such dependents as are eligible for free travel. These facilities have further been extended to cover all apprentices (other than trade apprentices recruited under the Apprentices Act, 1961) and the staff of the Staff Benefit Fund Committees, railway institutes, consumer co-operative societies and railway officers' clubs. Such facilities are also available to the staff of the co-operative canteens, co-operative credit societies/banks, etc., on per capita charge basis. Casual workers are entitled to free preventive
care only. The Railway Board also provides medical facilities at certain specified places to the retired railway Employees' Contributory Health Scheme. The rate of contribution ranges from 50 paise to Rs 5.00 according to pay.

The maternity and child welfare programme has been undertaken at most of the welfare centres in railway colonies. Arrangements for the supply of milk and tonics, children's picnic camps, etc., are also made, and Montessori schools have been opened. The health clinics are functioning to look after the health of mothers and their children.

The programme for family planning has been accorded high priority by the railway administration. A total of 59 family planning centres and 117 units for insertion of I.U.C.D. are functioning under the charge of a special department. The railways employ extension educators and field workers to motivate workers for family planning, and conventional contraceptives are supplied free of cost. Cash awards of Rs 11, Rs 30, and Rs 40 for I.U.C.D., vasectomy, and tubectomy respectively are provided for the purpose. During 1967-68, 29,508 vasectomy operations and 3,249 tubectomy operations were performed, 7,750 I.U.C.D. insertions were made and 958,357 contraceptives, 2,281 diaphragms, 47,903 tubes of jellies and cream and 872,113 foam tablets were distributed to the employees. Employees undergoing sterilization operation or I.U.C.D. insertion are given special casual leave to the extent of six days in case of
vasectomy, fourteen days for non-puerperal tubectomy, and one day for I.U.C.D. insertion.

By the end of 1966-67, railway employees were running 413 consumers' co-operative societies. These societies had till then opened 428 fair price shops with an annual turnover of Rs 90 million. The Railway Board makes a grant to cover half of the administration and establishment cost of the fair price shops for the first five years.

The railway administration is also running 745 educational institutions of its own which include two intermediate colleges, fortyfive higher secondary schools/high schools, twenty-eight middle and six hundred and seventy primary schools. Besides, the railway administration gives grants-in-aid to a number of non-railway schools for providing educational facilities to the children of railway employees. Educational assistance is also given to such railway employees whose monthly pay including running allowance does not exceed Rs 349 and who send their children away from the place of duty for receiving education in the absence of schools of the "requisite standard" at the stations to which they are posted. A scheme of reimbursement of tuition fees in respect of the wards of employees getting less than Rs 600 per month is also in vogue with effect from 1 May 1964. As an alternative to the scheme of educational assistance referred to above, the railway administration is running 13 subsidized hostels at different
places in major linguistic areas. In such hostels boarding is provided at subsidized rates to the children of railway employees drawing a monthly pay up to Rs 349.

On the recommendation of the Indian Railway Enquiry Committee (1947), which found the majority of the workers in the workshops illiterate, the Railway Board issued instructions for opening of literacy classes. If workers gave their time for learning, the Board undertook to take care of their other incidental expenses.

Two types of canteens are being run by the railway, namely, statutory and non-statutory. In the case of statutory canteens, the railway administration bears hundred per cent of the expenditure incurred on the salaries of the staff, etc., whereas in the case of non-statutory canteens it bears only 50 per cent of the wages of canteen staff.

A fund called the Railway Minister's Relief Welfare Fund was set up in April 1961, which provides relief to railwaymen and their families in distress particularly in such cases where no relief can be sanctioned under the normal rules or where relief under the rules is considered to be inadequate. The Fund is built up from the voluntary contributions made by railwaymen and the proceeds from charity shows arranged by the various railways. The staff benefit fund is made up of grants from the railways at the rate of Rs 4.50 per non-ga employee per year and the resources of the fund are also supplemented by special grants for sports. In addition to this, 50 pe
of the expenditure incurred every year on technical scholarships granted by the railways is also added to this fund.

**Welfare Work in Posts and Telegraphs**

Although it was the post-war plan of the posts and telegraphs which gave definite prominence to the organization of staff welfare this organization actually got under way sometime in the middle of the year 1948. During that year, a welfare organization was started with a director in charge of welfare, assisted by a deputy director, and a welfare officer in each circle, to promote, organize, and expand welfare activities. Limited welfare activities such as canteens, tiffin rooms, consumers' co-operative stores, organized by the welfare organization were financed from the general revenues. Subsequently, in 1958, the Posts and Telegraphs Welfare Advisory Board was set up. Based on its advice, a welfare fund was created in 1960 largely to cater to such welfare activities as could not be financed directly from the general revenues.

The posts and telegraphs employees avail themselves of medical facilities under the Central Services (Medical Attendance Rules), 1944. Moreover, the department has opened dispensaries at places where there is concentration of over 5,000 beneficiaries, including family members of the employees. Part-time dispensaries function at some other places. A total of 171 beds had also been reserved till then in various
sanatoria which involved a recurring cost of over $0.4 million a year. Financial assistance in case of prolonged illness is given to employees drawing a monthly salary up to $350, provided, (i) he is on leave on half pay or without pay; (ii) the disease is more than two months' old; (iii) the employee has to support at least one dependant; and (iv) to his credit. The assistance may be given to the extent of $100 per month or three-fourths of pay, whichever is less, for a period of six months extendable up to eighteen months. In case of relapse, such restriction does not apply. This assistance can be continued for the period of one month even after joining duty if considered necessary. In 1967-68, such financial assistance amounting to $0.23 million was given to the employees.

Till 1967, 140 consumers' co-operative stores were being run by the department. Apart from the consumers' co-operative stores, the department has organized a good number of other co-operative societies and has helped build up welfare activities for the staff by mobilizing the co-operative credit societies, 34 house building societies, and 19 multipurpose societies are functioning in the posts and telegraph department.

In so far as canteens are concerned, most of them are run by co-operative societies. In smaller units, the canteens are run by the staff committees. These canteens were encouraged by initial grants for the purchase of furniture and other
equipment and accommodation in departmental buildings was provided at a nominal rent. They were also allowed free con-
sumption of electricity and water. However, the efforts to popularize canteens met with limited success only. Subsequently, in the light of the recommendations of the Second Pay Commission and the policy formulated by the Home Ministry the whole sch
of assistance to the canteens was reviewed. The new arrange-
ment provides for subsidies to tiffin rooms on a sliding scale basis varying according to the strength of employees at one work-place and their salary.

A cash assistance up to ₹ 350 per family is given to the dependents of a deceased posts and telegraphs employee if the employee had put in not less than three years' service and his pay did not exceed ₹ 500 per month at the time of death. The department also considers some hard cases which are not covered under the rules for cash assistance to the dependents of deceased employees, reimbursement of actual third class fare from the place of duty to the limb centre and back to the handicapped employees who have to go to artificial limb centres for provision of such limbs, etc.

Educational allowance and reimbursement of tuition fees are allowed to posts and telegraphs employees at the rates admissible to other Central government employees. The employees drawing pay up to ₹ 349 per month are allowed educational allowance at the rate of ₹ 10 per month per child at the high or higher secondary school stage. Reimbursement of tuition
fees actually paid for children studying up to first year of the two years' intermediate/higher secondary course is allowed in respect of government-recognized and -aided schools. The department spent a sum of Rs 0.47 million on scholarships and books in 1967-68. This accounted for 50 per cent of the total grant towards welfare fund.

