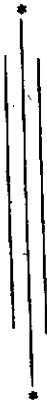


# LABOUR IN THE PUBLIC SECTOR UNDERTAKINGS



BASIC INFORMATION  
1974



BHARAT SARKAR  
SHRAM MANTRALAYA  
SHRAM VIBHAG  
(IMPLEMENTATION AND EVALUATION DIVISION)  
(EVALUATION WING)  
NEW DELHI





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## P R E F A C E

The public sector has attained the commanding heights in the economic and social development of the country. Starting from a meagre investment of Rs. 29 crores, on five public enterprises existing in the country at the commencement of the First Five Year Plan, there were as many as 101 public enterprises with an investment of Rs. 50,052 crores on March 31, 1972. The Fifth Five Year Plan envisages an investment of Rs. 31,400 crores in the public sector during the current Five Year Plan.

With this rapid expansion of the public sector, employing a vast number of workers it has become essential, both for the policy makers as also for those who administer the day-to-day problems of public enterprises, to have a ready reckoner on labour with as extensive a coverage on labour matters as possible. The Evaluation Wing of this Ministry has been essaying to fill this gap by bringing out a comprehensive Reference Book on labour in the public sector undertakings.

Third in series, this edition, with a much wider coverage of data, as compared to the first two editions brought out in 1968 and 1971, gives information on employment, personnel management, employees' earnings and bonus, social security, industrial relations, welfare, leave and holidays and accidents/occupational diseases, in 241 units of 115 public sector enterprises\* by and large, as on January 1, 1972. A number of appendices have also been added to this Reference Book, containing detailed information on various aspects of labour. Appendices bringing out information regarding such public enterprises as have either no union at all or have no recognised union, have also been added to this Reference Book for the first time.

It would have been difficult to bring out the latest edition of this compilation without the active cooperation and assistance of the Central Employing Ministries and the public sector enterprises concerned. We are, therefore, thankful to them for supplying information to us in response to a specially designed questionnaire issued for the purpose. We earnestly hope that in our next endeavour we shall be able, with the cooperation of public sector enterprises, to bring out a still more comprehensive and up-to-date Report.

Analysis and posting of data, preparation of appendices and the drafting of the Report was undertaken by Sarvashri P.P. Chawla and P. Prema Prasad Babu, Assistant Directors, under the guidance of Shri G.S. Madan, Deputy Director, Incharge of the Evaluation Wing in the Ministry of Labour, with the assistance of Shri Digendra Sharma and Kumaris P. Chhibber and Santosh Kumari. It is hoped that the information contained in this book will be found useful by all those interested in the subject. Suggestions for improvement in the compilation and presentation of the data may kindly be addressed to the Deputy Director, Evaluation Wing, Ministry of Labour, Government of India, New Delhi.

SHRAM SHAKTI BHAWAN,  
Dated the May, 16, 1974.

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\*It includes 28 units of 25 departmental undertakings.



## CHAPTER I

### INTRODUCTION

The Industrial Policy Resolution of 1948 and 1956 spelt out the Government's policy with regard to establishment and expansion of the public sector in certain specified fields. Since then, the Public Sector has been making steady progress both in terms of investment, and in its role in the country's socio-economic development. As of now, the Public Sector has come to occupy a pivotal place not only in the strategic and industrial development of the country but has also made its impact in opening up the country's hinterland, in correcting the regional imbalances and in providing gainful employment to a sizeable section of the active labour task force.

1.2. The table below gives a classified statement showing the growth of public sector during the post-independence period and the total investment in public sector enterprises at the commencement of each of the Five Year Plans:—

	Total investment (Rs. crores)	Number of enterprises
At the commencement of the First Five Year Plan . . . . .	29	5
At the commencement of the Second Five Year Plan . . . . .	81	21
At the commencement of the Third Five Year Plan . . . . .	953	48
At the end of Third Five Year Plan (31-3-1966) . . . . .	2415	74
As at 31-3-67 . . . . .	2841	77
As at 31-3-68 . . . . .	3333	83
As at the commencement of the Fourth Five Year Plan (31-3-1969) . . . . .	3902	85
As at 31-3-1970 . . . . .	4301	91
As at 31-3-1971 . . . . .	4682	97
As at 31-3-1972 . . . . .	5052	101

1.3. The fact that the total investment in the Central Govt. undertakings other than departmental projects amounted at the end of 1971-72 to Rs. 5052 crores in different branches of the economy is sufficient to indicate the importance of the role played by the public sector in the country's economy. The following statement\* shows the investment at the end of 1971-72 category-wise:—

	(Rs. Crores)		
	Equity	Loan	Total
1. Undertakings under construction . . . . .	704·51	69·03	773·54
2. Running Concerns			
Hindustan Steel Ltd. . . . .	594·37	443·88	1038·25
Petroleum . . . . .	225·75	168·17	393·92
Industrial & Manufacturing Concerns . . . . .	987·30	1033·06	2021·36
Trading Concerns . . . . .	88·80	265·60	354·40
Other Commercial & Miscellaneous undertakings . . . . .	109·56	284·38	393·94
3. Promotional & Developmental Undertakings . . . . .	26·72	45·80	72·52
4. Life Insurance Corporation . . . . .	5·00	..	5·00
	2742·01	2309·92	5051·93

1.4. Providing as it does employment to about 879† lakhs of persons the contribution of the public sector in this field is a significant one. A number of committees, which have gone into the working of public sector establishments have made suggestions from time to time on various matters such as investment pattern, production, management, personnel policies and industrial relations.

\*Source.—Annual Report on the Working of Industrial and Commercial Undertakings of the Central Govt. 1971-72—Bureau of Public Enterprises.

†Relating to units covered in this Report.



1.5. The present study covers 241 units of 115 Public Sector Undertakings\*. The distribution of these units by industry-groups, is as under:—

S.No.	Industry-group	No. of units
1.	Chemicals and Fertilizers	30
2.	Commercial and Trading Institutions	6
3.	Electrical, Mechanical & General Engineering	40
4.	Financial Institutions (Including Banks & Insurance)	9
5.	Iron and Steel	5
6.	Mining (including Minerals)	55
7.	Paper and Paper Products	3
8.	Petroleum and Refining	8
9.	Ports & Docks	5
10.	Printing, Publishing & Allied Industries	1
11.	Promotional and Developmental Institutions	21
12.	Ship-Building & Repairing	3
13.	Transport, Aviation and Shipping	13
14.	Others	42
	Total	241

It would be seen that the Mining group of industry, accounts for 23% of the units followed by Electrical Mechanical and General Engineering group of industry, which constituted 17%. The industry-group 'Others' includes units like Modern Bakeries (India) Ltd., Government Medical Stores, Indian Dairy Corporation, State Farms Corporation of India Ltd., Delhi Milk Scheme, Hindustan Housing Factory Ltd., National Seeds Corporation of India Ltd., Jute Corporation of India Ltd., etc.

1.6. The data received from 241 units has been finalised and discussed in the succeeding chapters.

\*This figure includes 28 units of 25 departmental undertakings.

## CHAPTER II

### EMPLOYMENT

#### (i) Distribution of employees by industry-groups

2.1. The present study covers 241 public sector units including departmental undertakings. The total regular employment in these units as on January 1, 1972 was about 9 lakhs, besides casual workers and apprentices. The total number of employees, according to industry-groups, is given below:—

S.No.	Industry-group	No. of Units	No. of employment
1.	Chemicals and Fertilizers	30	41,876
2.	Commercial and Trading Institutions	6	3,877
3.	Electrical, Mechanical & General Engineering	40	1,47,258
4.	Financial Institutions (including Banks & Insurance)	9	1,54,320
5.	Iron and Steel	5	97,104
6.	Mining (including Minerals)	55	1,52,647
7.	Paper and Paper Products	3	3,198
8.	Petroleum and Refining	8	36,852
9.	Ports and Docks	5	18,953
10.	Printing, Publishing & Allied Industries	1	657
11.	Promotional and Developmental Institutions	21	8,188
12.	Ship Building & Repairing	3	14,614
13.	Transport, Aviation and Shipping.	13	1,64,111
14.	Others.	42	35,840
	Total	241	8,79,495

2.2. More than 1 lakh employees were employed in the industry-groups, 'Transport, Aviation & Shipping', 'Financial Institutions (including Banks and Insurance)', 'Mining (including minerals) and Electrical Mechanical and General Engineering'. These groups accounted for nearly 18.7%, 17.4%, 17.6% and 16.7% of the total employment respectively. They were followed by industry-group, 'Iron & Steel' which accounted for nearly 11% of the total employment. In the industry-group 'Others' nearly 41% of the employees were employed in two units, namely the 'Hindustan Steel Works Construction Ltd., Calcutta and the National Projects Construction Corporation Ltd., New Delhi.

#### (ii) Time and piece rate systems of payment

2.3. Out of 241 units covered by the study, it was revealed that the system of payment by piece rate was in vogue in 57 units only. Of these, 23 units wherein the industry-group, 'Mining (Including Minerals)' and 13 units were in the industry-group, 'Promotional and Developmental Institutions'. The percentage of the persons employed on piece rate basis was the highest in the industry-group 'Others'. In the remaining industry-group, the percentage of such employees varied from 0.1% in industry-group 'Electrical, Mechanical and General Engineering' to 25.7% in the industry-group 'Promotional & Developmental Institutions'. Details in respect of all the units are given in appendix-I.

#### (iii) Employment Status

2.4. Appendix-I also gives the employment status of persons employed in different units, as on January 1, 1972. It shows that the proportion of permanent employees was the highest in the 'Financial Institutions' (97.8%). It was followed by 'Printing, Publishing and Allied Industries' (89.8% (Iron & Steel) 86.5%) 'Electrical, Mechanical and General Engineering' (86.3%) and 'Ship Building & Repairing' (77.6%). In the remaining industry-groups the percentage of such employees varied from 36.3 in the industry-group 'Others', to 75.8 in the 'Chemicals & Fertilizers'. All the persons employed in 'Central Warehousing Corporation Ltd., New Delhi, National Projects Construction Corporation Ltd., New Delhi, Prototype Development and Training Centre (NSIC Ltd.), Okhla, New Delhi, State Farms Corporation of India Ltd., New Delhi and Kiriburu Iron Ore Mines (NMDC) were reported to be temporary. 'Surgical Instruments Plant, Madras, Wig India, Madras, Korea Colliery, Surakchhari Colliery (NCDC), Diamond Mining Project, Panna (M.P.) (N.M.D.C.), reported that most of the employees were employed on temporary basis except a few persons, who were reported to be employed as probationers, casual, others etc. 'Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi, reported that 50%

of their employees were employed as probationers and 50% as other workers. Indian Dairy Corporation, Baroda, Bombay had all the persons employed on permanent basis. The percentage of the casual employees was the highest (38.2%) in the industry-group 'Others'. Apprentices, who were required to be employed either under the Apprentices Act, 1961 or otherwise, were employed in all the industry-groups, except in 'Financial Institutions' (including Banks and Insurance) and 'Promotional & Developmental Institutions'.

#### (iv) Production and Non-production Employees.

2.5. Appendix-II gives the percentage of employees engaged in production and non-production work in the units covered by the study as on January 1, 1972. No Managerial/Supervisory employees have been shown as engaged in production work in the Industry-groups which are non-production establishments. They include industry-group 'Financial institutions (including banks & insurance)', Bokajan Cement Works, Assam, Kurkunta Project, Mysore, South-Central Railway, Secunderabad, Government Medical Store, Calcutta, Government Medical Store Depot, Karnal (Haryana), Railway Protection Force, Bombay, C.P.W.D., Desert Cooler Workshop, New Delhi and the Cotton Corporation of India Ltd., Bombay. The percentage of such employees in production work was negligible such as 0.8% in the industry-group 'Promotional and Developmental Institutions' and the highest i.e. (62.4) was reported in industry-group 'Petroleum and Refining' (the break-up of 21,525 employees) into production and non-production employees was not supplied by the O.N.G.C. Dehradun, U.P. It was followed by the Electrical, Mechanical & General Engineering (10.8%) and Chemicals & Fertilizers (10.6%). The percentage of non-managerial/supervisory staff engaged in production work was more than 50% in 10 out of 14 industry-groups, the highest being in the Ship Building & Repairing (81.7%). It was followed by the industry-group 'Commercial and Trading Institutions' (79%), 'Printing, Publishing & Allied Industries' (77.9%), 'Mining (including Minerals)' (77.7%), 'Iron & Steel' (72.3%), 'Electrical, Mechanical & General Engineering' (60.6%), 'Paper and Paper Products' (58.2%), 'Chemicals and Fertilizers' (56.3%), 'Promotional and Developmental Institutions' (52.9%) and 'Others' (52.4%). In the remaining industry groups, the percentage of such employees varied from 18.5% in the industry-group 'Ports and Docks', to 21.8% in the industry-group 'Transport, Aviation and Shipping'.

2.6. The percentage of Managerial/Supervisory personnel engaged in non-production work was the highest in 'Financial Institutions' (17.1%). It was followed by Ports and Docks (7.2%). The proportion was less than 5% in 'Ship Building and Repairing' (1.1%), 'Others' (3.3%), Commercial and Trading Institutions (2.3%), 'Electrical, Mechanical & General Engineering' (4.2%), 'Iron and Steel' (1.9%), 'Mining (including Minerals)' (1.5%), 'Paper and Paper Products' (2.6%), 'Petroleum and Refining' (4.2%), 'Printing, Publishing and Allied Industries' (1.9%) and Promotional and Developmental Institutions (3.6%). In the remaining industry-groups, the percentage of such employees was around 5.5%. As in the case of Managerial/Supervisory staff engaged in non-production work, the proportion of other employees in non-production work, was highest in 'Financial Institutions' (82.9%). It was followed by 'Ports & Docks' (73%) and 'Transport, Aviation and Shipping' (69.3%). The percentage of such employees was the lowest in industry-group 'Ship Building and Repairing' (11.4%). In the remaining industry-groups, the percentage varied from 11.7% in 'Petroleum and Refining' to 42.7% in 'Promotional and Developmental Institutions'.

#### (v) Employment of Women

2.7. The table below gives the percentage of men and women employed in various Industry-groups. The proportion of women employed was negligible i.e. less than 1% in 'Iron & Steel', 'Printing, Publishing and Allied Industries' and 'Ship Building and Repairing'. The largest percentage of women employed was in 'Promotional and Developmental Institutions' (28.5%). It was followed by 'Commercial and Trading Institutions' (14.7%) and 'Mining (including Minerals)' (7.4%). In the remaining industry-groups, the women employed accounted for less than 5% of the total employees:—

S.No.	Industry Group	No. of units	Percentage of	
			Men	Women
1	2	3	4	5
1.	Chemicals & Fertilizers	30	96.1	3.9
2.	Commercial and Trading Institutions	8	85.3	14.7
3.	Electrical, Mechanical and General Engineering	30	96.2	3.8
4.	Financial Institutions (including banks and insurance)	9	95.7	4.3
5.	Iron and Steel	5	99.7	0.3
6.	Mining (including Minerals)	55	92.6	7.4
7.	Paper and Paper Products	3	98.5	1.5

1	2	3	4	5
8. Petroleum and Refining . . . . .		8	98.5	1.5
9. Ports and Docks . . . . .		5	97.1	2.9
10. Printing, Publishing and Allied Industries . . . . .		1	99.8	0.2
11. Promotional and Developmental Institutions . . . . .		21	71.5	28.5
12. Ship Building and Repairing . . . . .		3	99.5	0.5
13. Transport, Aviation and Shipping . . . . .		13	98.0	2.0
14. Others . . . . .		42	98.3	1.7

(vi) Contract Labour

2.8. The study revealed that contract labour was employed in 73 out of 241 units. The largest number of contract labour was employed by the units in Mining (Including Minerals)-23229. It was followed by 'Iron and Steel' (19263) and 'Transport, Aviation and Shipping' (15899). Among the individual establishment, the constituent establishments of the Hindustan Steel Limited, Ranchi (Bihar) employed the largest number of contract workers. The number of contract workers employed in these units, namely Bhilai Steel Plant was 10,241, in Durgapur Steel Plant, 3,666 in Rourkela Steel Plant, 5174 and in Alloy Steel Plant 182. They were followed by National Minerals Development Corporation (7141), Manganese Ore (India) Ltd., Nagpur (6821), Khetri Copper Ltd., Jhunjhunu (3819) and National Building Construction Corporation Ltd., New Delhi (2590). Contract labour was generally employed for such jobs as are said to be of intermittent nature such as, loading, unloading, construction and erection work. Some of the establishments, however, had reported that contract workers were also employed for reasons of economy. Appendix-III gives the number of contract workers employed in various units as on January 1, 1972.

## CHAPTER III

### PERSONNEL MANAGEMENT

#### (i) Personnel Department

3.1. [ Nearly 65% of the units covered by the present study, have independent personnel departments. These Departments are generally, charged with jobs like ensuring compliance with personnel policies including matters like recruitment, promotion, confirmation, transfers, training, wages/salary increments, returns and statistics, grievances, industrial relations, correspondence and negotiations with the unions, collective bargaining, implementation of labour laws, agreements, awards and statutory requirements and representing the management at conciliations and adjudications proceedings. ] 35% of the units had reported that they do not have independent personnel departments. A few units have reported that the above mentioned personnel matters are looked after by their administrative departments.

3.2. /The maximum number of units having independent personnel departments were in 'Electrical, Mechanical and General Engineering' (37) followed by Chemicals and Fertilizers (25) 'Mining (including Minerals)' (23) and 'Promotional and Developmental Institutions' (19)✓

#### (ii) Welfare Officers

3.3. It is a statutory obligation on the part of the employers of the establishments, wherein 500 or more workers are ordinarily employed to appoint such number of Welfare Officers as may be prescribed by the appropriate authority, under Section 49 of the Factories Act, 1948 and Section 58 of the Indian Mines Act, 1952. The study revealed that nearly 48% of the units covered had appointed Welfare Officers. 4% of the units have reported that the welfare amenities are looked after by the administrative officers or assistant welfare officers. The remaining establishments have reported that they were not required to appoint welfare officers under any statute. Normally, the welfare Officers administer the welfare amenities such as transport, recreation, sports, housing etc., and ensure proper implementation of labour enactments.

3.4. The details of the units having personnel departments/welfare officers are given in Appendix IV.

#### (iii) Recruitment and Promotion Rules

3.5. Recruitment and Promotion rules, were reported to have been framed mostly in consultation with the recognised unions, in nearly 15% of units covered in this Reference Book. The maximum number of units which had framed such rules in consultation with the unions, was in the industry group 'Mining (including Minerals)' (40), followed by the industrial group 'Chemicals and Fertilisers' (13). No unit in the industry groups 'Financial Institutions (including Banks and Insurance)', 'Ports and Docks', 'Printing, Publishing and Allied Industries' and 'Ship Building and Repairing' had consulted the unions in framing recruitment and promotion policies\*.

3.6. The industry wise position in this regard is given in the following table:—

Name of Industry	Total No. of units	No. of units which have framed recruitment and promotion rules in consultation with the unions
1	2	3
4		
1. Chemicals & Fertilizers . . . . .	30	13
2. Commercial & Trading Institutions . . . . .	6	2
3. Electrical, Mechanical & General Engineering . . . . .	40	6

\*A copy of the Model Principles to be followed when ordering Promotions of industrial workers in Public Sector undertakings is at Appendix V.

1	2	3	4
4.	Financial Institutions (including Banks & Insurance)	9	—
5.	Iron & Steel	5	4
6.	Mining (including Minerals)	55	40
7.	Paper & Paper Products	3	1
8.	Petroleum and Refining	8	1
9.	Ports and Docks	5	—
10.	Printing, Publishing and Allied Industries	1	—
11.	Promotional & Developmental Institutions	21	—
12.	Ship Building and Repairing	3	—
13.	Transport, Aviation and Shipping	13	1
14.	Others	42	1
<b>TOTAL</b>		<b>241</b>	<b>69</b>

#### (iv) Preference in Employment

3.7. The table given below indicates the names of the units which had given preference to local persons and/or children of employees in employment:—

S.No.	Name of the unit	Which give preference in employment	
		to local persons	to children of employees
1	2	3	4
<b>I. CHEMICALS AND FERTILIZERS</b>			
1	Fertilizers and Chemicals, Travancore Ltd., Alwaye (Kerala) Udyogamandal Unit, Head Office and Marketing Division, Alwaye (Kerala)	—	Yes
2	Indian Rare Earths Ltd., 111 M.K. Road, Bombay-20	Yes	—
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>			
3	Hindustan Photo Films Manufacturing Company Ltd., Ootacamund	Yes	—
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>			
4	Bharat Aluminium Company Ltd. Distt. Bilaspur (M.P.)	Yes	—
5	Bharat Electronics Ltd. Bangalore	Yes	—
6	Electronics Corporation of India Ltd., Hyderabad	Yes	—
7	Heavy Electricals (India) Ltd., Bhopal	Yes	—
8	Hindustan Cables Ltd., Bardwan, West, Bengal	—	Yes
9	Machine Tools Corporation Ltd., Ajmer, Rajasthan	Yes	—
10	Praga Tools Corporation Ltd., Secunderabad	Yes	—
11	Hindustan Machine Tools, Bangalore	—	Yes
<b>IV. IRON AND STEEL</b>			
12	Bhilai Steel Plant Bhilai	Yes	—
13	Bokaro Steel Plant Bokaro Dhanbad	Yes	—
<b>V. MINING (INCLUDING MINERALS)</b>			
14	Hindustan Steel Ltd. Bhilai Steel Plant, Bhilai (a) Dalli Rajahara Mines (Iron Ore Mines) Distt. Durg (M.P.)	Yes	—
	(b) Hirri Mines (Dolomite Mines) Distt. Bilaspur (M.P.)	Yes	—
	(c) Nandini Mines (Limestone Mines), Distt. Durg (M.P.)	Yes	—
15	National Coal Development Corporation Ltd., Ranchi	Yes	—
<b>VI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>			
16	Central Warehousing Corporation, New Delhi	Yes	—
<b>VII. SHIP BUILDING AND REPAIRING</b>			
17	Mazagon Dock Ltd., Bombay	—	Yes

3.8. The Air India, Bombay, reported that preference was given to local persons and/or children of employees for the recruitment in categories other than those of junior Officers and above in traffic, and comparable posts in other Departments. Other units have reported that they advertise the vacancies in certain categories of posts in local newspapers and also notify vacancies to the local employment exchanges.

## CHAPTER IV

### EMPLOYEES EARNINGS AND BONUS

#### Basic Wages

4.1 Appendix VI gives the details of rates of minimum wages and separate dearness allowance, paid to the lowest paid employees in various units as on Jan. 1972. Of the 241 units covered under the study almost all the units had prescribed time scale of pay for all categories of employees except in two units such as Wig India Ltd., and Engineering Project (India) Ltd.,. These two units had reported that the wages were paid at fixed rates. In all together 70% of the units the employees were monthly rated. In the remaining 30% of the units some of the lowest paid employees were daily rated and the rest were monthly rated. There was no uniformity in the rates of the minimum wages paid to the lowest categories of employees. Some of the companies and corporations had fixed different rates of wages for the lowest paid employees. For instance, the Pyrites, Phosphates and Chemicals Ltd., had reported that the rate for an un-skilled worker was Rs. 3.25 per day, whereas for drivers, it was Rs. 5.50 per day. National Coal Development Corporation Ltd. had prescribed Rs. 5.0—10.6, as the minimum rate for category I of daily workers, whereas the same for category VI was Rs. 10.90—0.40—14.90. The more common scale of pay in case of monthly rated employees was Rs. 70—85: this scale was in vogue in more than 50% of the units which had furnished information.

4.2 Different rates of minimum wages had been prescribed for male and female employees. In the Manganese Ore (India) Ltd., the minimum wage per day for adult workers engaged on surface work other than mining (including transportation) was Rs. 1.70 for male and Rs. 1.50 for female employees respectively. Similarly in the Hindustan Antibiotics Ltd., the female employees were paid Rs. 4 and the male employees were paid Rs. 5 per day.

#### Dearness Allowance

4.3. 22 out of 241 units which had supplied the information, did not pay any separate dearness allowance to their employees. In the remaining units dearness allowance was paid in addition to basic wages to almost all categories of employees, except daily rated/casual or piece rated workmen, in some units. For instance, no separate dearness allowance was paid to daily rated and piece rated employees in the constituent units of the Rehabilitation Industries Corporation Ltd.

4.4. 156 out of 241 units covered by the study had reported that the dearness allowance was paid at Central Government rates. 56 units have reported that the dearness allowance was linked to Consumer Price Index numbers. Three units, viz. Mandhar, Kurkunta Projects and the Bokaja Cement Works, Assam of the Cement Corporation of India Ltd., were paid dearness allowance at the rates prevalent in the local areas, until this mode of payment was determined on the basis of the Wage Board Recommendations. In the Hindustan Antibiotics Ltd., in addition to variable dearness allowance a fixed amount of dearness allowance was also being paid.

#### Other Allowances

4.5. In most of the units allowances such as, the project, night shift, under ground, house rent, city compensatory allowances etc. were paid in addition to dearness allowance; those were either paid to all the persons employed in a unit or to certain categories of employees specified according to the duties performed by them. For instance, under ground allowance was paid to mining workers working under ground; night shift allowance to those who are placed on night duties etc. Appendix VII gives the details of the units which paid the more common of these allowances, such as house rent allowance or subsidy, city compensatory, children education and conveyance allowance etc.

#### House Rent Allowance

4.6. In 130 Public Undertakings or 54% of the 241 units covered by the study, House rent allowance or a subsidy was given. It was paid only to those employees who had not been provided with accommodation by the management and lived in such cities/areas where the allowance was otherwise admissible to them, under the rules of the undertakings concerned.

4.7. More than 30% of the units paying house rent allowance/subsidy followed to Central Government pattern. This includes the constituent unit of Hindustan Insecticides Ltd. Indian Drugs and Pharmaceuticals Ltd. and Rehabilitation Industries Corporation Ltd. In Hindustan Aeronautics Ltd. house rent

allowance was paid at the rate of Rs. 10 to Rs. 25 p.m. to those drawing salary over Rs. 240 and below Rs. 485 p.m. The officers in the scale of Rs. 2000—2500 and stationed at Bangalore, Hyderabad and Kanpur were paid Rs. 120. In National Industrial Development Corporation Ltd., New Delhi, house rent allowance was paid to all categories of employees, who are stationed at Bombay and Delhi at the rate of 30% and 25% respectively, of their pay w.e.f. 19-7-69. Prior to this, the employees were paid house rent allowance at the rate of 15% of pay.

#### City Compensatory Allowance

4.8. More than 1/3rd of the units covered by the study, paid the city compensatory allowance to their employees. Most of them paid this allowance at Central Govt. rates. Nearly 25% of the total units covered by study had reported that no city compensatory allowance is paid to the employees. In Hindustan Salts Ltd. the (City) compensatory allowance is paid to the employees on the following rates;

Upto Rs. 54	Rs. 3
Upto 55 to 100	Rs. 5
Upto 101 to 140	Rs. 7
Upto 141 and above	Rs. 10

#### Children's Education Allowance

4.9 Children Education allowance and/or reimbursement of fees was reported to be in vogue in about 1/5th of the 241 units covered by the study. It was paid mostly as per Central Government rules. Most of the Public undertakings had provided educational facilities, the details of which are given in a separate chapter.

#### Conveyance Allowance

4.10. Nearly 15 per cent of the units paid car/scooter or cycle allowance to their employees. It was paid mostly to those employees who maintained their own conveyance or who were expected to remain frequently on field duty.

4.11. The rates of payment of the conveyance allowance varied in different units. For instance, in the constituent units of the Indian Rare Earths Ltd; all officers in the grade of Rs. 700—1250 and above who maintained cars in the interest of their duties, were paid Rs. 100 p.m. as conveyance allowance. In the National Project Construction Corporation it was paid to the officers and staff at Head Office at the following rates :—

1. Managing Director/Chief Engineer	Rs. 150
2. Financial Adviser/Additional Chief Engineer	120
3. Stores Officer/Accounts Officer (Cash) Accountant (Cash)	40

4.12. No such allowance was paid in any unit in 'Mining' Paper and Paper Products, Printing, Publishing and Allied Industries and 'Promotional and Developmental Institutions'.

#### Production/Incentive Bonus Scheme

4.13. Production/Incentive Bonus scheme had been introduced in 71 or nearly 31 percent of the total units covered by the study. The largest number of units (22) which had introduced these schemes, were in 'Mining' and 'Electrical, Mechanical and General Engineering' (20), followed by the industry groups 'Chemicals and Fertilizers (7)'. No such scheme had been introduced by any unit in the industry groups 'Commercial and Trading Institutions' and 'Ship Building and Repairing'. The Constituent units of the Fertilizer Corporation of India Ltd., New Delhi, i.e. Durgapur Division and Trombay unit reported that the plants were under commissioning stage. Instrumentation Ltd., Kota (Rajasthan) and National Seeds Corporation of India Ltd., New Delhi had reported that the scheme is in formulation stage and Praga Tools Ltd, Secundrabad, Andhra Pradesh reported that the job of formulating incentive scheme had been entrusted to the National Productivity Council in consultation with the recognised union in the industry and it has been implemented w.e.f. April 1, 1970. The main features of the Production Incentive Schemes which were in vogue in certain units are discussed in the succeeding paragraphs.



4-14. The Production/Incentive Bonus Scheme was introduced as an experimental scheme in the Fertilizers and Chemicals (Travancore Ltd.) during 1968-69, pursuant to an agreement between trade unions and management. It ceased to function automatically in 1969. Negotiations are going on for evolving a new scheme. The scheme was applicable to all permanent employees other than foremen and above in the production and engineering department including monthly rated temporary employees who have completed one year of work as on the last day of the month. Workers were classified in various categories of eligibility and the quantum of bonus is to be so divided and disbursed that each employees in the 'A' and 'B' categories will get 100% and 80% of bonus respectively.

4-15. In Hindustan Insecticides Ltd., under incentive scheme, the employees were divided into four groups viz. Production and Maintenance, Ministerial, Management and Head Office groups. The objectives of the scheme are to increase productivity, reduce cost of production, increase earnings of the employees, reduce inventory and increase man-power utilization, Production shall be measured in terms of \*Technical DDT. The standard for daily average production is 4 tonnes per day.

4-16. The Life Insurance Corporation of India Ltd., reported that the Incentive Bonus Scheme will be continued in respect of all the Development Officers from appraisal year ending on or before 28th February, 1970 and will remain in force until further orders. The basic Incentive Bonus would be increased or decreased to arrive at the actual Incentive Bonus payable to the Development Officer corresponding to the extent upto which his performance in respect of number of lives assured and agency organisation exceeds or falls short of the norm prescribed on that behalf.

4-17. The Incentive Bonus Scheme was introduced in Hindustan Cables Ltd., with effect from 1-7-70. The Scheme was based on saving in labour cost on sealed cables and wires over and above the normal output 80% of the saving in Labour Cost is distributed to the employees. For the purpose of calculation, the percentage of labour cost of sealed output will be taken as 7.5% of the standard labour cost of types of products as are valued at standard pricing that was prevailing during last quarter of 1968-69.

4-18. In National Industrial Development Corporation Ltd., the Incentive Bonus Scheme was introduced with effect from 1-4-70 for its employees. Under this scheme, Cash awards not exceeding one month salary to employees worked out on the basis of the basic pay drawn as on March 31, of the relevant year for which the award is proposed to be given may be given in the form of an incentive. Such incentives are restricted to employees in the scale of Rs. 1100—1800 or below.

4-19. In the Hindustan Housing Factory, the production incentive scheme was introduced with effect from 1st September, 1969 in order to ensure increasing productivity and earnings, reduction in the cost of production and absenteeism and increasing man-power utilization. The scheme is applicable to all the employees of the Factory drawing less than Rs. 900 p.m.

4-20. Employees working in the Railway sleepers Department, employees on deputation from Central or State Govts. or other Public Undertakings, Casual and badli workers employed at Construction sites and apprentices and trainees are however excluded from the purview of the scheme.

4-21. Under the Scheme, all employees were divided into four main groups and the rates of incentive payment varied for different groups. The incentive payments were determined as percentages of average basic pay. According all the employees within a pay scale will get the same amount at a given level of performance irrespective of the pay actually drawn by them.

4-22. The names of the units which reported having introduced production/incentive bonus scheme are given in Appendix VIII.

#### Annual/Profit-Sharing Bonus

4-23. The details of the annual/profit sharing bonus paid by Public Undertakings during 1971 are given in Appendix IX. Altogether 176 of nearly 74% of the units studied paid annual/profit Bonus. 17 units were still in the construction stage. Bonus was paid at the rate of 4% of wages earned during 1971. In the constituent

\* Technical DDT contains the material as per the following standard specification :

Material	Standard
Alcohol	0.32
Benzene	0.84
Chlorine	1.17
Oilum	1.32

Units of the Indian Rare Earths Ltd., Bombay the Bonus was paid at the rate of 20% of the total wages. Hindustan Teleprinters Ltd., Madras and the Indian Telephone Industries Ltd., Bangalore paid bonus to all employees except to Govt. servants on deputation at the rate of 20% and 15.8% bonus respectively as an *ex-gratia* payment. In Life Insurance Corporation of India, Bombay, Bonus was paid to class III and IV employees, at the rate of 1½ months; Class I and Class II employees were also paid at the rate of 1½ months basic pay subject to a maximum Rs. 1,200. The constituent units of Rehabilitation Industries Corporation Ltd., Calcutta reported that bonus was paid to all the employees at the rate of 8.33% as an *ex-gratia* payment, since 1971. Goa Shipyard Ltd., reported that issue of payment of Bonus was pending. Bonus in most of the units was paid to all employees drawing a salary not exceeding Rs. 1,600 p.m. as per the provisions of the payment of Bonus Act, 1965. Some Units reported that they did not pay any bonus but made *ex-gratia* payment.

4.24 The largest number of units which paid bonus was in the industry group, 'Mining' (52) followed by the industry groups 'Electrical, Mechanical and General Engineering' (23) and 'Promotional and Developmental Institutions', (20) no unit paid bonus in the industry group 'Printing, Publishing and Allied Industries'.

**CHAPTER V**  
**SOCIAL SECURITY**

5.1 The table given below indicates the industry group wise position having social security measures such as Provident Fund, Gratuity and Pension Scheme etc.

S. No.	Industry Group	No. of units	No. of Units Having		
			Provident Fund Scheme	Gratuity Scheme	Pension Scheme
1	2	3	4	5	6
1.	Chemicals and Fertilizers	30	28	25	18
2.	Commercial and Trading Institutions	6	6	4	—
3.	Electrical Mechanical, and General Engineering	40	38	35	21
4.	Financial Institutions (including Banks & Insurance)	9	8	9	2
5.	Iron and Steel	5	5	5	4
6.	Mining (including Minerals)	55	55	55	35
7.	Paper and paper Products	3	2	2	2
8.	Petroleum and Refining	8	8	8	2
9.	Ports and Docks	5	5	5	4
10.	Printing, Publishing & Allied Industries	1	—	1	1
11.	Promotional and Developmental Institutions	21	21	21	19
12.	Ship Building and Repairing	3	3	3	2
13.	Transport, Aviation & Shipping	13	12	12	7
14.	Others	42	31	18	17

**Provident Fund**

5.2 The study reveals that 92% of the total units covered had introduced the Provident Fund Scheme. The Indian Telephone Industries Ltd., Allahabad had reported that the scheme was not applicable to their units. Hindustan Machine Tools, Ltd., Watch Factory III, Srinagar, had reported that the plant was under construction stage and hence the scheme is yet not introduced in the unit, as such. However, the company, contributed a sum of Rs. 9,056 only towards its share of the provident fund employees on of deputation transfer from other HMT units. The Jute Corporation of India, Ltd., Calcutta, The Cotton Corporation of India Ltd., Bombay, Industrial Developmental Bank of India, Bombay, Hindustan Papers Corporation Ltd., New Delhi, Central Railways, Bombay, Government Medical Stores Depot, at Karnal and Calcutta, Modern Bakeries (India) Ltd., New Delhi and State Farms Corporation of India Ltd., New Delhi, reported that they did not introduce any such Scheme.

