LIST OF AUTHORISED AGENTS FOR THE SALE OF LOK SABHA SECRETARIAT PUBLICATIONS

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1.	Andhra University General Cooperative Stores Ltd., Waltair (Visakhapatnam).	8
2.	G. R. Lakshmipathy Chetty and Sons, General Merchants and News Agents, Newpet, Chandragiri, Chittoor District.	94
	ASSAM	
3.	Western Book Depot, Pan Bazar, Gauhati.	7
	BIHAR	
4.	Amar Kitab Ghar, Post Box 78, Diagonal Road, Jamshedpur.	37
	GUJARAT	
5.	Vijay Stores, Station Road, Anand.	35
6.	The New Order Book Company, Ellis Bridge, Ahmedabad-6	63
	MADHYA PRADESH	
7.	Modern Book House, Shiv Vilas Palace, Indore City.	13
	MAHARASHTRA	
8.	M/s Sunderdas Gianchand, 601, Girgaum Road, Near Princess Street, Bombay-2.	6
9.	The International Book House (Private) Limited, 9, Ash Lane, Mahatma Gandhi Road, Bombay-1.	22
10.	The International Book Service, Deccan Gymkhana, Poona-4.	26
11.	Charles Lambert & Company, 101, Mahatma Gandhi Road, Opposite Clock Tower, Fort, Bombay.	30
12.	The Current Book House, Maruti Lane, Raghunath Dadaji Street, Bombay-1.	60
13.	Deccan Book Stall, Ferguson College Road, Poona-4.	65
	RAJASTHAN	
14.	Information Centre, Government of Rajasthan, Tripolia, Jaipur City.	38
	UTTAR PRADESH	
15.	Swastik Industrial Works, 59, Holi Street, Meerut City.	2
16.	Law Book Company, Sardar Patel Marg, Allahabad-1.	48
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17.	Granthaloka, 5/1, Ambica Mookherjee Road, Belgharia, 24 Parganas.	10
18.	W. Newman & Company Ltd., 3, Old Court House Street, Calcutta.	44
19.	Firma K.L. Mukhopadhyay, 6/1A, Banchharam Akrur Lane, Calcutta-12.	82
	DELHI	
20.	Jain Book Agency, Connaught Place, New Delhi.	1
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ESTIMATES COMMITTEE

(1966-67)

CHAIRMAN

Shri Arun Chandra Guha.

MEMBERS

2. Shri A. Shanker Alva
3. Shri Onkarlal Berwa
4. Shri Dinen Bhattacharya
5. Shri Parashottamdas Haribhai Bheel
6. Sardar Daljit Singh
7. Dr. Mono Mohan Das
8. Shri Digambar Singh Chaudhri
9. Shri Kashi Ram Gupta
10. Shri J. N. Hazarika
11. Shrimati Jamuna Devi
12. Shri Narayan Sadoba Kajrolkar
13. Shri C. M. Kedaria
14. Shri Baij Nath Kureel
15. Shrimati Sangam Laxmi Bai
16. Shri Rama Chandra Mallick
17. Shri Dwarka Dass Mantri
18. Shri Dhuleshwar Meena
19. Shri Mohan Swarup
20. Shri T. D. Ramabadran
21. Shri J. Ramapathi Rao
22. Shri Rameshwar Sahu
23. Dr. Ranen Sen
24. Shri M. Shankaraiya
25. Shri Nardeo Snatak.
26. Shri N. M. R. Subbaraman
27. Shri Shiva Datt Upadhyaya
28. Shri Virbhadra Singh
29. Shri Vishram Prasad
30. Shri Bhishma Prasad Yadava.

SECRETARIAT

Shri Avtar Singh Rikhy—*Deputy Secretary.*
Shri G. D. Sharma—*Under Secretary.*

INTRODUCTION

I, the Chairman of the Estimates Committee, having been authorised by the Committee, present this hundred and ninth Report of the Estimates Committee on the action taken by Government on the recommendations contained in the Sixty-sixth Report of the Estimates Committee (Third Lok Sabha) on the erstwhile Ministry of Labour and Employment—Dock Labour Boards of Calcutta, Madras and Bombay.

2. The Sixty-sixth Report of the Estimates Committee was presented to the Lok Sabha on the 26th March, 1965, Government furnished their replies indicating the action taken on the recommendations contained in this Report on the 17th September, 1965. These replies were considered by the Study Group 'F' of the Estimates Committee on the 12th November, 1965. The Study Group desired that further information in respect of six recommendations might be called for from Government. Further replies in respect of these six recommendations were received from Government between the 6th December, 1965, and 6th January, 1966, and were considered by the Study Group 'F' of the Estimates Committee on the 1st March, 1966.

3. The Report has been divided into the following four Chapters:—

I. Report.

II. Recommendations that have been accepted by Government.

III. Recommendations which the Committee do not desire to pursue in view of the Government's reply.

IV. Recommendations in respect of which replies of Government have not been accepted by the Committee.

The Report was considered and adopted by the Committee on the 18th November, 1966.

4. An analysis of the action taken by Government on the recommendations contained in the Sixty-sixth Report of the Estimates Committee (Third Lok Sabha) is given in the Appendix. It would be observed therefrom that out of 22 recommendations made in the Report, 19 recommendations *i.e.*, 86·5 per cent have been accepted by Government and the Committee do not desire to pursue 1 recommendation *i.e.*, 4·5 per cent in view of the Government's reply. Replies of Government in respect of 2 recommendations *i.e.*, 9·0 per cent have not been accepted by the Committee.

NEW DELHI;
19th November, 1966.
Kartika 28, 1888 (*Saka*).

ARUN CHANDRA GUHA,
Chairman,
Estimates Committee.

CHAPTER I

REPORT

THE DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEMES, 1956

The Committee in para 8 of their Sixty-sixth Report (Third Lok Sabha) on the erstwhile Ministry of Labour and Employment—Dock Labour Boards of Calcutta, Madras and Bombay suggested that it would be worthwhile to undertake a study of the working of the Dock Workers (Regulation of Employment) Schemes, 1956 and rules made thereunder for Calcutta, Madras and Bombay at a regular interval of 5 years, synchronising as far as possible with the Five Year Plans, with a view to see how the Schemes have actually been implemented to achieve the objectives laid down, i.e., greater regularity of employment for dock workers and ensuring efficient performance of dock work.

In September, 1965 the Government informed the Committee that after revision of these Schemes in 1956, there had been no complaints of any serious nature necessitating the study of the working of these Schemes at the Ports of Bombay and Madras. In 1959 there were some complaints against the administration of the Calcutta Dock Labour Board. As such a Single-Member Committee consisting of Shri R. L. Mehta, Joint Secretary in the Labour Ministry was appointed in May, 1959 to enquire into the working of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956. The recommendations of the Committee were accepted and as a result of the implementation of most of its recommendations, the working of the Calcutta Dock Labour Board had improved.