In pursuance of the general policy of the government to provide facilities for the educational advancement of its employees, the posts and telegraphs department helps those interested in pursuing higher studies at schools or colleges and also provides night school facilities to staff for literacy and knowledge of Hindi. Considerable stress has been laid by the department on the cultural and recreational activities of the staff through its recreation clubs. In this connection, Heads of Circle and Administrative Officers have been empowered to organize such clubs and give suitable grants out of their welfare fund as below:

(i) an initial grant for the purchase of club equipment at the discretion of the president of the welfare fund committee; (ii) an annual grant-in-aid to the extent of Re.1 per head for the entire staff eligible for club membership, but only where there is a recognized recreation club; (iii) an additional matching grant equal to the subscriptions collected but not exceeding an overall limit of Re.1 per head per annum; and (iv) ad-hoc grant, on merits, in special cases on recommendation of the President of the Regional Sports Control Board.
In 1967-68 various recreation clubs received grants totalling ₹ 0.25 million from the welfare fund.

Before 1950, the various welfare measures in the posts and telegraphs department were financed from the general revenues. In 1958, a Welfare Advisory Board was set up and on the basis of its recommendations a welfare fund was created in November 1960 largely to cater to such activities as could not generally be financed directly from the general revenues. This fund is financed through (i) non-lapseable grant-in-aid of one million rupees per year from the department, (ii) voluntary contributions from the staff ranging from a minimum of 10 paise to ₹ 5 per month or a lumpsum, and (iii) donations and voluntary subscriptions, funds raised by central meets, variety entertainments, etc., on all-India basis. It is administered by a Central Posts and Telegraphs Welfare Fund Committee. The primary objects of the fund are on the following:

(I) Organize sports meets; (II) organize posts and telegraphs arts and crafts exhibitions, cultural meets, scouting, and holiday camps; (III) arrange for training in first aid and organization of ambulance brigades; (IV) provide financial assistance for setting up and maintaining posts and telegraphs recreational clubs and community centres; (V) provide grants to cricket, hockey, football, volleyball, and badminton clubs, construction and/or repairs to tennis and badminton courts, cricket pitch; (VI) supply of cine projectors and loudspeaker equipment; (VII) provide financial assistance for participating
in various sports and games at all-India/national levels, etc; (VIII) provide financial assistance for deserving educational institutions sponsored by the staff of the department; (IX) award scholarships and other help to children or dependants of posts and telegraphs employees for technical education and in deserving cases to children of exceptional merit for non-technical education; (X) provide financial and medical assistance in cases of proved exceptional hardship resulting from serious or long illness or major surgical operations and financial assistance to dependants of deceased posts and telegraphs employees; (XI) provide immediate relief of an emergent nature for which no provision exists or can be made available under the normal rules; and (XII) promote other welfare activities and give financial assistance for such purposes which the Posts and Telegraphs Board may decide.

Financial assistance from the welfare fund is also given for various welfare activities and institutions and to employees in distress as may be approved of by the Central Posts and Telegraphs Welfare Fund Committee from time to time.

The Welfare Organisation in the Posts and Telegraphs Department continued to arrange various welfare activities for their employees during 1970-74. The Welfare Fund, set up in November, for the benefit of the employees of the Posts and Telegraphs Department continued to render financial assistance to the employees of the Department. During the year under review report an ad-hoc committee was set up to consider hard
cases for the grant of financial assistance from the fund.

The Department has reserved 162 beds in various T.B. Sanatoria all over the country, where employees and members of the families were treated free of cost. With a view to providing medical assistance to the employees and their families, the Department had established 20 dispensaries at places where there was concentration of beneficiaries. More dispensaries are proposed to be opened during the Fourth Plan and Fifth Plan period.

During the year under review, the Department awarded 350 scholarships to the deserving students for pursuing higher technical courses in Engineering, Technology and Medicine. These scholarships were paid out of the Welfare Fund to the Children and dependants of the P & T employees drawing basic salary up to £ 500 per month. The Department also gives 200 awards of the value of £ 150 each every year to students for purchase of books required for technical courses.

The various co-operative societies continued to function satisfactorily during the year under review. The number of Credit, House Building, Consumers' and other Societies was 183, 45, 193 and 23 respectively. The Department was also running seven Holiday Homes at various stations in the country. One more Holiday Home at Nainital was sanctioned during 1970. It could not however be opened due to non-availability of a suitable building. The P & T Department
had provided residential accommodation to its employees at various important towns and district headquarters. Other welfare amenities provided are recreation clubs, rest rooms, canteens, etc.

WELFARE WORK IN PORTS AND DOCKS

The provisions relating to safety, health, and welfare of the port and dock workers are spelt out in the Indian Dock Labourers Regulations, 1948, framed under the India Dock Labourers Act, 1934, and the Dock Workers (Safety, Health and Welfare) Scheme, 1961, framed under the Dock Workers (Regulation of Employment) Act, 1948. The Indian Dock Labourers Regulations apply to all stevedore workers employed on board any vessel within the limits of a port and also to shore workers doing work alongside a vessel. The same have been dwelt with elsewhere in this book.

General description of Welfare Work

Apart from the above statutory provisions, each port has an employees' welfare fund which provides welfare amenities to dock workers outside the work premises including medical, educational, recreational facilities, etc. The fund is administered by the chairman of the respective trust who at his discretion constitutes an advisory committee for the welfare of workers. The fund is made up of (i) contributions as may be sanctioned by the board from time to time out of the general account, (ii) contributions to any employees' provident fund
withheld under the relevant rules regulating it, (iii) the interests and profits on investments belonging to the fund, and (iv) any other sum or property made out to the fund by way of gift or donation. Expenditure from the fund is generally incurred on scholarships cash awards for meritorious acts, distress relief in cases of accidents, medical, sports, etc. Labour Welfare Funds of Dock Labour Boards are made up of the levy charged on a monthly basis from the registered employers. This is given in Table I.

The Committee on Labour Welfare reviewed in its report the existing welfare amenities provided to the port and dock workers. It found that all the Port Trusts had provided canteen facilities to their employees. Generally the items sold at these canteens, are on subsidized rates. The Dock Labour Boards at Bombay and Calcutta subsidized the canteens. The Madras Board had constructed a building for running a departmental canteen (accommodating 250 persons) to cater to the needs of port and dock workers including listed labour.

Free medical facilities to the employees and their families are provided by the Port Trusts. Most of the ports have opened hospitals with modern equipment and medical personnel for the treatment of their employees as both indoor and outdoor patients. Arrangements for T.B., cancer and other serious diseases also exist in most of the ports. Some of the ports reimburse, in deserving cases, the cost of artificial
### TABLE - I

The rate of welfare levy charged by different Dock Labour Boards

<table>
<thead>
<tr>
<th>Name of Board</th>
<th>Present rate of levy in respect of</th>
<th>Welfare Levy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Monthly workers</td>
<td>Pool Workers</td>
</tr>
<tr>
<td>Bombay</td>
<td>Nil</td>
<td>105% of the wage rate</td>
</tr>
<tr>
<td>Calcutta</td>
<td>12% on gross wages</td>
<td>145% of gross wages from 1-12-1968</td>
</tr>
<tr>
<td>Madras</td>
<td>Nil</td>
<td>11% of the presumptive time rate wages from 1-4-1968</td>
</tr>
<tr>
<td>Visakhapatnam</td>
<td>Nil</td>
<td>12% of time rate wages with effect from 1-4-1969</td>
</tr>
<tr>
<td>Cochin</td>
<td>Nil</td>
<td>100% of the time rate wages with effect from March 1968</td>
</tr>
<tr>
<td>Mormugao</td>
<td>Nil</td>
<td>100% of the time rate wages with effect from 1-2-1968</td>
</tr>
</tbody>
</table>
limbs. The Calcutta Port employees and their families living outside the municipal limits are entitled to receive medical treatment at their residence from the private doctor of their choice, if the illness is so serious that the patient cannot go to any of the port's hospitals.

Some arrangements or other for information, guidance, and advice on family planning do exist in most of the ports. Birth control operations, L.U.C.D. insertions, sterilization, and vasectomy operation are done either free of charge or the amount spent by the employees for such operations is reimbursed. Most of the ports have schemes for starting family planning clinics.