5.3 In most of the units covered under the study, the rate of contribution was 8.1/3% or 8% of the wages and dearness allowance paid to the workers. Some units reported that both the rates were in vogue; the rate of contribution was 8% in case of those employees who had opted for the gratuity scheme, and 8.1/3% for others. In some units, the rate of contribution was 6 1/4% only. In the case of Government of India Press, Simla only the temporary employees were covered by the Contributory Provident Fund Scheme.

**Gratuity Scheme**

5.4 203 units or 85% of the Public Sector undertakings covered by the study, had introduced the gratuity Scheme. In the remaining units such as Bharat Dynamics Ltd., Hyderabad the Scheme had been framed and the draft scheme was submitted to the Board of Directors for approval. The scheme had not been introduced in such units as Indian Telephone Industries Ltd., Allahabad, Modern Bakeries (India) Ltd., Jute Corporation of India Ltd., and Cotton Corporation of India Ltd., Bombay, Hindustan Steel Works Construction Ltd., Calcutta reported that the scheme was under consideration.

5-5 In the case of National Coal Development Corporation Ltd., Gratuity Scheme as applicable to the monthly paid employees has also been extended to the daily rated employees governed under Wage Board Award with effect from 1-1-1970. The employees covered under Railway Rules and Civil Rules are entitled to gratuity scheme under the terms of their respective Rules.

5-6 Only 50% of the units having gratuity scheme, paid gratuity to whole time workers on the basis of good, efficient and faithful service. The amount of gratuity paid by them was equal to 15 days emoluments for each completed year of service subject to a maximum of 15 times the monthly emoluments or Rs. 24,000 whichever was less.

5-7 In the case of death, the amount of gratuity was calculated as given above or as worked out below:—

Period of Service	Amount of gratuity	
(i) During the 1st yr. of service	2 months' emoluments	Reduced by the amount of undertaking's contribution together with interest there on standing to the credit in the contributory provident fund account of the employees. The undertaking's contribution also includes the amount of gratuity admissible under Rule 2(6) of the workmen's Contributory Provident Fund.
(ii) After one year but before 5 yrs. of service	6 months' emoluments	
(iii) After completion of 5 years service	12 months' emoluments	

5-8 The National Coal Development Corporation Ltd., had reported that the employees covered under Civil Rules and Corporation Rules were paid gratuity at the rate of 9/20th of the pay for each completed year of service subject to a maximum of 13 times of emoluments not exceeding Rs. 24,000. The employees governed under the Railway Rules were paid gratuity at the rate of half month's pay for each completed year of service subject to a maximum of 15 months' pay. The constituent units of Hindustan Salts Ltd. reported that the gratuity scheme had not been introduced as such but the employees of the Ex-Salt department of the Central Government, permanently absorbed in the company were, however, paid gratuity.

#### Pension Scheme

5-9 134 units or 56% of the total units covered by the study, had introduced the Pension Scheme including family Pension Scheme. Only in a few units such schemes had not been introduced till January, 1, 1972. Some units such as the Reserve Bank of India, constituent units of the Hindustan Salts Ltd. had reported that the workers transferred from the Imperial Bank of India and Employees of the Salt Department of India respectively were covered by the Pension Scheme as was applicable to them earlier. In the case of National Coal Development Corporation Ltd., persons appointed before October 1, 1966, were covered by the Central Civil Service Pension Rules, and it was reported that the management had introduced the C.M.P.F. Pension Scheme of the Govt. of India. Mazagon Dock Ltd., had reported that the Pension Scheme is applicable to only certain members of the clerical and subordinate staff, who joined the company service prior to 1950.

5-10 No unit in the industry group "Commercial and Trading Institutions" had introduced such a scheme.

5-11 The rate of Pension, however, differed from one unit to another. In the constituent units of the Fertilizer Corporation of India Ltd., the family pension scheme was optional to all regular employees other than Contract Officers, who were in service on 1st Jan, 66 or were recruited thereafter. The employees opting for the Scheme could do so on surrendering 25 per cent of the gratuity due to them under the gratuity scheme. In the case of death of an employee before superannuation, the payment is made to the members of family on the following basis:—

(i) A lump-sum amount equivalent to 12 months pension admissible as calculated below is also paid:

Pay of the employees per month	Monthly Pension of Widow/Widower/Children
Above Rs. 2,000	10% of pay subject to a minimum of Rs. 240.
Above Rs. 800 and up to Rs. 2,000	12% of pay subject to a minimum of Rs. 120.
Above Rs. 200 and up to Rs. 800	15% of pay subject to a minimum of Rs. 60.
Up to Rs. 200	30% of pay subject to a minimum of Rs. 30.

## CHAPTER VI

### INDUSTRIAL RELATIONS

6.1 The table given below indicates the industry group-wise position regarding the introduction of standing orders, grievance procedure, works committees, production committees and other bipartite committees in the various units covered by the study :—

Sl. No.	Industry Group	No. of units	Units having				
			Standing Orders	Grievance procedure	Works committees	Production committees	Joint committee
1	2	3	4	5	6	7	8
1.	Chemicals and Fertilizers	30	25	19	12	—	—
2.	Commercial and Trading Institutions	6	3	1	2	—	—
3.	Electrical, Mechanical and General Engineering	40	32	34	20	—	—
4.	Financial Institutions (including Banks and Insurance)	9	—	3	—	—	—
5.	Iron and Steel	5	5	4	4	—	—
6.	Mining (Including Minerals)	55	44	41	24	1	—
7.	Paper and Paper Products	3	1	1	2	—	—
8.	Petroleum and Refining	8	7	7	5	—	—
9.	Ports and Docks	5	2	2	2	—	—
10.	Printing, Publishing and Allied Industries	1	—	1	1	—	—
11.	Promotional and Developmental Institutions	21	19	19	—	—	—
12.	Ship Building and Repairing	3	3	3	1	—	—
13.	Transport, Aviation and Shipping	13	6	11	1	—	—
14.	Others	42	22	11	12	—	—
<b>TOTAL</b>		<b>241</b>	<b>169</b>	<b>157</b>	<b>86</b>	<b>1</b>	<b>2</b>

#### Standing Orders

6.2 The Industrial Employment (standing orders) Act 1946 lays down that every industrial establishments, where 100 or more workmen are employed, or such class or classes or other industrial establishments as may be notified by the appropriate government, shall frame Standing Orders to regulate the service conditions of the workers.

6.3 The table given in para 6.1 shows that 169 units, or 70% of the total units covered by the study, had introduced standing orders as per provisions of the Act. The Barauni Division of Fertilizers Corporation of India, Pyrites, Phosphates and Chemical Limited, Kurkunta Project of Cement Corporation of India Limited, Tannery and Footwear Corporation of India Ltd. Kanpur, National Instrument and Ophthalmic Glass Limited and Hindustan Latex Limited, Trivandrum, reported that in their case standing orders have either been framed or submitted to the competent authority for certification. Planning and Development Division and Talchar Division of Fertilizers Corporation of India Limited, Lube India Ltd., Bokajan Cement Works of Cement Corporation of India had reported that either standing orders were to be framed or they were under print. In certain units, such as, the Reserve Bank of India, Life Insurance Corporation of India, the service conditions of employees are governed by the staff regulations. Similarly, the terms and conditions of employees in the printing presses are regulated in accordance with the Central Services (Civil) Rules, 1965.

#### Grievance Procedure

6.4 The 16th Session of Indian Labour Conference (May, 1958) had considered the question of establishing Grievance Procedure in Industrial establishments and a sub-committee appointed for this purpose at its 15th Session had evolved a Model Grievance Procedure (Appendix X) for adoption by employers, in September, 1958. Clause II (viii) of the Code of Discipline (Appendix XI) requires that the management should establish, upon a mutually agreed basis, a grievance procedure which will ensure speedy and full investigation leading to settlement.

6.5 The study reveals that 157 units, or 65% of the total units covered by the study, had introduced the grievance procedure. Of these 26% of the units were in the industry group 'Mining' and 22% are in the industry group Electrical Mechanical and General Engineering.

#### **Works Committee**

6.6 The Industrial Disputes Act, 1947, empowers the appropriate Government to prescribe that every Industrial establishment employing 100 or more workers shall constitute a Works Committee consisting of the representatives of management and the workers. Some of the State enactments such as Bombay Industrial Relations Act, 1946 and Madhya Pradesh Industrial Relations Act, 1960, provide for the setting up of a joint committee consisting of representatives of the management and the workers. A sub-committee of the 17th session of the Indian Labour Conference drew up an illustrative list of items which a Works Committee may normally deal with. The purpose of Works Committee is to promote measure for securing and preserving amity and good relations between the management and workmen.

6.7 The table given in para 6.1 shows that the Works Committees, as required under the Industrial Disputes Act, 1947, were set up by 86, out of a total of 241 units covered by the present study. The remaining units had reported that either the works committees were under formation or they were not required to set up such a committee.

#### **Production Committee**

6.8 The production committees are required to be set up in individual establishments to maximise the production, in pursuance of Clause III of the Industrial Truce Resolution, adopted at a joint meeting of Central Organisations of Employers and Workers held in November, 1962. The study reveals that only one production committee was set up in an establishment in the industry group 'Mining' and it was reported to be functioning well. The remaining units have not reported any thing.

#### **Joint Committee**

6.9 Non-statutory joint committees such as safety committee had been set up by only two establishments in industry group 'Electrical, Mechanical and General Engineering'. The remaining units had not indicated any thing.

#### **Representation on the Board of Directors**

6.10 According to a Scheme drawn by the Government of India for appointing workers representatives on the Board of Directors of the management in Public Sector Undertakings, one person from amongst a panel of 3 persons suggested by the recognised union in the undertaking, is to be appointed a member of the Board of Directors. In order to qualify for nomination to the Board of Directors a worker should have attained the age of 25 years, should have a minimum of 5 years service in the Undertaking and should not attain the age of superannuation during the term of appointment as Director. The Hindustan Antibiotics Limited, Pimpri has appointed a worker Director on the Board of Directors under this Scheme. Besides, Worker Directors have been appointed in 14 nationalised banks. Affairs of the major port trusts are managed by a Board of Trustees under the major port trusts Act, 1963. In accordance with the provision of the Act, each Board of Trustees of all the major port trusts is to have not less than 2 persons representing labour interest. Accordingly the Board of Trustees of each of the port trusts has two workers representatives on their respective boards.

#### **Trade Unions**

6.11 Appendix XII gives the names of the trade unions functioning in the Public Sector Undertakings covered by the study. Out of 241 units covered by the study, no trade union was functioning in 41 units (Appendix XIII). The remaining 200 units had reported existence of one or more trade unions in the establishment. Of these 52 units have reported the existence of only one trade union, the remaining 147 units, had two or more trade unions and 34 units had more than 5 unions functioning in their enterprises. The largest number of unions in a single unit was reported by the Neyveli Lignite Corporation Ltd. (39). It was closely followed by 'Oil and Natural Gas Commission', Dehradun (38). The other units who had reported 8 or more than 8 unions are Heavy Electricals (India) Ltd., Bhopal (14), Bharat Gold Mines Ltd., Oorgaum (13), Bokaro Steel Plant, Bihar (11), Tannery and Footwear Corporation of India Ltd., Kanpur (11), Durgapur Steel Plant, Distt. Burdwan (10), Singarani Collieries Co. Ltd. (10), Hindustan Steels Works Construction Ltd., Calcutta (9), Bhilai Steel Plant Distt. Durg (8) and Fertilizers and Chemicals Travancore Limited (Alwaye), Kerala (8).

6-12 Of these 200 units in which the trade unions were reported to have been functioning, no union had been recognised in 40 units (Appendix XIV). The remaining 160 units had reported that they had formally granted recognition to one or more than one unions functioning in the Undertaking. The managements of 116 establishments reported that they had recognised only one union and 26 units had reported the existence of two or more recognised unions in the Undertaking. Grant of recognition to the Modern Bakeries Employees Union affiliated to Hind Mazdoor Panchayat, functioning in Bangalore Division of Modern Bakeries (India) Limited, and NPCC Workers' Union affiliated to AITUC and functioning in National Building Construction Corporation Ltd., New Delhi was reported to be under consideration.

6-13 The present study reveals that the largest number of recognised unions (18) were affiliated to the INTUC. This was followed by AITUC (16), H.M.S. (12), and U.T.U.C. (3). The remaining recognised unions were either not affiliated to any organisation of workers or were affiliated to organisations other than the central organisations such as Bharatiya Mazdoor Sangh, Hind Mazdoor Panchayat, Labour Progressive Federation, A.P. Labour Party etc.

### Work Stoppages

6-14 Appendix XV gives the information regarding the work stoppage such as strikes and lockouts that occurred in various units during 1971.

6-15 Of the 241 units covered by the study, work stoppages lockouts were reported in 6 times in 3 units. Of these, only Rail Coach Division of Bharat Earth Movers Limited, Bangalore, Indian Air Lines, New Delhi and Hindustan Steel Works Construction Ltd., Calcutta (W.B.) reported lockouts. The production lost due to lockouts in these three units, in money terms, was Rs. 26.82 lakhs, Rs. 220.50 lakhs and Rs. 95,619 respectively. In all the remaining units, work stoppages occurred as a result of workers resorting to strikes, Gheraos, Bandhs etc. The maximum number of units which reported the occurrence of such instances was in the industry group, 'Mining' (27), followed by 'Chemicals and Fertilizers' (15) and 'Electrical, Mechanical and General Engineering' (13). In the remaining industry groups, the number of units which reported work stoppages, was 5 or less than 5. No incident of work stoppages was reported by the units in the industry groups 'Paper and Paper Products', 'Ports & Docks', and 'Printing, Publishing and Allied Industries'.

6-16 The duration of work stoppages, varied from one hour to a few months. The maximum number of man-days lost owing to work stoppages was in the industry group 'Mining' followed by 'Electrical, Mechanical and General Engineering' and 'Iron and Steel'.

### Industrial Disputes

6-17 Appendix XVI gives the details of industrial disputes raised and settled, referred to arbitration/adjudication etc. during 1971. Industrial disputes over issues of wages/allowances, discharge/dismissals, retrenchment etc., were reported to have been raised in 150 units, or nearly in 63% of 241 units, covered by the present study. Demands for higher wages contributed maximum to the raising of industrial disputes by workers organisations. The incidence of industrial disputes on this account was high in the industry-groups 'Mining' and 'Chemicals and Fertilizers' industry groups, 'Paper and Paper Products' and 'Printing, Publishing and Allied Industries' had not reported any industrial dispute during the year, 1971. In the industry-group, 'Transport, Aviation and Shipping' Integral Coach Factory, Perumbur, Madras was the only establishment which had not reported any industrial dispute during 1971. Life Insurance Corporation of India reported that all the disputes that were raised during the year 1971 were settled and no dispute was referred to adjudication. The disputes regarding over payment of bonus/higher bonus were raised in 26 establishments, or in nearly 11% of the 241 units covered by the study. The study also revealed that most of the industrial disputes raised during 1971, had been settled amicably and only a few cases were referred to adjudication.

## CHAPTER VII

### WELFARE

7.1 The details of the welfare facilities provided by the Public Sector Undertakings covered by the study such as medical facilities, housing, canteens, cooperative stores etc. to their employees are given below:—

#### (i) Medical

7.2 The present study revealed that 207 out of the 241 units reviewed in this Reference Book, had made arrangements for out-door and/or in-door treatment of the employees and/or members of their families and dependents. 18 units had reported that medical facilities are not available to their employees and 16 had not indicated anything. Nearly 36% of the units covered by the study had reported that in-door treatment arrangements had been provided for their employees.

7.3 Nearly more than 50% of the units covered had extended medical benefits to the members of the employees' families also. In 14 units these facilities were provided to the dependent parents, brothers and sisters of the employees. 74 units had reported that the medical facilities had been extended to the employees and their families free of cost. In 5 units the managements have been receiving contributions towards the medical cost from their employees.

7.4 Only 7 out of 241 units covered by the study had reported that their employees are covered by the Central Government Health Service and 34 units have reported that their employees drawing a salary below Rs. 500/- per month are covered under the Employees' State Insurance Corporation.

7.5 Appendix XVII gives the details of the medical facilities provided by the units covered by the study.

#### (ii) Housing

7.6 The industry-wise details of the housing facilities provided by the Public Sector Units (reviewed in the study) to their employees are given in the table below:—

Sl.No.	Name of Industry Groups	Total No. of units	No. of units having provided housing facilities	Total No. of employees in units in Col. 3	Total No. of employees in unit in Col. 4	Percentage of employees provided with housing facilities	
						with reference to Col. 5	with reference to Col. 6
1	2	3	4	5	6	7	8
1.	Chemicals and Fertilizers	30	26	41,876	39,885	57.3	60.2
2.	Commercial and Trading Institutions	6	4	3,877	3,140	29.3	36.1
3.	Electrical, Mechanical and General Engineering	40	33	1,47,258	1,44,096	21.8	22.3
4.	Financial Institutions (including Banks and Insurance)	9	3	1,54,320	1,52,621	5.5	5.5
5.	Iron and Steel	5	5	97,104	57,556	59.3	59.3
6.	Mining (including Minerals)	55	52	1,52,617	118,663	51.6	66.4
7.	Paper and paper products	3	2	3,198	3,166	62.2	62.2
8.	Petroleum and Refining	8	3	36,852	30,628	7.1	8.4
9.	Ports and Docks	5	4	18,953	18,251	19.9	20.7
10.	Printing, Publishing and Allied Industries	1	—	657	—	—	—
11.	Promotional and Developmental Institutions	21	—	8,188	—	—	—
12.	Ship Building and Repairing	3	2	14,614	13,736	15.5	16.5
13.	Transport, Aviation and Shipping	13	8	1,64,111	1,45,378	61.4	69.2
14.	Others	42	12	35,834	27,500	11.2	14.5
<b>TOTAL</b>		<b>241</b>	<b>154</b>	<b>8,79,489</b>	<b>7,54,620</b>	<b>36.1</b>	<b>42.1</b>

7.7 The percentage of the employees who have been provided with housing facilities varied from 5.5% in "financial institutions" ("including banks and insurance") to 62.2% in "paper and paper products". The units in the industry-groups, "transport aviation and shipping", "mining" (including minerals), "paper and paper products", "chemicals and fertilizers", "Iron and Steel" had provided 61.4%, 51.6%, 62.2%, 57.3%, and 59.3% of their employees with housing facilities, respectively.



7.8 In terms of the number of units which had provided housing facilities, the industry group "mining" (including minerals) tops the list with 55 units. It was followed by industry groups, "electrical, mechanical and general engineering" (33%) and "Chemicals and fertilizers" (26%). Not a single establishment in the industry groups "printing, publishing and allied industries" and "promotional and developmental institutions" had provided housing facilities to its employees.

7.9 The study revealed that the rent was charged from the employees in all the units, except in Tungabhadra Steel Products Ltd., where rent-free accommodation was provided to all the employees prior to the settlement reached on December 7, 1969. The settlement provided that the rent would be recovered with effect from the 21st January, 1969 at the rate of 10% of basic pay or standard rent, whichever, is less. However, no rent was recovered from the employees occupying P.L.C. quarters and huts in view of dilapidate condition of these quarters. In some of the units, rent free accommodation was given to certain categories of employees such as nursing, watch and ward and security staff, foreign specialists. In most of the units the rent was generally recovered from the occupants at the rate of 7½% of pay and D.A. in case of employees drawing pay more than Rs. 150/- per month and 10% of pay and D.A. from employees drawing pay more than Rs. 150/- p.m.

#### (iii) Canteens

7.10 Only 9 out of 241 units covered by the present study had not provided any canteen facilities for their employees. 72 units did not indicate whether they provided any canteen or not. Only 3 units had indicated that canteens were in construction stage and Central Road Transport Corporation Ltd., Calcutta-1 (West Bengal) had reported that the issue of providing canteen facilities was under consideration.

7.11 7 units, had intimated that canteens were run by private contractors. 41 units, or 17% of the total units, had reported that canteens were run departmentally or by staff cooperative societies. In Lubrizol India Ltd., Thana, Bombay (Maharashtra) lunch and tea are served in the canteen free of cost to their employees. In Bharat Earth Movers Ltd., Bangalore (Mysore) tea and lunch were served free of cost to those employees engaged on overtime. Garden Reach Work Shop Ltd., Calcutta (West Bengal) served one cup of tea and one biscuit to their employees twice a day. Similarly Film Finance Corporation Ltd., Bombay (Maharashtra) had reported that tea was being provided to their employees twice in a day free of cost. The canteen in Industrial Finance Corporation of India, New Delhi was reported to have started functioning in June, 1971.

7.12 55 units had reported that the articles were offered for sale at no profit no loss basis. The constituent units of the Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal) had reported that accommodation, lighting facilities, water, etc. had been provided free of cost for running canteens in some of the factories. 67 units had reported that the articles were sold in canteens at subsidised rates. The management of Oil and Natural Gas Commission, Dehradun (U.P.) stated that the information in respect of the setting up of the canteens was not available.

7.13 Appendices XVIII and XIX give details of the canteens, cooperative societies, recreational, educational and transport facilities provided in the units covered by the study.

#### (iv) Co-operative Societies

7.14 Nearly 22% or 53 units out of the 241 units covered by the present study were having cooperative stores/ fair price shops, cooperative credit and thrift societies. Remaining units had not indicated the existence or otherwise of such societies. Bank note Press Project, Dewas (Madhya Pradesh) had reported that since the Department was in project stage no society existed for the time being but necessary provision had been made to provide facilities for cooperative etc. once the project was completed. Bhilai Steel Plant, of the Hindustan Steel Ltd., indicated that stores were in existence but they were not functioning.

7.15 Most of the units stated that the management had provided facilities such as giving of financial assistance, with or without interest, accommodation, staff and managerial subsidy to such cooperative societies. The largest number of units having provided such facilities are in the industry group "Mining" (including 'minerals') (13) followed by the industry group Electrical, Mechanical and General Engineering (10).

#### (v) Recreational facilities

7.16 187 units, or 78% of the total units covered by the present study, had reported that recreational facilities were made available to their employees. The rest of the units had either reported that the recreational facilities would be provided or had not indicated anything. 113 units had reported that the management was either providing the financial assistance or making matching contributions for the purpose of providing

recreational facilities. Most of the units were reported to have provided free accommodation, water and electricity for such purposes. The largest number of units providing these facilities were in the industry group "mining (including minerals)" followed by the industry groups "Chemicals and Fertilizers" and "Electrical, Mechanical and General Engineering".

**(vi) Educational facilities.**

7.18 The present study revealed that 180 units, or 75% of the total units covered by the study had educational institutions. The remaining units had indicated either that the units were still in the construction stage or they had not indicated anything at all.

7.19 Of the 180 units reported to be having educational institutions, 44 units primary Schools, 23 units providing middle schools, 20 units high schools and 11 units having higher secondary schools. These educational facilities had been provided either free of cost or at subsidised rates. The largest number of institutions were in the industry group "Mining (including minerals)" followed by the industry groups "Electrical, Mechanical and General Engineering" and "Chemicals and Fertilizers".

**(vii) Transport facilities.**

7.20 Only 25% of the units covered by the study had reported that transport facilities existed for their employees from workplace to town-ship or to other areas in the town. Most of the units which had provided these facilities were in the industry groups "Chemicals and fertilizers", "Electrical, Mechanical and General Engineering", "Petroleum and refining" and "Mining (including minerals)". These facilities had also been provided to the school/college going children of the employees either at nominal rates or at free of cost. Transport facilities existed at subsidised rates for the employees for attending to recreational activities.

## **CHAPTER VIII**

### **LEAVE AND HOLIDAYS**

8.1 Appendix XX gives the information regarding the types of leave and holidays admissible to various categories of employees in the units covered by the study.

#### **Casual Leave.**

8.2 All categories of employees in all the public sector units covered by the study, are entitled for casual leave except in the Bharat Gold Mines Ltd., Oorgaum (Mysore) where neither the monthly-rated nor daily-rated employees are entitled for any casual leave. The constituent units of the Hindustan Salts Limited, Jaipur (Rajasthan), had reported that casual leave is not allowed to casual employees. In 7 units, such as Heavy Electricals (India) Limited, Bhopal, apprentices also do not get any casual leave. Uranium Corporation of India Limited, Jaduguda Distt. Singhbhum (Bihar) reported that administrative staff, who were in service prior to 16-10-67, were entitled to avail 8 days' of casual leave whereas the technical staff, is allowed only 5 days' casual leave in a year. In Cochin Refinery, since March 30, 1972, the workmen were allowed 12 days of casual-cum-sick leave in a calendar year. The workmen are allowed to carry over six days, out of the 12 days, casual-cum-sick leave to be accumulated upto a maximum of 56 days which can be utilised in the event of long sickness exceeding seven consecutive days. Earlier, they were allowed to avail 4 days of casual leave and 7 days of sick leave in a year. The quantum of casual leave allowed to employees in a year varied from 4 days in the Indian Motion Pictures Export Corporation Limited to 21 days (allowed to shore Officers only) in the Mughal Line Limited and Shipping Corporation of India. In 96 units, out of the total units covered by the study all the employees were entitled for 12 days casual leave in a calendar year.

8.3 The study showed that in the constituent units of certain companies/corporations the quantum of casual leave permitted, differed from one unit to another. For instance in the Alwaye Unit of the Hindustan Insecticides, the workers were allowed to avail 15 days of casual leave whereas the employees of the New Delhi Unit and Head office were entitled for only 12 days casual leave.

8.4 The Fertilizers Corporation of India Limited framed Leave Rules in 1970 for all the constituent units and the same came into effect from 27-7-1970. The rules cover all monthly-rated regular employees including officers but the daily wages, casual, muster roll employees are not covered by these rules. Madras Fertilizers Limited, Madras reported that all categories of employees are allowed to avail 6 days of casual leave in a year.

#### **Earned Leave.**

8.5 Almost all the categories of employees were allowed to avail earned leave in all the units covered by the study. Generally workers covered under the Factories/Mines Act, were entitled to leave as admissible under the respective Acts. Other categories of employees were normally entitled for earned leave at the rate of one day for every 22 days of service during the first year of their service and one day for every 11 days of duty in the subsequent years of service. In certain units, the system of allowing leave for a fixed number of days in a year was also in vogue. For instance, all the employees in Fertilizers and Chemicals Limited, Lubrizol India Limited, and Madras Fertilizers Factory, Madras, were allowed to avail 24 days, 30 days and 26 days of earned leave respectively. In the Triuverumbur unit of Bharat Heavy Electricals Limited, earned leave was allowed on full pay for 20 days in the case of industrial, and 31 days in the case of non-industrial employees respectively. The earned leave allowed to monthly rated, supervisory, clerical and other categories of non-industrial employees was normally more than the earned leave allowed to industrial employees.

#### **Sick/Half Pay Leave.**

8.6 In all the units covered by the study almost all the categories of employees are entitled for the benefits of sick leave either on full pay or half pay in addition to earned leave. Normally, the sick leave was allowed for 20 days on half pay or 10 days with full pay, in a calendar year. Employees covered under the Employees State Insurance Scheme, are entitled for sick leave as admissible under the said Scheme.

#### **National/Festival Holidays.**

8.7 Almost all the categories of employees were allowed to avail festival holidays besides the National holidays in all the units covered by the study. In some units, such as the Bharat Aluminium Company Ltd., The Heavy Electricals (India) Limited, and in the constituent units of the Rehabilitation Corporation of India Limited, casual workers were not entitled to any kind of leave and it was reported that their wages will be deducted on any day on which they did not report for duty. In more than one third of the total units covered by the study, almost all the employees were entitled for 16 holidays in a year. The employees in Life Insurance Corporation of India Limited, get a maximum of 22 full holidays and 3 half holidays per annum. In almost all the units covered by the study, the employees are entitled for restricted holidays in addition to National/Festival holidays as in the case of Central Government Employees.

## **CHAPTER IX**

### **ACCIDENTS/OCCUPATIONAL DISEASES**

9.1. Appendix XXI gives details regarding the average number of workers employed, number of accidents/occupational diseases resulting in death, permanent and temporary disability, number of cases in which compensation was paid and the total amount of compensation paid, in the units covered by the study.

9.2. Accidents/Occupational diseases, had been reported in nearly 55% of the 241 units covered by the study. The units in the industry group, 'Financial Institutions' 'Printing Publishing and Allied Industries', and 'Promotional and Developmental Institutions' reported that they had been free of any accidents or cases of occupational diseases.

9.3. The maximum number of units where accidents were reported to have occurred was in the industry group 'Mining' (44) followed by the industry groups 'Electrical, Mechanical and General Engineering' (27) 'Others' (20) 'Chemicals & Fertilizers' (18) and 'Petroleum and Refining' (6). In the remaining industry groups, the number of units varied from 4 to 11. The maximum number of deaths due to accidents were reported to have taken place in the industry group 'Mining' (19). It was followed by 'Others' (7) and 'Iron and Steel' (3). In the remaining industry groups, the units varied from 3 to 4. Similarly, these industry groups reported maximum number of permanent/temporary disability cases due to accidents/occupational diseases.

Distribution of employees by system of payment and employment status in various units as on January 1, 1972

APPENDIX-I

S. No.	Name of Industry/Unit	Total No. of employees	Percentage of employees										
			Time rated	Piece rated	Permanent	Probationer	Temporary	Casual	Apprentices	Others			
1	2	3	4	5	6	7	8	9	10	11			
<b>I. CHEMICALS AND FERTILIZERS</b>													
<b>1. Fertilizer Corporation of India Ltd., New Delhi-3</b>													
	(a) Barauni Division, Barauni, Distt. Monghyr, (Bihar)	871	100.0	—	83.3	—	2.6	—	14.1	—	—		
	(b) Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal)	1,135	100.0	—	75.5	8.5	8.9	—	7.1	—	—		
	(c) Gorakhpur Unit, Distt. Gorakhpur, (Uttar Pradesh)	2,299	100.0	—	94.5	—	—	—	5.5	—	—		
	(d) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	2,314	100.0	—	67.7	8.1	13.6	2.3	8.3	—	—		
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	3,791	100.0	—	85.3	1.6	0.5	11.8	0.7	0.1	—		
	(f) P&D Division, P.O. Sindri Distt. Dhanbad, (Bihar)	3,337	100.0	—	91.3	—	6.9	1.8	—	—	—		
	(g) Ramagundam Division, Hyderabad	116	100.0	—	44.1	28.4	24.1	3.4	—	—	—		
	(h) Sindri Unit P.O. Sindri, Distt. Dhanbad, (Bihar)	7,959	90.0	10.0	90.0	—	—	10.0	—	—	—		
	(i) Trombay Unit, Chumbur, Bombay-74, (Maharashtra)	2,549	100.0	—	87.3	4.1	—	1.2	7.4	—	—		
	(j) Talcher Division, Distt. Dhenkanal Orissa	84	100.0	—	49.0	38.3*	—	12.7	—	—	—		
<b>2. Fertilizers &amp; Chemicals, Travancore Ltd., Alwaye (Kerala)</b>													
	Udyogamandal Unit, Head Office and Marketing Division, Alwaye (Kerala)	6,999	99.2	0.8	100	—	—	—	—	—	—		
<b>3. Hindustan Insecticides Ltd., New Delhi-3.</b>													
	(a) Alwaye Unit, Alwaye (Kerala)	1,030	100.0	—	77.2	5.5	15.6	1.2	0.5	—	—		
	(b) New Delhi Unit, New Delhi												
<b>4. Hindustan Salts Ltd., Jaipur Rajasthan.</b>													
	(a) Kharaghoda Salt Works, Kharaghoda (Gujarat)	653	80.9	19.1	24.4	0.3	23.0	52.3	—	—	—		
	(b) Mandi Salt Mines, Mandi (H.P.)	47	100.0	—	74.5	—	21.2	—	—	4.3	—		
	(c) Sambhar Salts Ltd., Distt. Jaipur, (Rajasthan)	1,202	100.0	—	6.1	0.6	4.1	51.5	—	37.7	—		
<b>5. Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi.</b>													
	(a) Antibiotics Plant, Rishikesh (U.P.)	4,070	100.0	—	0.1	2.4	75.9	20.8	0.8	—	—		
	(b) Surgical Instruments Plant, Madras (Tamil Nadu)	1,165	100.0	—	—	—	87.3	9.6	3.1	—	—		
	(c) Synthetics Drugs Plant, Hyderabad (A.P.)	3,548	100.0	—	86.6 <sup>ⓐ</sup>	—	—	5.6	2.2	—	—		

\* Includes temporary employees also.

<sup>ⓐ</sup> Includes temporary, permanent and probationers.



	1	2	3	4	5	6	7	8	9	10	11
<b>6. Indian Rare Earths Ltd., Bombay (Maharashtra).</b>											
(a) Head Office and Thorium Factory			238	100-0	—	99-8	0-1	0-1	—	—	—
(b) Monozite Factory, Eloor, Alwaye, (Kerala)			476	93-9	6-1	81-9	11-9	1-1	3-4	1-1	0-6
(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala)			440	98-9	1-1	92-9	—	0-9	6-2	—	—
(d) Mineral Division Plant II, Manavalakurichi, Kanya Kumard Distt. (Tamil Nadu)			793	100-0	—	85-9	5-4	—	7-9	0-8	—
7. Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra)			2,339	100-0	—	96-4	2-2	—	—	1-4	—
8. Hindustan Organic Chemicals Ltd., P.O. Rasayani Distt. Kolaba (Maharashtra)			1,065	90-7	9-3	86-0	1-8	2-9	9-3	—	—
9. Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu)			1,897	100-0	—	94-2	—	5-7	—	0-1	—
10. Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra)			74	100-0	—	90-5	6-7	1-4	1-4	—	—
11. Madras Fertilizers Ltd., Madras-8, (Tamil Nadu)			866	100-0	—	61-2	37-4	1-4	—	—	—
12. Pyrites, Phosphates & Chemicals Ltd., Distt., Shahabad, (Bihar)			361	100-0	—	4-0	4-6	58-7	32-7	—	—
13. Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda			289	—	—	—	—	—	—	—	—
							Break up not available				
<b>TOTAL</b>			52,010	97-8	2-2	75-8	4-3	9-3	8-0	1-7	0-9
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>											
<b>14. Cement Corporation of India Ltd., New Delhi</b>											
(a) Bokajan Cement Works, Assam			46	100-0	—	57-9	6-8	—	34-9	0-4	—
(b) Kurkunta Project, Distt. Gulbarga (Mysore)			291	100-0	—	—	65-9	33-4	—	0-7	—
(c) Mandhar Cement Factory, Distt. Raipur (Madhya Pradesh)			678	100-0	—	57-9	6-8	—	34-9	0-4	—
<b>15. The State Trading Corporation of India Ltd., New Delhi-1</b>											
Wig India, Ambattur, Madras-58 (Tamil Nadu)			628	100-0	—	—	0-1	99-8	0-1	—	—
16. The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra)			11	100-0	—	—	9-1	36-4	54-5	—	—
17. Tannery and Food Wear Corporation of India Ltd., Civil Lines, Kanpur, (Uttar Pradesh)			2,640	100-0	—	68-2	—	31-1	0-6	0-1	—
<b>TOTAL</b>			4,294	100-0	—	51-8	5-6	41-5	0-9	0-2	—
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>											
<b>18. Bharat Heavy Electricals Ltd., New Delhi-1</b>											
(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.)			8,597	100-0	—	81-8	—	13-1	—	5-1	—
(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)			6,118	100-0	—	96-3	—	—	—	3-7	—
(c) Switchgear Unit, Hyderabad-32, (Andhra Pradesh)			674	100-0	—	100-0	—	—	—	—	—
(d) Tiruverumbur Unit, Tiruchirappalli-14 (Tamil Nadu)			7,732	100-0	—	91-8	—	0-1	5-9	2-2	—
<b>19. Hindustan Aeronautics Ltd. (Head Office) Bangalore-1 (Mysore)</b>											
(a) Bangalore Division, Bangalore-17 (Mysore)			187	100-0	—	83-1	1-3	14-3	1-3	—	—
(b) Hyderabad Division, Hyderabad-37, (A.P.)			21,632	100-0	—	91-2	0-2	6-0	0-1	2-5	—
(c) Kanpur Division, Kanpur (U.P.)			2,607	100-0	—	89-9	0-1	1-9	2-0	3-6	2-5
			3,719	100-0	—	87-0	0-6	12-2	—	—	0-2





IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE.)