The Committee were further informed that there was a Dock Workers' Advisory Committee set up under Section 5 of the Dock Workers (Regulation of Employment) Act, 1948 to advise upon such matters arising out of the administration of this Act or any scheme made thereunder as the Government may refer to it for advice. Besides, the Government was also receiving monthly statistics as well as the annual reports on the working of the Dock Labour Boards which were scrutinized and necessary action taken wherever necessary. In view of this position, the Government did not consider it necessary to lay down any fixed period for reviewing the working of the Dock Workers (Regulation of Employment) Schemes.

The Committee consider that there should be a periodical review of the working of the Dock Workers (Regulation of Employment) Schemes. As the revised Dock Workers (Regulation of Employment) Schemes, 1956 have been in force for nearly one decade, it is time that these are comprehensively reviewed by an expert committee with a view to effect improvement in the light of experience of their working.

CHAPTER II

RECOMMENDATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 2; Para No. 11)

The Committee note that there is no provision in the schemes for reconstitution of the Dock Labour Boards at a regular interval and as a result thereof these Boards have been reconstituted on varying dates. The Committee do not consider the present arrangement to be quite satisfactory. The Committee recommend that a provision should be made in the Schemes themselves for the reconstitution of these Boards at a regular interval of three years.

REPLY OF GOVERNMENT

Committee's recommendations are noted. Every effort is being made and would continue to be made to reconstitute the Boards at periodic interval of three years as already provided for in Rule 4 of the Dock Workers (Regulation of Employment) Rules, 1962.

[*Ministry of Labour & Employment O. M. No.* 528/128/65-*Fac, dated* 17-9-65]

Recommendation (Serial No. 3; Para No. 20)

In view of the imperative necessity for quick and efficient turn-round of ships particularly foodgrains ships, the Committee would urge that Government should investigate the reasons for the low output of Calcutta dock-labour as well as delay in the unloading of foodgrains in the port and take suitable remedial measures.

REPLY OF GOVERNMENT

The solution for increasing the output of labour at Calcutta lies in the introduction of Incentive Piece-rate Schemes. The Calcutta Dock Labour Board has already implemented Incentive Tonnage Schemes in respect of foodgrain and salt ships with effect from the 16th March, 1965. The Board is now considering the question of extending the scope of the Incentive Schemes to other categories of workers. It may be mentioned here that Piece-rate Schemes for improving output of dock workers are in operation

in the Ports of Bombay, Madras, Cochin and Vizagapatam. An Incentive Scheme for quickening discharge of foodgrains has also been introduced by the Food Ministry in the Bombay Port.

[*Ministry of Labour& Employment O. M. No.* 528/128/65-*Fac, dated* 17-9-65]

Recommendation (Serial No. 4; Para No. 24)

The Committee regret to note that the Dock Workers Advisory Committee which could render valuable help to Government in solving many disputes and problems of the dock labour by mutual agreement between the dock labour and the Dock Labour Boards did not meet for as long a period as six years. The Committee recommend that the Dock Workers Advisory Committee Rules may be suitably amended to provide that the Committee may meet at least once a year to advise Government on important matters arising out of the day to day working of the Dock Workers (Regulation of Employment) Schemes.

REPLY OF GOVERNMENT

As recommended, the Dock Workers (Advisory Committee) Rules, 1962 will be amended to provide that the Dock Workers Advisory Committee shall meet at least once a year.*

[*Ministry of Labour &Employment O. M. No.* 528/128/65—*Fac, dated* 17-9-65]

Recommendation (Serial No. 5; Para No. 28)

The Committee note that there is no uniformity in the number and nature of the funds created by the three Dock Labour Boards as also there is no provision in the Schemes for the creation of so many funds.

The Committee recommend that with a view to maintaining uniformity in all the Dock Labour Boards, the desirability and/or necessity of creating different funds with huge amounts lying unutilised may be examined by Government and proper provisions made in this regard in the respective Schemes of the Dock Labour Boards themselves. No Board should create any new Fund without proper authority derived from the Scheme of the Government of India.

The Committee further recommend that the accounts of all the Funds of all the Dock Board labour should be properly maintained and regularly audited by a competent authority.

REPLY OF GOVERNMENT

All the Dock Labour Boards are being asked to consider whether they could meet their requirements by maintaining only the following five funds and by merging other funds, if any, with one or more of these funds :—

1. General Reserve Fund.
2. Welfare Fund.
3. Provident Fund Reserve Fund.
4. Gratuity Fund.
5. Depreciation Fund, where necessary.

* At the time of factual verification the Ministry have Stated that the Dock workers (Advisory Committee) Rules, 1962 have since been amended to provide that the Dock workers Advisory Committee shall meet at least once a year.

2. With regard to proper maintenance and auditing of accounts of the, Dock Labour Boards, it may be stated that this matter was considered at the Fourth Meeting of the Dock Workers Advisory Committee held at Bombay on the 19th July, 1965 and the following conclusion was reached :—

> "The Committee agreed that the Dock Labour Boards should maintain proper accounts in the prescribed manner. It was, however, felt that the Dock Labour Boards should not be made to pay the high cost of auditing of their accounts by the Government Audit Department and in case the accounts of the Boards must be audited by the Comptroller General, the cost of auditing should be paid by Government and not by the Board."

The above recommendation of the Committee is being examined.

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac., dated* 17-9-65]

FURTHER INFORMATION CALLED FOR BY THE COMMITTEE

Please indicate what decision has been taken regarding payment of the high cost of auditing of the accounts of the Dock Labour Boards by the Comptroller and Auditor General of India.

FURTHER REPLY OF GOVERNMENT

The matter is under consideration in consultation with the Ministry of Finance and Comptroller and Auditor General.

[*Ministry of Labour & Employment O.M. No.* 528/192/65—*Fac., dated* 13-12-65]

The Government have accepted the recommendation. The Committee would like Government to take an early decision regarding payment of the high cost of auditing of accounts of Dock Labour Boards by the comptroller and Auditor General of India.*

Recommendation (Serial No. 6; Para No. 30)

The Committee hope that proposals for the proper utilisation of the Depreciation Fund will be formulated now so that the work of replacement and or repairs proceeds according to a planned programme. The Committee suggest that the question of further accretion to the Fund may be considered in the light of the above position.

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* At the time of factual verification, the Ministry have Stated that

The question of maintenance of limited number of funds by Various Dock Labour Boards was considered at the 5th Meeting of the Dock workers Advisory Committee held at Madras on the 29th April, 1966 and it was agreed that existing practices should continue. With regard to aud it of accounts of Boards, it may be stated that on the suggestion of the Comptroller and Auditor General of India, it has been decided to amend sub-section (2) and (4) of Section 5 c of the Dock workers (Regu'ation of Employment) Act, 1948 on the lines of sub-sections (2) to (5) of sections 619 of the Companies Act, 1956. With this amendment, Government will have more control over the accounts of the Dock Labour Boards and cost of audit will also not go up.