The Bombay Dock Labour Board maintains a full-fledged medical dispensary for the benefit of the workers and their families. The Madras Board has a dispensary for workers and staff where medical facilities are extended to the families of the Board's employees. These facilities have also been extended to casual workers. In Calcutta, the registered and listed workers get free medical treatment at the Board's hospital which has 125 beds including 18 beds reserved for non-infectious T.B. cases. Workers suffering from serious diseases such as T.B., cancer, leprosy, and mental cases are given 14 years' leave with ex-gratia allowance of Rs 50 per month. In addition, they are also granted an allowance of Rs 50 per month for a period of six months thus making them entitled for 24 months'
leave if necessary. The family members of workers are given free medical treatment as outdoor patients. The Visakhapatnam Board also has opened a dispensary and the medical facilities are extended to the registered workers and their families. Medical facilities for the workers/staff and their families on the lines of the Central Services (Medical Attendance) Rules, 1954, are provided by Cochin also. The Kandla Dock Labour Board has been paying Re.1 per month to each worker in lieu of medical facilities. As regards family planning programmes, expenses incurred on family planning such as sterilization and I.U.C.D. insertions are met by the Bombay Dock Labour Board. Arrangements for vasectomy operations also exist in Calcutta and Visakhapatnam docks. A surgical unit of the District Family Planning Bureau performs sterilization and I.U.C.D. insertions at Visakhapatnam. Special casual leave for 5 to 6 days is granted to workers, who undergo such operations, in Calcutta and Visakhapatnam docks respectively.

Educational facilities in the form of education allowance, reimbursement of tuition fees, scholarships are granted to the children of port employees. In ports such as Visakhapatnam and Kandla two primary schools in each port exist. Ports of Calcutta, Bombay, and Cochin provide free accommodation, furniture, electricity, etc., to such schools in which the employees' children study. The Calcutta Port Trust gives a grant-in-aid in addition to other assistance to such schools. Besides the educational facilities provided by
the Port Trusts, a children education allowance on the lines of Central government scheme is generally given to those employees whose pay does not exceed Rs 349 per month in respect of their children between the ages of 5 and 18 and children who are not staying with their parents. The rate of allowance is Rs 10 per month per child for primary standard and Rs 15 to Rs 50 per month for secondary classes. The employees whose pay does not exceed Rs 600 per month are eligible for claiming reimbursement of tuition fees. The Bombay Port Trust makes a grant every year of 24 scholarships of Rs 30 each per month for higher studies leading to diploma or university degree. The Madras Port Trust grants 80 scholarships of Grade I and Grade II each of Rs 75 and Rs 50 respectively payable as lumpsum annual grants to cover the educational expenses other than tuition fees of children studying in standards IX to XI and VI to VIII or equivalent standards tenable for a period of three years. The Calcutta Port Trust grants every year two scholarships of the value of Rs 20 per month to meritorious students who pass the school final examination in the first division. The Cochin Port Trust also grants scholarships to about 100 children of the Port employees in accordance with the schemes drawn by it. The Bombay Port Trust has provided accommodation for two primary schools in which the children of the Port Trust employees receive priority for admission. Scholarships varying in number by certain Port Trusts are granted to the children of the employees. Some of the Port Trusts have started this scheme.
as the Port Trust workers who are mostly illiterate need education.

All the Port Trusts have made provision for recreational facilities for their employees in varying degrees. The Bombay Port Trust Club and the Rezenolds Institute of Bombay provide facilities for indoor/outdoor games. An amount of Rs 15,000 has been sanctioned by the Port Trust for the provision of recreation facilities such as reading room, music, drama, tournaments, etc. These facilities are provided free and financed by the administration. The Madras Port Trust runs a staff institute which receives an annual grant of Rs 4,000 from the Trust. The Calcutta Port Trust maintains a recreational institute. At the Visakhapatnam Port, the Gymkhana Club and two other clubs provide cultural and recreational facilities for workers. Also a separate ladies' club is functioning for the benefit of the families of workers. A staff club at the Cochin Port provides indoor and outdoor games. At Mormugoa, a cultural centre subsidized by the Trust caters to the welfare and recreational needs of the employees. In Kanadla Port there are three staff clubs which provide facilities for indoor and outdoor games for workers. These clubs receive grants out of the employees' welfare fund set up by the Port Trust.

All the Port Trusts have provided housing facilities to their employees. The Bombay Port Trust has provided residential family quarters to 11.4 per cent of the Class III and
Class IV employees. About 4.7 per cent of the total number of workers live in dormitories and are not charged any rent. The Calcutta Port Trust has provided quarters to 28.75 per cent of its Class III and Class IV employees. Class IV employees are not charged any rent. In Visakhapatnam port, 9 per cent of the workers are covered under the housing scheme. The Cochin and Mormugoa Port Trusts have constructed a few housing units of different types. In Cochin, 8 to 9 per cent workers have been provided with quarters, and the Mormugoa Port Trust has succeeded in providing accommodation to 135 of its employees. In Kandla Port, 50 per cent of the staff have been provided with residential accommodation, rent for which is charged at the Central government rates.

A separate housing scheme for dock workers has since been drawn up in consultation with the various interests concerned. During the Fourth Plan period an amount of Rs 25 million has been proposed to be spent on housing facilities for workers. Table II gives an idea about the amount sanctioned to each Dock Labour Board as loans and subsidy separately, the number of quarters constructed and the number of houses under construction. All the Port Trusts have set up consumers' co-operative societies which are financed either by the employers or by the employees or by both. Consumers' co-operative stores are run by the Visakhapatnam and Cochin Port Trusts. The Kandla Port has two consumers' co-operative stores. A co-operative credit society is also functioning at Kandla Port.
### TABLE - II

**Expenditure on housing and tenements built at different Ports**

<table>
<thead>
<tr>
<th>Board</th>
<th>Year of Sanction</th>
<th>Amount Sanctioned</th>
<th>Tenements already constructed</th>
<th>Tenements under construction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rs</td>
<td>Rs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Madras</td>
<td>1963-64</td>
<td>182,700</td>
<td>104,400</td>
<td>...</td>
</tr>
<tr>
<td></td>
<td>1965-66</td>
<td>245,700</td>
<td>140,400</td>
<td>...</td>
</tr>
<tr>
<td></td>
<td>1966-67</td>
<td>122,800</td>
<td>79,200</td>
<td>240</td>
</tr>
<tr>
<td>Calcutta</td>
<td>1964-65</td>
<td>740,800</td>
<td>423,360</td>
<td>288</td>
</tr>
<tr>
<td>Bombay</td>
<td>1965-66</td>
<td>905,520</td>
<td>517,440</td>
<td>560</td>
</tr>
<tr>
<td></td>
<td>1967-68</td>
<td>217,656</td>
<td>388,080</td>
<td>352</td>
</tr>
<tr>
<td>Visakhapatnam</td>
<td>1967-68</td>
<td>24,640</td>
<td>...</td>
<td>...</td>
</tr>
<tr>
<td></td>
<td>1968-69</td>
<td>36,960</td>
<td>17,600</td>
<td>...</td>
</tr>
<tr>
<td>Marmugoa</td>
<td>These Dock Labour Boards have programmes to start the construction of 100 houses each during the year 1969-70</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cochin</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Among the Dock Labour Boards, Bombay has larger activities in the field of co-operative movement. It has extended necessary facilities to the workers' co-operative stores in the housing colony of workers. In addition, there are two co-operative credit societies, one of which is run by the workers' organization while the others by the Class III and Class IV employees. The Cochin, Visakhapatnam, and Madras Boards are also running co-operative stores and fair price shops. The registered workers of the Calcutta Board have started a co-operative credit society. There exists a co-operative credit society in Calcutta for dock workers.
Provision of relief in cases of distress like death injury, sickness, old age, invalidity, natural calamities, etc., exists for port workers. Non-contributory provident fund and death-cum-retirement gratuity schemes are also in existence at certain ports. Distress relief is granted out of the welfare fund. The Commissioners of the Port give a loan not exceeding six times the monthly basic pay or ₹ 300 whichever is less to their pensionable employees. Flood relief is also granted which is recovered in equal monthly instalments. One hundred rupees are also given in case of death of a dependent of the employees. Festival advance is granted to the employees drawing a monthly pay of ₹ 300 in the case of Bombay Port and ₹ 375 in Calcutta Port which is recovered in easy instalments. In the case of Cochin and Madras ports, Central government rules are followed in this respect.