42. The Export Credit & Guarantee Corporation Ltd., Bombay-1, (Maharashtra)	173	100-0	—	93-7	6-3	—	—	—	—	—	—	—	—
43. Fim Fintec Corporation Ltd., Ecmtay-6 (Maharashtra)	16	100-0	—	87-5	12-5	—	—	—	—	—	—	—	—
44. Industrial Finance Corporation of India, New Delhi-1	478	100-0	—	88-1	3-3	8-6	—	—	—	—	—	—	—
45. Industrial Development Bank of India, Ecmtay-1 (Maharashtra)	614	100-0	—	3-9	—	96-1	—	—	—	—	—	—	—
46. Life Insurance Corporation of India, Bombay-1 (Maharashtra)	55,401	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
47. National Industrial Development Corporation Ltd., New Delhi	374	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
48. Reserve Bank of India, Ecmtay-1, (Maharashtra)	24,167	100-0	—	87-0	—	13-0	—	—	—	—	—	—	—
49. State Bank of India, Ecmtay-1 (Maharashtra)	74,910	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NA
50. Bank Note Press, (Project), Dewas, M.P.	57	100-0	—	—	—	77-2	—	—	—	—	—	—	—
<b>TOTAL</b>	<b>1,56,190</b>	<b>100-0</b>	<b>—</b>	<b>97-8</b>	<b>0-1</b>	<b>2-0</b>	<b>0-1</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

V. IRON AND STEEL

51. Hindustan Steel Ltd., Ranchi (Bihar)													
(a) Bhilai Steel Plant, Durg. (M.P.)													
(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)													
(c) Rourkela Steel Plant, Distt. Sundergarh (Orissa)													
(d) Alloy Steels Plant, Durgapur. 8, Distt. Burdwan (W.B.)													
52. Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	12,173	100-0	—	27-0	16-3	56-6	—	—	—	—	—	—	—
<b>TOTAL</b>	<b>1,37,760</b>	<b>100-0</b>	<b>—</b>	<b>86-5</b>	<b>1-4</b>	<b>10-3</b>	<b>1-1</b>	<b>0-6</b>	<b>0-1</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

VI. MINING (INCLUDING MINERALS)

53. Hindustan Steel Ltd., Elai Steel Plant, Bhilai-1 (Madhya Pradesh)													
(a) Dalli Rajhara Mines, (Iron Ore Mines), Distt. Durg (M.P.)	2,271	100-0	—	99-0	—	—	—	—	—	—	—	—	—
(b) Hirri Mines (Dolomite Mines) Distt. Bilaspur (M.P.)	152	100-0	—	100-0	—	—	—	—	—	—	—	—	—
(c) Nandini Mines (Limestone Mines) Distt. Durg. (M.P.)	2,082	100-0	—	97-5	—	—	—	—	—	—	—	—	—
54. Hindustan Steel Ltd., Ranchi Bihar													
Central Coal Washeries Organisation, Dhanbad (Bihar)	2,575	100-0	—	97-6	1-9	—	—	—	—	—	—	—	—
55. Hindustan Zinc Ltd., Udaipur (Rajasthan)													
(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	4,321	100-0	—	94-0	2-6	1-4	1-6	0-4	—	—	—	—	—
(b) Lead Smelter, Tundoo, Dhanbad (Bihar)													
(c) Zawar Mines, Udaipur, (Rajasthan)													
56. Manganese Ore (India) Ltd., Distt. Nagpur (Maharashtra)	13,971	24-5	75-5	91-2	—	8-6	—	—	—	—	—	—	—
57. National Coal Development Corporation, Ranchi, Bihar													
(i) Argada Colliery, Distt. Hazaribagh (Bihar)	286	41-3	58-7	100-0	—	—	—	—	—	—	—	—	—
(ii) Bachara Colliery, Distt. Hazaribagh (Bihar)	1,408	50-5	49-5	100-0	—	—	—	—	—	—	—	—	—
(iii) Banki Colliery, Distt. Bilaspur (M.P.)	1,634	66-1	33-9	90-6	—	6-9	2-5	—	—	—	—	—	—
(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	3,730	64-3	35-7	94-7	—	—	5-3	—	—	—	—	—	—
(v) Churha Colliery, Distt. Surguja (M.P.)	543	94-5	5-5	90-3	—	—	9-6	0-1	—	—	—	—	—
(vi) Duman Hill Colliery, Distt. Bilaspur (M.P.)	825	90-5	9-5	98-3	—	—	1-0*	0-7	—	—	—	—	—

	1	2	3	4	5	6	7	8	9	10	11
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)			2,829	47.4	52.6	84.8	—	—	14.4	0.8	—
(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)			3,354	73.2	26.8	7.2	0.2	91.9	—	0.7	—
(ix) Jaragudish Colliery, Distt. Hazaribagh (Bihar)			2,450	23.8	76.2	95.9	—	4.1	—	—	—
(x) Kotta Colliery, I. K. T. Eilatpur, (Madhya Pradesh)			2,103	60.9	39.1	92.3	—	7.3	0.1	0.3	—
(xi) Korea Colliery, Distt. Surguja, (Madhya Pradesh)			1,128	79.0	21.0	—	—	88.6	4.2	7.2*	—
(xii) Kurasia Colliery, Distt. Surguja (Madhya Pradesh)			2,881	81.4	18.6	73.9	10.6	13.8	1.7	—	—
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)			1,640	60.8	39.2	100.0	—	—	—	—	60.4
(xiv) Swang Colliery, Distt. Hazaribagh, (Bihar)			2,079	37.7	62.3	5.3	—	28.4	5.9	—	—
(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)			693	100.0	—	88.2	—	—	10.1	1.7	—
(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar)			131	100.0	—	16.0	—	84.0	—	—	—
(xvii) Surakhar Colliery, Distt. Bilaspur (M.P.)			1,412	79.7	20.3	—	—	96.2	3.7	0.1	—
(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)			2,034	65.1	34.9	99.7	—	—	0.3	—	—
(xix) Manikpur Colliery, P. O. Manikpur Colliery, Distt. Bilaspur, (Madhya Pradesh)			532	98.7	1.3	92.5	—	3.5	2.2	1.8	—
(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)			2,250	50.6	49.4	99.8	—	—	0.2	—	—
(xxi) Bismampur Colliery, Distt. Surguja (M.P.)			1,687	89.7	10.3	94.5	—	—	0.5	0.5	4.5
(xxii) Khathara Colliery, Distt. Hazaribagh (Bihar)			1,090	99.0	1.0	97.2	—	—	—	1.4	1.4
(xxiii) Umrer Colliery, Distt. Nagpur			499	100.0	—	78.4	—	18.4	—	3.2	—
(xxiv) Silewara Colliery, Distt. Nagpur			931	76.2	23.8	81.3	—	—	2.9	—	15.8
(xxv) Jhirguda Colliery, Distt. S'chi (M.P.)			856	100.0	—	28.3	—	56.2	15.5	—	—
(xxvi) A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa)			51	100.0	—	60.8	—	37.2	2.0	—	—
(xxvii) Dy. Supdt. (O) Colliery (T. & D.) Talchar Distt. Dhenkanal (Orissa)			12	100.0	—	66.7	—	33.3	—	—	—
(xxviii) Dera Colliery, Distt. Dhenkanal, (Orissa)			8	100.0	—	25.0	—	75.0	—	—	—
(xxix) Eckaro Colliery, Distt. Hazaribagh (Bihar)			4,951	44.9	55.1	83.5	—	15.8	0.3	0.4	—
(xxx) Kargali Coal Washery Distt. Hazaribagh (Bihar)			909	81.3	18.7	12.1	—	85.8	1.1	—	—
(xxxi) Gorbil Project, Distt. S'chi, (Madhya Pradesh)			123	100.0	—	14.6	0.1	55.3	30.0	—	—
(xxxii) Central Electrical and Mechanical Workshop, Korba Distt. Bilaspur (M.P.)			431	100.0	—	81.9	—	12.6	0.9	4.6	—
(xxxiii) Cidi 'C' Colliery, P. O. Cidi 'C' Distt. Hazaribagh (Bihar)			583	100.0	—	—	—	Break up not available	—	—	—
(xxxiv) Water Works, Paratu, Distt. Hazaribagh (Bihar)			54	100.0	—	13.0	—	87.0	—	—	—
(xxxv) Gidi Coal Washery Project, Distt. Hazaribagh (Bihar)			17	100.0	—	82.4	—	17.6	—	—	—
(xxxvi) Ehuorkunda Industrial Engineering, Department Bhuorkunda			32,153	64.7	35.3	79.8	—	0.6	6.9	—	12.7
58. The Singareni Collieries Co. Ltd., (A.P.)											
59. National Mineral Development Corporation Ltd., Hyderabad (A.P.)											
(a) Doni Malai Iron Ore Project, Sandure (Mysore)			819	100.0	—	49.8	13.1	5.2	31.9	—	—
(b) Dinnord Mining Project, Distt. Panna (M.P.)			1,539	100.0	—	—	—	29.8	70.2	—	—
(c) Baidilla Iron Ore Project, Deposit No. 14, Distt. Bastar (Madhya Pradesh)			1,576	99.3	0.7	0.1	5.7	92.1	2.1	—	—

(d) Bailadila Iron Project, Deposit No. 5, Distt. Bastar, (Madhya Pradesh)	1,083	100.0	—	59.7	5.9	3.8	—	—	30.6
(e) Kiriburu Iron Ore Mines, Distt. Singhbhum (Bihar)	1,374	100.0	—	—	—	100.0	—	—	—
(f) Kudremukhe Iron Ore Project, Mysore	269	100.0	—	**35.0	—	—	—	—	65.0
60. Bharat Gold Mines Ltd., Oorgaum (Mysore)	13,784	100.0	—	96.2	0.2	—	—	3.5	0.1
61. Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	18,207	100.0	—	*97.4	—	—	—	2.6	—
62. Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum, (Bihar)	2,441	100.0	—	91.4	0.6	—	—	7.6	0.1
63. <i>Hindustan Copper Ltd., Calcutta</i>									
(a) Khetri Copper Ltd., Jhunjhunu, 4 (Rajasthan)	4,604	100.0	—	—	89.7	4.1	—	6.2	—
(b) Agnigundala Copper Lead Project Vinukonda P. O. Vinukonda Taluk, Guntur	464	100.0	—	—	89.6	4.1	—	6.3	—
64. Hindustan Latex Ltd., Trivandrum, Kerala	495	71.7	28.3	67.2	—	19.7	8.5	0.2	4.4
TOTAL	1,50,324	74.8	25.2	66.3	12.7	12.4	4.2	0.4	4.0

## VII. PAPER AND PAPER PRODUCTS

65. Hindustan Paper Corporation Ltd., Chanakypuri, New Delhi	32	100.0	—	—	50.0	—	—	—	50.0
66. Security Paper Mill, Hoshangabad (Madhya Pradesh)	1,115	100.0	—	66.3*	—	33.7	—	—	—
67. The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nirmar (M.P.)	2,546	100.0	—	78.6	1.8	0.2	11.5	0.6	7.3@
TOTAL	3,693	100.0	—	74.2	1.7	10.3	13.0	0.4	0.4

## VIII. PETROLEUM AND REFINING

68. <i>Indian Oil Corporation Ltd., Refinery Division, New Delhi</i>									
(A) (a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	2,833	100.0	—	73.2	—	26.7	—	—	0.1
(b) Gauhati Refinery, Gauhati, Assam	1,263	100.0	—	83.4	—	16.6	—	—	—
(c) Gujarat Refinery, Koyali Distt. Baroda, (Gujarat)	1,554	100.0	—	90.8	—	7.5	0.4	1.3	—
(d) Haldia Refinery, Haldia	140	100.0	—	90.0	—	10.0	—	—	—
(B) Indian Oil Corporation Ltd. (Marketing Division), Bombay, (Maharashtra)	8,685	100.0	—	95.9	2.6	1.4	—	—	0.1
69. <i>Oil &amp; Natural Gas Commission, Dehradun (U.P.)</i>	22,563	100.0	—	7.6	0.2	87.6	2.7	0.4	1.5
70. Cochin Refineries Ltd., Cochin (Kerala)	424	100.0	—	96.7	1.9	—	—	1.4	—
71. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu)	506	100.0	—	86.2	0.4	4.1	—	8.5	0.8
TOTAL	37,968	100.0	—	41.0	0.7	55.3	1.7	0.4	0.9

## IX. PORTS AND DOCKS

72. Kandla Port Trust, Gandhidham, Kutch, (Gujarat)	3,324	100.0	—	23.5	2.9	43.4	28.4	—	1.8
73. Madras Port Trust, Madras-1, (Tamil Nadu)	12,160	82.4	17.6	72.9	0.7	20.3	4.4	1.7	—
74. Mormugao Port Trust, Mormugao (Goa)	2,607	100.0	—	46.4	—	38.6	14.9	0.1	—

\*\*Includes Permanent, Probationers and Temporary.

\*Break up of Permanent, Probationers and Temporary have not been given.

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1	2	3	4	5	6	7	8	9	10	11
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	10,690	82.1	17.9	47.6	11.3	17.5	5.4	0.4	17.8
76.	Kandla Dock Labour Board, Kandla	702	—	100.0	64.1	—	8.8	27.1	—	—
	<b>TOTAL</b>	29,483	83.9	16.1	55.6	4.7	23.2	8.9	0.9	6.7

#### X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES

77.	Government of India Press, Simla (H.P.)	689	100.0	—	89.8	—	5.5	—	4.7	—
	<b>TOTAL</b>	689	100.0	—	89.8	—	5.5	—	4.7	—

#### XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS:

78.	<i>Rehabilitation Industries Corporation Ltd., Calcutta (W.B.)</i>	2,716	49.3	50.7	Break up not furnished.	—	—	—	—	—
(a)	Automobile Workshop, Behala, Calcutta (West Bengal)	27	96.3	3.7	100.0	—	—	—	—	—
(b)	Gayeshpur Production Centre Unit, Gayeshpur, Dist. Nadia (W.B.)	270	—	100.0	100.0	—	—	—	—	—
(c)	Cast Iron Foundry, Durgapur, Burdwan (W.B.)	67	100.0	—	100.0	—	—	—	—	—
(d)	Electrical Ancillary Unit, Calcutta (West Bengal)	55	100.0	—	100.0	—	—	—	—	—
(e)	Fruit Canning Unit, Bon Hooghly (I.E.) Calcutta (W.B.)	31	3.2	96.8	100.0	—	—	—	—	—
(f)	Garment Factory, Calcutta, (West Bengal)	20	85.0	15.0	100.0	—	—	—	—	—
(g)	Leather Works, Calcutta (W.B.)	78	100.0	—	100.0	—	—	—	—	—
(h)	Sheet Metal Unit, BonHooghly, Calcutta (W.B.)	87	100.0	—	100.0	—	—	—	—	—
(i)	Maida Silk Factory, Malda	98	7.2	92.8	100.0	—	—	—	—	—
(j)	Sukumar Engineering Works, Calcutta (West Bengal)	15	100.0	—	100.0	—	—	—	—	—
(k)	Teharpur Production Centre, Teharpur, Nadia (W.B.)	391	8.8	91.2	100.0	—	—	—	—	—
(l)	K.B.M. Production Centre, Chakadak, Nadia	315	1.3	98.7	100.0	—	—	—	—	—
(m)	Habra Production Centre, Habra, 24 Parganas, Malda	252	12.3	87.7	11.0	—	87.9	1.1	—	—
(n)	Jugdalur Sleeper Factory, Jugdalur, (M.P.)	84	100.0	—	100.0	—	—	—	—	—
(o)	Automobile and Fuel and Service Station, Behala (W.B.)	28	96.4	3.6	100.0	—	—	—	—	—
(p)	Tent Making Unit, Behala, I.E. Calcutta (West Bengal)	14	78.6	21.4	100.0	—	—	—	—	—
(q)	Textile Processing Unit, Calcutta (West Bengal)	128	90.6	9.4	100.0	—	—	—	—	—
(r)	Wood Works, Calcutta (W.B.)	24	87.5	12.5	100.0	—	—	—	—	—
(s)	Ceramic Factory, Raighat, Nadia (W.B.)	15	100.0	—	100.0	—	—	—	—	—
79.	Central Warehousing Corporation, New Delhi-16	3,173	100.0	—	—	—	100.0	—	—	—
	<b>TOTAL</b>	7,888	74.3	25.7	38.7	—	61.3	—	—	—

#### XII. SHIP BUILDING & REPAIRING

80.	Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.)	5,561	100.0	—	96.4	0.7	2.1	0.4	0.4	—
81.	Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)	8,175	100.0	—	67.2	—	—	23.2	9.6	—
82.	Goa Shipyard Ltd., Goa	975	66.5	33.5	56.5	—	17.9	15.7	9.9	—
	<b>TOTAL</b>	14,711	97.8	2.2	77.6	0.3	1.9	14.1	6.1	—

XIII. TRANSPORT, AVIATION AND SHIPPING

83. Air India, Bombay-1 (Maharashtra)				8,495	100-0		92-1	4-5	1-2		0-2	2-0
84. Central Inland Water Transport Corporation Ltd., Calcutta (W.B.)				5,437	100-0		87-9	0-4	5-6		5-8	0-3
85. Central Road Transport Corporation Ltd., Calcutta-1 (W.B.)				1,469	100-0		82-5	0-2	2-1	15-1	0-1	
86. Indian Airlines, New Delhi-1				14,804	100-0		97-1		2-6		0-3	
87. The Mogul Line Ltd., Bombay-1				789	100-0		29-4	1-4	5-0	63-1	1-1	
88. Shipping Corporation of India Ltd., Bombay (Maharashtra)				6,824	100-0		43-9	1-1	49-9		5-1	
89. Integral Coach Factory, Perambur, Madras-38				14,177	100-0		80-3	0-1	6-8	11-2	1-6	
90. <i>South Eastern Railway, Calcutta, West Bengal</i>												
(a) S.E. Railway, Workshops, Kharagpur				12,186	100-0		96-8				3-2	
(b) S.E. Railway, Narrow Gauge, Nagpur				1,112	100-0		95-0				5-0	
(c) S.E. Railway, Engineering Workshop, Sini (Bihar)				1,161	100-0		91-0				9-0	
(d) Electrical Workshops, Kharagpur				1,772	100-0		96-8				3-2	
91. Central Railway, Bombay				N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
92. South Central Railway, Secunderabad				1,44,299	100-0		59-2	0-1	8-9	31-5	0-3	
<b>TOTAL</b>				2,12,525	100-0		67-3	0-4	8-2	22-4	0-9	0-8

XIV. OTHERS

93. <i>Railway Protection Force, Central Railway, Bombay (Maharashtra)</i>				6,310								
94. C.P.W.D. Desert Cooler Workshop, New Delhi-1				17	100-0		58-9		41-1			
95. Government Medical Store, Calcutta-22 (West Bengal)				209	100-0		45-5		43-5	11-0		
96. Government Medical Store, Depot, Karnal (Haryana)				197	@							
97. Hindustan Steel Works Construction Ltd., Calcutta (West Bengal)				11,499	14-7	85-3	0-5	0-1	12-4	85-3	1-3	0-4
98. India Government Mint, Alipore, Calcutta (W.B.)				2,338	100-0		66-9		32-4	0-7		
99. India Government Mint, Bombay-1 (Maharashtra)				2,639	100-0		53-3		41-3	5-4		
100. India Government Silver Refinery Cell, Calcutta (W.B.)				404	100-0				90-6	9-4		
101. India Government Mint, Hyderabad-4 (Andhra Pradesh)				595	100-0		77-3		22-7			
102. Lube India Ltd., Bombay (Maharashtra)				152	100-0		95-1	2-0	2-9			
103. <i>Modern Bakeries (India) Ltd., New Delhi</i>												
(a) Naroda Unit, Industrial Estate, Ahmedabad				119	100-0		54-7	16-8		28-5		
(b) Bangalore Unit, Bangalore				142	100-0		45-7	33-2		21-1		
(c) Aarey Milk Unit, Bombay				234	100-0		60-7	1-7		37-6		
(d) Calcutta Unit, Calcutta				156	100-0		34-0		56-4	9-6		
(e) Cochin Unit, Cochin				105	100-0		98-1	1-9				

@There are no time rated and piece rated employees working in Govt. Medical Store Depot, Karnal.

	1	2	3	4	5	6	7	8	9	10	11
(f) New Delhi Unit, New Delhi			160	100.0	—	83.7	—	—	16.3	—	—
(g) Uppal Kalan Unit, Hyderabad			110	100.0	—	72.7	20.0	—	7.3	—	—
(h) Kanpur Unit, Kanpur (U.P.)			166	100.0	—	42.8	15.7	10.2	31.3	—	—
(i) Adyar Unit, Madras			123	100.0	—	43.0	30.9	1.6	21.3	—	3.2
104. National Buildings Construction Corporation Ltd., New Delhi			4,621	100.0	—	—	0.4	7.6	86.6	—	5.4
105. National Projects Construction Corporation Ltd., New Delhi			3,153	100.0	—	—	—	100.0	—	—	—
106. <i>National Small Industries Corporation Ltd., New Delhi</i>											
(a) P.T.C. Okhla, New Delhi			450	100.0	—	—	—	99.1	0.9	—	—
(b) P.T.C. Indo-Japanese, Howrah (W.B.)			212	100.0	—	100.0	—	—	—	—	—
(c) P.T.C. Rajkot (Gujarat)			457	100.0	—	91.6	2.4	—	6.0	—	—
107. Central Fisheries Corporation Ltd., Ahmedabad-16			10	100.0	—	50.0	—	—	50.0	—	—
108. Delhi Milk Scheme, New Delhi			1,972	100.0	—	31.4	2.9	49.7	—	15.9	0.1
109. Hindustan Housing Factory Ltd., New Delhi			1,870	100.0	—	83.1	2.1	—	14.0	0.8	—
110. Jute Corporation of India Ltd., Calcutta (West Bengal)			27	100.0	—	—	26.0	63.0	11.0	—	—
111. Indian Dairy Corporation, Baroda, Bombay			62	100.0	—	100.0	—	—	—	—	—
112. National Seeds Corporation of India Ltd., New Delhi			1,063	100.0	—	40.7	—	59.3	—	—	—
113. <i>State Farms Corporation of India Ltd., New Delhi</i>			70	100.0	—	—	—	100.0	—	—	—
(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore)			64	100.0	—	6.4	—	93.6	—	—	—
(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra			40	100.0	—	12.5	42.5	45.0	—	—	—
(c) Central State Farm, Chemgam, North Arcot, Tamil Nadu			9	100.0	—	22.2	66.7	—	11.1	—	—
(d) Central State Farm, Cannore			135	24.4	75.6	4.4	—	20.0	75.6	—	—
(e) Central State Farm, (Hirakud), Jharsuguda			44	100.0	—	—	100.0	—	—	—	—
(f) Central State Farm, Jestar			220	100.0	—	10.9	—	34.1	55.0	—	—
(g) Central State Farm, (Ludhiana)			83	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
(h) Central State Farm, Kokilabari, Assam			27	100.0	—	—	—	22.2	77.8	—	—
(i) Central State Farm, Hissar			315	100.0	—	2.2	6.0	21.7	67.6	—	2.5
114. Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi			*								
115. The Cotton Corporation of India Ltd., AIR Building, 12 Floor Nirman Road, Bombay			139	N.A.	N.A.	95.7	N.A.	4.3	N.A.	N.A.	N.A.
TOTAL			40,718	69.1	30.9	36.3	0.9	23.6	38.2	0.3	0.7

Information not received

\*The company do not have whole time employees. The work is carried out by the Officers and staff of ONGC on part-time basis.

**APPENDIX II**

**DISTRIBUTION OF EMPLOYEES ENGAGED IN PRODUCTION AND NON-PRODUCTION WORK AS ON JANUARY 1, 1972 IN VARIOUS UNITS.**

Sl. No.	Name of Industry/unit	Total No. of employees	Percentage of Employees engaged in			
			Production Work		Non-Production work	
			Managerial/Supervisory	Other employees	Managerial/Supervisory	Other employees
1	2	3	4	5	6	7
<b>I. CHEMICALS AND FERTILIZERS</b>						
<b>1. Fertilizer Corporation of India Ltd., New Delhi-2</b>						
(a)	Barauni Division, Barauni, Distt. Monghyr (Bihar)	871	25.9	31.6	6.8	35.7
(b)	Durgapur Division, Durgapur-11 Distt. Burdwan (West Bengal)	605	10.7	34.6	12.2	42.5
(c)	Gorakhpur Unit, Distt. Gorakhpur (U.P.)	2,172	5.6	46.7	7.5	40.2
(d)	Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	2,066	17.2	48.5	5.2	29.1
(e)	Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	3,791	5.9	58.5	2.8	32.8
(f)	P & D Division, Sindri Distt. Dhanbad (Bihar)	771	9.2	45.6	4.9	40.3
(g)	Ramagundam Division, Hyderabad	116	6.8	—	36.3	56.9
(h)	Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	3,884	9.3	40.5	4.5	45.7
(i)	Trombay Unit, Chembur, Bombay-74 (Maharashtra)	2,330	7.9	48.9	19.5	23.7
(j)	Talcher Division, Orissa	94	6.8	—	36.3	56.9
<b>2. Fertilizers and Chemicals, Travancore Ltd., Alwaye (Kerala)</b>						
	Udyogamandal Unit, Head Office and Marketing Division, Alwaye (Kerala)	6,947	14.4	61.9	7.2	16.5
<b>3. Hindustan Insecticides Ltd., New Delhi-3.</b>						
(a)	Alwaye Unit, Alwaye (Kerala)	1,017	6.9	69.8	3.6	19.7
(b)	New Delhi Unit, New Delhi					
<b>4. Hindustan Salts Ltd., Jaipur (Rajasthan)</b>						
(a)	Kharaghoda Salt Works, Kharaghoda (Gujarat)	653	0.5	73.2	0.9	25.4
(b)	Mandi Salt Mines, Mandi (H.P.)	131	77.2	1.5	21.3	—
(c)	Sambhar Salts Ltd., Jaipur (Rajasthan)	580	6.2	48.5	4.3	41.0
<b>5. Indian Drugs and Pharmaceuticals Ltd., New Delhi</b>						
(a)	Antibiotics Plant, Rishikesh (U.P.)	3,223	13.6	66.3	2.2	17.9
(b)	Surgical Instruments Plant, Madras (Tamil Nadu)	1,017	5.3	66.2	2.7	25.8
(c)	Synthetics Drugs Plant, Hyderabad (A.P.)	3,073	13.5	66.5	2.1	17.9
<b>6. Indian Rare Earths Ltd., Bombay (Maharashtra)</b>						
(a)	Head Office and Thorium Factory	238	5.0	59.2	8.0	27.8
(b)	Monazite Factory, Eloor, Alwaye (Kerala)	455	9.2	63.4	3.5	23.9
(c)	Mineral Division Plant I, Chavara, Quilon Distt. (Kerala)	440	9.5	63.4	4.8	22.3
(d)	Mineral Division Plant II, Manavalakurichi, Kanya Kumari Distt. (Tamil Nadu)	793	1.1	87.9	0.6	10.4
<b>7. Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra)</b>						
		2,307	8.8	63.7	2.8	24.7
<b>8. Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)</b>						
		936	51.3	—	45.5	3.2
<b>9. Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu)</b>						
		1,787	5.6	56.2	4.4	33.8

## APPENDIX II—Contd.

1	2	3	4	5	6	7
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra)	72	15.1	23.6	13.9	47.4
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)	854	12.8	8.9	63.3	15.0
12.	Pyrites, Phosphates & Chemicals Ltd., Distt. Shahabad, (Bihar)	364	9.1	79.6	0.8	10.5
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda	289	24.5	—	12.1	63.4
	<b>TOTAL</b>	<b>41,876</b>	<b>10.6</b>	<b>56.3</b>	<b>5.5</b>	<b>27.6</b>
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>						
14.	<i>Cement Corporation of India Ltd., New Delhi-1.</i>					
	(a) Bokajan Cement Works, Assam	30	—	—	23.3	76.7
	(b) Kurkunta Project, Distt. Gulbarga (Mysore)	11	*	*	9.0	91.0
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.)	678	7.9	66.2	3.2	22.7
15.	<i>The State Trading Corporation of India Ltd., New Delhi-1</i>					
	Wig India, Ambattur, Madras-1 (Tamil Nadu)	726	1.7	86.5	1.1	10.7
16.	The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra)	11	9.1	72.7	9.1	9.1
17.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)	2,421	3.4	81.6	2.1	12.9
	<b>TOTAL</b>	<b>3,877</b>	<b>3.8</b>	<b>79.0</b>	<b>2.3</b>	<b>14.9</b>
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING.</b>						
18.	<i>Bharat Heavy Electricals Ltd., New Delhi-1.</i>					
	(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.)	7,144	16.4	59.2	2.4	22.0
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (Andhra Pradesh)	5,926	10.2	42.1	5.8	41.9
	(c) Switchgear Unit, Hyderabad-32(A.P.)	674	7.6	37.7	11.7	43.0
	(d) Tiruvermbur Unit, Tiruchirapalli-14 (Tamil Nadu)	7,271	13.1	60.6	3.4	22.9
19.	<i>Hindustan Aeronautics Ltd., Bangalore-1 (Mysore) (Head Office)</i>	186	—	—	38.2	61.8
	(a) Bangalore Division, Bangalore-17 (Mysore)	21,070	12.8	61.2	5.2	20.8
	(b) Hyderabad Division, Hyderabad-37 (Andhra Pradesh)	2,384	11.2	66.9	3.3	18.6
	(c) Kanpur Division, Kanpur (U.P.)	3,719	20.7	65.4	—	13.9
	(d) Koraput Division, Koraput (Orissa)	2,787	4.6	32.3	15.9	47.2
	(e) Lucknow Division, Lucknow (U.P.)	525	18.7	49.1	5.0	27.2
	(f) Nasik Division, Nasik (Maharashtra)	6,126	13.2	64.9	2.7	19.2
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project Distt. Bilaspur (M.P.)	1,261	6.6	—	11.6	81.8
21.	Bharat Electronics Ltd., Bangalore-13 (Mysore)	12,114	14.8	54.3	2.5	28.4
22.	Bharat Heavy Plates & Vessels Ltd., Visahapatnam (A.P.)	1,453	54.2	—	43.4	2.4
23.	Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)	2,185	19.9	39.1	5.5	35.5
24.	Heavy Electronics (India) Ltd., Bhopal-22 (M.P.)	16,246	12.8	62.5	3.8	20.9
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu)	1,293	3.6	75.2	2.1	19.1
26.	Hindustan Cables Ltd., Burdwan, West Bengal	2,628	6.0	62.4	4.5	27.1
27.	Indian Telephone Industries Ltd., Naini (Allahabad)	376	3.7	60.5	25.8	10.0

\*Factory is Under Commissioning Stage.