REPLY OF GOVERNMENT

The Bombay Dock Labour Board has created a Depreciation Fund for specific purpose of replacement of, or repairs to the buildings and/or machinery and plants. The Bombay Board has created this Fund against the Housing Colony for dock workers and two Administrative Buildings built by it. This Fund is proposed to be utilised for re-building these houses at the end of 40 years. The Bombay Dock Labour Board is being advised to see that more is not put into this depreciation fund than what might be needed at the end of 40 years*.

[*Ministry of Labour & Employment O. M. No.* 528/128/65—*Fac., dated* 17-9-65]

Recommendation (Serial No. 7; Para No. 33)

The Committee are not satisfied with the explanation that the estimates for the annual income and expenditure of Dock Labour Boards present problems not to be faced elsewhere and that "fluctuations between estimates and actuals larger than usual cannot be ruled out." The Committee cannot help observing that the budgeting, to say the least, was most unrealistic. The Committee recommend that the system of preparation of estimates of annual income and expenditure by the Dock Labour Boards should be reviewed in consultation with the Comptroller and Auditor General of India with a view to set up a uniform pattern for adoption by all the Dock Labour Boards.

REPLY OF GOVERNMENT

The accounts of the Calcutta Dock Labour Board are already being audited by the Comptroller and Auditor General. The recommendation of the Estimates Committee has been brought to his notice and he has been asked to see as to what can be done in the matter.

In so far as other Boards are concerned, it has been found that the annual budgets are generally realistic. It may, however, be mentioned here that the main source of income of the Boards is the levy charged from the registered employers. The income from levy solely depends upon the number of reserve pool workers allocated to various employers on each day of the month. Since the dock work fluctuates, the employment of reserve pool workers also fluctuates. The greater the volume of work, the lower the expenditure under the headings of Minimum Guaranteed Wages, Attendance Allowance, etc. and *vice versas*. Further income and expenditure estimates are based on the wage rates and service conditions obtaining during that period. Should these be revised or changed, the estimates are bound to show variations.

[*Ministry of Labour & Employment O.M. No.* 528/128/65-*Fac., dated* 17-9-65.]

Recommendation (Serial No. 8; Para No. 38)

The Committee feel that the irregularities pointed out by Audit reveal a sorry state of affairs. The Committee also regret to note th t the accounts of the Calcutta Dock Labour Board were not being maitained

*At the time of factual verification, the Ministry have stated that the Bombay Dock Labour Board has since intimated that it would ensure that more money is not collected under the head depreciation fund than what would be necessary.

properly and that vouchers were not being kept and checked with the entries made in the Cash Book.

During the course of evidence, the Committee have been informed that from June, 1964 the Administration has introduced a system of internal check to the extent of 100% and that the internal auditors have been asked to do internal checking to the extent of 50%. The Committee feel that the internal auditors should be asked to do 100% checking. The Committee would also like to suggest that Government may consider the desirability of deputing an experienced Accounts Officer in consultation with the Comptroller and Auditor General of India for a thorough review of the accounting procedures in vogue in all the Dock Labour Boards.

During the course of evidence, the Committee have further learnt with concern that audit objections pertaining to the audit Reports for the years 1961-62 and 1962-63 are still unanswered. The Committee would urge upon the Government to take initiative to expedite examination of the audit objections raised by the Auditors and see that the matters are set right as early as possible.

The Committee also suggest that a periodical if not annual audit may be undertaken by the Comptroller and Auditor General of India at least once in three years in respect of the accounts of other Dock Labour Boards.

Reply of Government

The Calcutta Dock Labour Board had sent its replies to audit objections in March, 1965. These have since been examined and matter has been taken up with the Board and/or Auditors wherever necessary. The position with regard to specific audit objections mentioned in the Report of the Estimates Committee is as under:—

1961-62 *Audit Report.*

(i) *Injury Leave Allowance.*—The matter is being examined in consultation with the Calcutta Dock Labour Board.

(ii) *Dearness Allowance.*—As the funds of the Board are built up entirely with the money paid by the employers, it is felt that the payment of arrears of dearness allowance should not be objected to. To set all controversies at rest, it is being examined if an amendment need be made in the Scheme to authorise such payments from the General Fund.*

(iii) *Difference of Wages.*—The Scheme provide that the workers are to be booked in gangs. There are different categories of workers in a gang and wages for different categories are fixed. This means that the total wage of a gang is also fixed. When the workers are booked as gangs to the registered employers according to the Scheme, they are liable to pay to the Board the amount which is fixed as wages of that gang. It is obligatory on the part of the Board to book workers according to the appropriate cagtegories in the gang. If the Board fails to do so in practical execution of actual booking of workers and has to book higher category workers in lower categories, the total wages

*At the time of factual verification, the Ministry have stated that the question to amend all the Decasulisation Schemes to empower the Boards to authorise payment o arrears of dearuess allowance from the General fund is still under consideration.

as paid to the individual workers employed in a gang cannot obviously be recovered from the registered employers when the same exceeds the fixed wages of a gang.

The Board has been asked to confirm that senior workers were allocated for junior posts only when junior workers and leave reserve workers were not available.

(iv) *Absence of proper control over cash transactions.*—

Check of payments with vouchers. A system of 100% internal check of payment within the cash Department has been introduced. The Board has also been asked that Internal Auditors should do 100% of checking.

1962-63 *Audit Report*

(i) *Check of payment with the vouchers.* 100% check of payments has been introduced. The Board has also been asked that Internal Auditors should do 100% of checking.

(ii) *Wage Accounts.* The difference in the Dock Workers Account was an accumulated difference from the inception of the Board. The Board has since completed reconciliation for the years 1961-62 and 1962-63 and the difference now amounts to Rs. 193·41 Paise only.

The Board has opened a "Wage Account" in the General Ledger.

With regard to the audit of accounts of other Boards by the Comptroller and Auditor General, it may be stated that it was proposed to amend Section 5C of the Dock Workers (Regulation of Employment) Act, 1948 on the lines of Section 619 of the Companies Act, 1948. This matter was placed before the 4th Meeting of the Dock Workers Advisory Committee held at Bombay on the 19th July, 1965. The Committee has made the following recommendation on this :—

The Committee agreed that the Dock Labour Boards should maintain proper accounts in the prescribed manner. It was, however, felt that the Dock Labour Boards should not be made to pay the high cost of auditing of their accounts by the Government Audit Department and in case the accounts of the Boards must be audited by Comptroller General the cost of auditing should be paid by Government and not by the Board.

The matter is now being further examined in the light of above recommendation.*

[*Ministry of Labour & Employment O.M. No. 528/128/65-Fac, dated,* 17-9-65

FURTHER INFORMATION CALLED FOR BY THE COMMITTTEE

Please intimate final decisions taken in regard to :——

(*i*) Injury Leave Allowance;

(*ii*) Dearness Allowance ; and

(*iii*) Difference of Wages—whether senior workers were allocated for junior posts only when junior workers and leave reserve workers were not available.