SOME SPECIFIC WELFARE WORK IN IMPORTANT PORTS AND DOCKYARDS

Bombay: According to the latest available information which relates to the year 1973 the Bombay Port Trust provided financial grants for canteens and co-operative credit societies. So far as educational facilities are concerned during 1973, 24 scholarships were awarded to the children of Class III and IV employees whose maximum scale of pay did not exceed ₹ 375.

Eleven play centres were maintained for providing
indoor and outdoor games. Sports, excursions cinema shows, talks, demonstrations, etc., were periodically arranged in the residential colonies. Radio sets had also been provided.

The Bombay Port Trust has provided houses for Class III and Class IV employees. It has also started a number of dispensaries and clinics and a maternity home; anti-veneral work is carried on at the V.D. prophylactic centres in the docks by the Bombay Social Hygiene Council. The Trust has provided buildings for four primary schools where children of port employees are given priority in regard to admission. Twenty new scholarships are granted every year to children of Class III and Class IV employees for higher studies. Cooperation is also extended to the Bombay City Social Education Committee for conducting social education classes in the Port Trust residential colonies. There are three static canteens provided with modern equipment and furniture. Mobile canteens also operate in all the docks, while the canteen in the Bombay Port Trust workshop is run on a self-service and coupon basis by the Labour Department. The Bombay Port Trust Employees' Co-operative Society extends loans for approved purposes. Grain shops have been established where employees get grain at concession rates and all scheduled employees are eligible to contribute to the Trustees' Fund. Nonscheduled workers also contribute to the Fund on completion of one year's continuous service.
In addition, the Port Trust provides play centres, circulating libraries, reading rooms, study rooms, arts and crafts classes, nursery education, Scout and Guide training, visual education, social excursions, talks, exhibitions, dramas, etc., for employees and their families. A sports club has been set up for Class III staff and officers and there is also a Reynolds's Institution run on the lines of a ports club. One circulating library, one children's library, 7 reading rooms, 8 needle work and/or hand work classes and 5 nursery schools were some of the other welfare activities which were provided by the Port Trust during 1973.

Cochin : The Cochin Port Trust had maintained two hospitals for the treatment of the workers and their families. Free diet was allowed to those employees whose pay was below Rs 180 per month. Expenditure incurred for outdoor treatment or treatment by a specialist was reimbursed to the employees. The Port Trust provided drinking water facilities including water coolers, latrines, urinals, shelters or rest rooms and washing facilities for the employees. A Co-operative canteen with branches at different places was functioning. A radio set was installed in the library. Newspapers were kept at different places.

Tuition fee and Children's Educational Allowance were paid by the Port Trust as per Government Rules. For providing education to the employees' children the Port Trust was
running a primary school and a secondary school. Every year the Port Trust was awarding 113 scholarships, varying in value from £36 to £460 depending on the course of studies, to the deserving children of port employees. A workers' education unit level class was conducted for which financial help was given out of the Labour Welfare Fund. A Co-operative society was functioning in Willingdon Island to cater to the needs of the residents. There was also a co-operative Bank.

There are three canteens maintained exclusively for employees, of which two are run by the staff co-operative society. The Administration gives all canteens, free of cost, accommodation, utensils, water, furniture, electricity and sanitation facilities. A mobile canteen serves tea and snacks on the spot during mid-shift rest periods in preheated food conveyors. Workmen are provided with adequate rest shelters and washing places, too. From 1959 onwards, a scholarships scheme has been introduced for the education of workmen's children. An apprenticeship scheme, under which six candidates are given intensive training in the first year and two each in the succeeding years is also in force. Employees have been provided recreational facilities like indoor and outdoor games, a reading room and library. There is a hospital for the benefit of Port employees and their families. While a number of employees engaged on essential work at the port have been given accommodation on the island, others coming from the
mainland get adequate transport facilities. The bank started by the employees on a co-operative basis extends long-term loans to members at a nominal rate of interest.

**Madras**: The Port workers of Madras and their family members availed of free medical services comprising a self-contained hospital situated in the Port area, an out-patient dispensary in Housing Colony of the workers situated in Tondiarpet, a full time First Aid Accident Service for the Harbour area and other miscellaneous benefits. The Trust’s Hospital situated in the Port area, provided in and outpatient treatment and also specialist's services. A surgical operation theatre, X-ray diagnostic and Therapy Sections, a developing Physiotherapy and Rehabilitation Section and a Clinical-cum-Biochemical Laboratory, Photo Electric Calorimetre for common tests are provided on the standard of a model hospital. Supply of free spectacles to employees up to a prescribed pay limit, reimbursement of hospital charges for employees and their families for treatment undergone in recognised outside hospitals, free and post-natal domiciliary service by a Health Visitor (in addition to Maternity and Child Welfare clinics held in female out-patient by a lady doctor) and financial relief from the Trust’s Welfare Fund for cases of distress on medical grounds were some of the additional benefits available to the workers.

Libraries, reading rooms and canteens were provided at various places throughout the harbour. Recreation facilities
are also provided to the employees by the Madras Port Trust Staff Institute on a monthly subscription of Rs. 1.25. An annual grant of Rs. 4,000 is paid for by the Trust. A co-operative credit bank for the benefit of the employees continued to function during 1970. A number of scholarships were awarded to the children of the employees for pursuing higher studies. The Port Trust continued to maintain a Welfare Fund out of which relief was made available to certain categories of employees in cases of acute distress. The Trust has introduced a Block Holiday Scheme under which certain workers in batches of about 40 are sent to a holiday resort for periods not exceeding 15 days. The travelling expenses and 50 per cent of the cost of accommodation are borne by the Trust. From 1970 a scheme called the Industrial Feeding Scheme has been introduced for the benefit of the families of workers. Under the scheme, the Co-operative for American Relief Everywhere (CARE) in Madras is supplying a high protein blended food containing 70 per cent cornmeal, 25 per cent soya bean flour and 5 per cent milk powder and Bulger Wheat at the rate of 100 grams per head per day for 25 days in a month. In addition 10 grams of soya bean oil or ghee per head is supplied free for cooking.

KANDLA - The Kandla Port Organisation maintained three clubs, two at Gopalpuri and one at New Kandla, having facilities for indoor and outdoor games, reading rooms, library, etc. Free cinema shows and other cultural programmes were arranged
from time to time in these clubs for the entertainment of the employees and their families. Financial assistance was also given to these clubs out of the Labour Welfare Fund. One labour amenity centre was functioning at Kandla in cargo Jetty area having a canteen run by a co-operative society of the port employees where snacks, tea and meals were sold. Free medical aid was given to all regular port employees and their family members at two dispensaries - one at New Kandla and the other at Old Kandla, and in the hospital at Gopalpuri.

For the education of workers' children, two schools' one at Gopalpuri imparting education up to VIII standard and the other at Kandla up to S.S.C. standard, were run where free education was imparted. There were three residential colonies for port employees, one each at Gopalpuri, New Kandla and Old Kandla with 486, 543 and 246 quarters respectively. In addition to these, 60 quarters for shore labourers, 100 quarters for other labourers, working at Kandla, 9 quarters at Viri and 16 at Nagalpur for staff working there on water works and 33 quarters for booster staff had also been constructed.