APPENDIX II—*Contd.*

1	2	3	4	5	6	7
28.	Indian Telephone Industries Ltd., Bangalore-16 (Mysore)	14,480	3.1	66.9	1.8	28.2
29.	Instrumentation Ltd., Kota (Rajasthan)	1,352	10.5	45.8	9.9	33.8
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan)	757	7.8	67.1	1.7	23.4
31.	Praga Tools Ltd., Secunderabad-3 (A.P.)	1,837	5.9	76.0	1.5	16.6
32.	The National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (W.B.)	1,301	9.8	64.6	2.2	23.4
33.	Triveni Structurals Ltd., Naini, Allahabad (U.P.)	1,829	8.9	68.3	2.4	20.4
34.	Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore)	974	8.0	72.8	1.5	17.7
35.	<i>Bharat Earth Movers Ltd., Bangalore</i>					
	(a) Rail Coach Division	8,009	3.9	54.6	8.1	33.4
	(b) Earth Moves Division					
36.	Bridge Engineering Workshop, Assam	634	4.1	84.6	0.1	11.2
37.	Garden Reach Work Shop Ltd., Calcutta	6,382	5.5	72.8	3.2	18.5
38.	Bharat Dynamics Limited, Hyderabad-5 (A.P.)	203	12.3	34.0	5.9	47.8
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-1	29	—	—	55.2	44.8
40.	Bharat Pumps & Compressors Ltd., Allahabad	115	17.3	20.0	9.0	53.7
41.	<i>Hindustan Machine Tools Ltd., Bangalore</i>					
	(a) H.M.T. Head Office, Bangalore	394	—	—	52.3	47.7
	(b) H.M.T. Pinjore	2,356	15.7	72.8	1.4	10.1
	(c) H.M.T. Kalamassery	2,281	13.1	64.3	1.4	21.2
	(d) H.M.T. Hyderabad	2,159	29.8	55.5	1.1	13.6
	(e) H.M.T. (Press Division), Hyderabad	146	21.3	62.3	4.1	12.3
	(f) H.M.T. Watch Factory III, Srinagar	46	17.4	37.0	4.4	41.2
	(g) H.M.T. I & II, Bangalore	5,139	9.6	84.7	1.4	4.3
	(h) H.M.T. Watch Factory, Bangalore	1,467	6.2	80.1	2.4	11.3
	<b>TOTAL</b>	<b>1,47,258</b>	<b>10.8</b>	<b>60.6</b>	<b>4.2</b>	<b>24.4</b>
<b>V. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)</b>						
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra)	173	—	—	12.7	87.3
43.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra)	16	—	—	25.0	75.0
44.	Industrial Finance Corporation of India, New Delhi-1	478	—	—	28.9	71.1
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra)	614	—	—	36.5	63.5
46.	Lif Insurance Corporation of India, Bombay-1 (Maharashtra)	55,401	—	—	20.5	79.5
47.	National Industrial Development Corporation Ltd., New Delhi	374	—	—	—	100.0
48.	Reserve Bank of India, Bombay-1 (Maharashtra)	22,310	—	—	16.8	83.2
49.	State Bank of India, Bombay-1 (Maharashtra)	74,910	—	—	14.6	85.4
50.	Bank Note Press, (Project) Dewas, (M.P.)	44	—	—	20.5	79.5
	<b>TOTAL</b>	<b>1,54,320</b>	<b>—</b>	<b>—</b>	<b>17.1</b>	<b>82.9</b>

## APPENDIX II—Contd.

1	2	3	4	5	6	7
<b>V. IRON AND STEEL</b>						
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>					
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	84,278	4·7	83·4	0·8	11·1
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)					
	(c) Rourkela Steel Plant, Distt. Sundergarh (Orissa)					
	(d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (W.B.)					
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	12,826	—	—	8·8	91·2
	<b>TOTAL</b>	<b>97,104</b>	<b>4·1</b>	<b>72·3</b>	<b>1·9</b>	<b>21·7</b>
<b>VI. MINING (INCLUDING MINERALS)</b>						
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>					
	(a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (M.P.)	2,425	3·8	92·8	0·5	2·9
	(b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.)	152	15·8	78·9	0·7	4·6
	(c) Nandini Mines (Limestone Mines), Distt. Durg (M.P.)	2,082	2·4	93·9	0·4	3·3
54.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>					
	Central Coal Washeries Organisation, Dhanbad (Bihar)	2,562	2·3	58·7	1·9	37·1
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>					
	(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	4,321	6·3	66·0	3·8	23·9
	(b) Lead Smelter, Tundoo, Dhanbad (Bihar)					
	(c) Zawar Mines, Udaipur (Rajasthan)					
56.	Manganese Ore (India) Ltd., Nagpur (Maharashtra)	13,971	1·4	97·3	0·2	1·1
57.	<i>National Coal Development Corporation, Ranchi, Bihar</i>					
	(i) Argada Colliery, Distt. Hazaribagh (Bihar)	423	2·8	87·0	0·1	10·1
	(ii) Bachara Colliery, Distt. Hazaribagh (Bihar)	1,563	2·2	90·1	0·6	7·1
	(iii) Banki Colliery, Distt. Bilaspur (M.P.)	1,805	1·8	94·3	0·3	3·6
	(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	4,155	6·0	20·2	3·2	70·6
	(v) Churcha Colliery, Distt. Surguja (M.P.)	674	1·9	90·7	0·3	7·1
	(vi) Duman Hill Colliery, Distt. Bilaspur (M.P.)	825	6·6	47·2	2·6	43·6
	(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	2,819	0·8	81·2	15·4	2·6
	(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	3,333	2·6	86·0	0·7	10·7
	(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	2,453	2·2	95·8	0·6	1·4
	(x) Korba Colliery, Distt. Bilaspur (M.P.)	2,103	1·6	77·6	0·9	19·9
	(xi) Korea Colliery, Distt. Surguja (M.P.)	1,311	6·7	77·3	0·7	15·3
	(xii) Kurasia Colliery, Distt. Surguja (M.P.)	2,881	2·5	91·6	0·2	5·7
	(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	1,959	1·1	84·4	0·7	13·8
	(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	2,295	2·9	82·8	0·1	14·2
	(xv) South Balanda Colliery, Distt. Dehenkanal, (Orissa)	910	1·8	87·5	0·3	10·4
	(xvi) Swang Washiery Project, Distt. Hazaribagh, (Bihar)	131	7·6	63·4	3·8	25·2
	(xvii) Surakchhar Colliery Distt. Bilaspur (M.P.)	1,609	0·9	88·1	0·2	10·8
	(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)	2,034	0·8	89·9	0·6	8·7
	(xix) Manikpur Colliery, P.O. Manikpur Distt. Bilaspur	532	7·7	85·0	0·7	6·6
	(xx) Sayal 'D' Colliery, P.O. Sayal Distt. Hazaribagh, (Bihar)	2,551	1·8	91·9	0·5	5·8
	(xxi) Bistrampur Colliery, Distt. Surguja (M.P.)	1,606	1·9	87·3	0·2	10·6
	(xxii) Kathara Colliery, P.O. Kathara Distt. Hazaribagh, Bihar	1,090	1·4	69·1	0·4	29·1

## APPENDIX II—Contd.

1	2	3	4	5	6	7
(xxiii)	Umrer Colliery Distt. Nagpur . . . . .	624	5.1	77.8	1.6	15.5
(xxiv)	Silewara Colliery, Distt. Nagpur . . . . .	1,082	1.4	86.0	0.2	12.4
(xxv)	Jhingurda Colliery Distt. Sidhi (M.P.) . . . . .	726	6.8	71.0	2.7	19.5
(xxvi)	A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa) . . . . .	51	—	—	31.4	68.6
(xxvii)	Dy. Superintendent (O) Collieries (T & D) Talcher Distt. Dhenkanal (Orissa) . . . . .	12	16.7	—	83.3	—
(xxviii)	Dera Colliery Distt. Dhenkanal, Orissa . . . . .	8	—	—	25.0	75.0
(xxix)	Bokaro Colliery, P.O. Bermo, E. Rly. Distt. Hazaribagh, Bihar . . . . .	5,474	1.1	88.3	0.4	10.2
(xxx)	Kargali Coal Washery Distt. Hazaribagh, Bihar . . . . .	909	0.9	93.9	0.3	4.9
(xxxi)	Gorbi Project Distt. Sidhi (M.P.) . . . . .	87	12.6	48.3	—	39.1
(xxxii)	Central Electrical and Mechanical Workshop Korba Distt. Bilaspur . . . . .	411	7.1	80.3	1.2	11.4
(xxxiii)	Gidi 'C' Colliery P.O. Gidi 'C' Distt. Hazaribagh, Bihar . . . . .	583	2.7	72.1	2.7	22.5
(xxxiv)	Water Works P.O. Patratu Distt. Hazaribagh, Bihar . . . . .	54	7.3	59.3	2.0	31.4
(xxxv)	Gidi Coal Washery Project P.O. Gidi 'A' Colliery Distt. Hazaribagh, Bihar . . . . .	129	6.2	55.0	2.3	36.5
(xxxvi)	Bhurkunda Industrial Engineering Department, Bhurkunda . . . . .	17	—	—	58.8	41.2
58.	The Singareni Collieries Co. Ltd. (Andhra Pradesh) . . . . .	32,153	0.5	87.1	0.8	11.6
59.	National Mineral Development Corporation Ltd., Hyderabad (A.P.) . . . . .					
(a)	Doni Malai Iron Ore Project, Sandure (Mysore) . . . . .	819	11.2	71.9	1.7	15.2
(b)	Diamond Mining Project, Panna (M.P.) . . . . .	2,001	1.5	76.9	0.4	21.2
(c)	Bailadila Iron Ore Project Deposit No. 14, Distt. Bastar (M.P.) . . . . .	1,543	5.8	62.1	2.7	29.4
(d)	Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.) . . . . .	752	5.6	37.5	6.5	50.4
(e)	Kiriburu Iron Ore Mines, Distt. Singhbhum, (Bihar) . . . . .	1,374	6.1	67.5	3.1	23.3
(f)	Kudremukha Iron Ore Project, Mysore . . . . .	268	—	—	10.8	89.2
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore) . . . . .	13,294	6.2	81.2	0.8	11.8
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu) . . . . .	17,744	13.4	43.9	5.3	37.4
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar) . . . . .	2,419	4.7	71.9	1.7	21.7
63.	Hindustan Copper Ltd., Calcutta . . . . .					
(a)	Khetri Copper Ltd., Jhunjhunu, (Rajasthan) . . . . .	4,604	9.4	80.4	1.2	9.0
(b)	Agnigundla Copper Lead Project Vinukonda P.O. Vinukonda Taluk, Guntur . . . . .	464	11.2	81.1	1.5	6.2
64.	Hindustan Latex Ltd., Trivandrum, Kerala . . . . .	470	79.6	9.3	8.7	2.4
	TOTAL . . . . .	1,52,647	4.1	77.7	1.5	16.7
VII. PAPER AND PAPER PRODUCTS						
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi . . . . .	32	—	—	19.0	81.0
66.	Security Paper Mill, Hoshangabad (M.P.) . . . . .	1,115	7.1	75.4	1.8	15.7
67.	The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.) . . . . .	2,051	6.5	49.6	2.7	41.2
	TOTAL . . . . .	3,198	6.6	58.2	2.6	32.6

## APPENDIX II—Contd.

1	2	3	4	5	6	7
<b>VIII. PETROLEUM AND REFINING</b>						
<b>68. A. Indian Oil Corporation Ltd., (Refinery Division)</b> <i>New Delhi-1</i>						
(a)	Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	2,830	6.9	73.1	1.4	18.6
(b)	Gauhati Refinery, Gauhati, Assam	1,263	8.6	65.0	2.1	24.3
(c)	Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	1,528	10.2	65.3	2.5	22.0
(d)	Haldia Refinery, Haldia	140	25.0	25.7	10.0	39.3
<b>B. Indian Oil Corporation Ltd., (Marketing Division)</b> <i>Bombay (Maharashtra)</i>						
69.	Oil & Natural Gas Commission, Dehradun (U.P.)	21,525	N.A.	N.A.	N.A.	N.A.
70.	Cochin Refineries Ltd., Cochin (Kerala)	418	14.1	56.7	8.4	20.8
71.	Madras Refineries Ltd., Manali Distt. Chingleput (Tamil Nadu)	463	20.9	51.2	4.5	23.4
<b>TOTAL</b>		<b>36,852</b>	<b>62.4</b>	<b>21.7</b>	<b>4.2</b>	<b>11.7</b>
<b>IX. PORTS AND DOCKS</b>						
72.	Kandla Port Trust, Gandhidham, Kutch (Gujarat)	2,556	5.8	74.5	1.8	17.9
73.	Madras Port Trust, Madras-1 (Tamil Nadu)	2,783	—	—	12.0	88.0
74.	Murmugao Port Trust, Murmugao (Goa)	2,222	5.0	41.7	4.8	48.5
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	10,690	—	—	7.8	92.2
76.	Kandla Dock Labour Board, Kandla	702	—	97.5	0.3	2.2
<b>TOTAL</b>		<b>18,953</b>	<b>1.3</b>	<b>18.5</b>	<b>7.2</b>	<b>73.0</b>
<b>X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES</b>						
77.	Government of India Press, Simla (H.P.)	657	4.2	77.9	1.9	16.0
<b>TOTAL</b>		<b>657</b>	<b>4.2</b>	<b>77.9</b>	<b>1.9</b>	<b>16.0</b>
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>						
<b>78. Rehabilitation Industries Corporation Ltd., Calcutta</b> <i>(West Bengal)</i>						
(a)	Automobile Workshops, Behala, Calcutta (W.B.)	27	3.7	85.2	3.7	7.4
(b)	Gayeshpur Production Centre, Gayeshpur, Distt. Nadia, (W.B.)	287	0.7	94.1	0.3	4.9
(c)	Cast Iron Foundry, Durgapur, Burdwan (W.B.)	76	1.3	88.2	2.6	7.9
(d)	Electrical Ancillary Unit, Calcutta (W.B.)	61	3.4	90.0	—	6.6
(e)	Fruit Canning Unit, Bon-Hooghly (I.E.) Calcutta (W.B.)	40	7.5	77.5	2.5	12.5
(f)	Garment Factory, Calcutta (W.B.)	29	17.3	68.9	—	13.8
(g)	Leather Works, Calcutta (W.B.)	87	2.3	89.6	1.1	7.0
(h)	Sheet Metal Unit, Bon-Hooghly Industrial Estate, Calcutta-35 (W.B.)	102	5.9	85.3	1.0	7.8
(i)	Malda Silk Factory, Malda	114	1.8	86.0	0.9	11.3
(j)	Sukumar Engineering Works, Calcutta (W.B.)	100	5.0	83.0	2.0	10.0
(k)	Teharpur Production Centre, Teharpur, Nadia (W.B.)	414	0.5	94.5	0.2	4.8
(l)	K.B.M. Production Centre, Chakadak, Nadia	335	0.3	94.0	0.3	5.4
(m)	Habra Production Centre, Habra, 24-Parganas, Malda	272	1.1	89.0	1.1	8.8
(n)	Jugdarpur Steeper Factory, Jugdarpur Bastar (M.P.)	110	0.9	76.4	—	22.7
(o)	Automobiles and Fuel and Service Station, Behala	32	3.1	87.5	—	9.4

## APPENDIX II—Contd.

1	2	3	4	5	6	7
(p) Tent Making Unit, Behala, I.E. Calcutta (W.B.)		18	5.6	77.7	5.6	11.1
(q) Textile Processing Unit, Calcutta (W.B.)		144	1.4	88.9	0.7	9.0
(r) Wood Works, Calcutta (W.B.)		29	6.9	82.7	3.5	6.9
(s) Ceramic Factory, Raighat, Nadia (W.B.)		27	3.7	55.6	—	40.7
79. Central Warehousing Corporation, New Delhi-16		3,173	—	—	94.5	5.5
<b>TOTAL</b>		<b>8,188</b>	<b>0.8</b>	<b>52.9</b>	<b>3.6</b>	<b>42.7</b>
<b>XII. SHIP BUILDING AND REPAIRING</b>						
80. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.)		5,561	9.7	73.2	1.7	15.4
81. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)		8,175	3.6	86.2	0.7	9.5
82. Goa Shipyard Ltd., Goa		878	2.5	93.4	0.7	3.4
<b>TOTAL</b>		<b>14,614</b>	<b>5.8</b>	<b>81.7</b>	<b>1.1</b>	<b>11.4</b>
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>						
83. Air India, Bombay-1 (Maharashtra)		8,495	7.1	15.0	27.3	50.6
84. Central Inland Water Transport Corporation Ltd., Calcutta (W.B.)		5,437	3.4	81.1	1.2	14.3
85. Central Road Transport Corporation Ltd., Calcutta-1 (W.B.)		1,469	0.9	77.5	0.9	20.7
86. Indian Airlines, New Delhi-1		14,759	4.6	28.5	4.4	62.5
87. The Mogul Line Ltd., Bombay-1		789	—	—	21.1	78.9
88. Shipping Corporation of India Ltd., Bombay (Maharashtra)		6,824	32.4	49.8	2.8	15.0
89. Integral Coach Factory, Perambur, Madras-38		12,429	8.1	66.2	4.1	21.6
90. South Eastern Railway, Calcutta (West Bengal)						
(a) S.E. Railway Workshops, Kharagpur, Distt. Midnapore (W.B.)		11,790	6.8	83.6	1.3	8.3
(b) S.E. Narrow Gauge, Nagpur, Moti Bagh, Kampotee Road, P.O. Bezonbagh, Nagpur-4		1,056	8.0	83.2	1.0	7.8
(c) S.E. Railway Engineering Workshop, At & P.O. Sini Distt. Singhbhum (Bihar)		1,056	6.5	87.7	0.3	5.5
(d) Electrical Workshop, Kharagpur, Distt. Midnapore (W.B.)		1,716	8.9	84.0	0.4	6.7
91. Central Railway, Bombay		N.A.	N.A.	N.A.	N.A.	N.A.
92. South Central Railway, Secunderabad		98,291	—	—	4.9	95.1
<b>TOTAL</b>		<b>1,64,111</b>	<b>3.5</b>	<b>21.8</b>	<b>5.4</b>	<b>69.3</b>
<b>XIV. OTHERS</b>						
93. Railway Protection Force, Central Railway, Bombay, (Maharashtra)		6,310	—	—	5.1	94.9
94. CPWD Desert Cooler Workshop, New Delhi-1		2	—	—	100.0	—
95. Government Medical Store, Calcutta-2 (W.B.)		341	—	—	5.6	94.4
96. Government Medical Store Depot, Karnal (Haryana)		197	—	—	6.1	93.9
97. Hindustan Steel Works Construction Ltd., Calcutta		11,379	2.7	86.1	0.3	10.9
98. India Government Mint, Alipore, Calcutta		2,325	4.8	80.5	1.3	13.4
99. India Government Mint, Bombay-1 (Maharashtra)		2,639	4.8	85.5	0.6	9.1

## APPENDIX II—Contd.

1	2	3	4	5	6	7
100.	India Government Silver Refinery Cell, Calcutta	515	3.3	73.0	1.4	22.3
101.	India Government Mint, Hyderabad-4 (A.P.)	595	1.0	79.0	1.6	18.4
102.	Lube India Ltd. Bombay, Maharashtra	148	16.2	60.1	12.9	10.8
103.	<i>Modern Bakeries (India) Ltd., New Delhi</i>					
	(a) Naroda Unit, Industrial Estate, Ahmedabad	104	1.9	35.6	2.8	59.7
	(b) Bangalore Unit, Bangalore	142	4.9	64.1	6.4	24.6
	(c) Aarey Milk Unit, Bombay	75	5.3	78.7	5.3	10.7
	(d) Calcutta Unit, Calcutta	156	45.5	23.1	18.6	12.8
	(e) Cochin Unit, Cochin	105	2.8	35.2	6.7	55.3
	(f) New Delhi Unit, New Delhi	135	5.9	40.7	2.9	50.5
	(g) Uppal Katan Unit, Hyderabad	102	6.8	64.8	0.9	27.5
	(h) Kanpur Unit, Kanpur (U.P.)	105	2.9	66.7	1.9	28.5
	(i) Adyar Unit, Madras	97	3.2	26.8	10.1	59.9
104.	National Buildings Construction Corporation Ltd., New Delhi	543	1.1	29.6	5.5	63.8
105.	National Projects Construction Corporation Ltd., New Delhi	3,155	—	77.6	13.4	9.0
105.	<i>National Small Industries corporation Ltd., New Delhi</i>					
	(i) P.T.C., Okhla, New Delhi	446	10.1	51.1	2.7	36.1
	(ii) P.T.C., Indo-Japanese, Howrah (W.B.)	430	10.3	48.8	2.5	38.4
	(iii) P.T.C., Rajkot (Gujarat)	212	13.2	41.1	2.8	42.9
107.	Central Fisheries Corporation Ltd., Ahmedabad-16	10	—	—	10.0	90.0
108.	Delhi Milk Scheme, New Delhi	1,655	1.9	11.3	1.0	85.8
109.	Hindustan Housing Factory Ltd., New Delhi	1,865	1.3	83.4	0.9	14.4
110.	Jute Corporation of India, Calcutta	25	N.A.	N.A.	N.A.	N.A.
111.	Indian Dairy Corporation, Baroda, Bombay	62	—	—	32.7	67.3
112.	National Seeds Corporation of India Ltd., New Delhi	1,063	7.2	44.7	4.1	44.0
113.	<i>State Farm Corporation of India Ltd., New Delhi</i>	70	—	—	24.3	75.7
	(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore)	64	9.4	67.2	3.1	20.3
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra	40	15.0	62.5	7.5	15.0
	(c) Central State Farm, Chemgam, North Arcot, Tamil Nadu	9	N.A.	N.A.	N.A.	N.A.
	(d) Central State Farm, Cannore	135	2.9	88.3	2.2	6.6
	(e) Central State Farm (Hirakud) Jharauguda	44	4.5	47.7	2.3	45.5
	(f) Central State Farm, Jesar	220	4.5	76.8	2.8	15.9
	(g) Central State Farm, (Ludhiana)	83	7.3	66.3	2.4	24.0
	(h) Central State Farm (Kakilabari), Assam	27	7.4	70.4	3.2	19.0
	(i) Central State Farm, Hissar	71	12.7	46.5	11.2	29.6
114.	Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi		*No information			
115.	The Cotton Corporation of India Ltd., AIR Building, 12 Floor, Nirman Road, Bombay	139	—	—	11.5	88.5
	TOTAL	35,840	9.4	52.4	3.3	34.9

\*The company do not have whole time employees, the work is carried out by the Officers and staff of Oil and Natural Gas Commission on part time basis.

APPENDIX III  
NAMES OF UNITS EMPLOYING CONTRACT LABOUR

Sl. No.	Name of Industry/Unit	No. of contract labour employed as on 1-1-72
1	2	3
<b>CHEMICALS AND FERTILIZERS</b>		
1.	<i>Fertilizer Corporation of India Ltd., New Delhi-3</i>	
	(a) Durgapur Division, Durgapur-11 Distt. Burdwan (West Bengal)	40 (approximately)
	(b) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	120—125
	(c) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	7 to 10 (Not on regular basis)
	(d) Trombay Unit, Chembur, Bombay-74 (Maharashtra)	215
	(e) Talcher Division, Orissa	600
2.	<i>Fertilizers and Chemicals Travancore Ltd., Alwaye (Kerala)</i>	
	Udyogamandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala)	996
3.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>	
	(a) Kharaghoda Salt Works, Kharaghoda (Gujarat)	122
	(b) Sambhar Salts Ltd., Jaipur (Rajasthan)	302
4.	<i>Indian Drugs and Pharmaceuticals Ltd., New Delhi</i>	
	Synthetics Drugs Plant, Hyderabad (A.P.)	60
5.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>	
	(a) Mineral Division Plant I Chavara, Quilon Distt. (Kerala)	1500
	(b) Mineral Division Plant II, Manavalakurichi Plants, Kanya Kumari Distt. (Tamil Nadu)	178
6.	<i>Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)</i>	511
<b>I. COMMERCIAL AND TRADING INSTITUTIONS</b>		
7.	<i>Cement Corporation of India Ltd., New Delhi</i>	
	Mandhar Cement Factory, Distt. Raipur (M.P.)	540
8.	<i>The State Trading Corporation of India Ltd., New Delhi-1</i>	
	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)	51
<b>II. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>		
9.	<i>Bharat Heavy Electricals Ltd., New Delhi-1</i>	
	Tiruverumber Unit, Tiruchirapalli-14 (Tamil Nadu)	50
10.	<i>Hindustan Aeronautics Ltd., Head Office, Bangalore (Mysore)</i>	
	(a) Bangalore Division, Bangalore	442
	(b) Koraput Division, Koraput (Orissa)	5
11.	<i>Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)</i>	N.A.
12.	<i>Bharat Heavy Plates &amp; Vessels Ltd., Vishakhapatnam (A.P.)</i>	98
13.	<i>Bharat Earth Movers Ltd., Bangalore</i>	
	(a) Rail Coach Division	26
	(b) Earth Movers Division	100
14.	<i>Garden Reach Work Shop Ltd., Calcutta</i>	192
15.	<i>Hindustan Machine Tools Ltd., Bangalore</i>	
	H.M.T. I & II, Bangalore	80
<b>V. FINANCIAL INSTITUTIONS, (INCLUDING BANKS &amp; INSURANCE)</b>		
16.	<i>Reserve Bank of India, Bombay-1 (Maharashtra)</i>	N.A.

## APPENDIX III—Contd.

1	2	3
<b>V. IRON AND STEEL</b>		
17.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>	
	(a) Bhilai Steel Plant, Bhilai, Durg (M.P.)	10,241
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)	3,666
	(c) Rourkela Steel Plant, Distt. Sundergarh (Orissa)	5,174
	(d) Alloy Steels Plant, Durgapur-8 Distt. Burdwan (W.B.)	182
<b>VI. MINING (INCLUDING MINERALS)</b>		
18.	Hindustan Zinc Ltd., Udaipur (Rajasthan)	762
19.	Manganese Ore (India) Ltd., Nagpur (Maharashtra)	6,821 (Mining)
20.	<i>National Coal Development Corporation Ltd., Ranchi, Bihar</i>	
	(i) Banki Colliery, Distt. Bilaspur (M.P.)	N.A.
	(ii) B'rukunda Colliery, Distt. Hazaribagh (Bihar)	N.A.
	(iii) B'isrampur Colliery, Distt. Surguja (M.P.)	200
	(iv) B'okaro Colliery, Distt. Hazaribagh (Bihar)	322
	(v) Chur'cha Colliery, Distt. Surguja (M.P.)	251 (Approx.)
	(vi) Central E. & M. Workshop, Korba, Distt. Bilaspur (M.P.)	35
	(vii) Daulbera Colliery, Distt. Dhenkanal (Orissa)	155
	(viii) Gorbi Project, Distt. Sidhi (M.P.)	100
	(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	50
	(x) Jhingurda Colliery, Distt. Sidhi (M.P.)	250
	(xi) Korba Colliery, Distt. Bilaspur (M.P.)	30
	(xii) Kurasia Colliery, Distt. Surguja (M.P.)	84
	(xiii) Kathara Colliery, Distt. Hazaribagh (Bihar)	590
	(xiv) Kargali Coal Washery, Distt. Hazaribagh	400
	(xv) Manikpur Colliery, Distt. Bilaspur (M.P.)	15 (about)
	(xvi) Saunda Colliery, Distt. Hazaribagh (Bihar)	185
	(xvii) Swang Colliery, Distt. Hazaribagh (Bihar)	100
	(xviii) Swang Washery Project, Distt. Hazaribagh (Bihar)	50
	(xix) Silewara Colliery, Distt. Nagpur	N.A.
	(xx) Talchar Colliery, Distt. Dhenkanal (Orissa)	182
	(xxi) Umrer Colliery, Distt. Nagpur	300
21.	The Singareni Collieries Co. Ltd. (A.P.)	440
22.	<i>National Mineral Development Corporation Ltd., New Delhi</i>	
	(a) Doni Malai Iron Ore Project, Sandure (Mysore)	1,742
	(b) Bailadila Iron Ore Project Deposit No. 14, Distt. Bastar (M.P.)	4,493
	(c) Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	906
23.	Bharat Gold Mines Ltd., Oorgaum (Mysore)	38
24.	Neyveli Lignite Corporation, Neyveli Distt. South Arcot (Tamil Nadu)	909
25.	<i>Hindustan Copper Ltd., Calcutta</i>	
	Khetri Copper Ltd., Jhunjhunu (Rajasthan)	3,819
<b>VII. PAPER AND PAPER PRODUCTS</b>		
25.	The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.)	297 (Approx.)
<b>VIII. PETROLEUM AND REFINING</b>		
27. A.	<i>Indian Oil Corporation Ltd. (Refinery Division), New Delhi-1</i>	
	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	678
	(b) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	75
B.	Indian Oil Corporation Ltd. (Marketing Division), Bombay (Maharashtra)	222



## APPENDIX III—Contd.

1	2	3
	28. Oil & Natural Gas Commission, Dehradun (U.P.)	939
	29. Cochin Refineries Ltd., Cochin (Kerala)	18 (daily average in two shifts)
	30. Madras Refineries Ltd., Manali, Distt. Chingleput Madras (Tamil Nadu)	N.A.
IX.	PORTS AND DOCKS	
	31. Kandla Port Trust, Gandhidham, Kutch (Gujarat)	295
X.	SHIP BUILDING & REPAIRING	
	32. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.)	573
XI.	TRANSPORT, AVIATION AND SHIPPING	
	33. Indian Airlines, New Delhi-1	200
	34. The Mogul Line Ltd., Bombay-1	3 (per Shift)
	35. South Central Railway, Secunderabad	15,686
XII.	OTHERS	
	36. Lube India Ltd., Bombay	11
	37. Modern Bakeries (India) Ltd., New Delhi Kanpur Unit, Kanpur (U.P.)	3
	38. National Buildings Construction Corporation Ltd., New Delhi	2,590

APPENDIX IV  
NAMES OF UNITS HAVING PERSONNEL DEPARTMENT/WELFARE OFFICERS

S. No.	Name of Industry/Unit	Units having	
		Personnel Department	Welfare Officers
1	2	3	4
<b>I. CHEMICALS AND FERTILIZERS</b>			
1.	<i>Fertilizer Corporation of India Ltd., New Delhi-3</i>		
	(a) Barauni Division, Barauni, Distt. Monghyr (Bihar)	Yes.	No.
	(b) Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal)	Yes.	No.*
	(c) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	Yes.	Yes.
	(d) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	Yes.	Yes.
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	Yes.	Yes.
	(f) P & D Division, Sindri Distt. Dhanbad, (Bihar)	Yes.	No.
	(g) Ramagundam Division, Hyderabad	Yes.	No.*
	(h) Sindri Unit, Sindri, Distt. Dhanbad, Bihar	Yes.	Yes.
	(i) Trombay Unit, Chembur, Bombay-74, Maharashtra	Yes.	Yes.
	(j) Talcher Division, Orissa	Yes.	Yes.
2.	<i>Fertilizers and Chemicals Travancore Ltd., Alwaye (Kerala)</i>		
	Udyogamandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala)	Yes.	Yes.
3.	<i>Hindustan Insecticides Ltd., New Delhi-3</i>		
	(a) Alwaye Unit, Alwaye (Kerala)	Yes.	Yes.
	(b) New Delhi Unit, New Delhi	Yes.	Yes.
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>		
	(a) Kharaghoda Salt Works, Kharaghoda, (Gujarat)	No.	No.
	(b) Mandi Salts Mines, Mandi (H.P.)	No.	No.
	(c) Sambhar Salts Ltd., Jaipur (Rajasthan)	No.	No.
5.	<i>Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi</i>		
	(a) Antibiotics Plant, Rishikesh (U.P.)	Yes.	Yes.
	(b) Surgical Instruments Plant, Madras (Tamil Nadu)	Yes.	No.**
	(c) Synthetics Drugs Plant, Hyderabad (A.P.)	Yes.	Yes.
6.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>		
	(a) Head Office and Thorium Factory	Yes.	No. %
	(b) Monazite Factory, Eloor, Alwaye (Kerala)	Yes.	No.
	(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala)	Yes. @	No.
	(d) Mineral Division Plant II, Manavalakurichi, Kanya Kumari Distt. (Tamil Nadu)	Yes. f	No.
7.	Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra)	Yes.	Yes.
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)	Yes.	Yes.
9.	Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu).	Yes.	Yes.
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra)	Yes.	Yes.
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)	Yes.	Yes.
12.	Pyrites, Phosphates & Chemicals Ltd., Distt. Shahabad, (Bihar)	No. †	No.
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda	Yes.	No.

\*Personnel Officers function as Welfare Officers.

\*\*Administrative Officer functions as Welfare Officer.

%Assistant Personnel Officer and Administrative Officer look after the welfare work.

@Personnel Department is under the charge of Administrative Officer.

f Personnel Department is under the charge of Assistant Personnel Officer and the Administrative Officer.

†A full-fledged personnel department has not been established, since the project is in the initial stage. However, the administrative officer looks day-to-day administrative and other work.

## APPENDIX IV—Contd.

1	2	3	4
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>			
14.	<i>Cement Corporation of India Ltd., New Delhi</i>		
	(a) Bokajan Cement Works, Assam . . . . .	No	No
	(b) Kurkunta Project, Distt. Gulbarga (Mysore) . . . . .	Yes	No
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.) . . . . .	Yes	Yes
15.	<i>The State Trading Corporation of India Ltd., New Delhi-1.</i>		
	Wig India, Ambattur, Madras-1 (Tamil Nadu) . . . . .	Yes	Yes
16.	<i>The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra)</i>	No	No
17.	<i>Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)</i>	Yes	Yes
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>			
18.	<i>Bharat Heavy Electricals Ltd., New Delhi-1</i>		
	(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.) . . . . .	Yes	No
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.) . . . . .	Yes	Yes
	(c) Switchgear Unit, Hyderabad-32 (A.P.) . . . . .	Yes	No
	(d) Tiruverumbur Unit, Tiruchirapalli-14 (Tamil Nadu) . . . . .	Yes	No@
19.	<i>Hindustan Aeronautics Ltd., (Head Office) Bangalore-1 (Mysore)</i>	N.A.	N.A.
	(a) Bangalore Division, Bangalore-17 (Mysore) . . . . .	Yes	Yes
	(b) Hyderabad Division, Hyderabad-37 (A.P.) . . . . .	Yes	Yes
	(c) Kanpur Division, Kanpur (U.P.) . . . . .	Yes	Yes
	(d) Koraput Division, Koraput (Orissa) . . . . .	Yes	Yes
	(e) Lucknow Division, Lucknow (U.P.) . . . . .	Yes	No
	(f) Nasik Division, Nasik (Maharashtra) . . . . .	Yes	Yes
20.	<i>Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)</i>	Yes	N.A.
21.	<i>Bharat Electronics Ltd., Bangalore-13 (Mysore)</i>	Yes	Yes
22.	<i>Bharat Heavy Plates &amp; Vessels Ltd., Vishakhapatnam (A.P.)</i>	Yes	Yes
23.	<i>Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)</i>	Yes	Yes
24.	<i>Heavy Electicals (India) Ltd., Bhopal-22 (M.P.)</i>	Yes	Yes
25.	<i>Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu)</i>	Yes	Yes
26.	<i>Hindustan Cables Ltd., Burdwan, West Bengal</i>	Yes	No
27.	<i>Indian Telephone Industries, Ltd., Naini (Allahabad)</i>	N.A.	No
28.	<i>Indian Telephone Industries Ltd., Bangalore-16 (Mysore)</i>	Yes	Yes
29.	<i>Instrumentation Ltd., Kota (Rajasthan)</i>	Yes	No*
30.	<i>Machine Tools Corporation of India Ltd., Ajmer (Rajasthan)</i>	Yes	No
31.	<i>Praga Tools Ltd., Secunderabad-3 (A.P.)</i>	Yes%	Yes
32.	<i>The National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (W.B.)</i>	No	Yes
33.	<i>Triveni Structurals Ltd., Naini, Allahabad (U.P.)</i>	Yes	Yes
34.	<i>Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore)</i>	Yes	Yes
35.	<i>Bharat Earth Movers Ltd., Bangalore</i>		
	(a) Rail Coach Division . . . . .	Yes	Yes
	(b) Earth Movers Division . . . . .	Yes	Yes
36.	<i>Bridge Engineering Workshop, Assam</i>	N.A.	No
37.	<i>Garden Reach Workshop Ltd., Calcutta</i>	Yes	Yes

@Personnel Officer functions as Welfare Officer.

\* Senior Personnel Officer is also looking after the duties of Labour and Welfare Officer.

%Administrative Officer heads the Personnel Department.

## APPENDIX IV—Contd.

1	2	3	4
38.	Bharat Dynamics Limited, Hyderabad-5 (A.P.)	Yes	Yes (Asstt. L.W.O.)
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-1	Yes*	No
40.	Bharat Pumps & Compressors Ltd., Allahabad	Yes	No
41.	<i>Hindustan Machine Tools, Ltd., Bangalore</i>		
(a)	H.M.T. Head Office, Bangalore	Yes	N.A.
(b)	H.M.T. Pinjore	Yes	Yes
(c)	H.M.T. Kalamassery	Yes	Yes
(d)	H.M.T. Hyderabad	Yes	Yes
(e)	H.M.T. (Press Division) Hyderabad	Yes	No
(f)	H.M.T. Watch Factory III, Srinagar	Yes	No
(g)	H.M.T. I & II, Bangalore	Yes	Yes
(h)	H.M.T. Watch Factory, Bangalore	Yes	Yes
IV.	FINANCIAL INSTITUTIONS (INCLUDING BANKS & INSURANCE)		
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra)	No	No
43.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra)	No	No
44.	Industrial Finance Corporation of India, New Delhi-1	Yes	No
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra)	N.A.	N.A.
46.	Life Insurance Corporation of India, Bombay-1 (Maharashtra)	Yes	No
47.	National Industrial Development Corporation Ltd., New Delhi	No	No
48.	Reserve Bank of India, Bombay-1 (Maharashtra)	Yes	N.A.
49.	State Bank of India, Bombay-1 (Maharashtra)	Yes	No
50.	Bank Note Press, (Project) Dewas, M.P.	No	No
V.	IRON AND STEEL		
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>		
(a)	Bhilai Steel Plant, Bhilai Durg (M.P.)	Yes	Yes
(b)	Durgapur Steel Plant, Distt. Burdwan (West Bengal)	Yes	Not
(c)	Rourkela Steel Plant, Distt. Sundergarh (Orissa)	Yes	Yes
(d)	Alloy Steels Plant, Durgapur-8, Distt. Burdwan (W.B.)	Yes	Not
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	Yes	Not
VI.	MINING (INCLUDING MINERALS)		
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>		
(a)	Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (M.P.)	Yes	Yes
(b)	Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.)	Yes	Yes
(c)	Nandini Mines (Limestone Mines), Distt. Durg (M.P.)	Yes	Yes
54.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>		
	Central Coal Washeries Organisation, Dhanbad (Bihar)	Yes	Yes
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>		
(a)	Zinc Smelter, Debari, Udaipur (Rajasthan)	Yes	Yes
(b)	Lead Smelter, Tundoo, Dhanbad (Bihar)		
(c)	Zawar Mines, Udaipur (Rajasthan)		
56.	Manganese Ore (India) Ltd., Nagpur (Maharashtra)	No	Yes
57.	<i>National Coal Development Corporation, Ranchi, Bihar</i>		
(i)	Argada Colliery, Distt. Hazaribagh (Bihar)	No	No
(ii)	Bachra Colliery, Distt. Hazaribagh (Bihar)	Yes	Yes

\*Personnel Department functions under the charge of the Secretary of the Company.

†Personnel Officers function as Welfare Officers.