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*At the time of factual verification, the Ministry have stated that it has since been decided to amend sub-section (2) and (4) of Section 5C of the Dock Workers (Regulation of Employment) Act, 1948 on the lines of sub-sections (2) to (5) of section 619 of the Companies Act, 1956. With this amendment, Government will have more control over the accounts of the Dock Labour Boards and cost of audit will so not go up.

FURTHER REPLY OF GOVERNMENT

(i) *Injury Leave Allowance*—The question whether Dock Labour Boards can pay compensation under the Workermen's Compensation Act, 1923, as agent or representative of stevedores is being examined in consultation with Ministry of Law.*

(ii) *Dearness Allowance*—Ministry of Law have been requested to suggest Draft amendment to the Schemes to authorise Boards to pay arrears of Dearness allowance from their Fund.**

(iii) *Difference of Wages*:—Subject to the compliance with the provisions in regard to restriction on employment as stipulated in clause 29 of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956 the senior workers are being booked in the lower categories only when the junior workers are not available.

[*Ministry of Labour & Employment O.M. No.* 528/147/65-*Fac., dated* 28-12-65]

Recommendation (Serial No. 9; Para No. 42)

The Committee suggest that a reivew of the position of Listed Workers of all the Dock Labour Boards with a view to achieve uniformity and improvement of working conditions may be undertaken.

REPLY OF GOVERNMENT

Schemes covering the listed workers at the ports of Bombay, Calcutta and Madras have more or less the same provision. Only certain benefits of decasualisation schemes have been given to certain categories of listed workers at various Ports by bi-partite agreements. Even if the Schemes were to provide specifically various benefits, it would still be open for tripartite agreements to cover more benefits to be reached. The local conditions differ and the problems facted from time to time are also different. Since matters are decided by negotiations, a strict uniformity as between one port and another cannot be achieved.

This matter was considered at the Fourth Meeting of the Dock Workers Advisory Committee held at Bombay on the 19th July, 1965 and the conclusion with regard to question as to what more benefits of decasualisation should be extended to the listed workers, reached was that the parties concerned should discuss the matter and arrive at some settlement.

[*Ministry of Labour & Employment No.* 528/128/65-*Fac., dated* 17-9-65]

Recommendation (Serial No. 10; Para No. 46.)

The Committee feel that the continuance of two categories of workers doing more or less identical duties under different wage structures is not conductive to efficient performance of duties. The Committee would like the Government to have this matter examined with a view to find out whether it would not be advantageous to retain only one category.

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*At the time of factual verification, the Ministry have Stated that the Ministry of Law has opined that legal liability for payment of compensation is that of the registered employers or stevedores but this can be discharged by the Boards on behalf of employers after realising the amount on this account from the employers.

**At the time of factual verification, the Ministry have stated that the question to amend the various Decasualisation Schemes to authorise payments of arrears of dearness allowance from the general fund is still under consideration.

REPLY OF GOVERNMENT

The continuation of both the categories of Reserve Pool and Monthly Workers is inevitable and some difference of income is bound to be there. The intention of the Dock Workers (Regulation of Employment) Scheme is to remove/eliminate the casualness amongst dock workers. With this end in view, the provision of monthly register was made in the Scheme. Even the Vasist Committee had recommended that the number of workers on the monthly register should be increased. The relevant recommendation reads as under :—

> 43. It would be in the furtherance of greater regularity of employment and the efficient performance of dock work if the monthly registers are not only retained but progressively expanded. The rate of expansion of the monthly register can be considerably quickened if the employment of workers on a monthly basis is allowed not only by individual 'employers' but also by 'groups of employers'. The 'employers' or 'groups of employers' should be allowed to select workers for monthly employment. Necessary provisions should be made in the Schemes accordingly and the limitation placed by the Delhi settlement of May, 1954 on the number of monthly gangs to be retained by Stevedores at Calcutta should be removed.

As such, the larger the number in the Monthly Register, the higher the achievement of the objective of the Scheme. However, it is not feasible to guarantee full wages for the whole month to all workers since the volume of work at a port varies from day to day. It is also not possible for some of the stevedores to maintain a large number of men on a monthly basis as they have no steady volume of business.

2. With regard to the difference of emoluments of Reserve Pool and Monthly workers, it may be stated that a Reserve Pool may earn more during a given period because of higher traffic, but monthly worker's wage is assured, work or no work.

3. In view of the position explained above, it will be appreciated that the acceptance of the recommendation of the Committee is not practicable.

[*Ministry of Labour & Employment O.M. No.* 528/128/65-*Fac, dated* 17-9-65]

FURTHER INFORMATION CALLED FOR BY THE COMMITTEE

Please intimate the action taken on the audit objection contained in para 6(1) of the Inspection Report on the Accounts of Calcutta Dock Labour Board 1961-62.

FURTHER REPLY OF GOVERNMENT

The Dock Labour Board, Calcutta, has intimated that the amount could not be settled as the compilation of the service records of the monthly workers were not finalised at the time of audit. Service records upto March 1964 have

since been compiled and the dues payable by the registered employers on this account relating to the period upto March 1964 have since been realised from them in full.

[*Ministry of Labour & Employment O. M. No.* 528/192/65-*Fac, dated* 6-12-65]

The Government have accepted the recommendation. The Committee would, however, urge early compilation of the service records of the monthly workers for the period after March, 1964. The service records should be maintained up-to-date so that no dues remain outstanding.

Recommendation (Serial No. 11; Para No. 49)

The Committee are glad to note that the Government have appointed a fact-finding committee to examine the question of output of chipping and painting workers in all the ports. The Committee hope that some suitable scheme would be evolved which would be beneficial to this category of listed workers and to their employers.

REPLY OF GOVERNMENT

The Single-member Committee consisting of Shri M.T. Balani, former Deputy Chairman, Bombay Dock Labour Board has since submitted its Report on the Chipping and Painting workers. The Committee has drawn up an incentive scheme for them. The recommendations of the Committee have been accepted with certain modifications and various Dock Labour Boards have been asked to implement the same.

[*Ministry of Labour & Employment O. M. No.* 528/128/65-*Fac, dated* 17-9-65]

Recommendation (Serial No. 12; Para No. 50.)

The Committee suggest that with a view to maintain security and ease, the unemployment problem within the country and keeping in view the provisions contained in the Dock Workers (Regulation of Employment Scheme 1956, the Government should consider how far it would be desirable to keep on these non-Indians.

REPLY OF GOVERNMENT

The number of Non-Indian Nationals employed by different Dock Labour Boards are given below :—

1.	Madras.	Nil.
2.	Cochin	Nil.
3.	Vizagapatam	Nil.
4.	Calcutta	Nil.
5.	Bombay	about 278*

It has been decided to include the Dock Labour Boards as vital undertakings under para 10(1)(ii) of the Foreigners Order, 1948. The Maharashtra Government have already declared the Bombay Dock Labour Board as a vital undertaking, and as such the employment in the Board is now being

*At the time of factual verification, the Ministry have stated that according to the the latest information available the number of non-Indian dock workers under the Bombay Dock Labour Board is 134 now.

regulated by the issue of Special permits which are issued by the civil authorities after consulting the Chairman of the Board. The Bombay Dock Labour Board has decided to remove non-Indian nationals registered with the Board as Stevedore Workers. All these measures will eliminate the foreign national gradually from the employment of the Boards.