**Visakhapatnam Port:**

This port was under the control of the Railways from April 1, 1946, to September 1956. A Central Fund called the Staff Benefit Fund was maintained at the headquarters of the South-Eastern Railway, Calcutta, from which the port received an annual lump sum grant, which was utilised for the relief of employees in distress. This Fund is now managed by an elected
Committee, of which the Port Administrative Officer is ex-officio Chairman. The Visakhapatnam Port Gymkhana Club provided recreational facilities. English dailies, weeklies, monthlies and annuals are made available to members.

The Port Amateur Dramatic Association stages dramas periodically for the entertainment of employees and their families. A ladies' club offers facilities for recreation, sewing, knitting, tailoring and other handicrafts.

There is an elementary school for the benefit of the children of port employees residing in the port area. A fully equipped dispensary has also been started, which provides free medical assistance. A First-Aid class has been organised and theoretical and practical examinations are held periodically for supervisory and other staff. Four canteens are run by the employees on a co-operative basis, and several rest-houses have also been set up at convenient places near the work-spots. A consumers' co-operative store, catering primarily for the needs of port staff, was started in 1955, and subsequently housed in a new building provided by the Port Administration at a nominal rent. There is also a Visakhapatnam Port Employees' Co-operative Society, which gives loans to employees at reasonable rates of interest and offers facilities for thrift deposits and savings, too.

At Visakhapatnam Port, a fully-equipped dispensary was provided to render free medical aid to the employees and
imbursement of medical expenses and their families undergoing indoor treatment was also given. A mobile medical unit, with a Medical Officer and other auxiliary staff, provided medical facilities for 3 days in a week to the workers residing in distant parts of the colony. A senior basic school, aided by the State Government, was functioning in the port premises for the benefit of the children of the employees residing in port quarters. The employees were also eligible for tuition fee reimbursement for their children. Canteens, rest sheds, drinking water points and water coolers were also provided in adequate numbers.

Marmagao: The Marmagao Port Trust had a hospital with 50 beds and equipped with modern facilities like X-ray Pathological Laboratory, etc. for rendering medical services to the workers. Free immunisation services for prevention of typhoid, cholera, small-pox, T.B. Diptheria, whooping cough, tetanus, etc. were also provided to the workers. The Trust had provided a football ground for outdoor games. Film shows, festival celebrations, sports competitions, dramas, etc., were also arranged for the recreation of the employees. There was also Marmagao Port Employees Consumer's Co-operative Society. Reimbursement of tuition fees and educational allowances, were also allowed to the employees.
Bombay - The Bombay Dock Labour Board maintained dispensaries/hospitals where free indoor and outdoor treatment was given to the workmen and their families. In the sphere of education, unit level classes were held under the Workers' Education Scheme. The Hindi Teaching Scheme also continued to function satisfactorily. The Board had provided housing accommodation to 23 per cent of the workers by constructing two housing colonies. A canteen was run by the Board where articles were sold at subsidised rates. The Board also provided P.T.O. facilities and reimbursement of Tuition Fees and Children Educational Allowance as per Central Government Rules.

Calcutta - The Board maintained one hospital and a dispensary for the treatment of Registered as well as Listed workers. The Board has also reserved 30 beds in different hospitals in Calcutta for workers suffering from tuberculosis, leprosy, mental derangement and cancer. Arrangements also existed for sending leprosy patients to School of Tropical Medicines and two beds were reserved at Naba Kushta Nivas, Purulia, for hospitalisation of those having infectious type of leprosy.

Workers' children were getting stipends for higher studies. The workers of the Board were also entitled to reimbursement of Tuition Fee and Children's Education Allowance. Adult education centres were organised.
Film shows on educational and recreation subjects such as blood donation, family planning, etc., were arranged by the management. Two canteens were run by the Board to serve tea, snacks, puri, etc., to the workers at subsidised rates. The workers had set up one co-operative credit society and two consumer's co-operative stores in the housing colonies of the Board. Under the Housing Scheme for Dock Workers, the Board had completed the construction of 238 houses and the quarters were allotted to the workers.

Madras - The Madras Dock Labour Board continued to maintain a free outdoor dispensary for the benefit of its workers and their families. Expenses incurred by the employees on special medicines prescribed which were not in stock in the dispensary, were reimbursed. Workers suffering from serious and infectious diseases were referred to the nearest Government hospital and hospitalisation charges including nursing, accommodation, operation, diet, etc., incurred by the employees on their admission in the hospitals were reimbursed to them.

Workers were deputed to undergo training as workers teachers under the Workers' Education Scheme. The Central Government Schemes for Reimbursement of Tuition Fees and grant of Children's Education Allowance also applied to the employees of the Board. Scholarships, ranging between Rs 15 and Rs 75 per month, depending on the course of study, were also awarded to the children of workers as well as the staff for college and technical education. One merit scholarship of Rs 30 per month
was also awarded for the year 1969-70. A canteen run by a contractor existed for catering to the needs of the dock workers and employees of the Port Trust. Annual sports were conducted for the employees and prizes were awarded to the winners. In order to enhance the activities of the Staff Recreation Club, the Board increased the annual grant from Rs 1,000 to Rs 1,500 during 1970-71. Other benefits like "Casual Leave cash it if you like", Privilege Ticket Order; Block Holiday Scheme, etc., were continuing during the year.

Visakhapatnam - The dispensary run by the Dock Labour Board continued to render free medical facilities to the employees and their families. The Board also reimbursed the expenditure incurred by the registered workers and the staff for specialised treatment in Government Hospitals. A branch dispensary was also opened during the year 1970 in the workers' housing colony at Kailasapuram. Schemes for the Reimbursement of Tuition Fees and payment of Children's Education Allowance as per Central Government Rules were also continued during 1970. One more school for providing primary education to the workers' children was opened and free reading and writing materials were supplied to the children. The Board had started recently a hostel for the workers' children. Adult education classes were also held and prizes were given to successful candidates. In view of the difficulty experienced by the workers, the Fair Price Shop run by the Board was decentralized during 1970 and arrangements were made with the Super Basar to
supply the commodities on credit to the workers. A Co-operative Credit Society continued to function during the year under report.

Tea was supplied to workers during booking times at a subsidised rate and arrangements were also made to supply tea, coffee, snacks to the workers at work-spots. The Welfare Centres having facilities for library, reading room and indoor games continued to function. Annual games and sports were conducted and prizes were awarded to winners and runners up. The Board continued to grant financial assistance to the workers in cases of long sickness, injuries, death, etc.

Marmagao - The Dock Labour Board continued to maintain a dispensary manned by qualified staff where medicines were supplied free to the workers and their families. In case the patients were required to attend hospitals at Panjim or Marmagao, the Board provided either their own ambulance or bore the transport charges themselves. The Board deputed 24 workers for training as worker-teachers under the Workers' Education Scheme. During the period of training, the gang workers were paid Rs. 100 per month and the winchmen Rs. 150 per month. Education allowance was paid to those employees whose children were studying in schools away from the harbour. Tuition fee was also reimbursable.

A circulating magazine library existed for the staff of the Board. In order to encourage sports, the Board provided the sport gear for Football and Cricket and also met the expenditure.
incurred for playing matches. The Board had provided a canteen for the use of workers. Workers were supplied free rain coats once in three years. A Death Benevolent Fund Scheme was introduced for workers on voluntary basis. Under this Scheme, whenever death of any member occurred while in service, a sum of Re. 1 would be collected from all members and the amount thus collected would be paid to the dependants nominee of the deceased worker. Sufficient number of urinals, latrines and drinking water points were provided at various places for the use of workers.