## APPENDIX IV—Contd.

1	2	3	4
(iii)	Banki Colliery, Distt. Bilaspur (M.P.)	Yes	Yes
(iv)	Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(v)	Churcha Colliery, Distt. Surguja (M.P.)	Yes*	Yes
(vi)	Duman Hill Colliery, Distt. Bilaspur (M.P.)	No	Yes
(vii)	Deulbera Colliery, Distt. Dhenkanal (Orissa)	No	Yes
(viii)	Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	Yes%	No@
(ix)	Jarangdih Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(x)	Kobra Colliery, Distt. Bilaspur (M.P.)	No	Yes
(xi)	Korea Colliery, Distt. Surguja (M.P.)	No	Yes
(xii)	Kurasia Colliery, Distt. Surguja (M.P.)	No	Yes
(xiii)	Saunda Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(xiv)	Swang Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(xv)	South Balanda Colliery, Distt. Dhenkanal (Orissa)	No§	Yes
(xvi)	Swang Washery Project, Distt. Hazaribagh (Bihar)	No	Yes
(xvii)	Surakchhar Colliery, Distt. Bilaspur (M.P.)	No	Yes
(xviii)	Talchar Colliery, Distt. Dhenkanal (Orissa)	Yes	Yes
(xix)	Manikpur Colliery, Distt. Bilaspur	No	No
(xx)	Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(xxi)	Bisrampur Colliery, Distt. Surguja (M.P.)	N.A.	Yes
(xxii)	Khathara Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(xxiii)	Umrer Colliery, Distt. Nagpur	No	Yes
(xiv)	Silewara Colliery, Distt. Nagpur	Yes	Yes
(xxv)	Jhingurda Colliery, Distt. Sidhi (M.P.)	No	Yes
(xxvi)	A.G.M.(O.) P.O. Dera Colliery, Distt. Dhenkanal (Orissa)	No	No
(xxvii)	Dy. Supdt. (O) Colliery, (T & D) Talchar, Distt. Dhenkanal (Orissa)	No	No
(xxviii)	Dera Colliery, Distt. Dhenkanal (Orissa)	No	No
(xxix)	Bokaro Colliery, Distt. Hazaribagh (Bihar)	No	Yes
(xxx)	Kargali Coal Washery, Distt. Hazaribagh (Bihar)	No	Yes
(xxxi)	Gorbi Project, Distt. Sidhi (M.P.)	No	No
(xxxii)	Central E & M Workshop—Korba, Distt. Bilaspur (M.P.)	No	Yes
(xxxiii)	Gidi 'C' Distt. Hazaribagh (Bihar)	Yes†	Yes
(xxxiv)	Water Works, Patratu, Distt. Hazaribagh (Bihar)	Yes	No
(xxxv)	Gidi Coal Washery Project, Distt. Hazaribagh (Bihar)	No	No
(xxxvi)	Bhurkunda Industrial Engg. Department, Bhurkunda	No	No
58.	The Singareni Collieries Co. Ltd. (A.P.)	Yes	Yes
59.	<i>National Mineral Development Corporation Ltd., Hyderabad (A.P.)</i>		
(a)	Doni Malai Iron Ore Project, Sandure (Mysore)	Yes‡	Yes
(b)	Diamond Mining Project, Panna (M.P.)	No	Yes
(c)	Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.)	Yes	Yes
(d)	Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	Yes	Yes
(e)	Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	No**	Yes
(f)	Kudremukhe Iron Ore Project, Mysore	Yes	No
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore)	No	N.A.
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	Yes	Yes
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar)	Yes	Yes

\*Project Officer looks after Personnel Department.

‡Administrative Officer is incharge of the Personnel Department.

@Administrative Officer.

§ Personnel functions are being looked after by the Personnel Department at the Headquarter.

\*\*Personnel functions are discharged by the Administration Department.

†Labour Welfare Officer deals with personnel functions also.

## APPENDIX IV—Contd.

1	2	3	4
	63. <i>Hindustan Copper Ltd., Distt. Guntur</i>		
	(a) Khetri Copper Ltd., Jhunjhunu, Rajasthan	Yes	Yes
	(b) Agnigundala Copper Lead Project Vinukonda P.O. Vinukonda Taluk, Guntur	Yes	No
	64. Hindustan Latex Ltd., Trivandrum, Korala	Yes	No
VII.	PAPER AND PAPER PRODUCTS		
	65. Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi	Yes	N.A.
	66. Security Paper Mill, Hoshangabad (M.P.)	N.A.	Yes
	67. The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.)	Yes	Yes
VIII.	PETROLEUM AND REFINING		
	68. A. <i>Indian Oil Corporation Ltd., (Refinery Division), New Delhi-1.</i>		
	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	Yes	Yes
	(b) Gauhati Refinery, Gauhati, Assam	Yes	Yes
	(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	Yes	Yes
	(d) Haldia Refinery, Haldia	Yes	Yes
	B. Indian Oil Corporation Ltd., (Marketing Division), Bombay (Maharashtra)	Yes	No
	69. Oil & Natural Gas Commission, Dehradun (U.P.)	Yes	N.A.
	70. Cochin Refineries Ltd., Cochin (Kerala)	Yes	Yes
	71. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu)	Yes	No
IX.	PORTS AND DOCKS		
	72. Kandla Port Trust, Gandhidham, Kutch (Gujarat)	Yes*	No
	73. Madras Port Trust, Madras-1 (Tamil Nadu)	No	Yes
	74. Murmugao Port Trust, Murmugao (Goa)	No	No
	75. Visakhapatnam Port Trust, Visakhapatnam (A.P.)	Yes	Yes@
	76. Kandla Dock Labour Board, Kandla	No	N.A.
X.	PRINTING, PUBLISHING AND ALLIED INDUSTRIES		
	77. Government of India Press, Simla (H.P.)	No	No
XI.	PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS		
	78. <i>Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal)</i>	Yes	No
	(a) Automobile Workshop, Behala, Calcutta (W.B.)	Yes†	No
	(b) Gayeshpur Production Centre, Gayeshpur, Distt. Nadia (W.B.)	Yes	No
	(c) Cast Iron Foundry, Durgapur, Burdwan (W.B.)	Yes	No
	(d) Electrical Ancillary Unit, Calcutta (W.B.)	Yes	No
	(e) Fruit Canning Unit, Bon-Hooghly (I.E.) Calcutta (W.B.)	Yes	No
	(f) Garment Factory, Calcutta (W.B.)	Yes	No
	(g) Leather Works, Calcutta (W.B.)	Yes	No
	(h) Sheet Metal Unit, Bon-Hooghly, Calcutta (W.B.)	Yes	No
	(i) Malda Silk Factory, Malda	Yes	No
	(j) Sukumar Engineering Works, Calcutta (W.B.)	Yes	No
	(k) Teharpur Production Centre, Teharpur, Nadia (W.B.)	Yes	No
	(l) K.B.M. Production Centre, Chakadak, Nadia (W.B.)	Yes	No
	(m) Habra Production Centre, Habra, 24-Parganas, Malda	Yes	No
	(n) Jugdalpur Sleeper Factory, Jugdalpur (M.P.)	Yes	No
	(o) Automobiles and Fuel and Service Station, Behala (W.B.)	Yes	No
	(p) Tent Making Unit, Behala, I.E. Calcutta (W.B.)	Yes	No

\*Personnel Department is under the charge of the Administrative Officer/Secretary.

@Personnel Officers function as Welfare Officers.

†At the Headquarter.

## APPENDIX IV—Contd.

1	2	3	4
	(q) Textile Processing Unit, Calcutta (W.B.)	Yes	No
	(i) Wood Works, Calcutta (W.B.)	Yes	No
	(s) Ceramic Factory, Raighat, Nadia (West Bengal)	Yes	No
	79. Central Warehousing Corporation, New Delhi-16	Yes	No
XII.	SHIP BUILDING AND REPAIRING		
	80. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.)	Yes	Yes
	81. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)	Yes	Yes
	82. Goa Shipyard Ltd., Goa	Yes	No*
XIII.	TRANSPORT, AVIATION AND SHIPPING		
	83. Air India, Bombay-1 (Maharashtra)	Yes	Yes
	84. Central Inland Water Transport Corporation Ltd., Calcutta (West Bengal)	Yes	Yes
	85. Central Road Transport Corporation Ltd., Calcutta (West Bengal)	Yes	Yes
	86. Indian Airlines, New Delhi-1	Yes	Yes
	87. The Mogul Line Ltd., Bombay-1 (Maharashtra)	No@	No%
	88. Shipping Corporation of India Ltd., Bombay (Maharashtra)	Yes	No%
	89. Integral Coach Factory, Perambur, Madras-38	Yes	Yes
	90. South Eastern Railway, Calcutta		
	(a) South Eastern Railway Workshops, Kharagpur	Yes	Yes
	(b) South Eastern Railway, Narrow Gauge, Nagpur	Yes	No†
	(c) South Eastern Railway Engineering Workshop, Sini, Distt. Singhbhum (Bihar)	Yes	No
	(d) Electrical Workshops, Kharagpur	Yes	Yes
	91. Central Railway, Bombay	N.A.	N.A.
	92. South Central Railway, Secunderabad	Yes	Yes
XIV.	OTHERS		
	93. Railway Protection Force, Central Railway, Bombay (Maharashtra)	N.A.	N.A.
	94. C.P.W.D. Desert Cooler Workshop, New Delhi-1	No	No
	95. Government Medical Store, Calcutta-22 (West Bengal)	N.A.	N.A.
	96. Government Medical Store Depot, Karnal (Haryana)	No	No
	97. Hindustan Steel Works Construction Ltd., Calcutta	Yes	No‡
	98. India Government Mint, Alipore, Calcutta	No	Yes
	99. India Government Mint, Bombay-1 (Maharashtra)	No	Yes
	100. India Government Silver Refinery Cell, Calcutta (West Bengal)	No	No
	101. India Government Mint, Hyderabad-4 (A.P.)	No	No
	102. Lube India Ltd., Bombay (Maharashtra)	Nil	No
	103. Modern Bakeries (India) Ltd., New Delhi		
	(a) Naroda Unit, Industrial Estate, Ahmedabad	Yes	No
	(b) Bangalore Unit, Bangalore	No	No§
	(c) Aarey Milk Unit, Bombay	No	No
	(d) Calcutta Unit, Calcutta	No	N.A.

\*Personnel Officer functions as Welfare Officer.

@Secretarial & Estt. Deptt. deals with all personnel matters.

‡Dy. Manager (Admn) functions as Welfare Officer.

£Personnel Inspector functions as Welfare Officer.

†Industrial Relations Officer functions as Welfare Officer.

§Accounts Officer is looking after Welfare.

## APPENDIX IV—Contd.

1	2	3	4
	(e) Cochin Unit, Cochin	Yes	No
	(f) New Delhi Unit, New Delhi	No	No
	(g) Uppal Kalan Unit, Hyderabad	Yes	No
	(h) Kanpur Unit, Kanpur (U.P.)	No	No
	(i) Adyar Unit, Madras	No	No
104.	National Buildings Construction Corporation Ltd., New Delhi	Yes	No
105.	National Projects Construction Corporation, Ltd., New Delhi	No*	Yes
106.	<i>National Small Industries Corporation Ltd., New Delhi</i>		
	(a) P.T.C., Okhla, New Delhi	Yes	Yes%
	(b) P.T.C., Indo-Japanese, Howrah (W.B.)	Yes	Yes
	(c) P.T.C., Rajkot (Gujarat)	No	Yes@
107.	Central Fisheries Corporation Ltd., Ahmedabad-16	No	No
108.	Delhi Milk Schemes, New Delhi	Yes	Yes
109.	Hindustan Housing Factory Ltd., New Delhi	Yes	Yes
110.	Jute Corporation of India, Calcutta	No&	No
111.	Indian Dairy Corporation, Baroda, Bombay	Yes	No
112.	National Seeds Corporation of India Ltd., New Delhi	Yes	No
113.	<i>State Farms Corporation of India Ltd., New Delhi</i>	N.A.	No
	(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore)	No	No
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra	N.A.	No
	(c) Central State Farm, Chengam, North Arcot, Tamil Nadu	N.A.	No
	(d) Central State Farm, Cannore	No	No
	(e) Central State Farm (Hirakud)	No	No
	(f) Central State Farm, Jetsar	No	No
	(g) Central State Farm, Ludhiana	No	No
	(h) Central State Farm (Kolilabari), Assam	No	No
	(i) Central State Farm, Hissar	No	No
114.	Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi	No	No
115.	The Cotton Corporation of India Ltd., Bombay	No	No

\*Personnel functions are being performed by Administration Deptt.

& Administration Division looks after the Personnel work.

%Post lying vacant.

@Post Vacant since 1-9-70.



## APPENDIX V

### MODEL PRINCIPLES TO BE FOLLOWED WHEN ORDERING PROMOTION OF INDUSTRIAL WORKERS IN PUBLIC SECTOR UNDERTAKINGS

[Prepared by the Department of Labour & Employment]

#### 1. SCOPE AND COVERAGE

These Model Principles shall generally apply to industrial workers as defined in the Industrial Disputes Act.

#### 2. CONSULTATION WITH THE UNIONS

The drafting of the promotion procedure or the adaptation of any model promotion procedure in any public sector enterprise must be preceded by the fullest possible consultations with recognised trade unions or service associations or, if there are no such recognised unions or associations, with all categories of workers in general. Such consultation should especially be directed to:—

- (a) proposed categorisation and classification of posts on the basis of clearly enunciated qualifications for each;
- (b) provision for appeal and representation by an aggrieved individual or a trade union in promotion matters;
- (c) extent of association of trade union representatives with trade tests; and
- (d) exclusion of such association with the deliberations of the promotion committees.

#### 3. GIVING PUBLICITY TO PROMOTION PROCEDURE

The promotion procedure once finalised should be given the widest possible publicity. The procedure and service rules should be printed in the form of a Service Manual. Translations in such regional language or languages as are understood by a substantial number of workers should also be made available to ensure that the promotion Procedure is properly understood by all concerned.

#### 4. CLASSIFICATION OF POSTS/EMPLOYEES PRESCRIPTION OF MINIMUM QUALIFICATIONS AND EXPERIENCE

All posts, permanent or temporary should be classified according to the nature of duties, e.g., supervisory, clerical, technical etc., and also according to trades. Minimum qualifications or experience to be prescribed for each class or category of post should be clearly defined so as (a) to avoid premature promotions and (b) to reduce the element of non-selection variety of posts to the maximum extent possible. While classifying the posts, mention should also be made of the method and mode of recruitment, viz., the percentage of vacancies to be filled in a particular grade by promotion and the percentage to be filled by direct recruitment. While laying down the qualifications not only the educational qualifications but the specific job requirements should also be specified. Except in very exceptional cases (where reasons should be recorded in writing) minimum qualifications and experience prescribed for the various categories of posts should be strictly adhered to.

#### 5. ELIGIBILITY FOR PROMOTION

Such eligibility should depend not only on the possession of a minimum qualification and experience prescribed for the higher post, but also on a minimum length of service in the present grade or post or, where there is a system of qualifying tests for promotion, on the passing of such a test. Generally a minimum of three year's experience should be prescribed for determining eligibility for promotion to a higher grade, the limit of three years being relaxable in exceptional cases for reason to be recorded in writing. The limit of 3 years experience may not necessarily be applicable in cases where promotion is made on the passing of a qualifying test.

#### 6. PROMOTION COMMITTEES

At every level promotion should be based on the recommendation of a Promotion Committee and not left to the discretion of an individual. No promotion Committee should have less than three members. Wherever possible, the Promotion Committee should be so constituted that at least one of the members represented on the Committee has a personal knowledge of the capabilities and aptitudes of the workers concerned. Wherever for any reasons association of such an officer with the Promotion Committee is not possible the Committee should while making selection have before it a written assessment of the candidate's work by the Officer concerned.

In determining the composition of a Promotion Committee care should be taken to ensure that there is no room for any local influence or pressure. This could be done wherever necessary, by associating an officer from the Headquarters Office with the local Promotion Committee.

#### 7. MERIT RATING

There should be a system of merit-rating based on various factors, e.g., length of service, regular attendance, amenability to discipline, qualifications, performance, safety-mindedness, etc. The system should be evolved for each undertaking according to its local requirements.

#### 8. CRITERIA FOR PROMOTION

In the lower categories of posts, i.e., un-skilled, semi-skilled, clerical workers and routine clerks, promotions should be based on seniority subject to fitness. When a job required a higher skill or a different skill promotions should be on the basis of trade tests, qualifying tests and seniority-cum-merit. While holding trade tests, a representative of the recognised union who should be technically

qualified, should be associated as an observer, wherever possible. For commercial, ministerial and administrative jobs, there should be system of qualifying test for promotion to higher grades. For selection posts, the criterion should be mainly merit.

#### 9. TRAINING OF WORKERS

There should be a regular system of selecting potentially good workers for training for higher skills and responsibilities, instead of relying mostly on the open market. (This will ensure loyalty of the worker to the undertaking, discourage his migration to other enterprises, provide an incentive for efficiency and productivity and eliminate the friction which usually attends the adjustability of an 'outsider' to the methods and processes of a plant.)

#### 10. COMMUNICATION OF REASON FOR NON-SELECTION

Whenever a worker who is otherwise due for promotion is not selected for promotion, he should, in case he desires to know the reasons for his non-promotion, and there is no serious objection to doing so, be normally advised of such reasons, either orally or in writing, so that he may endeavour to rectify the defects or deficiencies which stood in the way of his promotion. (This principle is, however, in the nature of guidance for managements and need not necessarily be formally incorporated in the promotion rules).

#### 11. REPRESENTATION OF GRIEVANCES RELATING TO NON-PROMOTION

Written representations from individual workers or unions relating to promotion matter should be freely entertained, examined and replied to within a stated time. Adequate opportunity should also be provided to the workers to represent their grievances in person, if they so desire, and this method of representation should be encouraged. An attempt should always be made at the personal level, to explain to a worker why he could not be promoted.

APPENDIX VI

RATES OF MINIMUM WAGES AND DEARNESS ALLOWANCE IF ANY PAID TO THE LOWEST PAID EMPLOYEES IN VARIOUS UNITS AS ON JANUARY 1, 1972

Sl. No.	Name of Industry/Unit	Rate of minimum wages	Whether separate D.A., if any, paid.	If paid, whether linked to CPI numbers or paid at Central Govt. rate.
1	2	3	4	5
<b>CHEMICALS AND FERTILIZERS.</b>				
<b>1. Fertilizer Corporation of India Ltd., New Delhi-3.</b>				
(a)	Barauni Division, Barauni, Distt. Monghyr (Bihar).	Rs. 70-1-85	Yes	Central Government rates
(b)	Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal).	Rs. 70	Yes	Central Government rates except that no portion of D.A. is treated as Dearness Pay.
(c)	Gorakpur Unit, Distt., Gorakhpur (U.P.)	Rs. 70-1-85	Yes.	N.A.
(d)	Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam).	Rs. 70-1-85	Yes	As per Central Government rates.
(e)	Nangal, Unit, Naya Nangal, Distt. Ropar (Punjab).	Rs. 70-1-85	Yes	N.A.
(f)	P & D Division Sindri Distt. (Bihar).	Dhanbad. N.A.	N.A.	N.A.
(g)	Ramagundam Division, Hyderabad.	Below Rs. 85	Yes	Central Government rates.
(h)	Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	Rs. 70-1-85	Yes	Central Government rates.
(i)	Trombay Unit, Chembur, Bombay-74, (Maharashtra).	Rs. 70-1-85	Yes	Central Government rates.
(j)	Talcher Division, Orissa.	Rs. 70-1-85	Yes.	Central Government rates.
<b>2. Fertilizers and Chemicals, Travancore Ltd., Alwaye (Kerala).</b>				
	Udyogmandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala).	Rs. 60-65-4-85-5-135.	Yes	(i) For Managerial and Supervisory Personnel drawing above Rs. 600 basic pay a fixed D.A. of Rs. 120 per mensem over basic pay of Rs. 1600 D.A. is Rs. 100. (ii) For employees classified as non-managerial, D.A. is based on cost of living index as based on the fluctuation of Cost of living index in Alwaye Area every month.
<b>3. Hindustan Insecticides Ltd., New Delhi-3.</b>				
(a)	Alwaye Unit, Alwaye (Kerala)	Rs. 90-2-110-3-152	Yes.	Central Government rates.
(b)	New Delhi, Unit, New Delhi.			
<b>4. Hindustan Salts Ltd., Jaipur (Rajasthan)</b>				
(a)	Kharaghoda Salts, Works, Kharaghoda (Gujarat).	Rs. 70-1-80-EB-1-85	Yes.	As per Central Government rates.
(b)	Mandi Salt Mines, Mandi (H.P.)	Rs. 80-1-85-2-95-EB-3-110	Yes,	As per Central Government rates.
(c)	Sambhar Salts Ltd., Jaipur (Rajasthan)	Rs. 80-1-85-2-95-EB-3-110	No.	As per Central Government rates.
<b>5. Indian Drugs and Pharmaceuticals Ltd., New Delhi</b>				
(a)	Antibiotics Plant, Rishikesh (U.P.)	Rs. 70-1-80-EB-1-85.	Yes	N.A.
(b)	Surgical Instruments Plant, Madras, (Tamil Nadu).	Rs. 70-1-80-EB-1-85.	Yes	N.A.

## APPENDIX VI—Contd.

1	2	3	4
(c) Synthetics Drugs Plant, Hyderabad (A.P.)	Rs. 70-1-80-EB-1-85.	Yes	As per Central Government rates.
<b>6. Indian Rare Earths Ltd., Bombay (Maharashtra)</b>			
(a) Head office and Thorium Factory	Rs. 90-3-108-EB-4-140.	Yes	Linked with Bombay Working Class Consumer Price Index 1934-100.
(b) Monazite Factory, Eloor, Alwaye (Kerala).	—	Yes	—
(c) Mineral Division Plant, I, Chavara, Quilon Distt. (Kerala.)	Rs. 80-1-85-2-95-EB-3-110 (old.)	Yes	Cost of living index for Quilon.
(d) Mineral Division Plant II, Manavatakurichi, Kanya Kumari, Distt. (Tamil Nadu).	Rs. 90-3-108-EB-4-140 (New).	Yes	Cost of living index for Alwaye.
<b>7. Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).</b>	Rs. 90-2-110- (Daily rated unskilled male Rs. 5. per day all inclusive female Rs. 4 per day from 1-4-68).	Yes	Linked with Consumer Labour Index (C.I.) of Poona is 102.
<b>8. Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra).</b>	Rs. 65-1-75.	Yes	Not applicable.
<b>9. Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu)</b>	Rs. 70-4-110.	Yes	N.A.
<b>10. Lubrizol India Ltd., 9/3, Tiana, Belapur Road, Bombay (Maharashtra.)</b>	Rs. 85-3-115.	Yes	Not applicable.
<b>11. Madras Fertilizers Ltd., Madras-8. (Tamil Nadu)</b>	Rs. 75-2-115.	Yes	Not applicable.
<b>12. Pyrites, Phosphates &amp; Chemicals Ltd., Distt. Shahbad (Bihar)</b>	Rs. 70-1-80-EB-1-85. (3.25 per day unskilled workers. 5.50 per day drivers.)	Yes	As per Central Government rates.
<b>13. Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda.</b>	Rs. 80-2. 50-95-EB-3-110.	As per Govt. Rules.	Not linked with Consumer Price index.
<b>II. COMMERCIAL AND TRADING INSTITUTIONS.</b>			
<b>14. Cement Corporation of India Ltd., New Delhi.</b>			
(a) Bokajan Cement Works, Assam	As per Govt. of India Rules.	As per Govt. of India Rules.	As per Central Government rates.
(b) Kurkunta Project, Distt. Gulbarga (Mysore).	Central Scale of pay.	Yes	Central D.A. as per Second Wage Board Award.
(c) Mandhar Cement Factory, Distt. Raipur (M.P.)	As per recommendations of II Central Wage Board on Cement Factories.	Yes	1949 base as per Wage Board.
<b>15. The State Trading Corporation of India Ltd., New Delhi-1.</b>			
Wig India, Ambattur, Madras-1 (Tamil Nadu)	Rs. 85.	Not applicable.	Not applicable.
<b>16. The Indian Motion Pictures Export Corporation Ltd., Bombay, (Maharashtra).</b>			
	Rs. 80-1-85-EB-2-95.	As per Govt. rules.	N.A.
<b>17. Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)</b>			
	Rs. 70-1-85.	N.A.	Kanpur Consumer Price Index.
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING.</b>			
<b>18. Bharat Heavy Electricals Ltd., New Delhi-1.</b>			
(a) Ranipur Unit Hardwar, Distt. Sharanpur (U.P.)	} Rs. 70-1-80-EB-1-85 (old). Rs. 100-2-110-EB-3-125 (New).	Yes	All India Consumer Price Index.
(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)			
(c) Switchgear Unit, Hyderabad-32 (A.P.)			
(d) Tiruverumbur Unit, Tiruchirapalli-14 (Tamil Nadu).			

## APPENDIX VI—Contd.

1	2	3	4
19. Hindustan Aeronautics Ltd., (Head Office) Bangalore-1 (Mysore). (a) Bangalore Division, Bangalore-17 (Mysore). (b) Hyderabad Division, Hyderabad-37 (A.P.) (c) Kanpur Division, Kanpur (U.P.) (d) Koraput Division, Koraput (Orissa). (e) Lucknow Division, Lucknow (U.P.) (f) Nasik Division, Nasik (Maharashtra).	N. A. Rs. 100-4-140.	N.A. Yes	N.A. Local Consumer Price Index.
20. Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)	Rs. 70-1-80-EB-1-85.	—	Central Government rates.
21. Bharat Electronics Ltd., Bangalore-13 (Mysore).	Rs. 70-4-110 (Old). Rs. 100-4-152 (New).	Yes	Local Consumer Price Index.
22. Bharat Heavy Plates & Vessels Ltd., Visakhapatnam (A.P.).	Rs. 70-1-85 (Old). Rs. 100-3-130 (New).	Yes	C.P.I. of Visakhapatnam
23. Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)	Rs. 70-85 (Old.) Rs. 100-142 (New).	Yes	C.P.I. for Hyderabad.
24. Heavy Electricals, (India) Ltd., Bhopal-22 (M.P.)	Rs. 100-2-130.	Yes	All India C.P.I.
25. Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).	Rs. 70-1-80-EB-1-85 (Old). Rs. 100-3-145 (New).	Yes	C.P.I. of Madras.
26. Hindustan Cables Ltd., Burdwan, West Bengal.	Rs. 145-3-25-184.	Yes	C.P.I. of Calcutta.
27. Indian Telephone Industries, Naini, Allahabad (U.P.).	Rs. 100-4-152.	N.A.	N.A.
28. Indian Telephone Industries Ltd., Bangalore-16 (Mysore).	Rs. 100-4-152.	Yes	Local C.P.I.
29. Instrumentation Ltd., Kota (Rajasthan).	Rs. 90-3-105-4-137. (unskilled)	Yes	As per Central Govt. rates.
30. Machine Tools Corporation of India Ltd., Ajmer, Rajasthan.	Rs. 70-1-85 (Old.) Rs. 85-3-115-4-135 (New).	Yes	All India C.P.I.
31. Praga Tools Ltd., Secunderabad-3 (A.P.)	Rs. 100-4-140. (Unskilled).	Yes	Local C.P.I.
32. The National Instruments and ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (West Bengal).	Rs. 70-1-80-EB-1-85.	Yes	Central Government rates.
33. Triveni Structurals Ltd., Naini, Allahabad. (U.P.)	Rs. 70-1-85 (Old). Rs. 120-1-126-2-138 (New).	Yes	All India C.P.I.
34. Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore).	Rs. 75-2-101.	Yes	Bellary C.P.I.
35. Bharath Earth Movers Ltd., Bangalore.	Rs. 70-4-110 (Old)	Yes	Local Consumer Price Index.
(a) Rail Coach Division.	Rs. 100-4-140 (New). (Non-Supervisory).		
(b) Earth Movers Division.	Rs. 400-25-550-30-700. (Supervisory).		
36. Bridge Engineering Workshop, Assam.	Rs. 70-85.	No	Central Government rates.
37. Garden Reach Workshop Ltd., Calcutta.	Rs. 150-2-170 (Fortnightly paid operative skilled).	Yes	Working Class C.P.I.
	Rs. 187.50-4-203.50-5-228.50		
	Semi-skilled Rs. 154.50-2.50-164.50-3-179.50.		
	Unskilled Rs. 142-50-2.00-160.50.		
38. Bharat Dynamics Limited, Hyderabad-5 (A.P.)	Rs. 100-4-140.	Yes	C.P.I. for Hyderabad.
39. Engineering Projects (India), Ltd., Himalaya House, New Delhi-1	Employees are given fixed basic Pay and increments are cashed only on the basis of work and performance.	Yes	As per Central Govt. rates.

## APPENDIX VI—Contd.

1	2	3	4	
40.	Bharat Pumps & Compressors Ltd., Allahabad.	Rs. 120-1½-126-2-138.	Yes	All India Consumer Price Index Number for industrial workers base year 1949.
41.	<i>Hindustan Machine Tools Ltd., Bangalore.</i>			
(a)	H.M.T., Head Office, Bangalore.	N.A.	N.A.	N.A.
(b)	H.M.T., Pinjore,	Rs. 100-4-140-5-150-EB-5-165.	Yes	C.P.I.
(c)	H.M.T., Kalamassery.	Rs. 70-4-110 (Old). Rs. 100-4-140 (New).	Yes	Always C.P.I. related to Bangalore.
(d)	H.M.T. Hyderabad.	Rs. 100-4-140-5-150-EB-5-165.	Yes	C.P.I. for Hyderabad.
(e)	H.M.T. (Press Division), Hyderabad,	N.A.	N.A.	N.A.
(f)	H.M.T. Watch Factory III, Srinagar	Rs. 70-4-110.	Yes	Local C.P.I.
(g)	H.M.T., I & II, Bangalore	Rs. 100-4-140-5-150-EB-5-165. (New)	Yes	Local C.P.I. (Bangalore).
(h)	H.M.T., Watch Factory, Bangalore.	Rs. 100-4-140-5-150EB.-5-165.	Yes	Local C.P.I.
IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE).				
42.	The Export Credit and Guarantee Corporation Ltd., Bombay-1. (Maharashtra)	Rs. 90-12-114-1-120 (Old) Rs. 116-3-137-4-191-6-205 (New).	Yes	All India C.P.I.
43.	Film Finance Corporation of India, Ltd., Bombay-6 (Maharashtra).	Rs. 70-1-80-EB-1-85.	Yes	As per Central Govt. rates.
44.	Industrial Finance Corporation of India, New Delhi.	Rs. 135-3-141-4-149-5-189-6-213-7-227-8-235.	Yes	All India C.P.I. (For every rise of 4 points above 100 in the quarterly average of all India C.P.I. Number for industrial workers base 1960-100) Junior Officer 175 (Flat).
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra).*	N.A.	N.A.	N.A.
46.	Life Insurance Corporation of India, Bombay-1 (Maharashtra)	Rs. 111-3-132-4-176-6-200.	Yes	All India Average C.P.I. number for Industrial Workers.
47.	National Industrial Development Corporation Ltd., New Delhi	Rs. 80-1-85-2-95-EB-3-110.	Yes	N.A.
48.	Reserve Bank of India, Bombay-1 (Maharashtra)	Rs. 135-3-141-4-149-5-189-6-213-7-227-8-235.	Yes	All India CPI for Industrial workers.
49.	State Bank of India, Bombay-1 (Maharashtra).	Rs. 116-119-122-125-128-132-136-140-144-148-152-157-162-167-172-177-182-187-193-200.	Yes	All India Average working class consumer Price Index.
50.	Bank Note Press (Project) Dewas (MP)	Rs. 70-1-80-EB-1-85.	Yes	Central Govt. rates.
V. IRON AND STEEL				
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>			
(a)	Bhilai Steel Plant, Bhilai Durg (M.P.)	} Rs. 70-1-71-2-85 (Old). Rs. 200-3-221 (New). Rs. 70-85 (Old). Rs. 200-3-221 (New).	Yes	C.P.I.
(b)	Durgapur Steel Plant, Distt. Burdwan (WB)		Yes	
(c)	Rourkela Steel Plant, Distt. Sundergarh (Orissa)			
(d)	Alloy Steels Plant, Durgapur, Distt. Burdwan (West Bengal).			
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar).	Rs. 70-85 (Old). Rs. 200-3-221 (New).	Yes]	CP.I. for Industrial workers.

## APPENDIX VI—Contd.

1	2	3	4
VI. MINING (INCLUDING MINERALS)			
53. Hindustan Steel Ltd., Bhilai Steel Plant., Bhilai-1 (MP). (a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (MP)	Rs. 70-1-71-2-85 (Old) Rs. 200-3-221. (New)	Yes	C.P.I.
(b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.)			
(c) Nandini Mines (Limestones Mines) Distt. Durg (MP)			
54. Hindustan Steel Ltd., Ranchi (Bihar) Central Coal Washeries Organisation, Dhanbad (Bihar.)	Rs. 70-1-71-2-85 (Old) Rs. 200-3-221 (New)	Yes	C.P.I.
55. Hindustan Zinc Ltd., Udaipur (Rajasthan) (a) Zinc Smelter, Debari, Udaipur (Rajasthan).	Rs. 75-4-135	Yes	All India Working Class Consumer Price Index.
(b) Lead Smelter, Tundo, Dhanbad, (Bihar).			
(c) Zawar Mines, Udaipur (Rajasthan)			
56. Manganese Ore (India) Ltd., Nagpur (Maharashtra)	Rs. 35-1-40-EB-1-50- 47-50-EB-2-59-50	Yes	No.
57. National Coal Development Corporation Ltd., Ranchi (Bihar)			
(i) Argada Colliery, Distt. Hazaribagh (Bihar)	Security Guard		
(ii) Bachara Colliery, Distt. Hazaribagh (Bihar)	Rs. 140-3-170-4-178(WB)		
(iii) Banki Colliery, Distt. Bilaspur (MP)	Daily rated Category		
(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	I. Rs. 5-0-10-6-00	Yes	All India Working Class Consumer Price Index.
(v) Churcha Colliery, Distt. Surguja (MP)	II. Rs. 5-35-0-12-6-35		
(vi) Duman Hill Colliery, Distt. Bilaspur (MP)	III. Rs. 5-90-0-15-7-40		
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	IV. Rs. 6-90-0-20-8-90		
(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	V. Rs. 7-95-0-23-10-75		
(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	VI. 10-90-0-40-14-90		
(x) Korba Colliery, Distt. Bilaspur (MP)	Gr. A. Rs. 16.00-0.90-25.00		
(xi) Korea Colliery, Distt. Surguja (MP)	B. Rs. 13.50-0.70-20.50		
(xii) Kurasia Colliery, Distt. Surguja (MP)	C. Rs. 12.00-0.60-18.00		
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	D. Rs. 10.75-0.40-14.75.		
(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	E. Rs. 6.75-0.20-8.75		
(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)	F. Rs. 7.95-0.28-10.75		
(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar)	Gr. III. Tech. Rs. 9.50-0.35-10.90-0.40- 13.30		
(xvii) Surakchhar Colliery, Distt. Bilaspur (MP)	Price-rated workers		
(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)	Rs. 3.10 per tub.		
(xix) Manikpur Colliery, Distt. Bilaspur (M.P.)			
(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)			
(xxi) Bistrampur Colliery, Distt. Surguja (M.P.)			
(xxii) Kathara Colliery, Distt. Hazaribagh (Bihar)			
(xxiii) Umrer Colliery, Distt. Nagpur (Maharashtra)			
(xxiv) Silewara Colliery, Distt. Nagpur (Maharashtra)			
(xxv) Jhugurda Colliery, Distt. Sidhi (MP)			
(xxvi) AGM (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa)			
(xxvii) Dy. Supdt. (O), Colliery (T & D), Talchar Distt. Dhenkanal (Orissa)			
(xxviii) Dera Colliery, Distt. Dhenkanal (Orissa)			
(xxix) Bokaro Colliery, Distt. Hazaribagh (Bihar)			
(xxx) Kargali Coal Washery, Distt. Hazaribagh (Bihar)			
(xxxi) Gorbi Project, Distt. Sidhi (MP)			
(xxxii) Central E & M, Workshop, Korba Distt. Bilaspur (MP)			
(xxxiii) Gidi 'C', Distt. Hazaribagh (Bihar)			
(xxxiv) Water Works, Patratu, Distt. Hazaribagh (Bihar)			
(xxxv) Gidi Coal Washery Project, Distt. Hazaribagh (Bihar)			
(xxxvi) Bhurkunda Industrial Engg. Deptt., Bhurkunda			

## APPENDIX VI—Contd.

1	2	3	4
58. The Singareni Collieries Co. Ltd., (A.P.)	Rs. 140-3-170-4-178 Daily rated (Unskilled) Rs. 5-0.10-6.00 Daily (Highly skilled) Rs. 10.90-0.40-14.90	Yes	All India Averages working class consumer price-index number.
<b>59. National Mineral Development Corporation Ltd., Hyderabad(A.P.)</b>			
(a) Doni Malai Iron Ore Project, Sandure (Mysore)	Rs. 190-3-208-4-232	Yes	C.P.I. for Industrial workers.
(b) Diamond Mining Project, Panna (MP)	Rs. 70-1-80-EB-85 (Old) } Rs. 190-3-208-4-232 (New)	Yes	All India C.P.I.
(c) Bailadila Iron Ore Project Deposit No. 14, Distt. Bastar (MP)	Rs. 70-85 (Old) Rs. 190-3-208-4-232 (New)	Yes	C.P.I.
(d) Bailadila Iron Ore Project Deposit No. 5, Distt. Bastar (MP)	Rs. 70-85 (Old) Rs. 190-3-208-4-232 (New)	Yes	C.P.I.
(e) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	Do.	Yes	C.P.I.
(f) Kundremukhe Iron Ore Project, Mysore	Do.	Yes	—
60. Bharat Gold Mines Ltd., Oorgaum (Mysore)	Rs. 75-5-105 Unskilled I Rs. 1.20-0.5-1.50 Semiskilled I Rs. 1.35-0.10-1.75 Midwife Rs. 48-4-68	Yes	N.A.
61. Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	Rs. 70-1-85 (operational) Rs. 100-2-120 (Revised)	Yes	All India C.P.I.
62. Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar)	Rs. 110-1-120-EB-1-125 <i>Daily rated</i> A. Rs. 6.35 B. Rs. 6.55 C. Rs. 6.80	Yes	—
<b>63. Hindustan Copper Ltd., Calcutta.</b>			
(a) Khetri Copper Ltd., Jhunjhunu (Rajasthan)	Rs. 70-1-80-EB-1-85	Yes	As per Central Govt. Rules
(b) Agnigundala Copper Lead Project Vnukanda P.O. Vinukonda Taluk, Guntur.	Rs. 110-3-131 <i>Daily rated</i> Rs. 3.20-0.10-3.70	Yes	All India C.P.I.
64. Hindustan Latex Ltd., Trivandrum (Kerala)	Rs. 70-1-70-EB-1-85	Yes	As per Central Govt. Rules
<b>VII. PAPER AND PAPER PRODUCTS</b>			
65. Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi	Central Govt. pay scales	As per Central Govt. Rules.	As per Central Govt. Rules.
66. Security Paper Mill, Hoshangabad (MP)	Rs. 70-1-80-EB-1-85	Yes	As per Central Govt. Rules.
67. The National Newsprints and Paper Mills Ltd., Nepanagar Distt. Nimar, (MP)	Rs. 40-3-70	Yes	N.A.
<b>VIII. PETROLEUM AND REFINING</b>			
<b>68. A. Indian Oil Corporation Ltd., (Refinery Division), New Delhi.</b>			
(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	Rs. 50-2.50-71-EB-3.5-99	Yes	C.P.I.
(b) Gauhati Refinery, Gauhati, Assam			
(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)			
(d) Haldia Refinery, Haldia (W.B.)			