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac, dated* 17-9-65].

Recommendation (Serial No. 13; Para No. 53)

The Committee feel that there should be uniformity and well-established norms in regard to the tests applied to adjudge the suitability or otherwise of a person to undertake the work of Stevedore Employer which necessarily involves financial stability, technical know-how, contacts with the shipping agents, capacity to command sufficient number of men and the necessary gear for efficient discharge of the dock work.

The Committee understand that the question of retaining or abolishing contract labour system through the Stevedores is engaging the attention of the Government. The Committee feel that an early decision on this matter should be taken after full discussion with Employers and workers Organisations, State Governments and the Central Ministries/concerned.

REPLY OF GOVERNMENT

Under the provisions of the Dock Workers (Regulation of Employment) Schemes, a stevedore employer can be registered only if the firm possesses a stevedoring licence issued by the Trustees of the Port concerned. Before the issue of the licence, the Trustees ensure that the firm is sound financially and possesses requisite gear to comply with the Indian Dock Labourers Regulations, 1948, technical know-how, etc. and contacts with the shipping companies. For this Bye-laws laying down the norms have been framed. The Board also examines the suitability of the firm before registration from all aspects. As such, there is hardly any need for further laying of norms for registration of new stevedores.

2. The question of abolition of the institution of stevedores is being examined in all its aspects in consultation with the interests concerned.

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac, dated* 17-9-65.]

FURTHER INFORMATION CALLED FOR BY THE COMMITTEE

Please indicate the position regarding decision on the question of abolition of the institution of Stevedores.

FURTHER REPLY OF GOVERNMENT

A meeting of Labour Secretary and Transport Secretary was held on 23-9-65 to discuss the proposal of the abolition of the institution of Stevedores. Apart from the opposition of the stevedores and their principals, *viz.*, the shipping interests, the Transport Ministry is itself strongly opposed to the proposal. Their apprehension is that costs of handling of

cargo will go up and the foreign shipping companies will put up shipping rates to the detriment of our interests. They also apprehend that any attempt to change-over would mean considerable dislocation of work in the ports at least for some time. In view of the present emergency, Labour Minister has decided that the matter may be kept in abeyance for some time.

[*Ministry of Labour & Employment O. M. No.* 528/192/65—*Fac., dated* 6-12-65].

The Government have accepted the recommendation. The Committee, however, hope that the matter will not be kept in suspense for long. The Committee further hope that in consultation with the Ministry of Transport and keeping in view the interest of export trade, an early decision will be taken.

Recommendation (Serial No. 14; Para No. 55)

The Committee note that there is no uniformity in the present rates of welfare levy and that the amounts so realised are allocated to different welfare activities according to the need for the same from year to year. The Committee suggest that a uniform set of rules may be framed for the realisation of the levy, its rate, percentage of allocation to different welfare activities and the welfare activities themselves should be defined so that there is a visible development in all spheres of welfare activities in all the major ports of India.

REPLY OF GOVERNMENT

The recommendation of the Committee has been carefully considered by the Government in consultation with the Dock Labour Boards. It is felt that it is not possible to ensure uniformity in the rates of welfare levy and also on the amounts to be allocated to different welfare activities, because the welfare measures necessary and the rates of levy required for the purpose are decided by each Board by a process of discussions and negotiations between the employers and employees. The quantum of welfare levy and recovery by the Board from Registered Employers also depends upon the need of each of the Board which ultimately depends upon the welfare activities undertaken by them from year to year. Priorities for welfare activities are also determined according to the conditions obtaining at each port. For instance, separate hospital facilities for dock workers are not needed in some of the ports where the port administration are in a position to offer such facilities to the dock workers by agreement with the Dock Labour Board. As the flexibility which the present system provides has to be maintained, it does not seem advisable for the Government to lay down hard and fast rules or to prescribe the rates of levy.

2. The recommendation of the Committee was also considered at the 4th meeting of the Dock Workers Advisory Committee held at Bombay on the 19th July, 1965 and the conclusion reached was that it was not practicable to ensure uniformity in rates of welfare levy or allocation of funds so collected to different welfare activities by different Dock Labour Boards. The Committee however recommended that welfare levy should be pro-

perly utilised for the promotion of the welfare of the workers and all Dock Labour Boards should provide the following basic amenities :—

(a) Medical Benefits.

(b) Housing facilities.

(c) Educational facilities.

(d) Canteen facilities.

(e) Fair price shops and/or cooperative societies.

(f) Sports and Recreation.

This recommendation is being brought to the notice of all the Dock Labour Boards.

FURTHER INFORMATION CALLED FOR BY THE COMMITTEE

Please intimate the steps taken by the different Dock Labour Boards regarding the basic amenities referred to in the para.

FURTHER REPLY OF GOVERNMENT

The steps taken by the different Dock Labour Boards regarding the basic amenities are as follows:—

(a) *Medical facilities*

(i) Calcutta Dock Labour Board:—The Board has a 125 bed hospital with up-to-date and modern equipments. Both indoor and outdoor treatments are given in the hospital to the registered workers and their family members. The above beds consist of General, Surgical, Medical and non-infectious T. B. Patients. The Board has also reserved beds in different hospitals for T. B., leprosy, cancer and mental cases.

(ii) Bombay Dock Labour Board:—The Bombay Board has a main dispensary and another dispensary in the Housing Estate. The Board has indoor facilities of hospitalisation and surgical treatment at the Talegaon and Masina Hospitals respectively for the benefit of workers as well as their families.

(iii) Madras Dock Labour Board:—The Madras Dock Labour Board is maintaining a dispensary.

(iv) Cochin Dock Labour Board:—The Board in its meeting held on 21-9-65 has decided to extend medical facilities as per Central Government's rules.

(v) Vizagapatam Dock Labour Board:—The Board has arrangements with the Port Dispensary for treating the workers who fall ill or meet with accidents on duty. The Board has decided to construct a dispensary building at a cost of Rs. 35,000 during 1965-66.

(vi) Mormugao Dock Labour Board:—The Board has been set up only in April, 1965 and has no surplus welfare fund.

(b) *Housing facilities*

(i) Calcutta Dock Labour Board:—The Board has already taken up construction of 288 tenements.

(ii) Bombay Dock Labour Board:—The Board has acquired land for the construction of 1024 tenements for dock workers. The Board is taking up construction of 352 quarters during 1965-66.

(iii) Madras Dock Labour Board:—The Board has already constructed 120 quarters under the "Housing Scheme for Dock Workers". During 1965-66 the Board has taken up construction of another batch of 120 quarters.

(iv) Vizagapatam Dock Labour Board:—The Board has decided to acquire nearly 25 acres of land for the construction of quarters.

(v) Cochin Dock Labour Board:—The Board has decided to acquire land to construct 100 houses for the present.