Cochin - Medical facilities, on the lines of those available to the Central Government employees, were provided to the employees by the management. Three beds in the Govt. hospital, Fort Cochin, were reserved for the employees in case of accidents. There was a dispensary for immediate attention in the office building of the Board. Monetary assistance was given to such of the workers as were in financial difficulties due to loss of pay following prolonged illness and also to the families of those employees who died or sustained serious injuries during dock operations. Rules for the grant of Children's Education Allowance and Reimbursement of Tuition Fees on similar lines as applicable to Central Govt. Employees were applicable to the employees of the Board. Merit scholarships were given to the children of the workers. A co-operative society, canteen, water coolers and radio set were also provided for the benefit of the dock labour.
Shipping

Principal Seamen's Welfare Officers have been appointed at the ports of Bombay, Calcutta and Madras to organise welfare measures for seamen. These officers provide recreational facilities, cinema shows, medical aid, etc., and intercede on behalf of seamen in the redressal of their legitimate grievances. An Indian Sailors' Home was started in 1931. Besides, Indian Seamen's Hostels were started in Bombay, Calcutta and Madras. The Sailors' Home and the Hostel at Bombay are managed by the Indian Sailors' Home Society. Hostel facilities are also available at the ports of Cochin and Visakhapatnam. Recreational facilities organised at various hostels, while medical facilities are provided only in the ports of Bombay and Calcutta.

WELFARE WORK IN SOME PUBLIC SECTOR UNDERTAKINGS

We shall now discuss welfare work in some public sector undertakings.

Indian Iron and Steel Co.:

According to the information furnished by the units at Kulti and Burnpur, they had provided dispensaries/hospitals for workers and their dependants. For the children of employees, educational facilities in the form of primary and/or higher secondary schools were provided by both the units. As regards housing, 4,025 and 1,931 quarters had been constructed by the Burnpur and Kulti units respectively.

The management of Kulti works had set up three welfare
centres having such facilities as libraries, games, newspapers, radios, etc., for the benefit of workers. All workers colonies were having a number of community sheds and there were also well-equipped gymnastic centres in big colonies. Canteens supplied tea, snacks and wholesome meals to the workers at moderate rates. Wrestling competitions were held and winners were awarded cash prizes.

The management of Burnpur unit organised recreation/cultural activities. Athletics, sports and tournaments were arranged by various clubs with financial assistance from the management.

Rourkela Steel Plant:

The management had provided an ultra modern hospital having 475 beds and 20 branches of specialised treatment. There were 5 Health Centres with three whole-time doctors (including one Lady Doctor) in each. The Fertilizer Colony of the Plant was also having a hospital with 20 beds. In the mining area of the Plant, the hospitals in Barsua Puranapani and Satna continued to provide free medical facilities to the employees and their families. The services of the Casualty Department with a provision of 16 beds and a fleet of ambulances were available round the clock to attend to emergent cases. The expenditure incurred by the management for providing medical facilities to the employees was ₹ 73.44 lakhs during the financial year 1969-70 which included the cost of the medicines but excluded income of ₹ 6.8 lakhs.
For imparting education to the children of the employees, the management maintained 2 Higher Secondary Schools, 2 High Schools, 12 Lower Secondary Schools and 3 Primary Schools. The management had embarked upon various schemes of imparting free education to the children of employees up to lower secondary standard. With a view to encouraging the meritorious children of the employees to get higher education, thirty merit-cum-means scholarships of ₹ 100 each and 10 Gandhi Centenary scholarships of ₹ 50 each were awarded by the management. To supplement the nutritional deficiencies among the school going children, free mid-day meals were provided to all the students for which the management incurred an expenditure of about ₹ 4 lakhs during the calendar year 1970. Two sets of standard school uniforms along with a pair of shoes were supplied free of cost to the children of all employees studying in Lower Secondary Schools. The benefit was, however, limited to the children of those employees whose pay was up to ₹ 420 p.m. The State Government with active collaboration and assistance of the management, was running a Science College, a Regional Engineering College and a Technical Institute. In addition to these institutions, a night college (in Arts) in the premises of the Science College was also functioning for the benefit of the employees. The management had also constituted an Education Advisory Committee consisting of 17 members (including 2 ladies) to advise the management on all matters relating to the improvement and efficient running of the H.S.L. Schools at Rourkela.
A Central Library with approximately 20,000 books on literature, fiction, History, Economics, Topography, etc., was maintained by the Company. Under the Workers' Education Scheme, the management deputed worker-teachers in batches and organised unit level classes after the completion of their training. During 1969-70, the total expenditure under the head 'Education' was Rs 25.9 lakhs which excluded income of Rs 2.0 lakhs.

So far as provision of recreation facilities is concerned, twelve community centres, each equipped with radio sets, material for games, musical instruments, magazines, etc., were in operation. Films were screened twice a month at these centres. Sports were also encouraged by the management. A modern stadium with a seating capacity of 10,000 had been constructed. Music and dance classes were also conducted by the Rourkela Cultural Association for the benefit of employees' children at a very nominal cost. The management gave a grant of Rs 7,500 to this Association for the purchase of various musical instruments. Besides this, over 30 cultural and social organisations were functioning for the benefit of the employees. Apart from this, some of the cultural organisations had been provided accommodation on a nominal rent and discretionary grants were allowed to them for purchase of equipment for carrying out their activities.

During 1970, thirteen works canteens and one main canteen were running for the use of workmen. These canteens which were run departmentally on 'no profit, no loss' basis sold food, snacks, cold drinks, beverages, etc.
For providing housing accommodation to the employees the management had planned 20 Sectors, out of which 16 had been developed till 1970 having over 18,000 quarters with modern amenities. Approximately 17,000 employees had been allotted houses. In addition, temporary workers were provided accommodation in temporary labour colonies. An amount of ₹ 44.73 lakhs was spent for housing during 1969-70.

Seventy-five water coolers and 78 water taps in running condition had been placed at various convenient places. Besides, 167 water taps were provided for washing purposes. One hundred ninety-two (i.e., 167 for male and 25 for female) latrines and 203 urinals had been provided for the employees. One creche with necessary staff was maintained in the premises of the Plant during the year under review for the children (upto the age of 6 years) of the working mothers. Free meals, milk, creche garments, etc., were provided to the children attending the creche. There were 12 children's parks, equipped with merry-go-round swings and other attractions. In addition, parks were also being developed in four newly developed sectors wherein sliding chutes, merry-go-round, etc., were provided.

Durgapur Steel Plant:

During 1969, there were one Hospital and 3 Health Centres to render free medical aid to the employees and their families. The Public Health Organisation of the unit took steps for prevention of diseases and looked after sanitation.
For providing educational facilities, primary and high/secondary schools were functioning in the township. The Plant provided free uniforms and tiffin and concessional transport facilities to the students. Financial assistance out of the Amenity Fund was given to the families of those suffering from tuberculosis as also scholarships to the meritorious students. The management had established two community centres to provide facilities for indoor/outdoor games, cinema shows, recreation, cultural functions, library, etc. Two Co-operative Consumers' Societies were selling rationed as well as non-rationed articles including textiles and electrical goods. The total number of houses constructed for the workers at the end of the year 1969 was 14,298.

The Mysore Iron & Steel Ltd., Bhadravati:

The Company maintained a full-fledged hospital with 150 beds for rendering free medical treatment to workers and their dependants. Free diet was supplied to the in-patients. For imparting education to the children of the employees, the company was running one Polytechnic, Junior Technical School and an Industrial Training Centre, one First Grade Arts College, 2 High Schools, 12 Elementary-cum-Middle Schools. The Adult Education Scheme of the Company continued during the year under review. There were two registered consumers' co-operative stores and one registered co-operative bank. The stores supplied articles of daily use at controlled rates and the bank provided cash credit to the members at a low rate of interest.
So far as provision of recreation facilities is concerned, there were 20 gents clubs and one ladies club where facilities for indoor and outdoor games existed. The buildings for these clubs were provided by the company free of charge and annual grants were also given by the management. Besides the clubs, there was a Sports Committee which arranged outdoor games and conducted tournaments. The management spent about Rs 16,000 annually for the promotion of sports and games the employees. A central library was maintained for the employees. Twentyfive Cultural as well as Dramatic Associations were formed by the employees. Radio sets had been installed in the Labour Colonies.