APPENDIX VI—Contd.

1	2	3	4
B. Indian Oil Corporation Ltd. (Marketing Division) Bombay (Maharashtra)	Rs. 120-3-144-4-180-5-200	Yes	C.P.I.
69. Oil & Natural Gas Commission, Dehradun (U.P.)	Rs. 80-2.50-95-FB-3-110	Yes	N.A.
70. Cochin Refineries Ltd., Cochin (Kerala)	Rs. 100-180 (Old) Rs. 145-230 (New)	Yes	C.P.I. of Ernakulam.
71. Madras Refineries Ltd., Manali Distt. Chingleput (Tamil Nadu)	Rs. 100-5-150-10-200	Yes	As per Central Govt rates.
<b>IX. PORTS AND DOCKS</b>			
72. Kandla Port Trust, Gandhidham, Kutch, (Gujarat)	Rs. 100-2-120-EB-2-130	Yes	C.P.I.
73. Madras Port Trust, Madras-1 (Tamil Nadu)	Rs. 100-109 (Basic Pay)	Yes	C.P.I.
74. Murmugao Port Trust, Murmugao (Goa)	Rs. 100-130	Yes	C.P.I.
75. Visakhapatnam Port Trust, Visakhapatnam (AP)	Rs. 100-130	Yes	C.P.I.
76. Kandla Dock Labour Board, Kandla	Rs. 100-2-120-EB-2-130	Yes	C.P.I.
<b>X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES</b>			
77. Government of India Press, Simla (H.P.)	Rs. 70-1-80-EB-1-85	Yes	As per Central Govt. rates.
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>			
78. Rehabilitation Industries Corporation, Ltd., Calcutta (West Bengal)			
(a) Automobile Workshop, Behala, Calcutta (W.B.)			
(b) Gayeshpur Production Centre, Gayeshpur, Distt. Nadia (W.B.)			
(c) Cast Iron Foundry, Durgapur, Burdwan (WB)			
(d) Electrical Ancilliary Unit, Calcutta (WB)			
(e) Fruit Canning Unit, Bon-Hooghly (I.E.) Calcutta (WB)			
(f) Garment Factory, Calcutta (WB)			
(g) Leather Works, Calcutta (WB)			
(h) Sheet Metal Unit, Bon-Hooghly, Calcutta (WB)			
(i) Malda Silk Factory, Malda			
(j) Sukumar Engineering Works, Calcutta (WB)			
(k) Teharpur Production Centre, Teharpur, Nadia (WB)			
(l) K.B.M. Production Centre, Chakhada, Nadia			
(m) Habra Production Centre, Habra, 24 Parganas, Malda			
(n) Jugdalpur Sleeper Factory, Jugdalpur (MP)			
(o) Automobiles and Fuel & Service Station Behala (WB)			
(p) Tent Making Unit, Behala, I.E. Calcutta (WB)			
(q) Textile Processing Unit, Calcutta (WB)			
(r) Wood Works, Calcutta (WB)			
(s) Ceramic Factory, Raighat, Nadia (WB)			
	Unskilled Rs. 45-50 Semi-skilled Rs. 55-80 Skilled Rs. 90-130 Highly-skilled Rs. 110-170 Daily-rated ranging from Rs. 3.50 to Rs. 10	Yes	C.P.I.
79. Central Warehousing Corporation, New Delhi-16	Rs. 70-1-80-EB-1-85	Yes	As per Govt. of India Rules.
<b>XII. SHIP BUILDING AND REPAIRING</b>			
80. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (AP)	Rs. 164-1.25-174 Daily-rated Rs. 6.29-0.06-6.54	Yes	Cost of Living Index of Visakhapatnam.
81. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)	Rs. 60-2-72½-82-3-100 Daily-rated Skilled Rs. 2.90-0.15-3.20- 0.20-4.60-0.25-4.85-0.25- 5.10 per day	Yes	C.P.I.
82. Goa Shipyard Ltd., Goa	Rs. 76-2-114 Semi-skilled Gr. I Rs. 1.80-0.10-2.10-0.12- 2.82-0.12-2.94 per day	Yes	—

## APPENDIX VI—Contd.

1	2	3	4
<b>XIII. TRANSPORT AVIATION AND SHIPPING</b>			
83. Air India, Bombay-1 (Maharashtra)	Rs. 100-5-150-10-190	Yes	N.A.
84. Central Inland Water Transport Corporation Ltd., Calcutta (WB)	Rs. 70-1-80-EB-1-85	Yes	C.P.I.
85. Central Road Transport Corporation Ltd., Calcutta -1 (WB)	Rs. 70-1-85	Yes	—
86. Indian Airlines, New Delhi-1	Rs. 100-5-150-10-190	Yes	No.
87. The Mogul Line Ltd., Bombay-1	Rs. 82-3-94-4-114-5-139-6-157-8-181	Yes	C.P.I. for Bombay.
88. Shipping Corporation of India Ltd., Bombay (Maharashtra)	Rs. 36-2-42-3-54-4-70-5-105 (Old) Rs. 82-3-94-4-114-5-139-6-157-8-181 (New)	Yes	C.P.I.
89. Integral Coach Factory, Perambur, Madras-38	Rs. 70-1-80-EB-1-85	Yes	N.A.
90. South Eastern Railway, Calcutta (W.B.)			
(a) S.E. Railway Workshops, Kharagpur	Skilled (Upto B Stages) Rs. 110-143. Semi-skilled Rs. 75-110 Un-skilled Rs. 70-85	Yes	As per Central Government rates.
(b) S.E. Railway, Narrow Gauge, Nagpur	Below Rs. 110	Yes	As per Central Government rates.
(c) Electrical Workshops, Kharagpur	Below Rs. 110	Yes	As per Central Government rates.
(d) S.E. Railway Engineering Workshop, Sini Distt. Singhbhum (Bihar)	Below Rs. 110	Yes	As per Central Government rates.
91. Central Railway, Bombay	N.A.	N.A.	N.A.
92. South Central Railway Secunderabad	Rs. 70-85	Yes	As per Central Government rates.
<b>XIV. OTHERS</b>			
93. Railway Protection Force, Central Railway, Bombay (Maharashtra)	Rs. 70-85	No	N.A.
94. C.P.W.D. Desert Cooler Workshop, New Delhi-1.	Rs. 70-85	As per Central Government Rates.	
95. Government Medical Store, Calcutta-22 (WB)	As admissible for Central Government employees.		
96. Government Medical Store Depot, Karnal (Haryana)	D.A. Upto Rs. 109	Yes.	—
97. Hindustan Steel Works Construction, Ltd., Calcutta	Rs. 70-1-80-EB-1-85	Yes	N.A.
98. India Government Mint, Alipore, Calcutta	Rs. 70-85	Yes	As Govt. of India Rules.
99. India Government Mint, Bombay-1 (Maharashtra)	Rs. 70-1-80-EB-1-85	Yes	As Govt. of India Rules.
100. India Government Silvery Refinery Cell, Calcutta	Rs. 70-1-80-EB-1-85	Yes	N.A.
101. India Government Mint, Hyderabad-4 (A.P.)	Rs. 35-3-65	As per Central Government rules.	
102. Lube India Ltd., Bombay	Rs. 180-300	Yes	C.P.I.
103. Modern Bakeries (India) Ltd., New Delhi			
(a) Naroda Unit, Industrial Estate, Ahmedabad	} 70-1-85	Yes	N.A.
(b) Bangalore Unit, Bangalore			
(c) Aarey Milk Unit, Bombay			
(d) Calcutta Unit, Calcutta			
(e) Cochin Unit, Cochin			
(f) New Delhi Unit, New Delhi			
(g) Uppal Kalan Unit, Hyderabad			
(h) Kanpur Unit, Kanpur (U.P.)			
(i) Adyar Unit, Madras			
104. National Buildings Construction Corporation Ltd., New Delhi	Rs. 70-1-80-EB-1-85	Yes	N.A.

## APPENDIX VI—Contd.

1	2	3	4
105. National Projects Construction Corporation Ltd., New Delhi	Rs. 70-2-80	Yes	—
106. National Small Industries Corporation Ltd., New Delhi			
(a) P.T.C., Okhla, New Delhi	As per Govt. scales	Yes	As per Govt. rates.
(b) P.T.C., Indo-Japanese, Howrah (WB)	As per Govt. scales	Yes	As per Govt. rates.
(c) P.T.C., Rajkot, (Gujarat)	Rs. 70-1-80-EB-1-85	Yes	N.A.
107. Central Fisheries Corporation Ltd., Ahmedabad-16	As per Central Govt. Scale	Yes	As per Central Govt. rates.
108. Delhi Milk Scheme, New Delhi	Rs. 70-1-80-EB-1-85	Yes	As per Central Government rates.
109. Hindustan Housing Factory Ltd., New Delhi	Rs. 70-1-80-EB-1-85	Yes	All India Average C.P.I.
110. Jute Corporation of India, Calcutta	Rs. 80-130	Yes	As per Central Government rates.
111. Indian Dairy Corporation, Baroda, (Gujarat)	Rs. 80-2.50-95-EB-3-110	Yes	As per Central Government rates.
112. National seeds Corporation of India Ltd., New Delhi.	Rs. 70-1-80-EB-1-85	Yes	As per Central Government rates.
113. State Farms Corporation of India Ltd., New Delhi.			
(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore)	} Rs. 70-1-80-EB-1-85	Yes	As per Central Government rates.
(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra.			
(c) Central State Farm, Chengam, North Arcot, Tamil Nadu			
(d) Central State Farm, Cannore			
(e) Central State Farm, (Hirakud), Jharsuguda			
(f) Central State Farm, Jetsar			
(g) Central State Farm, Ludhiana			
(h) Central State Farm (Kokilabari), Assam			
(i) Central State Farm, Hissar			
114. Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi	N.A.	N.A.	N.A.
115. The Cotton Corporation of India Ltd., Bombay	Rs. 70-1-80-EB-1-85	Yes	—

APPENDIX VII  
UNITS PAYING IMPORTANT ALLOWANCES AS ON JANUARY 1, 1972.

Sl. No.	Name of Industry/Unit	House Rent allowance	City Compensatory allowance	Children Education allowance	Conveyance allowance	Other Allowances.
1	2	3	4	5	6	7
<b>I. CHEMICALS AND FERTILIZERS</b>						
1. <i>Fertilizer Corporation of India Ltd., New Delhi-3</i>						
	(a) Barauni Division Barauni, Distt. Monghyr (Bihar).	—	—	—	—	Project, N.P.A., Washing allowance, Messing and Uniform allowance (only for nurses).
	(b) Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal).	—	—	—	Yes	Daily officiating allowance, Disturbance allowance, washing O.T. and Travelling allowance.
	(c) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	Yes	—	—	Yes	Washing allowance D.A. helper allowance and non-practicing allowance.
	(d) Namrup Division, P.O. Parbatpur Distt. Lakhimpur (Assam).	—	—	—	—	Namrup compensatory† allowance, D.A., I.R.
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Panjab)	—	—	—	Yes	Washing allowance, non-practicing allowance, Cash, Uniform, S.A. Shift, Time Office, Charge allowance.
	(f) P & D Division, Sindri Distt. Dhanbad, (Bihar).	N.A.	N.A.	N.A.	N.A.	N.A.
	(g) Ramagundam Division, Hyderabad	Yes	Yes	—	—	Sick, Deputation Project allowance.
	(h) Sindri Unit, Sindri, Distt. Dhanbad (Bihar).	—	—	—	Yes	Non-practicing allowance.
	(i) Trombay Unit, Chembur, Bombay-74 (Maharashtra).	Yes	Yes	—	Yes	Washing allowance, Cash allowance, N.P.A., Helper Teleprinter, Telex allowances
	(j) Talcher Division, Orissa	—	—	—	—	Construction allowance for employees posted at site, D.A.
2. <i>Fertilizers and Chemicals Travancore Ltd., Alwaye (Kerala)</i>						
	Udyogmandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala)	Yes	—	—	—	O.T., Night Shift Smart Tool and Washing allowance.
3. <i>Hindustan Insecticides Ltd., New Delhi-3.</i>						
	(a) Alwaye Unit, Alwaye (Kerala)	Yes	Yes	..	—	Meals, Plant, Night Cash allowance, Washing allowance, Heavy Vehicle, Deputation allowance.
	(b) New Delhi Unit, New Delhi					
4. <i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>						
	(a) Kharaghoda Salt Works, Kharaghoda Gujarat.	—	—	—	—	D.A. and Additional allowances.
	(b) Mandi Salt Mines, Mandi (H.P.)	—	Yes	—	—	Hill Compensatory allowance.
	(c) Sambhar Salts Ltd., Jaipur (Rajasthan)	—	—	Yes	—	X-Ray, Washing, N.P.A.
5. <i>Indian Drugs and Pharmaceuticals Ltd., New Delhi.</i>						
	(a) Antibiotics Plant, Rishikesh (U.P.)	—	—	—	—	Project allowance odd hours working allowance.
	(b) Surgical Instruments Plant Madras (Tamil Nadu).	Yes	Yes	—	—	Washing and Milk allowance, Ad-hoc and Interim relief, allowances.
	(c) Synthetics Drugs Plant, Hyderabad (A.P.).	Yes	Yes	—	—	Interim Relief.

\*N.P.A. Non-practising allowance only for doctors.

†Assam Compensatory Allowance. Messing, Uniform and Washing allowance are admissible to Medical Staff.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7	
6.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>						
	(a) Head Office and Thorium Factory	Yes	—	—	—	} Factory, Night Shift, Lunch, Extra Acting, Washing allowance.	
	(b) Monazite Factory, Eloor, Alwaye, (Kerala).	Yes	Yes.	Yes	—		
	(c) Mineral Division Plant I, Chavara, Quilon Distt. Kerala.	—	—	—	—		
	(d) Mineral Division Plant II, Manavalkurichi, Kanya Kumari Distt. (Tamil Nadu).	—	—	—	—		
7.	<i>Hindustan Antibiotics Ltd., Pimpri, Poona, (Maharashtra).</i>	Yes	—	—	Yes	Marathi Typing Machine, Night-Staff, Non-practicing, cash, Washing allowance, closed area, T.A. and D.A.	
8.	<i>Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)</i>	—	—	—	—	Project allowance Washing N.P. allowance and Machine allowance.	
9.	<i>Hindustan Photo Films Manufacturing Co. Ltd., Ootacomund, Distt. Nilgiris, (Tamil Nadu).</i>	As per Central D.A. and other allowances.					
10.	<i>Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).</i>	Yes	Yes	—	—	—	
11.	<i>Madras Fertilizers Ltd., Madras-8 (Tamil Nadu).</i>	Yes	Yes	—	Yes	Shift and acting allowance.	
12.	<i>Pyrities, Phosphates and Chemicals Ltd., Distt. Shahabad (Bihar)</i>	—	—	—	—	Project allowance, Washing allowance, Underground allowance, Raise allowance*	
13.	<i>Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda.</i>	Yes	—	—	Yes	Project allowance, I.R.*	
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>							
14.	<i>Cement Corporation of India Ltd., New Delhi.</i>						
	(a) Bokajan Cement Works, Assam	—	—	As per Central Govt. rates	—	Project allowance	
	(b) Kurkunta Project, Distt. Gulbarga (Mysore).	—	—	Yes	—	Project allowance.	
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.)	Yes	—	—	—	D.A.	
15.	<i>The State Trading Corporation of India Ltd., New Delhi-1</i> Wig India, Ambattur, Madras-1, Tamil Nadu.	N.A.	N.A.	N.A.	N.A.	N.A.	
16.	<i>The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra).</i>	Yes	Yes	—	—	—	
17.	<i>Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)</i>	Yes	Yes	—	—	—	
<b>III. ELECTRICAL MECHANICAL AND GENERAL ENGINEERING</b>							
18.	<i>Bharat Heavy Electricals Ltd., New Delhi-1</i>						
	(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.)	Yes@	—	—	Yes%	—	
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)	N.A.	N.A.	N.A.	N.A.	D.A.	
	(c) Switchgear Unit, Hyderabad-32 (A.P.)	Yes	Yes	—	Yes	D.A.	
	(d) Tiriverumbur Unit, Tiruchirappalli-14	Yes£	Yes£	—	—	—	

\*Daily rated workers.

@Officers and Staff not provided with Company's accommodation.

%Who are not residing in BHEL Township.

£for employees working in Calcutta, Bombay and Madras.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
19.	<i>Hindustan Aeronautics Ltd., (Head Office), Bangalore (Mysore)</i>	N.A.	N.A.	N.A.	N.A.	N.A.
	(a) Bangalore Division, Bangalore-17 (Mysore)	Yes@	—	—	Yes	D.A., Uniform, Meal, Augment Shift, Split Shift, Night Shift, Cash, Washing allowances, Heavy Truck, Special Punch parade, out station allowance, and **Ration allowances.
	(b) Hyderabad Division, Hyderabad-37, (Andhra Pradesh)	}				
	(c) Kanpur Division, Kanpur (U.P.)					
	(d) Koraput Division, Koraput (Orissa)					
	(e) Lucknow, Division, Lucknow (U.P.)					
	(f) Nasik Division Nasik (Maharashtra)					
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)	—	—	—	—	Project allowance, non-practicing, Uniform allowance, upkeep allowance.
21.	Bharat Electronics Ltd., Bangalore-13 (Mysore).	Yes%	—	—	—	D.A.
22.	Bharat Heavy Plates and Vessels Ltd., Visakhapatnam. (A.P.)	Yes	—	—	—	Night Shift allowance, non-practicing allowance.
23.	Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)	Yes	—	—	Yes	Non-practicing allowance, Travelling allowance, Daily allowance.
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	—	—	—	—	Messing, Uniform, Washing Emergency, Shop floor allowances.
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).	Yes*	Yes	—	—	Night shift allowance, D.A.
26.	Hindustan Cables Ltd., Burdwan (W.B.)	N.A.	N.A.	N.A.	Yes	(1) Group leadership (2) Heavy Manual (3) Rifle duty (4) Cash handling (5) Hollerith (6) Hooter (7) Washing
27.	Indian Telephone Industries Ltd., Naini (Allahabad).	Yes	—	—	—	—
28.	Indian Telephone Industries Ltd., Bangalore-6 (Mysore)	Yes	—	—	—	Washing, non-practicing allowance, Night duty allowance, Anaesthesia, Special Parade Band Refreshment, Split duty allowances.
29.	Instrumentation Ltd., Kota (Rajasthan)	Yes	Yes	Yes	Yes	Washing, Uniform Hard Duty, Shift allowance, Special Site, Field duty allowances.
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan).	Yes	—	—	—	Washing and Night Shift allowances.
31.	Praga Tools Ltd., Secunderabad-3 (Andhra Pradesh).	—	—	—	Yes	Night shift, and washing allowances.
32.	The National Instruments and ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (W.B.)	Yes	Yes	—	—	Dearness allowance, interim relief.
33.	Triveni Structurals Ltd., Naini, Allahabad (U.P.)	Yes	—	—	—	—
34.	Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary, (Mysore).	Yes	Yes	—	Yes	Special allowance to Van drivers, stenographers and typists.
35.	<i>Bharat Earth Movers Ltd., Bangalore</i> (a) Rail Coach Division (b) Earth Movers Division	}	Yes	—	Yes	Cash and night shift allowance, Lunch Augment Shift, Parade Heavy Truck, outfit allowances.

@Officers stationed at Bangalore, Hyderabad and Kanpur.

\*\*Ration allowance in forward areas.

%Who are not provided with residential accommodation by the company.

\*Who are not provided with residential accommodation by the company.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
36.	Bridge Engineering Workshop, Assam	—	—	—	—	T.A. and O.T. allowance.
37.	Garden Reach Workshop Ltd., Calcutta	—	—	—	—	Hot Meal and night shift allowances.
38.	Bharat Dynamics Ltd., Hyderabad-5 (Andhra Pradesh).	Yes	—	—	—	Dearness allowance.
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-1.	Yes	Yes	—	Yes	—
40.	Bharat Pumps and Compressors Ltd., Allahabad.	Yes	—	—	—	D.A.
41.	<i>Hindustan Machine Tools Ltd., Bangalore.</i>					
	(a) H.M.T. Head Office, Bangalore	—	—	—	—	Night shift allowance, D.A. Holiday work, T.A.
	(b) H.M.T. Pinjore	N.A.	N.A.	N.A.	N.A.	N.A.
	(c) H.M.T., Kalamassery	Yes	—	—	—	Night shift allowance D.A.
	(d) H.M.T. Hyderabad	Yes	—	—	—	DA, lunch, Night Shift, Holiday work and washing allowances.
	(e) H.M.T. (Press Division) Hyderabad	—	—	—	—	—
	(f) H.M.T. Watch Factory, III, Srinagar	—	—	—	—	Hill compensatory allowance and winter allowance.
	(g) H.M.T. I and II, Bangalore	Yes	—	—	—	—
	(h) H.M.T. Watch Factory, Bangalore	Yes	—	—	—	Washing and night shift allowance, out station, D.A., Lunch, Holiday Work.
IV.	FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)					
42.	The Export Credit and Guarantee Corporation Ltd., Bombay-1 (Maharashtra)	—	—	—	—	—
43.	Film Finance Corporation Ltd., Bombay-6	Yes	Yes	—	—	D.A., I.R.
44.	Industrial Finance Corporation of India, New Delhi-1.	Yes	Yes	—	—	Local pay, Family allowance.
45.	Industrial Development Bank of India, Bombay (Maharashtra).	N.A.	N.A.	N.A.	N.A.	N.A.
46.	Life Insurance Corporation of India Bombay-1 (Maharashtra).					As per Staff Regulations.
47.	National Industrial Development Corporation Ltd., New Delhi.	Yes	Yes	—	—	*Special Compensation allowance.
48.	Reserve Bank of India, Bombay-1 (Maharashtra).	Yes	Yes	—	Yes	Lunch, Night duty and special allowances.
49.	State Bank of India, Bombay-1 (Maharashtra).	Yes	Yes	—	Yes	Washing, Cycle, Hill, Project etc.
50.	Bank Note Press (Project), Dewas, (Madhya Pradesh).	—	—	—	—	D.A., I.R., Project and washing allowances.
V.	IRON AND STEEL					
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar).</i>					
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	Yes	Yes	—	Yes	} Washing, Transport, Subsidy, Uniform, Arm Handling, Plain Clothing, outfit allowance.
	(b) Durgapur Steel Plant, Distt. Burdwan (West Bengal)	Yes	Yes	—	Yes	
	(c) Rourkela Steel Plant, Distt. Sundergarh (Orissa).	Yes	Yes	—	Yes	
	(d) Alloy Steels Plant, Durgapur-8 Distt. Burdwan (W.B.).	Yes	Yes	—	Yes	
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	Yes	Yes	—	Yes	—

\*For employees drawing salary upto Rs. 1250 only.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
VI. MINING (INCLUDING MINERALS)						
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-I (M.P.)</i>					
	(a) Dalli Rajhara Mines (Iron Ore Mines) Distt. Durg (M.P.)	} Yes	Yes	Yes	Yes	Washing, Transport subsidy, uniform, etc.
	(b) Hirri Mines (Dolomite Mines) Distt. Bilaspur (M.P.)					
	(c) Nandini Mines (Limestone Mines) Distt. Durg (M.P.)					
54.	<i>Hindustan Steel Ltd., Ranchi (Bihar) Central Coal Washeries Organisation, Dhanbad (Bihar).</i>	Yes	Yes	—	Yes	D.A., Transport subsidy.
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>					
	(a) Zinc Smelter, Debari, Udaipur, (Rajasthan)	} —	—	—	—	Acting, Hot load casting, Silver Casting, Silver scraps*
	(b) Lead Smelter, Tundoo, Dhanbad, Bihar.					
	(c) Zawar Mines, Udaipur, (Rajasthan)					
56.	Manganese Ore (India) Ltd., Nagpur (Maharashtra).	N.A.	N.A.	N.A.	N.A.	N.A.
57.	<i>National Coal Development Corporation, Ltd., Ranchi, (Bihar).</i>	Yes@	—	—	—	Project allowance.
	(i) Argada Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	Underground allowance.
	(ii) Bachara Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	Underground and Project allowance.
	(iii) Banki Colliery, Distt., Bilaspur (M.P.)	—	—	—	—	Under ground and Washing allowance.
	(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	U.G., Messing, Dress, Washing t Pushing, lead and lift and car allowance.
	(v) Churcha Colliery, Distt. Surguja (M.P.)	—	—	—	—	O.T. Project, U.G., Washing, Messing, officiating allowances.
	(vi) Duman Hill Colliery, Distt. Bilaspur (M.P.)	—	—	—	—	Under ground, washing and uniform allowances.
	(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa).	—	—	Yes	—	Uniform, washing, Messing, rescue, officiating, first aid under ground allowances.
	(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	Under ground. O.T. Washing.
	(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	—	—	—	—	Under ground, messing, washing, and cycle allowances.
	(x) Korba Colliery Distt. Bilaspur (M.P.)	—	—	Yes	—	Uniform, Messing, Washing, underground and N.P.
	(xi) Korea Colliery, Distt. Surguja (M.P.)	—	—	—	—	Washing, under ground, first aid.
	(xii) Kurasia Colliery, Distt. Surguja (M.P.)	—	—	—	—	Underground, washing, parade.
	(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	Underground allowance.
	(xiv) Swang Colliery, Distt. Hazaribagh, (Bihar).	—	—	—	—	Washing, Messing, sanitary and cycle allowances.
	(xv) South Balanda Colliery, Distt. Dhenkanal, (Orissa)	—	—	—	—	Operating, washing, Messing and Cycle allowances.
	(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar).	—	—	Yes.	—	D.A. and Washing allowance.
	(xvii) Surakchhar Colliery, Distt. Bilaspur (M.P.)	—	—	—	—	DA., U.G., Messing, washing, uniform allowances.
	(xviii) Talchar Colliery, Distt. Dhenkanal, (Orissa).	—	—	—	—	Lift pushing, U.G., Washing, Uniform and Messing allowances.

\*Bag house, fuel pipe, Compounders exgratia, Guest House C.T., Guest House Cook, Guest House Cook, Helper, Telephone Library, Heavy Vehicle, Conservancy, Under ground, crushing allowances.

@H.N.A. allowance, where corporation accommodation has not been given.



## APPENDIX VII—Contd.

1	2	3	4	5	6	7
(xix)	Manikpur Colliery, Distt. Bilaspur	—	—	Yes	Yes	Uniform, Messing, Washing, U.G., N.P.A., First Aid.
(xx)	Sayal 'D' Colliery, Distt. Hazaribagh, (Bihar).	—	—	—	—	U.G. and D.A.
(xxi)	Bisampur Colliery, Distt. Surguja (M.P.).	—	—	—	—	D.A., Washing, Rescue allowances.
(xxii)	Khathara Colliery, Distt. Hazaribagh, (Bihar).	—	—	—	—	—
(xxiii)	Umrer Colliery, Distt. Nagpur	—	—	—	—	D.A.
(xxiv)	Silewara Colliery, Distt. Nagpur	—	—	—	—	Under ground.
(xxv)	Jhingurda Colliery, Distt. Sidhi (M.P)	—	—	—	—	D.A.
(xxvi)	A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa).	—	—	Yes	—	Washing.
(xxvii)	Dy. Supdt. (O) Colliery (T & D) Talchar Distt. Dhenkanal (Orissa).	—	—	Yes	—	Washing.
(xxviii)	Dera Colliery, Distt. Dhenkanal (Orissa).	—	—	—	—	Washing
(xxix)	Bokaro Colliery, Distt. Hazaribagh (Bihar).	—	—	—	—	Lead and lift, Re-loading Boiling, Officiating, O.T. Pushing.
(xxx)	Kargali Coal Washery P.O. Bermo, Distt. Hazaribagh, Bihar.	—	—	—	—	—
(xxxi)	Gorbi Project Distt. Sidhi (M.P.)	—	—	—	—	Project allowance.
(xxxii)	Central E & M Workshop Ko. ba, Distt. Bilaspur.	—	—	Yes	—	Washing, First Aid.
(xxxiii)	Gidi—C.P.O. Gidi (C), Distt. Hazaribagh, Bihar.	—	—	Yes	—	Washing, D.A., Cycle, non-practicing allowances.
(xxxiv)	Water Works, P.O. Patratu, Distt. Hazaribagh (Bihar).	—	—	—	—	—
(xxxv)	Gidi Coal Washery Project, Distt. Hazaribagh, Bihar.	N.A.	N.A.	N.A.	N.A.	N.A.
(xxxvi)	Bhurkunda Industrial Engg. Deptt. Bhurkunda.	—	—	—	—	O.T., T.A., etc.
58.	The Singareni Collieries Co. Ltd., Kothagudum Collieries (A. Pradesh).	—	—	—	Yes	Typing, duplicating, operator, steno, O.T., U.G. lead lift, pushing thin Seam Officiating allowance.
59.	<i>National Mineral Development Corporation Ltd., Hyderabad (A.P.)</i>					
(a)	Doni Malai Iron Ore Project, Sandur (Mysore).	—	—	—	Yes	D.A., Acting, officiating, mining allowances.
(b)	Diamond Mining Project, Panna(M.P.),	Yes	—	—	—	T.A., Panna Spl. compensatory construction underground allowances
(c)	Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.)	—	—	Yes	—	D.A. Spl. Compensatory T.A. Maghawan underground allowance Mining allowances.
(d)	Bailadila Iron Ore Project Deposit No. 5 Distt. Bastar (M.P.)	—	—	—	—	DA, Construction Project allowances.
(e)	Kiriburu Iron Ore Mines, Distt. Singhbhum (Bihar).	N.A.	N.A.	N.A.	N.A.	D.A.Kiriburu Mining allowances.
(f)	Kudremukhe Iron Ore Project, (Mysore).	Yes	—	—	—	Construction allowances.
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore).	—	—	—	Yes	Clean sheet clothing, non-practicing, uniform, night soil transportation, separation stenographers.
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu).	—	—	—	—	Mines, depth, risk, Spl. Graduate, Checking, Commercial Bus, O.T., Uniform, Dhobi, Ration, Washing, Parade, Night shift, Vulcanising, radiographic testing, N.P. and Ambulance/Mortuary allowances.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar).	—	—	—	—	Washing, Messing and Under-ground allowances.
63.	<i>Hindustan Copper Ltd., Calcutta.</i>					
(a)	Khetri Copper Ltd., Jhunjhunu (Rajasthan)	Yes	—	—	—	Local under ground First aid, Sewage, Cleaning allowances.
(b)	Agnigundala Copper Lead Project Vidukonda P.O. Vinukonda Taluk Guntur.	—	—	—	—	Local and U.G. allowances.
64.	Hindustan Latex Ltd., Trivandrum, (Kerala)	—	—	—	—	Interim Relief.
<b>VII. PAPER AND PAPER PRODUCTS</b>						
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi.	Allowances admissible as per Central Government rules.				(C.C.A., HRA, IR, D.A. and D.P.)
66.	Security Paper Mill, Hoshangabad (M.P.)	Yes	—	Yes	—	DA and IR allowances
67.	The National Newsprints and Paper Mills Ltd., Distt. Nimar Napa Nagar (M.P.)	—	—	—	—	Hazard and Heavy Duty work, Local Factory and officiating allowances.
<b>VIII. PETROLEUM AND REFINING</b>						
<i>68.A. Indian Oil Corporation Ltd. (Refinery Division) New Delhi.</i>						
(a)	Barauni Refinery, Barauni, Distt. Monghyr (Bihar).	Yes	Yes	—	—	Special allowance shift allowance, washing allowance, Tea allowance, ad-hoc cost of living, allowance.
(b)	Gauhati Refinery, Gauhati (Assam)	Yes	Yes	—	—	Do.
(c)	Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	Yes	Yes	—	—	Do
(d)	Haldia Refinery, Haldia (West Bengal).	Yes	Yes	—	—	Do
<i>B.</i>	<i>Indian Oil Corporation Ltd., (Marketing Division) Bombay (Maharashtra).</i>	Yes	Yes	—	—	D.A., Shift, Duty officiating O.T., Washing and T.A. allowances.
69.	Oil and Natural Gas Commission, Dehradun (U.P.)	—	Yes	Yes	Yes	Drilling, Field Establishment, Heavy Vehicle driving, winch operation, washing, O.T. D.A., Research, Design Hard duty, typing, workshop.
70.	Cochin Refineries Ltd., Cochin (Kerala)	Yes	—	—	—	Meals, Outstation, Park Shift, Acting Special L.T.C.
71.	Madras Refineries Ltd., Marali Distt. Chingleput (Tamil Nadu).	Yes	Yes	—	Yes	Acting, lunch, washing, O.T. D.A., Special, Shift, Transport
<b>IX. PORTS AND DOCKS</b>						
72.	Kandla Port Trust, Gandhidham, Kutch (Gujarat).	N.A.	N.A.	N.A.	N.A.	N.A.
73.	Madras Port Trust, Madras-1 (Tamil Nadu)	Yes	Yes	—	Yes	Cash allowance, D.A.
74.	Mormugao Port Trust, Mormugao (Goa)	Yes	Yes	—	—	—
75.	Visakhapatnam Port Trust, Visakhapatnam, (Andhra Pradesh)	Yes	Yes	—	Yes	Night Weightage overtime allowance.
76.	Kandla Dock Labour Board, Kandla	N.A.	N.A.	N.A.	N.A.	N.A.
<b>X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES</b>						
77.	Government of India, Press, Simla (H.P.)	N.A.	N.A.	N.A.	N.A.	N.A.