(vi) Mormugao Dock Labour Board:—The Board which was set up in April, 1965 has no surplus welfare fund.

(c) *Educational facilities*

(i) Calcutta Dock Labour Board:—The Board sanctions an amount of Rs. 12,000 per annum to the Waterfront Workers Educational Association, Calcutta for adult education. In order to enable the Workers—Teachers and Workers — Trainees to attend classes under the Central Board of Workers' Education Scheme, exemption is granted from duties in different shifts and special leave is sanctioned by the Board. The Board sanctions 50 stipends of Rs. 15/- each p.m. for higher education of the sons and daughters of the registered workers every year.

(ii) Bombay Dock Labour Board:—The Board is examining the question of extending its welfare amenities further.

(iii) Madras Dock Labour Board:—During the year 1964-65 the Board revised the rules regarding the award of scholarships to the children of staff and workers as follows in view

of the reasons that the Government of Madras made the Secondary Education free:—

Nature of Scholarships	Employees to whom admissible
1	2
Grade I scholarship of Rs. 75 each payable as lumpsum annual grant tenable for 3 years to cover the educational expenses other than tuition fees of children studying in Standards IX to XI or equivalent standards.	Admissible to employees whose pay does not exceed Rs. 575/- per month.
Grade II Scholarships of Rs. 50 each payable as lumpsum annual grant tenable for 3 years, to cover the educational expenses other than tuition fees of children studying in standards VI to VIII or equivalent standards.	Admissible to employees whose pay does not exceed Rs.200/- p. m.

During 1964-65, the Madras Board awarded 4 scholarships of Rs. 25/- p.m. for college course, 38 Grade I scholarships of Rs. 75 per annum and 14 grade II scholarships of Rs. 50/- per annum to children of Reserve Pool Workers.

(iv) Cochin Dock Labour Board:—The matter is under consideration of the Board.

(v) Vizagapatam Dock Labour Board:—The Board has a proposal to give scholarships to the children of the employees and Rules are being framed.

(vi) Mormugao Dock Labour Board:—The Board was set up in April, 1965 only.

(d) *Canteen facilities*

(i) Calcutta Dock Labour Board:—The Board is expected to start running a canteen soon.*

(ii) Bombay Dock Labour Board:—A canteen is running.

(iii) Madras Dock Labour Board:—The dock workers use the canteen run by the Madras Port Trust.

(iv) Cochin Dock Labour Board:—The Board is unable to start a canteen for the present.

*At the time of factual verification, the Ministry have stated that in Calcutta, a canteen for registered workers has been started with effect from 1-4-1966.

(v) Vizagapatam Dock Labour Board :—The Board has arrangements with the Dock Area Canteen of the Port Trust to cater to the Dock Labour Board employees also.

(vi) Mormugao Dock Labour Board:—Was set up in April, 1965 only.

(e) *Fair Price Shops and/or Co-operative societies*

(i) Calcutta Dock Labour Board:—The Board is examining the question of setting up a Fair Price Shop and/or Co-operative Society.

(ii) Bombay Dock Labour Board:—The Board is considering extension of further welfare facilities.

(iii) Madras Dock Labour Board:—Workers' Unions are running the co-operative society & stores.

(iv) Cochin Dock Labour Board:—The Board is running a Fair Price Shop and the establishment charges, the rent and other incidental charges, are being incurred from the welfare Fund. The Board has decided to convert the Fair Price Shop into Co-operative Consumers' Society.

(v) Vizagapatam Dock Labour Board:—One Fair Price Shop is being run.

(vi) Mormugao Dock Labour Board:—The Board was set up only in April, 1965.

(f) *Sports and Recreation*

(i) Calcutta Dock Labour Board:—Annual Athletic Sports is held and the Board grants an amount of Rs. 6000/- . The Board also grants an amount of Rs. 500/- (approx.) as a donation to the Calcutta Dock Workers Cultural Club to cover the expenses for celebration of Birthday anniversary of Mahatma Gandhi.

(ii) Bombay Dock Labour Board:—The 'A' & 'B' teams of Bombay Dock Labour Board Volley-ball Teams participate in tournaments. The players are granted special leave with pay and the Board also grant the actual expenses incurred by the teams towards food, refreshments, conveyance, etc. etc.

(iii) Madras Dock Labour Board:—Annual sport is held.

(iv) Cochin Dock Labour Board:—The Board has decided to organise sports and games, the expenses to be met from welfare fund. It has also been decided to start a library.

(v) Vizagapatam Dock Labour Board:—Annual Games and Sports are held and utility articles are awarded as prizes. The Dock Labour Board Team also participates in Volley-ball, Table Tennis and Kabbadi tournaments. It has been decided to construct one Recreation Hall.

(vi) Mormugao Dock Labour Board:—The Board was set up only in April, 1965 and has no surplus welfare Fund to undertake such activities now.

[*Ministry of Labour & Employment O. M. No.* 528/153/65—*Fac, dated* 6-1-66].

The Government have accepted the recommendation. The Committee, however, hope the welfare levy would be properly utilised for the promotion of the welfare of the workers by providing basic amenities.

Recommendation (Serial No. 15; Para No. 61)

From the figures furnished it is clear that the rate of accident has not remained stable but has gone up in Calcutta and Bombay. The Committee would like to impress upon the Government the importance of further strengthening the safety measures by adoption of modern methods and techniques with a view to reduce the number of accidents in all the Ports of India.

REPLY OF GOVERNMENT

A large proportion of accidents occurring in the ports can be attributed to unsafe acts on the part of workers. These accidents could be controlled by training workers in safe work practices and creating a safety consciousness amongst them. The Dock Safety Inspectorates have been pursuing this matter with the Port authorities and other employers and through the Dock Safety Committees. The Safety Committee at Madras launched in the year 1963 a Safety Campaign during which safety posters and pamphlets on 'Dos' and 'Don'ts' in Tamil and Telugu for use of dock workers were issued. The Committee also introduced a Scheme whereby cash awards were offered to dock workers giving 10 best suggestions on safety and a shield to the best stevedoring firm on the basis of their safety record. At Calcutta, the Safety Committee has recently constituted two Sub-Committees—one to formulate proposals regarding the safety awards, preparation of safety posters etc., and the other to draw up a training programme for the supervisory staff on board the ships. The Dock Safety Inspectorates are being advised to pursue the matter further with the parties concerned.

As regards the recommendation of the Estimates Committee for adoption of modern methods and techniques with a view to reduce the number of accidents in all the ports, it may be stated that many accidents occur during the manual handling of cargo and these can be prevented by providing mechanical cargo handling equipment wherever possible. This would also result in the increase in output at the ports. The mechanical handling equipment have generally to be provided by the Port Authorities. This matter has been taken up with the Ministry of Transport.*

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac, dated* 17-9-65]

*At the time of factual verification, the Ministry have stated that the recommendations of the Estimates Committee for adoption of modern methods and techniques with a view to reduce the number of accidents has been examined in consultation with the Ministry of Transport, and it it is felt that mechanical handling may be introduced at a pace which does not reduce any labour surplus. Further increased mechanisation of the process of handling is not likely to reduce accidents by itself.