The Company was running a canteen departmentally within the Plant where food items were supplied at subsidised rates. Water coolers had been installed inside the plant for providing cool drinking water to the employees. Total number of houses constructed by the Company was 3,885 till the end of 1968.

**Bhilai Steel Plant:**

Information for the year 1970 has not been furnished by the management. However, according to the information received for the year 1969, the management maintained hospitals and dispensaries for providing free medical treatment to the employees and their families. The Education Department of the Plant was running a number of Higher Secondary, Middle and
Primary Schools for workers' children. A number of means-cum-merit scholarships were awarded to the students. The Community Development Department of the Plant was running adult education centres for the benefit of illiterate workers of the company. There were 33 Consumers' Co-operative Societies where foodgrains and other commodities were sold to workers at reasonable rates. There were also 21 Agricultural Co-operative Societies, 14 Co-operative Credit Societies and 4 other Societies.

The management had constituted a Sports and Recreation Council and a number of Clubs which were mainly responsible for organising various games, sports and tournaments as well as cultural programmes four cinema houses were run departmentally by the management. There were 25 Workers' Co-operative Canteens which were managed by Executive Committees elected annually by the members. There was also "The Bhilai Mahila Samaj" to promote social and welfare activities among women. Detailed activities of the various Welfare Organisations have already been described in the 1969, issue of the Indian Labour Year Book.

Bokaro Steel Limited:

The Company maintained a temporary hospital having 50 beds and equipped with modern apparatus where free treatment was given to the employees and their families. The cost of medicines which were not supplied by the hospital was reimbursed
to the employees. The patients requiring special treatment were referred to the nearby Government Hospitals and the cost of such treatment was also reimbursable to the employees. The permanent hospital having provision for 300 beds was also nearing completion. The management maintained two Higher Secondary Schools and three Middle Schools for the children of the employees and also extended certain facilities like provision of cheap accommodation to other schools run by voluntary organisations/clubs in the Bokaro Steel city. The canteens run by the contractors were provided by the management for the use of the employees and prices were fixed in consultation with the management. The Company was running a co-operative store with several selling units and the management sanctioned ₹3 lakhs as interest-free loan to the store during 1970 and also provided a godown for storage purposes. The management also gave a subsidy of ₹12,000 per year for two years in the beginning. Most of the employees were provided residential accommodation by the company. There were three clubs which were subsidised by the management. These clubs were equipped with libraries and also arranged cinema shows for their members as also cultural and sports activities. There was a society named "Bokaro Steel Employees" Co-operative House Construction Society Ltd.", which provided developed plots to the members for construction of residential houses. The management had constituted a council called "Bokaro Steel Sports and Recreation Council" consisting of nominated members for
organising sports and cultural activities. During the year 1970, one 'city park' was under construction. The management maintained one Central Library well equipped with technical and non-technical books, journals etc., and a community centre for the benefit for the workers.

**SOME RECENT DEVELOPMENT OF WELFARE WORK IN BOKARO STEEL**

Besides adopting common welfare measures, the Bokaro management has taken the lead in introducing a host of novel schemes and civic amenities for the benefit of the employees in recent times.

The management has encouraged the formation of an **Employees Family Benefit Society**. Its membership is open to all the regular employees of Bokaro Steel. The entrance fee is Re 1. When a member dies, his other colleagues contribute Re 1 each. Ninety per cent of the total contribution is paid to the family of the deceased. Ten per cent is kept for meeting the administrative expenses of the Society.

This scheme has lately become popular and the membership of the Society has grown to nearly 23,000 in about two years. A recipient gets over Rs 20,000 at present.

The officers of Bokaro Steel were encouraged to form a **Bokaro Steel Plant Officers Group Insurance Society**. Under it, financial assistance is given when a member dies or becomes disabled in an accident. The entire expenditure on the
administration of this Society is met by the company.

It has been found that indebtedness among Grade III and IV employees is heavy. With a view to offering relief to the victims of private money lenders, the company has introduced a scheme. It has given a grant of a special advance up to ₹1,000 in each case at 10% interest per annum to be recovered in easy instalments. Already 460 employees have benefited from this scheme for which a sum of ₹5 lakhs has been set aside.

BSP employees formed a consumers co-operative stores in the very early stages of the project to meet their essential needs. The management of Bokaro Steel has from time to time extended assistance to it. Besides distribution of rationed commodities like wheat and sugar on behalf of the State Government, it offers others essential commodities at far prices.

With the declaration of the emergency the need to strengthen the public distribution system assumed special importance. This also formed an important part of the new programme for economic progress announced by the Prime Minister and has been recognized by the Joint Negotiating Committee for the Steel Industry. For effective implementation of this, certain additional measures were taken to strengthen the Consumers Co-operative Stores. Interest-free revolving loans for meeting the requirement of working capital have been increased to ₹20 lakhs. The Government of India has given
loans and grants totalling Rs 2,10,000 towards share capital, furniture and fixtures and managerial subsidy.

The Bokaro Steel Employees Co-operative Credit Society was formed some years ago but its progress has not been encouraging. Whereas debt inquisition is a one-time benefit, as a long-term measure its main purpose is to meet the credit need of the employees. Bokaro Steel has decided to strengthen and assist this Society by subscribing to its share capital. The company's contribution at any time is to match the share capital raised from its members. It has been proposed to subscribe Rs 5 lakhs in 1975. This will greatly increase the lending and borrowing capacity of the Society. Under the reorganized scheme, it will provide credit for buying household requisite and appliances and will also have deposit schemes to meet anticipated requirements such as marriages and others family obligations.

Bokaro Steel has already developed a co-operative colony for its employees. Ninety acres of land developed for the purpose have been distributed to 450 employees.

At BSP's request, the Government of Bihar is setting up a dairy plant at Bokaro at a cost of about Rs 85 lakhs. The Bihar Government is also constructing a poultry complex which will cost about Rs 23 lakhs.

The management has formed a Bokaro Steel Sports and
Recreation Council, a separate body for the development of sports and cultural activities in the township. A number of sports events, including the All-India Bokaro Steel Football Cup Tournament, are organized every year. Bokaro Steel screens films in the open air in some parts of the township daily. Five reading rooms have been started in different sectors where daily newspapers and journals are kept for readers.

A total of 13,980 houses have been built. Another 3,492 houses are now under construction. Building of 3,500 houses would start soon. After the recently concluded agreement of the Joint Negotiating Committee for Steel Industry, orders have been issued to give house rent allowance to those employees who have not been given accommodation.

Bokaro Steel has approved construction of a 60-room hostel for single working women. When completed it will not only be a boon to those who are working here but also encourage others to opt for Bokaro when offered employment. Since private houses are not readily available accommodating relatives and guests becomes a problem when a marriage takes place. To help solve this problem, the company has kept two quarters in each sector reserved. These are moderately decorated and illuminated on the marriage day free of cost.

Much care is taken to see that the employees are physically well. The hospital is modern well-equipped and has 272 beds. It will soon be expanded to 500 beds at a cost of
Rs 39 lakhs. A good number of doctors and nurses in the hospital and health centres in various sectors of the township are not only looking after BSP employees but also Government personnel, contractors etc. The medical services cost about Rs 50 lakhs per annum and it works out to Rs 150 per employee per year. Employees and their dependants are entitled to free medical facilities.