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>						
78.	<i>Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal)</i>					
	(a) Automobile Workshop Behala, Calcutta	}	As per the Central Government Rules.			
	(b) Gayeshpur Production Centre, Gayeshpur, Distt. Nadia (W.B.).					
	(c) Cast Iron Foundry, Durgapur Distt. Burdwan (W.B.).					
	(d) Electrical Ancillary Unit, Calcutta (W.B.).					
	(e) Fruit Canning Unit, Bon-Hooghly Industrial Estate, Calcutta (W.B.).					
	(f) Garment Factory, Calcutta (W.B.)					
	(g) Leather Works, Calcutta (W.B.)					
	(h) Sheet Metal Unit, Bon-Hooghly Industrial Estate, Calcutta-35 (W.B.).					
	(i) Malda Silk Factory, Malda					
	(j) Sukumar Engineering Works, Calcutta (W.B.).					
	(k) Teharpur Production Centre, Teharpur, Nadia (W.B.).					
	(l) K.B.M. Production Centre, Chakudak, Nadia.					
	(m) Habra Production Centre, Habra, 24-Parganas, Malda (W.B.).					
	(n) Jugdalpur Sleeper Factory, Jugdalpur, Distt. Bastar (M.P.)					
	(o) Automobiles Fuel and Service Station, Behala.					
	(p) Tent Making Unit, Behala, I.E. Calcutta (W.B.).					
	(q) Textile Processing Unit, Calcutta (W.B.)					
	(r) Wood Works, Calcutta (W.B.)					
	(s) Ceramic Factory, Raighat, Nadia (W.B.)					
79.	Central Warehousing Corporation, New Delhi-16.	Yes	Yes	—	—	I.R.
<b>XII. SHIP BUILDING AND REPAIRING</b>						
80.	Hindustan Ship Yard Ltd., Gandhigram, Visakhapatnam (A.P.).	Yes	—	—	Yes	Section Head, Out door, Night Shift, Yard, Dhoby, cycle, car cleaning, Sunday, Meals, Rifle, the operator, duplicators, special pay to steno, out of pocket expenses, cash handling.
81.	Mazagon Dock Ltd., Mazagaon, Bombay (Maharashtra).	No	—	—	Yes	Food, officiating and Night shift
82.	Goa Shipyard Ltd., Goa	Yes	—	—	—	D.A. and I.R.
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>						
83.	Air India, Bombay-1 (Maharashtra)	N.A.	N.A.	N.A.	Yes	Special Travelling allowance, Navigator's allowance, Charter allowance, Chief Pilot's allowance, Check Pilot's allowance, Chief Flight Engineers allowances, Check flight Engineer's allowance, Chief Flight Navigator's allowance, Chief Cabin Attendant's allowance, Communications Superintendent's allowance, Deputy Communications Superintendent's allowance, Flying Instructor's allowance, Three Engine Ferry allowance, Special Pay for Administrative Pilot, Stay over

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
						allowance, Lay over allowance, Caravelle allowance to cabine attendants, Bonus for successful landing at Leh and Kargil, Special allowance for Towing, R.T. allowance, Approval allowance, Escort allowance, Transport allowance, Washing allowance, Foreign allowance, Winter (Fuel) allowance, Special allowance in Passighat, Overtime allowance, Special allowance for Chief Instructors and Asstt., Meal allowance, Machine allowance, Duty allowance, Flight allowance, Instructor's allowance, Shift allowance, Weekly Off day allowance, Holiday overtime, Special allowance to staff posted at Leh Fleet allowance, Special allowance for operating Duplicating Machine, Charge allowance, Special allowance for performing Bank duties, Compensatory allowance.
84.	Central Inland Water Transport Corporation Ltd., Calcutta ( W.B.).	Yes	Yes	—	—	D.A., I.R.
85.	Central Road Transport Corporation Ltd., Calcutta-1 (W.B.).	Yes	Yes	—	—	—
86.	Indian Airlines, New Delhi-1	N.A.	N.A.	N.A.	Yes	DC-3, F-27/Viscount/DC-4 Caravelle/Boing, R.T., Licence, D.A N.P.
87.	The Mogul Lines Ltd., Bombay-1	Yes	—	—	Yes	Family, Cash handling, Comp-tists Machine, Car cleaning, Duplicating, Translation/Dock staff, warm clothing, Havildar.
88.	Shipping Corporation of India Ltd., Bombay (Maharashtra).	—	—	—	—	Travelling, Outfit, Board and lodging allowances and allowance on transfer.
89.	Integral Coach Factory, Perambur, Madras	Yes	Yes	—	Yes	Washing, Running, Night duty, National Holiday.
90.	South Eastern Railway, Calcutta (West Bengal).	—	—	—	—	—
	(a) South Eastern Railway Workshops, Kharagpur, Distt. Midnapore (W.B.).	Yes	—	—	—	Night duty.
	(b) S.E. Railway, Narrow Gauge, Nagpur, Moti Bagh Kampte Road, P.O. Beganbagh, Nagpur.	Yes	Yes	—	—	—
	(c) S.E. Railway Engineering, Workshop at P.O. Sini, Distt. Singhbhum (Bihar).	—	—	—	—	Washing, Over Time, Night duty.
	(d) Electrical Workshops, Kharagpur, Distt. Midnapore (W.B.).	Yes	—	—	—	Night duty.
91.	Central Railway, Bombay	N.A.	N.A.	N.A.	N.A.	N.A.
92.	South Central Railway, Secunderabad	Yes	Yes	—	—	Night duty, Washing, T.A. uniform, Messing, Machine.
<b>XIV. OTHERS</b>						
93.	Railway Protection Force, Central Railway, Bombay (Maharashtra).	Yes	Yes	—	—	I.R.
94.	CPWD, Desert Cooler Workshop, New Delhi-1.	All allowances are paid as per Govt. orders from time to time.				

## APPENDIX VII—Contd.

1	2	3	4	5	6	7
95.	Government Medical Store, Calcutta-22 (W.B.).					As admissible for Central Government Employees
96.	Government Medical Store Depot, Karnal (Haryana).	Yes	—	—	—	—
97.	Hindustan Steel Works Construction Ltd., Calcutta.	Yes	Yes	—	—	I.R., Construction allowances
98.	India Government Mint, Alipore, Calcutta.	Yes	Yes	—	—	D.A. Night duty Gold melting, I.R.
99.	India Government Mint, Bombay-1 (Maharashtra).	Yes	Yes	—	—	D.A., Night duty, Gold allowance.
100.	India Government Silver Refinery Celi, Calcutta.	Yes	Yes	Yes	—	I.R., Washing, Night duty.
101.	India Government Mint, Hyderabad-4, (A.P.).	Yes	Yes	—	—	D.A., I.R.
102.	Lube India Ltd., Bombay	Yes	—	—	—	Shift allowance.
103.	<i>Modern Bakeries (India) Ltd., New Delhi.</i>					
	(a) Naroda Unit, Industrial Estate, Ahmedabad.	Yes	Yes	—	Yes	D.P., D.A., I.R.
	(b) Bangalore Unit, Bangalore	Yes	Yes	—	Yes	D.P., D.A., I.R.
	(c) Arey Milk Unit, Bombay	Yes	Yes	—	Yes	—
	(d) Calcutta Unit, Calcutta	Yes	Yes	—	Yes	D.P., D.A., Night Shift, Honarium.
	(e) Cochin Unit, Cochin					As per rates admissible to Central Govt. employees.
	(f) New Delhi Unit, New Delhi	Yes	Yes	—	Yes	D.P., D.A., I.R.
	(g) Uppal Kalan Unit, Hyderabad	Yes	Yes	—	Yes	D.P., D.A., I.R.
	(h) Kanpur Unit, Kanpur (U.P.)	Yes	Yes	—	Yes	Transportation, Night Shift.
	(i) Adyar Unit, Madras	N.A.	N.A.	N.A.	N.A.	N.A.
104.	National Buildings Construction Corporation Ltd., New Delhi.	N.A.	N.A.	N.A.	N.A.	N.A.
105.	National Projects Construction Corporation Ltd., New Delhi.	Yes	—	—	—	D.A., T.A., O.T.
106.	<i>National Small Industries Corporation Ltd., New Delhi.</i>					
	(a) P.T.C., Ohkla (New Delhi)	Yes	Yes	—	—	—
	(b) P.T.C., Indo-Japanese, Howrah (W.B.)					Allowances are given as per the Govt. of India Rules.
	(c) P.T.C., Rajkot (Gujarat)	Yes	—	—	—	—
107.	Central Fisheries Corporation Ltd., Ahmedabad-16.					As per Central Government Rules.
108.	Delhi Milk Scheme, New Delhi					As per Central Government Rules.
109.	Hindustan Housing Factory Ltd., New Delhi.	Yes	Yes	—	Yes	Washing and Tool allowances.
110.	Jute Corporation of India, Calcutta	Yes	—	—	—	D.A.
111.	Indian Dairy Corporation, Baroda (Bombay)	Yes	Yes	—	—	—
112.	National Seeds Corporation of India Ltd., New Delhi.	Yes	Yes	—	—	I.R.
113.	<i>State Farms Corporation of India Ltd., New Delhi.</i>					
	(a) Central State Farm, P.O. Jawalgar, Distt. Raichur (Mysore).	Yes	Yes	—	—	D.A., Project allowance.
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra.	Yes	Yes	—	—	Do.
	(c) Central State Farm, Chemgam, North Arcot (Tamil Nadu).	N.A.	N.A.	—	—	N.A.
	(d) Central State Farm, Cannanore					
	(e) Central State Farm (Hirakud), Jharsuguda.					
	(f) Central State Farm, Jetsar	} Yes	Yes	—	—	D.A., Project allowance.
	(g) Central State Farm (Ludhiana)					
	(h) Central State Farm (Kokilabari), Assam.					
	(i) Central State Farm, Hissar					
114.	Hydro Carbon India (P) Ltd., D-35, South Extension, New Delhi.	N.A.	N.A.	N.A.	N.A.	N.A.
115.	The Cotton Corporation of India Ltd., Bombay.	Yes	Yes	—	—	I.R.

**APPENDIX VIII**  
**UNITS HAVING PRODUCTION/INCENTIVE BONUS SCHEMES**

S.No.	Names of the Units having Production/Incentive Bonus Scheme
1	2
<b>I. CHEMICALS AND FERTILIZERS</b>	
	<p>1. <i>Fertilizer Corporation of India Ltd., New Delhi-3.</i></p> <p>(a) Gorakhpur Unit, Distt. Gorakhpur (U.P.).</p> <p>(b) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).</p> <p>(c) Sindri Unit, Sindri, Distt. Dhanbad (Bihar).</p> <p>(d) Trombay Unit, Chembur, Bombay-34 (Maharashtra).</p> <p>2. <i>Hindustan Insecticides Ltd., New Delhi-3.</i></p> <p>(a) Alwaye Unit, Alwaye (Kerala).</p> <p>(b) New Delhi Unit, New Delhi.</p> <p>3. <i>Indian Rare Earths Ltd., Bombay (Maharashtra).</i></p> <p>Monazite Factory, Eloor, Alwaye (Kerala).</p>
<b>II. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>	
	<p>4. <i>Bharat Heavy Electricals Ltd., New Delhi-1.</i></p> <p>Switchgear Unit, Hyderabad-32 (A.P.).</p> <p>5. <i>Hindustan Aeronautics Ltd., (Head Office) Bangalore-1 (Mysore).</i></p> <p>(a) Bangalore Division, Bangalore-17 (Mysore).</p> <p>(b) Hyderabad Division, Hyderabad-37 (A.P.).</p> <p>(c) Kanpur Division, Kanpur (U.P.).</p> <p>(d) Koraput Division, Koraput (Orissa).</p> <p>(e) Nasik Division, Nasik (Maharashtra).</p> <p>6. Bharat Electronics Ltd., Bangalore-3 (Mysore).</p> <p>7. Heavy Electricals (India) Ltd., Bhopal-22 (M.P.).</p> <p>8. Hindustan Cables Ltd., Burdwan, West Bengal.</p> <p>9. Indian Telephone Industries Ltd., Bangalore-16 (Mysore).</p> <p>10. Praga Tools Ltd., Secunderabad-3 (A.P.).</p> <p>11. The National Instruments Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 West (Bengal).</p> <p>12. <i>Bharat Earth Movers Ltd., Bangalore.</i></p> <p>(a) Rail Coach Division.</p> <p>(b) Earth Movers Division.</p> <p>13. Garden Reach Work Shop Ltd., Calcutta.</p> <p>14. <i>Hindustan Machine Tools Ltd., Bangalore.</i></p> <p>(a) H.M.T., Pinjore.</p> <p>(b) H.M.T., Kalamassery</p> <p>(c) H.M.T., Hyderabad.</p> <p>(d) H.M.T., I &amp; II, Bangalore.</p> <p>(e) H.M.T. Watch Factory, Bangalore.</p>
<b>III. FINANCIAL INSTITUTIONS (INCLUDING BANKS &amp; INSURANCE)</b>	
	<p>15. Life Insurance Corporation of India, Bombay-1 (Maharashtra).</p> <p>16. National Industrial Development Corporation Ltd., New Delhi.</p>
<b>IV. IRON AND STEEL</b>	
	<p>17. <i>Hindustan Steel Ltd., Ranchi (Bihar).</i></p> <p>(a) Bhilai Steel Plant, Bhilai Durg (M.P.).</p>

## APPENDIX VIII—Contd.

2

- (b) Durgapur Steel Plant, Distt. Burdwan (W.B.).
- (c) Rourkela Steel Plant, Distt. Sundergarh (Orissa).
- (d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal).

## V. MINING (INCLUDING MINERALS)

18. *Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)*
  - (a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (M.P.).
  - (b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (Madhya Pradesh).
  - (c) Nandini Mines (Limestone), Distt. Durg (M.P.).
19. *Hindustan Steel Ltd., Ranchi (Bihar)*.  
Central Coal Washeries Organisation, Dhanbad (Bihar).
20. *National Coal Development Corporation Ltd., Ranchi, Bihar*.
  - (a) Bachara Colliery, Distt. Hazaribagh (Bihar).
  - (b) Bhurkunda Colliery, Distt. Hazaribagh (Bihar).
  - (c) Bokaro Colliery, Distt. Hazaribagh (Bihar).
  - (d) Dera Colliery, Distt. Dhenkanal (Orissa).
  - (e) Gidi 'A' Colliery, Distt. Hazaribagh, (Bihar).
  - (f) Gidi 'C' Colliery, Distt. Hazaribagh (Bihar).
  - (g) Jhingurda Colliery, Distt. Hazaribagh (Bihar).
  - (h) Jarangidh Colliery, Distt. Hazaribagh (Bihar).
  - (i) Khathara Colliery, Distt. Hazaribagh (Bihar).
  - (j) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar).
  - (k) Umrer Colliery, Distt. Nagpur.
21. The Singareni Collieries Co. Ltd. (A.P.).
22. *National Mineral Development Corporation Ltd., Hyderabad (A.P.)*.
  - (a) Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.).
  - (b) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar).
23. Bharat Gold Mines Ltd., Oorgaum (Mysore).
24. Uranium Corporation of India Ltd., Jaduguda Distt. Singhbhum (Bihar).
25. *Hindustan Copper Ltd., Calcutta*.
  - (a) Khetri Copper Ltd., Jhunjhunu (Rajasthan).
  - (b) Agnigundala Copper Lead Project, Vinukonda P.O. Vinukonda Taluk, Guntur.

## VI. PAPER AND PAPER PRODUCTS

26. Security Paper Mill, Hoshangabad (M.P.).

## VII. PETROLEUM AND REFINING

27. Oil & Natural Gas Commission, Dehradun (U.P.).

## VIII. PORTS AND DOCKS

28. Madras Port Trust, Madras-1 (Tamil Nadu).
29. Visakhapatnam Port Trust, Visakhapatnam (A.P.).

## IX. PRINTING, PUBLISHING AND ALLIED INDUSTRIES

30. Government of India Press, Simla (H.P.).

## X. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS

31. Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal).

## XI. TRANSPORT, AVIATION AND SHIPPING

32. Central Road Transport Corporation Ltd., Calcutta-1 (West Bengal).

## APPENDIX VIII—Contd.

1

2

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33. Integral Coach Factory, Perambur, Madras-38.
  34. *South Eastern Railway, Calcutta (W.B.)*.
    - (a) South Eastern Railway Workshops, Kharagpur.
    - (b) South Eastern Railway, Narrow Gauge, Nagpur.
    - (c) Electrical Workshops, Kharagpur.
  35. South Central Railway, Secunderabad.
- XII. OTHERS
36. Indian Government Mint, Bombay-1 (Maharashtra).
  37. National Buildings Construction Corporation Ltd., New Delhi.
  38. National Projects Construction Corporation Ltd., New Delhi.
  39. Hindustan Housing Factory Ltd., New Delhi.
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**APPENDIX IX**  
**NAMES OF UNITS WHICH PAID ANNUAL PROFIT SHARING BONUS DURING 1971**

Sl. No.	Name of Industry/Unit	Categories of employees to whom bonus paid	Rate at which paid
1	2	3	4
<b>I. CHEMICALS AND FERTILIZERS</b>			
1.	<i>Fertilizer Corporation of India Ltd., New Delhi-3</i>		
	(a) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	All	4% (Incentive payment will be determined each month of the productivity measures over a period of one calendar month).
	(b) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam).	All	
	(c) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	All whose pay does not exceed Rs. 1,400.	
	(d) P & D Division, Sindri Distt. Dhanbad (Bihar).	Details not furnished	
	(e) Sindri Unit, Sindri Distt. Dhanbad (Bihar)	All	
	(f) Trombay Unit, Chembur, Bombay-74 (Maharashtra).	All	
2.	<i>Fertilizers &amp; Chemicals, Travancore Ltd., Alwaye, (Kerala).</i>		
	Udyogamandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala).	N.A.	N.A.
3.	<i>Hindustan Insecticides Ltd., New Delhi-3.</i>		
	(a) Alwaye Unit, Alwaye (Kerala)	N.A.	3½% (Bonus) 10% ex-gratia.
	(b) New Delhi Unit, New Delhi		
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan).</i>		
	(a) Kharaghoda Salt Works, Kharaghoda (Gujarat).	All	4%
	(b) Mandi Salt Mines, Mandi (H.P.).	Yes	N.A.
	(c) Sambhar Salts Ltd., Jaipur (Rajasthan)	Yes	N.A.
5.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra).</i>		
	(a) Head Office and Thorium Factory	All workers	20% total wages (Basic Plus D.A.).
	(b) Monazite Factory, Eloor, Alwaye (Kerala)	Do.	N.A.
	(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala).	Do.	N.A.
	(d) Mineral Division Plant II, Manavalakurichi, Kanyakumari Distt. (Tamil Nadu).	Do.	N.A.
6.	<i>Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).</i>	All workers (linked with production.)	4%
7.	<i>Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu).</i>	Yes	N.A.
8.	<i>Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).</i>	Yes	N.A.
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>			
9.	<i>The State Trading Corporation of India Ltd., New Delhi-1.</i>		
	Wig India, Ambattur, Madras-1 (Tamil Nadu)	All employees	Ex-gratia bonus
10.	<i>The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra).</i>	All employees	4%
11.	<i>Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.).</i>	All workers	As per the payment of Bonus Act, read with the Khadiikar Formula.

## APPENDIX IX—Contd.

1	2	3	4
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>			
12.	<b>Bharat Heavy Electricals Ltd., New Delhi-1.</b>		
	(a) Switchgear Unit, Hyderabad-32 (A.P.)	All workers	Incentive scheme was started from September, 1972.
	(b) Tiruverumber Unit, Tiruchirapalli-14 (Tamil Nadu).	Do.	Ex-gratia payment.
13.	<b>Hindustan Aeronautics Ltd., (Head Office), Bangalore-1 (Mysore).</b>	N.A.	N.A.
	(a) Bangalore Division, Bangalore-17 (Mysore)	All workers below Rs. 600	
	(b) Hyderabad Division, Hyderabad-37 (A.P.)	All workers below Rs. 600	4% Ex-gratia bonus
	(c) Kanpur Division, Kanpur (U.P.)	Do.	Do.
	(d) Koraput Division, Koraput (Orissa)	Do.	Do.
	(e) Lucknow Division, Lucknow (U.P.)	Nil	Nil
	(f) Nasik Division, Nasik (Maharashtra)	All workers	4%
14.	<b>Bharat Electronics Ltd., Bangalore-13 (Mysore)</b>	All permanent employees	Ex-gratia paid.
15.	<b>Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)</b>	All workers	As per Bonus Act.
16.	<b>Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).</b>	All	20% (Ex-gratia).
17.	<b>Hindustan Cables Ltd., Burdwan, West Bengal</b>	All	Ex-gratia at the rate of one month's emoluments (Basic + D.A.) plus Rs. 20.
18.	<b>Indian Telephone Industries Ltd., Bangalore-16 (Mysore).</b>	All employees except Govt. servant on deputation.	15.8% (ex-gratia) (Basic + D.A.)
19.	<b>Instrumentation Ltd., Kota (Rajasthan)</b>	All	4% Bonus + 10% ex-gratia (as per Bonus Act).
20.	<b>Praga Tools Ltd., Secunderabad-3 (A.P.)</b>	(i) Direct service groups (ii) Indirect service group of	4%
		1st significance	60%
		2nd significance	40%
21.	<b>The National Instruments Ltd., Jadavpur, Calcutta-32 (West Bengal).</b>	Direct workers	4%
22.	<b>Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore).</b>	All employees	4% Ex-gratia paid.
23.	<b>Bharat Earth Movers Ltd., Bangalore</b>		
	(a) Rail Coach Division	Direct workers	% of efficiency
	(b) Earth Movers Division		
			Amount of bonus to be paid per workers paid
			Below 70 Nil
			70 to 79 Rs. 60
			80 to 89 Rs. 85
			90 to 99 Rs. 110
			100 & above Rs. 144 per annum
24.	<b>Bridge Engineering Workshop, Assam</b>	N.A.	N.A.
25.	<b>Garden Reach Workshop Ltd., Calcutta</b>	All employees	Not available
26.	<b>Hindustan Machine Tools Ltd., Bangalore</b>		
	(a) H.M.T. Head Office, Bangalore	N.A.	N.A.
	(b) H.M.T., Pinjore	All employees covered	4%
	(c) H.M.T., Kalamassery	All employees	4% (Basic + D.A.)
	(d) H.M.T., Hyderabad	Do.	Direct workers Rs. 25-00 Indirect staff Rs. 17-00.
	(e) H.M.T. (Press Division), Hyderabad	N.A.	N.A.
	(f) H.M.T. I & II, Bangalore	All employees	4%
	(g) H.M.T., Watch Factory, Bangalore	All employees	4%

## APPENDIX IX—Contd.

1	2	3	4
<b>IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)</b>			
27. Industrial Development Bank of India, Bombay-1 (Maharashtra)	N.A.		N.A.
28. Life Insurance Corporation of India, Bombay-1 (Maharashtra)	Class III & IV. Class I & II		@1½ months basic pay* @1½ months basic pay subject to maximum limit Rs. 1,200. 31-3-71 to 31-3-72 they were paid the bonus at the rate of two month's basic salary subject to the maximum of Rs. 1,600.
29. National Industrial Development Corporation Ltd., New Delhi.	All employees upto and including in the scale of Rs. 1,100-1,800.	and	Ex-gratia payment.
30. State Bank of India, Bombay-1 (Maharashtra)	Yes		N.A.
<b>V. IRON AND STEEL</b>			
31. Hindustan Steel Ltd., Ranchi, Bihar.			
(a) Bhilai Steel Plant, Bhilai, Durg (M.P.) (b) Durgapur Steel Plant, Distt. Burdwan (W.B.) (c) Rourkela Steel Plant Distt. Sundergarh (Orissa). (d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal).	All workers.		Statutory Bonus provision.
<b>VI. MINING (INCLUDING MINERALS)</b>			
32. Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai (Madhya Pradesh).			
(a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (Madhya Pradesh). (b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (Madhya Pradesh). (c) Nandini Mines (Limestone Mines), Distt. Durg (Madhya Pradesh).	All employees		8.33% + Rs. 100/- per employee (Profit sharing Bonus).
33. Hindustan Steel Ltd., Ranchi (Bihar)			
Central Coal Washeries Organisation, Dhanbad (Bihar).	All employees		Profit sharing Bonus and incentive bonus paid.
34. Hindustan Zinc Ltd., Udaipur (Rajasthan).			
(a) Zinc Smelter, Debari, Udaipur (Rajasthan) (b) Lead Smelter, Tundoo, Dhanbad (Bihar) (c) Zawar Mines, Udaipur (Rajasthan)	All employees		@ 4% is paid as per payment of Bonus Act.
35. Manganese Ore (India) Ltd., Nagpur (Maharashtra)	All employees		Profit Bonus and quarterly attendance bonus.
36. National Coal Development Corporation Ltd., Ranchi, Bihar.			
(i) Argada Colliery, Distt. Hazaribagh (Bihar)	All workers		Profit sharing bonus/Annual bonus.
(ii) Bachara Colliery, Distt. Hazaribagh (Bihar)	Do.		Do.
(iii) Banki Colliery, Distt. Bilaspur (M.P.)	All workers (excluding Officers)		5%
(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar).	All workers		Profit sharing/Annual Bonus.
(v) Churcha Colliery, Distt. Surguja (M.P.)	All categories of workers (including casuals).		Profit sharing bonus.
(vi) Duman Hill Colliery, Distt. Bilaspur (M.P.)	All categories of workers		Profit sharing bonus.
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	All workers		Ex-gratia profit sharing Bonus.
(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	All workers		Profit sharing bonus quarterly bonus/incentive bonus.
(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	All employees		Besides profit sharing bonus quarterly bonus is also paid under Coal Mines Bonus Scheme.

\*From 1971, the rate has changed to 10% of the basic pay.

## APPENDIX IX—Contd.

1	2	3	4
(x) Korba Colliery, Distt. Bilaspur (M.P.)	All employees		Profit sharing bonus/Bonus under Coal Mines Bonus Scheme.
(xi) Korea Colliery, Distt. Surguja (M.P.)	All employees		Profit sharing bonus and Attendance bonus.
(xii) Kurasia Colliery, Distt. Surguja (M.P.)	All categories		Profit sharing bonus 10%
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	Do.		Quarterly Annual bonus.
(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	Do.		Bonus is paid in excavation section/colliery side. Attendance bonus @ 10%. Profit sharing bonus.
(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)	All workers		
(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar)	All workers		Profit sharing bonus and Attendance Bonus @ 10% of the basic earnings.
(xvii) Surakachhar Colliery, Distt. Bilaspur (M.P.)	All employees		Annual and quarterly bonus paid
(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)	N.A.		Profit Sharing bonus.
(xix) Manikpur Colliery, Distt. Bilaspur (M.P.)	All workers		4% in addition to 1% in the year 1970-71.
(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	All workers		Profit sharing bonus/quarterly bonus/incentive bonus is paid.
(xxi) Bistrampur Colliery, Distt. Surguja (M.P.)	N.A.		Profit sharing bonus and Attendance Bonus.
(xxii) Khathara Colliery, Distt. Hazaribagh (Bihar)	All employees		N.A.
(xxiii) Umrer Colliery, Distt. Nagpur	Yes		Do.
(xxiv) Silewara Colliery, Distt. Nagpur	All employees		Do.
(xxv) Jhingurda Colliery, Distt. Sidhi (M.P.)	Yes		Do.
(xxvi) A.G.M. (O), P.O. Dera Colliery, Distt. Dhenkanal (Orissa)	All employees		Do.
(xxvii) Dy. Supdt. (O) Colliery, (T&D), Talcher, Distt. Dhenkanal	All employees		Profit sharing bonus.
(xxviii) Dera Colliery, Distt. Dhenkanal (Orissa)	All employees		Do.
(xxix) Bokaro Colliery, Distt. Hazaribagh (Bihar)	All employees		Profit sharing bonus.
(xxx) Kargali Coal Washery, Distt. Hazaribagh	All employees (excluding officers)		Profit sharing bonus and attendance bonus.
(xxxi) Gorbi Project—Distt. Sidhi (M.P.)	All employees		Profit sharing bonus.
(xxxii) Central E&M Workshop, Korba, Distt. Bilaspur.	All workmen		Profit sharing bonus and attendance bonus.
(xxxiii) Gidi 'C' Distt. Hazaribagh	Do.		Incentive bonus, when labour productivity index is beyond 55% for a weekly incentive period.
(xxxiv) Water Works, Patratu Distt. Hazaribagh (Bihar)	All employees		Profit sharing bonus.
(xxxv) Gidi Coal Washery Project, Distt. Hazaribagh.	Not available		Not available.
(xxxvi) Bhurkunda (Industrial) Engg. Department, Bhurkunda.	All employees		Profit sharing bonus and attendance bonus.
37. The Singareni Collieries Co. Ltd. (A.P.)	All workmen		Profit sharing bonus and attendance bonus.
38. National Mineral Development Corporation Ltd., Hyderabad (A.P.)			
(a) Doni Malai Iron Ore Project, Sandure (Mysore).	Mine is under construction.		
(b) Baitadila Iron Ore Project Deposit No. 14, Distt. Bastar (M.P.).	All employees		Production sharing Bonus.
(c) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar).	All employees		4% minimum bonus under the Act.
39. Bharat Gold Mines Ltd., Oorgaum (Mysore)	All categories of workers (Monthly and daily rated employees.)		24 days basic salary per annum

## APPENDIX IX—Contd.

1	2	3	4
	40. Uranium Corporation of India, Jaduguda, Distt. Singhbhum (Bihar).	All employees	4% (Basic + D.A.).
	41. Hindustan Copper Ltd., Calcutta.		
	(a) Khetri Copper Ltd., Jhunjhunu (Rajasthan)	N.A.	N.A.
	42. Hindustan Latex Ltd., Trivandrum, Kerala	All employees	Profit sharing/Annual bonus.
VII.	PAPER AND PAPER PRODUCTS		
	43. The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt Nimar (M.P.).	All employees drawing Basic Pay upto maximum of Rs. 1,600	1½ months total wages subject to a maximum of Rs. 325.
VIII.	PETROLEUM AND REFINING		
	44. Indian Oil Corporation Ltd., (Refinery Division), New Delhi.		
	A. (a) Barauni Refinery, Barauni, Distt. Monghyr, (Bihar).	All employees	Profit sharing Bonus.
	(b) Gauhati Refinery, Gauhati, Assam	Do.	Do.
	(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat).	Do.	Do.
	(d) Haldia Refinery, Haldia	Do.	Do.
	B. Indian Oil Corporation Ltd., (Marketing Division) Bombay (Maharashtra).	All employees	20%
	45. Oil and Natural Gas Commission, Dehradun (U.P.)	All categories of employees	8% (of the salary).
	46. Cochin Refineries Ltd., Cochin (Kerala)	All categories of employees.	Annual Profit sharing bonus.
	47. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu).	All workers	16.5% of the total salary.
IX.	PORTS AND DOCKS		
	48. Kandla Port Trust, Ghandidham, Kutch (Gujarat)	N.A.	8.33% (ex-gratia).
	49. Madras Port Trust, Madras-1 (Tamil Nadu)	Not available	8-1/3% (ex-gratia).
	50. Mormugao Port Trust, Mormugao (Goa)	Employees	8-1/3% (ex-gratia).
	51. Visakhapatnam Port Trust, Visakhapatnam (A.P.)	Employees	8-1/3% (ex-gratia).
	52. Kandla Dock Labour Board, Kandla	All employees	Ex-gratia Bonus
X.	PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS		
	53. Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal).		
	(a) Automobile Workshop, Behala, Calcutta (W.B.).	All	8.33% (Ex-gratia).
	(b) Gayespur Production Centre, Gayeshpur, All Distt. Nadia (W.B.).	All	8.33% (Since 1971).
	(c) Cast Iron Foundry, Durgapur, Burdwan (W.B.)	All	8.33% (Since 1971).
	(d) Electrical Ancilliary Unit, Calcutta (W.B.)	All	8.33% (Since 1971).
	(e) Fruit Canning Unit, Bon-Hooghly (I.E.) Calcutta-W.B.	All	8.33% (Since 1971).
	(f) Garment Factory, Calcutta (W.B.)	All	8.33% (Since 1971).
	(g) Leather Works, Calcutta (W.B.)	All	8.33% (Since 1971).
	(h) Sheet Metal Unit, Bon-Hoogly, Calcutta (W.B.)	All	8.33% (Since 1971).
	(i) Malda Silk Factory, Malda	All	8.33% (Since 1971).
	(j) Sukumar Engineering Works, Calcutta (W.B.)	All	8.33% (Since 1971).
	(k) Teharpur Production Centre, Teharpur, Nadia (W.B.).	All	8.33% (Since 1971).
	(l) K.B.M. Production Centre, Chakadak, Nadia	All	8.33% (Since 1971).
	(m) Habra Production Centre, Habra, 24 Parganas, All Malda.	All	8.33% (Since 1971).

## APPENDIX IX--Contd.

1	2	3	4
	(n) Jugdalpur Sleeper Factory, Jugdalpur (M.P.)	All	8.33% (Since 1971).
	(o) Automobiles and Fuel and Service Station, Behala.	All	8.33% (Since 1971).
	(p) Tent Making Unit, Behala, Calcutta	All	8.33% (Since 1971).
	(q) Textile Processing Unit, Calcutta (W.B.)	All	8.33% (Since 1971).
	(r) Wood Works, Calcutta (W.B.)	All	8.33% (Since 1971).
	(s) Ceramic Factory, Raighat, Nadia (W.B.)	All	8.33% (Since 1971).
	54. Central Warehousing Corporation, New Delhi-16	All	Under Bonus Act.
XI.	SHIP BUILDING AND REPAIRING		
	55. Hindustan Ship Yard Ltd., Gandhigram, Visakhapatnam (Andhra Pradesh).	All	4% (Ex-gratia) under payment of Bonus Act.
	56. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra).	All	8½%
	57. Goa Shipyard Ltd., Goa	All employees	Issue under pending (1971-72).
XII.	TRANSPORT, AVIATION AND SHIPPING		
	58. Air India, Bombay-1 (Maharashtra)	All workmen	Production Incentive Bonus Scheme.
	59. Central Inland Water Transport Corporation Ltd., Calcutta (W.B.).	All	Half month basic pay with D.A.
	60. Central Road Transport Corporation Ltd., Calcutta-1 (W.B.)	All	As per Bonus Act.
	61. Indian Airlines, New Delhi-1	All workmen	Ex-gratia payment.
	62. The Mogul Line Ltd., Bombay-1	Officers and staff	As per Bonus Act.
	63. Shipping Corporation of India Ltd., Bombay	All its shore employees.	At the rate of 20% of Basic pay plus Dearness Allowance subject to a maximum of Rs. 1,800
XIII.		Floating staff officers on vessels	All officers one months' basic salary.
XIV.	OTHERS		
	64. Railway Protection Force, Central Railway, Bombay (Maharashtra).	N.A.	N.A.
	65. Hindustan Steel Works Construction Ltd., Calcutta	Employees	20% of wages as per provision of the Bonus Act.
	66. India Government Mint, Bombay-1 (Maharashtra)	N.A.	N.A.
	67. <i>Modern Bakeries (India) Ltd., New Delhi.</i>		
	(a) Kanpur Unit, Kanpur (U.P.)	All	8-1/3%
	(b) Adyar Unit, Madras	All	4% (Ex-gratia).
	68. National Projects Construction Corporation Ltd., New Delhi.	All employees employed on Earth Moving Machines.	4% (bonus) plus 1% (ad-hoc). Not entitled to earn bonus more than 50% of thier basic pay.
	69. <i>National Small Industries Corporation Ltd., New Delhi</i>		
	(a) P.T.C., Okhla, New Delhi	All workers	5% (Ex-gratia)
	(b) P.T.C., Indo-Japanese, Howrah (W.B.)	All categories of employees	5% (Ex-gratia)
	(c) P.T.C., Rajkot, (Gujarat)	All employees	Ex-gratia paid.
	70. Hindustan Housing Factory Ltd., New Delhi	Do.	N.A.
	71. National Seeds Corporation of India Ltd., New Delhi	Do.	N.A.