Recommendation (Serial No. 17 ; Para No. 69)

The Committee are unhappy to note that not much progress has been made by the Dock Labour Boards in providing housing facilities to Dock Workers. The Committee would strongly urge that construction work should be expedited and as many houses as possible be provided to meet the increasing requirement of the dock labour.

REPLY OF GOVERNMENT

A separate Housing Scheme for Dock Workers has been drawn up for giving financial assistance to the Boards for constructing houses in the shape of loan of 35% of the total cost of construction and a subsidy at 20% of the total cost of construction subject to certain ceilings fixed under the Scheme. Ceilings under the Housing Scheme for Dock Workers are based on ceilings under the Subsidised Housing Scheme for Industrial Workers. The ceiling costs under the Scheme have been revised with effect from 1st April, 1964 as under :—

Name of the City	Double Storeyed	Multi-storeyed
Bombay	6150	7350
Calcutta	6150	7350
Madras	5200	5850
Cochin	4450	5850
Vizagapatam	4750	5850
Mormugao	4450	5850

2. It may be mentioned here that a financial provision of Rs. 2·5 crores is being made in the Fourth Plan period for the purpose. The present position with regard to construction of houses by various Dock Labour Boards is as under :—

Bombay : The Board has already constructed 571 tenements for its workers from its own funds. The Board intends to construct another housing colony of 1200 quarters in the next few years.

Calcutta : The Board has started with the construction of 288 tenements for its workers. For this, loan and subsidy have been granted to the Board under the Housing Scheme for Dock Workers. The Board has a programme to construct another 500 quarters during the Fourth Plan period.

Madras : The Board has already constructed 120 quarters for its workers. The construction of another 120 quarters has since been undertaken. During the Fourth Plan period, the Board proposes to construct another 180 quarters.

Cochin : The Board has no housing programme for the present.

Vizagapatam : The Board intends to construct 100 quarters in the near future.

Mormugao : The Dock Labour Board has only recently been set up in Mormugao Port. The Board has not so far intimated any housing programme for its workers.

The question of providing housing facilities to dock workers was also discussed at the 4th Meeting of the Dock Workers Advisory Committee held at Bombay on 19th July, 1965. In this regard the Committee made the following recommendations :—

(a) As the revised ceilings had no relation to the actual cost of construction of houses, they should be further revised to make them more realistic.

(b) The subsidy and loan should be on the same basis as for the Subsidised Industrial Housing Scheme.

(c) The excess amount of money required by the Boards for the construction of houses over and above the assistance permissible under the Dock Workers Housing Scheme should be advanced by the Government as loan.

These recommendations are now being examined in consultation with the Ministries of Works & Housing, Finance and Planning Commission.

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac, dated* 17-9-65].

Recommendation (Serial No. 19; Para No. 76)

The Committee suggest that the disciplinary procedures in respect of all the Dock Labour Boards should be examined with a view to find what improvement can be effected and, if necessary, the provisions in the Schemes may also be suitably amended.

REPLY OF GOVERNMENT

This recommendation was considered at the 4th Meeting of the Dock Workers Advisory Committee held at Bombay on the 19th July, 1965. The Committee felt existing provisions under Dock Workers (Regulation of Employment) Schemes in regard to disciplinary procedure were quite adequate. The Committee, however, recommended that if necessary, staff dealing with disciplinary matters might be strengthened so that cases might be disposed of quickly. However the Government are examining the possibility of improving the existing disciplinary procedure provided under the Dock Workers (Regulation of Employment) Schemes.

[*Ministry of Labour & Employment O.M. No.* 528/128/65—*Fac, dated* 17-9-65]

Recommendation (Serial No. 20; Para No. 80)

The Committee recommend that Government should examine the question of reducing the number of categories of workers in a gang at Calcutta with a view to bring uniformity in this respect in all the Dock Labour Boards.

REPLY OF GOVERNMENT

The Calcutta Dock Labour Board is agreeable to the suggestion that the number of categories of workers in a gang in Calcutta should be reduced. The Board is discussing this matter with the Labour Unions.

[*Ministry of Labour and Employment O. M. No.* 528/128/65—*Fac., dated* 17-9-65]

FURTHER INFORMATION CALLED FOR BY THE COMMITTEE

Please indicate the result of discussion with the labour Unions regarding reduction in the number of categories of workers in a gang in Calcutta.

FURTHER REPLY OF GOVERNMENT

The question of reducing the number of categories in a gang has been discussed on several occasions by the Calcutta Dock Labour Board. The proposal was that in a gang there should be one sardar, one mate, 4 Khamalis and 3 Rollias. This would mean that khamali I, II, III and IV would be all called khamalis and paid the wages of Khamali I; and Rollia I, II & III would be called Rollias and paid the wages of Rollia I. The Khamalis and Rollias would retain their existing seniority on the gang. The Employer members were agreeable to this proposal. The labour Union members, however, submitted that such a change in the categories might have some sentimental reaction among the workers. The impression given by the Unions is that a sort of position conciousness has grown among the gang workers by tradition in view of the fact that the respective categories of worker in the gang have been holding their respective position for such a long time. The labour members requested that status-quo might be maintained, so that the present peaceful state in the port and the favourable conditions under which much better output than before is being given by dock labour, is not disturbed. It has, therefore, not been possible for the Board to bring about the reduction in the categories of workers in the gang.

It is proposed to take up with the Board again after some time.

[*Ministry of Labour and Employment O. M. No.* 528/192/65—*Fac., dated* 23-12-65]

The Government have accepted the recommendation. The Committee note the result of the discussions held by the Ministry with the Calcutta Dock Labour Board and hope that consistent with better per capita output and peaceful labour condition, the question of reducing the number of categories would be considered in appropriate time.*

Recommendation (Serial No. 21; Para No. 81)

The Committee hope that with a view to bring uniformity of category and rationalisation of wage structure, the Wage Board for Port and Dock Workers set up by Government will examine the problems arising out of the multiplicity of categories of Dock Workers and the different wage structures obtaining under the different Dock Labour Boards of Calcutta, Madras and Bombay and formulate a uniform procedure beneficial to the dock employees.

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*At the time of factual verification, the Ministry have stated that in pursuance of the recommendations of the Estimates Committee, the Calcutta Dock Labour Board has since decided to designate Khamali I, II, III, & IV as Khamalias and Rolia I, II, III & IV as Rollias and that the wages of all the Khamalias have been fixed at the existing Khamali I level and the wages of all the Rollias at the existing Rollia I level with workers concerned retaining their existing seniority in the gang.

REPLY OF GOVERNMENT

The recommendation of the Estimates Committee has been brought to the notice of the Wage Board for Port & Dock Workers.