Public health facilities are also extensive. Elaborate preventive measures are regularly undertaken. It is an index of success of these measures that there has hardly ever been any outbreak of epidemic in the city or its suburbs. The management provides free diet to all in-patient employees drawing a pay up to Rs 430 per month.

The management has introduced a system of medical check-up for all employees who are 40 and above. Accordingly, the medical department has drawn up a programme and medical examination is being done in a phased manner.

To help implement the family planning programme, the company has a special unit. In each case of sterilization Rs 200 is paid as incentive money in addition to the special leave under Government recommendations. The company spends Rs 2.3 lakhs annually on this scheme from the welfare fund.

In true with the present thinking on workers' participation in management, 26 joint committees are functioning at
shop levels with representatives of the management and the workers. These committees have superintendents and zonal-officers-in-charge as chairmen with an equal number of representatives from the management and workers as members.

Bokaro Steel has given importance to education right from its inception. School-going children have been steadily increasing every year and an effort has been made to increase the number of schools to meet the demands. This year there has been 60% increase on the rolls of Bokaro Steel schools. At present 18,000 students are receiving education in different schools in the township.

Bokaro Steel has also helped others in setting up schools in the township. Besides two high schools run by educational organizations of repute a central school with 1,000 students is functioning here. A second central school is likely to start next July. The Bihar Government is also running six middle and one high schools in the township.

Bokaro Steel has helped social organizations to set up nursery schools in the township. Apart from a number of these managed by private individuals, the local branch of the Lions Club is running two of them. These have 478 students on their rolls. The Mahila Samity has also been providing a strong educational base to 376 tiny tots. It is expected to set up soon another nursery school on a bigger scale.
The Samity is rendering commendable service to the residents with its many cultural and social activities. Among other things, it runs Suruchi, a canteen in the hospital area, the profit from which goes for welfare work. The steel city has a degree college with arts and commerce streams.

Welfare activities are also organised for employees of various attached offices and sub-offices of the Central Ministries and also of some of the large company-managed Government undertakings. Among the important concerns in the latter category may be mentioned the National Industrial Corporation (P) Ltd., the State Trading Corporation of India (P) Ltd., Hindustan Cables (P) Ltd., Hindustan Insecticides (P) Ltd., Heavy Electricals (P) Ltd., Nahan Foundry (P) Ltd., Hindustan Salt Company (P) Ltd., Hindustan Antibiotics (P) Ltd., Hindustan Machine Tools (P) Ltd., National Instruments (P) Ltd., Nangal Fertilisers and Chemicals, and Sindri Fertilisers and Chemicals.

Almost all these undertakings have provided employees with facilities for recreational and cultural activities through the establishment of clubs. Six of these have started canteens where employees are served with food at cheap rates. Some of them also offer medical facilities. The State Trading Corporation has extended the benefits of provident fund to its employees. National Instruments (P) Ltd. has set up a Labour Welfare Fund with a grant-in-aid from the Government, while Hindustan employees in gardening and other activities. Employees are
given company transport at subsidised rates for sight-seeing, excursions and picnics. A fine arts society has also been established under the auspices of the Hindustan Machine Tools Welfare Society to develop the workers' talents. There is an organisation called Makkala Koota to encourage talents among children. There is also a registered society called the H.M.T. Social Welfare Society which distributes free milk among children, provides recreational activities and organises children's fairs. H.M.T. Employees Co-operative Society has set up a canteen for its members.

In addition to these undertakings, the Tea Board and the Coffee Board and other organisations under Ministry of Commerce and Industry have social welfare programmes of their own.

**Tea Board**: Several social welfare schemes are in operation under the direction of the Tea Board for the benefit of tea garden workers. Most of these are executed indirectly with the co-operation of voluntary organisations, to which the Board gives grants for such activities as the organisation of welfare centres for men and women, vocational schools, co-operative societies, housing and colonisation societies, mobile dispensaries, water supply, hostels for men and women and other recreational and medical facilities. The only scheme administered directly by the Board is one relating to educational stipends. Among other programmes sponsored by the
Board are the training of nurses, midwives, dais, school masters, etc. A recreation club for the Board's employees has been established for the promotion of cultural and social activities, sports, dramas, etc.

**Coffee Board**: A monthly donation of Rs 75 is given by the Coffee Board to the staff club at the Head Office. Besides, the club is provided with the necessary accommodation in the office premises. The club has a reading room and facilities for indoor games. The Board has, in addition, allocated a sum of Rs 1,00,000 for welfare measures in coffee plantations in the States of Mysore, Madras and Kerala. This sum is disbursed among the three States in proportion to the total number of workers employed in the coffee estates in each State and is administered by a trust. Scholarships and stipends are paid to deserving children of workers in the coffee industry to enable them to acquire better, higher or specialized vocational education. Three-quarters of the trust fund is earmarked for this purpose, and the remainder is utilized for the provision of such medical aid as is not ordinarily available in Government and other hospitals. It may also be spent on any other ameliorative measures that may be prescribed by the Board from time to time.

**Rubber Board**: The Rubber Board offers grants for the reservation of beds in hospitals for the use of estate workers and also for stipends to the children of manual workers in registered estates.
All-India Handicrafts Board:

The Board has taken steps for the improvement of housing conditions among its employees. Class III staff of the Department of Commercial Intelligence and Statistics have an organisation called "Commint Club which provides recreational facilities. A Commercial Intelligence and Statistics Employees' Co-operative Credit Society has also been set up.

Delhi Transport Undertaking:

We now refer here to Delhi Transport Undertaking as an instance of centrally administered sector. The Delhi Transport Undertaking has an Employees' Welfare Fund, and supplies sports articles and three daily newspapers to each of its units, organises dramas, social evenings, film shows, etc., for the entertainment of employees and their families, grants interest-free loans to needy workers and organises welfare programmes like adult literacy classes. In addition, there are staff centres functioning in all units of the Undertaking. Staff canteens are furnished with modern equipment. Four of the six canteens are run on co-operative basis by staff which has been provided free by the management, which also bears the waters and electricity charges. Furnished rest rooms offers workers facilities for relaxation during the rest interval and off-duty hours. Three credit and thrift co-operative societies, organised by the employees give financial assistance to needy employees.
A staff colony has been opened with 140 two-rooms and 40 single room tenements for Class III and Class IV employees respectively. All modern amenities are available in this colony. Four dispensaries under the charge of two qualified whole-time medical officers caters for the needs of ailing employees.

Welfare Services for Defence Employees

The Ministry of Defence has implemented various welfare programmes like recreational and cultural activities, libraries, publication of magazines, books, information room, cinemas and dramatics, etc., for their employees. Financial assistance is given to serving and ex-service personnel. Maternity and child welfare activities are provided for the families of employees. As 18-bed TB ward for the families of naval personnel was opened at Tambaram in March 1956. Expenditure on such items is met out of funds raised by units and formations through subscriptions from service personnel and from public funds like Flag Day Fund, Armed Forces Benevolent Fund, Armed Forces Reconstruction Fund and Canteen Fund. The Resettlement Directorate of the Ministry of Defence provides rehabilitation schemes for ex-servicemen by way of re-employment in civil jobs, settlement in land colonies and training in vocational and technical trades. From January 1951 to December 1962, 147,031 ex-servicemen were rehabilitated. The Cantonment Boards organise reading rooms, parks, etc., for residents of
cantonments. They give aid to educational and other welfare institutions. The expenditure on these services is met from Cantonment Funds. The Directorate General of Ordnance Factories provides medical and maternity benefits, canteens and cafeterias, sports, outdoor games, athletics, social assistance, cinemas, free supply of milk to children, parks and playgrounds, educational facilities, hospital comforts, etc. All these services are both aided and undertaken by the Government, except for canteens and cafeterias which are run departmentally, and social assistance, which is given out of Labour Welfare Funds.

The Ministry of Defence have proposals for further strengthening and expanding the existing welfare services during the Third Plan period.