[*Ministry of Labour & Employment O. M. No.* 528/128/65—*Fac., dated* 17-9-65]

Recommendation (Serial No. 22; Para No. 86)

The Committee regret that the experiment with Power Samas Machine was a failure resulting in an infructuous expenditure to the tune of Rs. 1,44,000. The Committee hope that proper precautions will be taken to avoid incurring of avoidable infructuous expenditure, in future.

REPLY OF GOVERNMENT

The Recommendation has been brought to the notice of the Calcutta Dock Labour Board for future guidance.

[*Ministry of Labour & Employment O. M. No.* 528/128/65—*Fac., dated* 17-9-65]

CHAPTER III

RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLY.

Recommendation (Serial No. 16; Para No. 64)

The Committee recommend that adequate steps should be taken to avoid losses in running the canteen.

REPLY OF GOVERNMENT

As in the case of all industrial undertakings—public and private, the Bombay Dock Labour Board is running the Canteen on a subsidisd basis, the subsidy being to the extent of 50% to 60% of the establishment cost. Since the subsidised Canteen which is an important welfare amenity which all industrial undertakings are expected to provide is not expected to be self-supporting, the recommendation of the Committee is not considered practicable.

[*Ministry of Labour & Employment O. M. No.* 528/128/65—*Fac., dated* 17-9-65]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE.

Recommendation (Serial No. 1; Para No. 8)

The Committee consider that it would be worthwhile to undertake a study of the working of the Dock Workers (Regulation of Employment) Schemes, 1956 and rules made thereunder for Calcutta, Madras and Bombay at a regular interval of 5 years, synchronising as far as possible with the Five Year Plans, with a view to see how the Scheme have actually been implemented to achieve the objectives laid down *i.e.*, greater regularity of employment for dock workers and ensuring efficient performance of dock work. In view of continuing labour troubles in some of the Ports and the expanding responsibilities of the Government in the matter of maintenance of port services, the Committee cannot too strongly urge the need for continued vigilance and tactful handling of labour situation in all the Ports.

REPLY OF GOVERNMENT

The study of the working of the Dock Workers (Regulation of Employment) Schemes at the Ports of Bombay, Calcutta and Madras was undertaken by the Vasist Committee in 1955. On the recommndations of the Committe, these Schemes were revised in 1956. Since then, there have been no complaints of any serious nature necessitating the study of the working of the Schemes at the Ports of Bombay and Madras. In 1959, there were some complaints against the administration of the Calcutta Dock Labour Board. As such, a Single-Member Committee consisting of Shri R. L. Mehta, Joint Secretary in the Labour Ministry was appointed in May, 1959 to enquire into the working of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956. The recommendations of the Committee were accepted and as a result of the implementation of the most of its recommendations, the working of the Calcutta Dock Labour Board has improved.

2. It may be mentioned here that there is a Dock Workers' Advisory Committee set up under section 5 of the Dock Workers (Regulation of Employment) Act, 1948 to advise upon such matters arising out of the administration of this Act or any scheme made thereunder as the Government may refer to it for advice. This Committee is now regularly meeting once a year. As a result of the meeting of the Committee held on the 17th August, 1964, two Committees—Balani Committee to enquire into the working conditions of chipping and painting workers of the Major Ports and Mankiker Committee to enquire into provision of welfare measures to the dock workers of the Major Ports—were appointed. The Balani Committee has submitted its report and the recommendations are being implemented. Again another meeting of the Committee was held on the 19th July, 1965 in Bombay. The recommendations of this meeting of the Committee are being examined.

3. Government is also receiving monthly statistics as well as the annual reports on the working of the Dock Labour Boards which are scrutinized and necessary action taken wherever necessary.

4. In view of the position explained above, it will be appreciated that it is not necessary to lay down any fixed period for reviewing the working of the Dock Workers (Regulation of Employment) Schemes.

[*Ministry of Labour & Employment O. M. No. 528/128/65—Fac., dated 17-9-65*]

COMMENTS OF THE COMMITTEE

Please see comments in para 1 of Chapter 1 of the Report.

Recommendation (Serial No. 18; Para No. 72)

The Committee are not satisfied with the explanation furnished to them in as much as the provisions contained in Clause 12 of the Schemes in this regard applicable to Calcutta, Madras and Bombay Dock Labour Boards are the same. The intention of Clause 12 of the Schemes is clear and categorical *viz.* the appointment of a Labour Officer by the Administrative Body. The Committee regret that this provision has not been complied with by the Calcutta Dock Labour Board. The Committee suggest that the matter should be examined by Government and necessary action taken as early as possible.

REPLY OF GOVERNMENT

The Calcutta Dock Labour Board has since appointed a Labour Relations and Welfare Officer, under the Deputy Chairman of the Board. The Board has also taken some steps to expedite the disposal of disciplinary cases by arranging more frequent and quicker hearings. In view of this it is not necessary to appoint a labour Officer to be posted under the Administrative Body, because the Personnel Officer with the help of Labour Relations and Welfare Officer is now in a position to dispose of the cases both against the employers and the workers expeditiously.

[*Ministry of Labour & Employment O. M. No. 528/128/65—Fac., dated 17-9-65.*]

NEW DELHI;
November 19, 1966
Kartika 28, 1888 (Saka)

ARUN CHANDRA GUHA,
Chairman,
Estimates Committee.

APPENDIX

(*Vide* Introduction)

Analysis of the action taken by the Government on the 66th Report of the Estimates Committee (Third Lok Sabha)

I.	Total number of recommendations made	22
II.	Recommendations that have been accepted by Government *vide* (recommendations at S. Nos. 2 to 15, 17, 19, to 22 referred to in Chapter II) :	
	Number	19
	Percentage to total	86·5%
III.	Recommendations which the Committee do not desire to persue in view of Government's reply (*vide* recommendations at S. No. 16 referred to in Chapter III) :	
	Number	1
	Percentage to total	4·5%
IV.	Recommendations in respect of which replies of Government have not been accepted by the Committee (*vide* recommendations at S. Nos. 1 and 18 referred to in Chapter IV):	
	Number	2
	Percentage to total	9·0%

GMGIPND—LS I—1716 (Aii) LS— 23-11-66—1139.

Sl. No	Name of Agent	Agency No.
27.	Bahree Brothers, 188, Lajpatrai Market, Delhi-6.	27
28.	Jayana Book Depot, Chapparwala Kuan, Karol Bagh, New Delhi.	66
29.	Oxford Book & Stationery Company, Scindia House, Connaught Place, New Delhi.	68
30.	People's Publishing House, Rani Jhansi Road, New Delhi.	76
31.	The United Book Agency, 48, Amrit Kaur Market, Pahar Ganj, New Delhi.	88
32.	Hind Book House, 82, Janpath, New Delhi.	95
33.	Bookwell, 4 Sant Narankari Colony, Kingsway Camp, Delhi-9.	96
	MANIPUR	
34.	Shri N. Chaoba Singh, News Agent, Ramlal Paul High School Annex, Imphal.	77
	AGENTS IN FOREIGN COUNTRIES	
35.	The Secretary, Establishment Department, The High Commission of India, India House, Aldwych, London, W.C.—2.	