## APPENDIX IX—Contd.

1	2	3	4
72. State Farms Corporation of India Ltd., New Delhi	N.A.	N.A.	
(a) Central State Farm, P.O. Jawalgera, Dist. Raichur (Mysore).	N.A.	N.A.	
(b) Central State Farm Mizohills, Lockicherra and Lushaicherra.	N.A.	N.A.	
(c) Central State Farm, Chengam, North Arcot, Tamil Nadu.	N.A.	N.A.	
(d) Central State Farm, Cannanore	N.A.	N.A.	
(e) Central State Farm (Hirakud) Jharsuguda	N.A.	N.A.	
(f) Central State Farm, Jetsar	N.A.	M.A.	
(g) Central State Farm (Ludhiana)	N.A.	N.A.	
(h) Central State Farm (Kokilabari), Assam	N.A.	N.A.	
(i) Central State Farm, Hissar	N.A.	N.A.	
73. Hydro Carbons India (P) Ltd., D-35, South Extention, New Delhi.	N.A.	N.A.	
74. The Cotton Corporation of India Limited., Bombay	N.A.	N.A.	

## APPENDIX X

### MODEL GRIEVANCE PROCEDURE

#### A. GRIEVANCE MACHINERY

A Grievance Machinery will be required to be set up in each undertaking to administer the Grievance Procedure. The minimum requirements of such a machinery would be as follows, except where an established procedure is already working to the mutual satisfaction of either party. Even in the latter case, every effort shall be made to bring the procedure in conformity with the Guiding Principles.

For the purpose of constituting a fresh Grievance Machinery, workers in each department (and where a department is too small, in a group of departments) and each shift, shall elect, from amongst themselves and for a period of not less than one year at a time, departmental representatives and forward the list of persons so elected to the management. Where the union(s) in the undertaking are in a position to submit an agreed list of names, recourse to election may not be necessary. Similar is the case where Works Committees are functioning satisfactorily since the Works Committee member of a particular constituency shall act as the departmental representative. Correspondingly, the management shall designate the persons for each department who shall be approached at the second stage. Two or three of the departmental representatives of workers and two or three departmental heads nominated by the management shall constitute the Grievance Committee, the composition of which is indicated in Annexure. In the case of appeals against discharges or dismissals, the management shall designate the authority to whom appeals could be made.

#### B. GRIEVANCE PROCEDURE

While adaptations have to be made to meet special circumstances such as those obtaining in the Defence Undertakings, Railways, Plantations and also small undertakings employing few workmen the procedure normally envisaged in the handling of grievance should be as follows :—

- (1) An aggrieved employee shall first present his grievance verbally in person to the officer designated by management for this purpose. An answer shall be given within 48 hours of the presentation of complaint.
- (2) If the worker is not satisfied with the decision of this officer or fails to receive an answer within the stipulated period, he shall either in person or accompanied by his departmental representative, present his grievances to the Head of the Department designated by the management for the purpose of handling grievances. (For this purpose, a fixed time shall be specified during which on any working day, an aggrieved worker could meet the Departmental Head for presentation of grievances). The Departmental Head shall give his answer within 3 days of the presentation of grievance. If action cannot be taken within that period, the reason for delay should be recorded.
- (3) If the decision of the Departmental Head is unsatisfactory, the aggrieved worker may request the forwarding of his grievance to the 'Grievance Committee' which shall make its recommendations to the Manager within 7 days of the worker's request. If the recommendations cannot be made within this time-limit, the reason for such delay should be recorded. Unanimous recommendations of the Grievance Committee shall be implemented by the management. In the event of a difference of opinion among the members of the Grievance Committee the views of the members along with the relevant papers shall be placed before the Manager for final decision. In either case, the final decision of the management shall be communicated to the workmen concerned by the Personnel Officer within 3 days from the receipt of the Grievance Committee's recommendations.
- (4) Where the workman is not satisfied with the final decision of management, he shall have the right to appeal to management for a revision. In making this appeal, the worker, if he so desires, shall have the right to take a union official along with him to facilitate discussions with management. Management shall communicate their decision within a week of the workman's revision petition. If no agreement is still possible, the union and the management shall refer the grievance to voluntary arbitration.
- (5) Where a worker has taken up a grievance for redressal under this procedure, the formal Conciliation Machinery shall not intervene till all steps in the procedure are exhausted. A grievance shall be presumed to assume the form of a dispute only when the final decision of the top management in respect of the grievance is turned down by the worker.
- (6) If a grievance arises out of an order given by management, the said order shall be complied with before the workman concerned invokes the procedure laid down for redressal of grievances. If, however, there is a time lag between the issue of order and its compliance, the grievance procedure may immediately be invoked but the order nevertheless must be complied within the due date, even if all the steps in the grievance procedure have not been exhausted. It may however be advisable for the management to await the findings of Grievance Procedure Machinery.
- (7) Workers' representatives on the Grievance Committee shall have the right of access to any document connected with the enquiry maintained in the department and which may be necessary to understand the merit or otherwise of the workers' grievances. The management's representatives shall have the right, however, to refuse to show any document or give any information which they consider to be of a confidential nature. Such confidential document(s) shall not be used against the workmen in the course of the grievance proceedings.
- (8) There shall be a time-limit within which an appeal shall be taken from one step to the other. For this purpose, the aggrieved worker shall, within 72 hours of the receipt of the decision at one stage (or if no decision is received, on the expiry of the stipulated period file, his appeal with the authority at the next higher stage, should he feel inclined to appeal).
- (9) In calculating the various time intervals under the above clauses, holidays shall not be reckoned.
- (10) Management shall provide the necessary clerical and other assistance for the smooth functioning of the grievance machinery.



- (11) If it is necessary for any worker to leave the department during working hours on call from the Labour/Personnel Officer or any other officers of the established grievance machinery, previous permission of his superior shall necessarily be obtained. Subject to this condition, the worker shall not suffer any loss in wages for the work-time lost in this manner.
- (12) If, however, there be any complaint against any individual member of the staff who is nominated by the management to handle grievances at the lowest level, the workman may take up his grievance at the next higher stage, *i.e.* at the level of Departmental Head.
- (13) In the case of any grievance arising out of discharge or dismissal of a workman, the above-mentioned procedure shall not apply. Instead, a discharged or dismissed workman shall have the right to appeal either to the dismissing authority or to a senior authority who shall be specified by the management, within a week from the date of dismissal or discharge. At the time the appeal is heard, the workman may, if he so desires, be accompanied by either an official of the recognised union or a fellow worker, as the case may be.

#### *Guiding Principles for a Grievance Procedure*

Existing labour legislation does not provide for a well-defined and adequate procedure for redressal of day-to-day grievance in industrial units. Clause 15 of the Model Standing Orders in Schedule I of the Industrial Employment (Standing Orders) Central Rules, 1946 specifies that all complaints arising out of employment including those relating to unfair treatment or wrongful exaction on the part of the employer or his agent, shall be submitted to the manager or the other person specified in this behalf with the right of appeal to the employers.

In some industrial units, however, detailed grievance procedure have been worked out by mutual agreement. In the absence of a satisfactory grievance procedure, day-to-day grievances are allowed to pile up with the result that the accumulated discontent culminates sometime or the other in cases of indiscipline, strikes, etc. In what follows, therefore, an attempt has been made to draw up Guiding Principles for a Grievance Procedure. It is realised that it may not be possible to apply all these principles in respect of each and every industrial unit. However, all units should endeavour to conform, as much as possible, to these principles.

Complaints affecting one or more individual workers in respect of their wage payments, over-time, leave, transfer, promotion, seniority, work assignment, working conditions and interpretation of service agreement dismissals and discharges would constitute\* grievances. Where the points at dispute are of general applicability or of considerable magnitude, they will fall outside the scope of this procedure.

#### A Grievance Procedure should take note of the following principles :

- (1) *Conformity with existing legislation.*—A Grievance Procedure forms part of the integrated scheme intended to promote satisfactory relations between employers and workers. This procedure should be designed to supplement the existing statutory provisions and it may, where practicable, make use of such machinery as is already provided by legislation. The grievance machinery can be availed on of the receipt by the worker of the order causing a grievance.

The operation of the order, however, need not be held up till the grievance machinery is completely exhausted. Wherever possible, attempt should be made to complete the grievance procedure between the time the order is passed and when it is acted upon.

- (2) *Need to make the machinery simple and expeditious.*

(a) As far as possible, grievances should be settled at the lowest level.

(b) No matter should ordinarily be taken up at more than two levels, *i.e.*, normally there should be only one appeal.

(c) Different types of grievances may be referred to appropriate authorities.

(d) A grievance must be redressed as expeditiously as possible and towards this end, the employer, in consultation with the workers, should decide upon the time limit required for settling a grievance.

- (3) *Designation of authorities.*—The workmen must know the authorities to be approached and it should, therefore, be incumbent on the management to designate the authorities to be contacted at various levels.

It may be useful to classify grievances as those arising from personal relationship and others arising out of conditions of employment. In the former case, a grievance should be taken up, in the first instance, with the authority in the line management immediately above the officer against whom the complaint is made. Thereafter, the matter may go to the Grievance Committee comprising representatives of management and workers. The size and composition of the Committee shall be decided at the unit level (see Annexure).

Other grievances should be taken up, in the first instance, with the authority designated by the management. Thereafter, a reference may be made to the Grievance Committee.

Where the matter goes to the Grievance Committee, in the first instance, an appeal shall lie with the top management.

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\*In the case of Defence undertakings, however, a special provision may have to be made.

ANNEXURE  
CONSTITUTION OF GRIEVANCE COMMITTEE

(1) In the case where the Union is recognised.

Two representatives of management plus a Union representative and the Union departmental representative of the Department in which the workmen concerned work.

(2) In the case where the Union is not recognised or there is no Union but there is a Works Committee.

Two representatives of management plus the representatives of the Department of the workmen concerned and the Works Committee plus either the Secretary or Vice President of the Works Committee (this is in case the Secretary of the Works Committee is also the workman's departmental representative).

It is suggested that in the case of the management, their representatives should be the Departmental Head plus the official who dealt with the matter at the stage, or the Personnel Officer should act as an adviser.

The size of the 'Grievance Committee' should be limited to a maximum of four to six; otherwise it becomes unwieldy.

APPENDIX XI  
CODE OF DISCIPLINE IN INDUSTRY  
(Towards Industrial Progress)

**I. To Maintain Discipline in Industry**

(BOTH IN PUBLIC AND PRIVATE SECTORS)

there has to be (i) a just recognition by employers and workers of the rights and responsibilities of either party, as defined by the laws and agreements (including bipartite and tripartite agreements arrived at all levels from time to time) and (ii) a proper and willing discharge by either party of its obligations consequent on such recognition.

The Central and State Governments, on their part, will arrange to examine and set right any shortcomings in the machinery they constitute for the administration of labour laws.

TO ENSURE BETTER DISCIPLINE IN INDUSTRY

**II. Management and Union(s) Agree**

- (i) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;
- (ii) that the existing machinery for settlement of disputes should be utilised with the utmost expedition;
- (iii) that there should be no strike or lock-out without notice;
- (iv) that affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration;
- (v) that neither party will have recourse to (a) coercion, (b) intimidation, (c) victimisation or (d) go-slow;
- (vi) that they will avoid, (a) litigation, (b) sit-down and stay-in strikes and (c) lock-outs;
- (vii) that they will promote constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreements mutually entered into;
- (viii) that they will establish upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;
- (ix) that they will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure; and
- (x) that they will educate the management personnel and workers regarding their obligations to each other.

**III. Management Agree**

- (i) not to increase work-loads unless agreed upon or settled otherwise;
- (ii) not to support or encourage any unfair-labour practice such as (a) interference with the right of employees to enrol or continue as union members, (b) discrimination, restraint or coercion against any employee because of recognised activity of trade unions and (c) victimisation of any employee and abuse of authority in any form;
- (iii) to take prompt action for (a) settlement of grievances and (b) implementation of settlements, awards, decisions and orders;
- (iv) to display in conspicuous places in the undertaking the provisions of this Code in local language(s);
- (v) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by a warning, reprimand, suspension or some other form of disciplinary action and to arrange that all such disciplinary action should be subject to an appeal through normal grievance procedure;
- (vi) to take appropriate disciplinary action against its officers and members in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline; and
- (vii) to recognise the union in accordance with the criteria (Annexure I) evolved at the 16th session of the Indian Labour Conference held in May, 1958.

**IV. Union(s) Agree**

- (i) not to engage in any form of physical duress;
- (ii) not to permit demonstrations which are not peaceful and not to permit rowdiness in demonstration;
- (iii) that their members will not engage or cause other employees to engage in any union activity during working hours, unless as provided for by law, agreement or practice;
- (iv) to discourage unfair labour practices such as (a) negligence of duty, the careless operation, (c) damage to property, (d) interference with or disturbance to normal work and (e) insubordination;
- (v) to take prompt action to implement awards, agreements, settlements and decisions;
- (vi) to display in conspicuous places in the union offices, the provisions of this Code in the local language(s); and
- (vii) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.

## ANNEXURE

### *Criteria for Recognition of Unions*

1. Where there is more than one union, a union claiming recognition should have been functioning for at least one year after registration. Where there is only one union, this condition would not apply.
2. The membership of the union should cover at least 15% of the workers in the establishment concerned. Membership would be counted only of those who had paid their subscriptions for at least three months during the period of six months immediately preceding the reckoning.
3. A union may claim to be recognised as a respective union for an industry in a local area if it has a membership of at least 25% of the workers of that industry in that area.
4. When a union has been recognised, there should be no change in its position for a period of two years.
5. Where there are several unions in an industry or establishment, the one with the largest membership should be recognised.
6. A representative union for an industry in an area should have the right to represent the workers in all the establishments in the industry, but if a union of workers in a particular establishment has a membership of 50 per cent or more of the workers of that establishment it should have the right to deal with matters of purely local interest, such as, for instance, the handling of grievances pertaining to its own members. All other workers who are not members of that union might either open through the representative Union for the industry or seek redress directly.
7. In the case of trade union federation which are not affiliated to any of the four central organisations of labour, the question of recognition would have to be dealt with separately.
8. Only unions which observed the Code of Discipline would be entitled to recognition.

**APPENDIX XII**  
**TRADE UNIONS IN PUBLIC SECTOR UNDERTAKINGS**

S.No.	Name of Industry/Unit	Name(s) of Union	Affiliated to the Central Organisation of workers	Whether recognised by the management	
				Under the Code of Discipline	Or otherwise
1	2	3	4	5	6
<b>I. CHEMICALS AND FERTILIZERS.</b>					
<b>1. Fertilizer Corporation of India Ltd., New Delhi.</b>					
	(a) Barauni Division, Barauni, Distt. Monghyr (Bihar).	1. Barauni Khad Karkhana Mazdoor Union.	I.N.T.U.C.	Yes	—
		2. Barauni Khad Karkhana Karamchhari Union.	A.I.T.U.C.	No	No
		3. Urvarak Karkhana Shramik Sangh.	Not affiliated to any Central Organisation	No	No
		4. Barauni Urvarak Karkhana Shramik Sangh.	Do.	No	No
	(b) Durgapur Division, Durgapur-11 Distt. Burdwan (West Bengal).	1. Fertilizer Factory Employees Union.	C.I.T.U.	Recognised	—
		2. Fertilizer Workers Union.	I.N.T.U.C.	No	No
	(c) Gorakhpur Unit, Distt. Gorakhpur (U.P.).	1. National Fertilizer Factory Workers Union.	I.N.T.U.C.	Yes	—
		2. Fertilizer Karkhana Mazdoor Union	Hind Mazdoor Sabha	No	No
	(d) Namrup Unit, P.O. Parbatpur, Distt. Dibrugarh Lakhimpur (Assam).	Namrup Fertilizer Workers' Union.	No	Yes	—
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	1. Nangal Fertilizer Workers' Union.	I.N.T.U.C.	Yes	—
		2. Fertilizer Karamchhari Sangh.	Bhartya Mazdoor Sangh	No	No
	(f) Planning and Development Division, P.O. Sindri Distt. Dhanbad (Bihar).	No Union is functioning.	—	—	—
	(g) Ramagundam Division, Hyderabad-34 (A.P.).	No Union is functioning.	—	—	—
	(h) Sindri Unit, P.O. Sindri, Distt. Dhanbad (Bihar).	1. Sindri Workers' Union.	Bhartya Mazdoor Sangh.	No	No
		2. Fertilizer Corporation Kamgar Union.	Not known	No	No
		3. Fertilizer Factory Workers' Union.	I.N.T.U.C.	Yes	—
		4. Khad Shramik Union.	Independent	No	No
	(i) Trombay Unit, Chembur, Bombay-74 (Maharashtra).	1. Fertilizer Corporation Labour Union	Hind Mazdoor Panchayat	Yes	—
		2. Fertilizer Corporation of India workers' Union.	I.N.T.U.C.	No	No
	(j) Talcher Division, Distt. Dhenkanal (Orissa).	No Union is functioning.*	—	—	—
<b>2. Fertilizers &amp; Chemicals, Travancore Ltd., Alwaye (Kerala).</b>					
	Udyogmandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala).	1. FACT Employees' Association.	Independent	Yes	—
		2. FACT Employees' Union.	C.I.T.U.	Yes	—
		3. FACT Workers Union.	Independent	Yes	—
		4. FACT Employees' Congress.	I.N.T.U.C.	Yes	—
		5. FACT Engineer Workers Association.	Independent	Yes	—
		6. FACT Staff & Workers Union.	H.M.S.	Yes	—
		7. FACT Workers' Association.	A.I.T.U.C.	Yes	—
		8. FACT Thozhilali Union.	Independent.	No	No

\*The Unit is still in the initial stages.

## APPENDIX XII—Contd.

1	2	3	4	5	6
3.	<i>Hindustan Insecticides Ltd., New Delhi.</i>				
	(a) Alwaye Unit, Alwaye (Kerala).	1. Hindustan Insecticides Employees' Union.	Not affiliated	Yes	—
		2. Hindustan Insecticides Workers Union.	I.N.T.U.C.	No	No
	(b) New Delhi Unit, New Delhi.	Hindustan Insecticides Employees Union	I.N.T.U.C.	Yes	—
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan).</i>				
	(a) Kharaghoda Salt Works, Kharaghoda (Gujarat).	Kharghoda Agar Kamgar Sangh, Kharaghoda.	I.N.T.U.C.	No	No
	(b) Mandi Salt Mines, Mandi (H.P.).	Salt Mines Labourers Union, Drahg.	I.N.T.U.C.	No	No
	(c) Sambhar Salts Ltd., Distt. Jaipur (Rajasthan).	1. Rajasthan Salt Workers Union.	I.N.T.U.C.	No	No
		2. Sambhar Namak Karmachari Sangh	Not affiliated	No	No
		3. Sambhar Lawah Kamgar Sangh.	Do.	No	No
		4. Chaturth Shareni Mazdoor Sangh.	Do.	No	No
		5. Sambhar Salts Inspector Union.	Do.	No	No
5.	<i>Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi.</i>				
	(a) Antibiotics Plant, Rishikesh (UP).	1. Antibiotics Project (Rishikesh) Karamchhari Sangh.	Not affiliated	Yes	—
		2. Antibiotics Plant (IDPL) Employees Union.	I.N.T.U.C.	No	No
		3. Rashtrya Shramik Sangh.	B.M.S.	No	No
	(b) Surgical Instruments Plant, Madras-16 (Tamil Nadu).	1. S.I.P. Employees Union.	A.I.T.U.C.	Yes	—
		2. S.I.P. Thozhilalar Munnetra Sangham	Not known.	No	No
		3. S.I.P. Workers Union.	I.N.T.U.C.	No	No
	(c) Synthetics Drugs Plant, Hyderabad -37 (A.P.).	1. S.D.P(IDPL) Employees Union.	I.N.T.U.C.	Yes	—
		2. Security Forces Association.	Not affiliated	No	No
6.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra).</i>				
	(a) Head Office and Thorium Factory.	Indian Rare Earths Workers Union.	Not affiliated	Yes	—
	(b) Monazite Factory, Eloor, Alwaye (Kerala).	1. I.R.E. Workers Union.	Do.	Yes	—
		2. I.R.E. Employees Union.	Do.	No	No
	(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala).	1. Travancore Mineral Workers Union.	U.T.U.C.	Yes	—
		2. I.R.E. Mineral Division Employees Union.	Do.	Yes	—
		3. Travancore Cochin Mineral Workers Congress.	U.N.T.U.C.	Yes	—
	(d) Mineral Division Plant II, Manavalurichi, P.O. Kanyakumari Distt. (Tamil Nadu).	4. Kerala Mineral Employees Association.	A.I.T.U.C.	Yes	—
		1. Mineral Workers Union.	U.T.U.C.	—	Yes
		2. M.K. Mineral Staff Association.	A.I.T.U.C.	—	Yes
7.	Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).	Hindustan Antibiotics Mazdoor Sangh.	No	Yes	—
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra).	H.O.C.L. Employees's Union.	INTUC	Yes	—
9.	Hindustan Photo Films Manufacturing Co. Ltd., Octacamund, Distt. Nilgiris (Tamil Nadu).	1. INDU Employees' Union.	Labour Progressive Federation.	Yes	—
		2. H.P.F. Employees' Union.	Do.	Yes	—
		3. Photo Film Staff Union.	Do.	Yes	—
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).	No Union is functioning.	—	—	—
11.	Madras Fertilizers Ltd., Madras-68 (Tamil Nadu).	Do.	—	—	—

## APPENDIX XII—Contd.

1	2	3	4	5	6
12.	Pyrites, Phosphates & Chemicals Ltd., Distt., Shahbad (Bihar)	1. Khan Workers Union. 2. Pyrite Employees Union.	INTUC No	— —	Yes* Yes*
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda.	No	No	No	No
II. COMMERCIAL AND TRADING INSTITUTIONS.					
14.	<i>Cement Corporation of India Ltd., New Delhi.</i>				
	(a) Bokajan Cement Works, Assam.	Cement Corporation Employees Union.	INTUC	Yes	—
	(b) Kurkunta Project, Distt. Gulbarga (Mysore).	Cement Corporation Employees Union.	INTUC	Yes	—
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.).	1. C.C. Employees Union. 2. C.K. Union.	INTUC Not affiliated	Yes No	— No
15.	<i>The State Trading Corporation of India Ltd., New Delhi.</i> Wig India, Ambattur, Madras-58 (Tamil Nadu).	1. Wig India Workers Union. 2. Wig India Employees	AITUC Do.	No No	No No
16.	The Indian Motion Pictures Export Corporation Ltd., Bombay (Maha- rashtra).	No Union is functioning			
17.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.).	1. Kanpur Chamra Mills Karmchari Union. 2. Kanpur Tannery and Leather Workers Union. 3. Kanpur Tannery Employees Union. 4. Chamra Mills Mazdoor Union. 5. Chamra Mazdoor Panchayat. 6. Leather Industry Employees Union. 7. Chamra Udyog Karmchari Sangh. 8. Tannery Foot Wear Workers Union. 9. Tannery and Foot Wear Corpo- ration Employees Union. 10. U.P. Chamra Shramik Congress. 11. Tannery Foot Wear Workers Ac- tion Committee.	INTUC AITUC HMS Do. Do. Bhartya Mazdoor Sangh, U.P. U.P. Industrial Maz- door Federation. Do. Do. Do. AITUC	Not No No No No No No No No No No	No No No No No No No No No No No
III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING.					
18.	<i>Bharat Heavy Electricals Ltd., New Delhi.</i>				
	(a) Ranipur Unit Hardwar, Distt. Saharanpur (U.P.).	1. Heavy Electricals Workers Trade Union. 2. BHE Karmchari Sangh. 3. H.E.L. Workers's Association. 4. Shramik Union.	INTUC BMS AITUC HMS	Yes No No No	— No No No
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad -32 (A.P.).	Heavy Electricals Employees and Apprentices Association.	INTUC	Yes	—
	(c) Switchgear Operations, Hyderabad -32 (A.P.).	BHEL Switchgear Union Emplo- yees Union.	INTUC	Yes	—

\*Though formal recognition to any of the Unions has not been accorded, the management has given defacto recognition to Khan Workers Union as sole bargaining agency, while the grievances of the staff categories are discussed with the Pyrites Employees Union.

†The Management have stated that due to multiplicity of unions, it is not possible for them to recognise any one.]

## APPENDIX XII—Contd.

1	2	3	4	5	6
	(d) Tiruverumbur Unit, Tiruchirapalli (Tamil Nadu).	1. Boiler Plant Employees' Union. 2. BHE Workers Union. 3. BHE Employees' Progressive Union. 4. BHE Welders' Association.	Nil Nil (Jointly controlled by CPI and CPM Parties). Labour Progressive Federation (controlled by D.M.K. Party). Nil	Yes No No No	— No No No
19.	Hindustan Aeronautics Ltd., (Head Office) Indian Express Bldg., Bangalore-1 (Mysore).	HAL/Head Office Staff Association	—	Yes	—
	(a) Bangalore Division, Bangalore-17 (Mysore).	1. Hindustan Aeronautics Employees' Association. 2. Air Craft Employees Union. 3. Hindustan Aeronautics Junior Officers Association. 4. Hindustan Aeronautics Employees Association, Barrackpore. 5. Hindustan Aeronautics Workers' Union, Barrackpor.	No INTUC — — INTUC & INDWF	Yes — — Yes —	— — — — —
	(b) Hyderabad Division, Hyderabad-37 (A.P.).	Hindustan Aeronautics Workers' Union.	(a) All India Hindustan Aeronautics Employees Federation. (b) Hind Mazdoor Sabha.	Yes —	— —
	(c) Kanpur Division, Kanpur (U.P.).	1. Karmchari Sangh HAL Kanpur. 2. Hind Mazdoor Union.	INTUC & INDWF UTUC	Yes No	— No
	(d) Koraput Division, Koraput (Orissa).	Hindustan Aeronautics Employees' Association.	Not affiliated	Yes	—
	(e) Lucknow Division, Lucknow (U.P.).	NA	NA	NA	NA
	(f) Nasik Division, Nasik (Maharashtra).	HAL (Nasik Division) Employees' Union.	Hind Mazdoor Panchayat.	Yes	—
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.).	1. Bharat Aluminium Mazdoor Sangh. 2. Balco Mazdoor Congress. 3. Aluminium Mazdoor Congress.	INTUC — —	No No No	No No No
21.	Bharat Electronics Ltd., Bangalore 13 (Mysore).	1. Bharat Electronics Employees' Union. 2. Bharat Electronics Karmik Sangh. 3. Bharat Electronics Ltd., Mazdoor Sangh.	AITUC INTUC Bharatiya Mazdoor Sangh.	Yes No No	— No No
22.	Bharat Heavy Plates & Vessels Ltd., Vishakhapatnam (A.P.).	Bharat Heavy Plates & Vessels Employees Union.	INTUC	Yes	—
23.	Electronics Corporation of India Ltd., Hyderabad-1 (A.P.).	E.C.I.L. Employees' Union.	Nil	Yes	—
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.).	1. Heavy Electricals Employees Union. 2. Heavy Electricals Servants Trade Union. 3. Heavy Electricals Factory Workers Union. 4. Heavy Electricals Trade Union Congress. 5. Heavy Electricals Shramik Sangh.	INTUC Claims to be Independent. Bharat Mazdoor Sangh. Independent Do.	— No No No No	Yes (under the M.P. Industrial Act 1960). No No No No



## APPENDIX XII—Contd.

1	2	3	4	5	6
		6. Heavy Electricals Mazdoor Trade Union.	Independent	No	No
		7. Heavy Electricals Store Staff Association.	Do.	No	No
		8. Heavy Electricals Labour Association.	Do.	No	No
		9. Heavy Electricals Ministerial Staff Association.	Do.	No	No
		10. Heavy Electricals Security Force Association.	Do.	No	No
		11. H.E. Security Karmachari Association.	Do.	No	No
		12. H.E. Stenographers Association.	Do.	No	No
		13. Progressive Trade Union of H.E.	Do.	No	No
		14. H.E. Gas and Power Plant Workers Association.	Do.	No	No
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).	1. Hindustan Teleprinters Employees Union.	C.I.T.U.	Yes	—
		2. Hindustan Teleprinters Staff Union.	LPF	No	No
		3. Hindustan Teleprinters Tech. Staff Union.	—	No	No
26.	Hindustan Cables Ltd., Distt. Burdwan, West Bengal.	1. H.C. Employees Union.	HMS	No	No
		2. H.C. Workers Union.	INTUC	Yes	—
		3. H.C. Labour Union.	AITUC	No	No
		4. H.C. Shramik Union.	C.I.T.U.	No	No
		5. H.C. Mazdoor Union.	—	No	No
		6. H.C. Supervisors Association.	—	No	No
27.	Indian Telephone Industries Ltd., Naini, (Allahabad).	No Union is functioning.			
28.	Indian Telephone Industries Ltd, Bangalore-16 (Mysore).	Indian Telephone Industries Employees Union.	Not affiliated	—	Yes
29.	Instrumentation Ltd., Kota (Rajasthan)	Instrumentation Employees Union, Kota.	Not affiliated	Yes	—
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan).	1. M.T.C. Employees Union.	Not affiliated	—	Yes (Defacto recognition)
		2. M.T.C. Shramik Sangh.	INTUC	No	No
31.	Praga Tools Ltd., Secunderabad-3 (A.P.).	1. The Praga Tools Employees' Union.	AITUC	Yes	—
		2. The Praga Tools Forge & Foundry Division Staff & Workers Union.	INTUC	No	No
		3. Praga Tools Engg. Workers Union.	HMS	No	No
32.	The National Instruments and Ophthalmic Glass, Ltd., Jadavpur, Calcutta-32 (W.B.).	M.I.O. Employees' Union.	INTUC	Yes	—
33.	Triveni Structural Ltd., Naini, Allahabad (U.P.).	1. TSL Mazdoor Union.	INTUC	Yes	—
		2. TSL Karmachari Sangh.	Hind Mazdoor Panchayat.	No	—
		3. TSL Shramik Sangh.	Independent	No	—
34.	Tungabhadra Steel Products Ltd., Tungabhadra Dam, Bellary (Mysore).	1. TSP(E) Union.	INTUC	Yes	—
		2. TSP Staff Association.	—	No	No
		3. TSP Workers Union.	—	No	No

## APPENDIX XII—Contd.

1	2	3	4	5	6
35.	<b>Bharat Earth Movers Ltd., Bangalore.</b>				
	(a) Rail Coach Division	Bharat Earth Movers Employees' Association.	No.	—†	—
	(b) Earth Mover Division	1. Bharat Earth Movers Employees Union, K.G.F.	No	—†	—
		2. Bharat Earth Movers Workers Union, K.G.F.	INTUC	—†	—
		3. Bharat Earth Movers Employees' Association, K.G.F.	No	—†	—
36.	Bridge Engineering Workshop, Assam.	1. N.F.Rly. Employees Union.	NFIR	—	Yes
		2. N.R.Rly. Mazdoor Union.	A.I.R.F.	—	Yes
37.	Garden Reach Workshop Ltd., Calcutta (W.B.).	1. G.R.W. Mazdoor & Staff Union.	AITUC	Yes	—
		2. G.R.W. Labour Union.	INTUC	No	No
		3. G.R.W. Ltd. Clerks Union	Not affiliated	Yes	—
		4. G.R.W. Workers' Union.	Not affiliated	No	No
		5. G.R.W. Supervisory Staff Association.	Not affiliated	No	No
38.	Bharat Dynamics Limited, Hyderabad-5 (A.P.).	*No Union is functioning			
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-I.	*No Union is functioning			
40.	Bharat Pumps & Compressors Ltd., Allahabad (U.P.).	*No Union is functioning			
41.	<b>Hindustan Machine Tools Ltd., Bangalore.</b>				
	(a) H.M.T. Head Office, Bangalore.	No Union is functioning.			
	(b) H.M.T. P.O. Pinjore, Distt. Ambala (Haryana).	H.M.T. Karmik Sangh.	—	Yes	—
	(c) H.M.T., Kalamassery, Alwaye-4 (Kerala).	1. H.M.T. Employees Union.	Not affiliated	Yes	—
		2. H.M.T. Workers' Congress.	INTUC	—	Yes (Defacto recognition.)
		3. H.M.T. Staff and Workers Union.	AITUC	—	Yes
		4. H.M.T. Employees' Association.	Not affiliated	No	— (Defacto recognition.)
		5. H.M.T. Employees' Organisation.	B.M.S.	No.	No
	(d) H.M.T. Hyderabad-37 (A.P.).	H.M.T. Workers & Staff Union.	A.P. Labour Party	Yes	—
	(e) H.M.T. (Press Division) Hyderabad.	N.A.	N.A.	N.A.	N.A.
	(f) H.M.T. Watch Factory III, Srirangar.	No	No	No	No
	(g) H.M.T. I & II, Bangalore.	1. H.M.T. Karmik Sangh.	INTUC	Yes	—
		2. H.M.T. Employees' Association.	AITUC	No	No
		3. H.M.T. Mazdoor Sangh.	Bharatiya Mazdoor Sangh.	No	No
	(h) H.M.T. Watch Factory, Bangalore 31 (Mysore).	H.M.T. Watch Factory Employees' Union.	INTUC	Yes	—
IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)					
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra).	N.A.	N.A.	N.A. (U)	N.A.
43.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra).	N.A.	N.A.	N.A.	N.A.

†The Union has subscribed to the code of Discipline Pending verification of Membership the management is presently dealing with the Unions.

\*The Management have stated that since these organizations are in the formulative stage. The formation of the union is under the consideration of the employees.

## APPENDIX XII—Contd.

1	2	3	4	5	6
44.	Industrial Finance Corporation of India, New Delhi-1.	I.F.C. Employees' Association.	Not affiliated	Yes	—
45.	Industrial Development Bank of India, Bombay-1.	N.A.	N.A.	N.A.	N.A.
46.	Life Insurance Corporation of India, Bombay-1 (Maharashtra).	1. All India Insurance Employees' Association. 2. All India Life Insurance Employees' Association. 3. All India National Life Insurance Employees' Federation. 4. A.I.L.I.C. & Higher Gr. Assts. Association. 5. National Organisations of Insurance Workers. 6. All India Life Insurance Corporation Employees' Federation.	Not formally affiliated to CITU Nil INTUC Nil B.M.S. Not formally affiliated to AITUC.	No No No No No No	No — — — — —
47.	The National Industrial Development Corporation Ltd., New Delhi.	1. The N.I.D.C. Employees' Union. 2. The N.I.D.C. Employees' Welfare Association.	Not affiliated Not affiliated	No No	No No
48.	Reserve Bank of India, Bombay-1 (Maharashtra).	1. All India Reserve Bank Workers Federation (Class-IV). 2. All India Reserve Bank Employees' Association (Class-IV). 3. All India Reserve Bank Workers Organisation. 4. All India Reserve Bank Karmachari Federation.	AITUC Do. BMS INTUC	*Yes Yes No No	— — No —
49.	State Bank of India, Bombay-1 (Maharashtra).	1. State Bank of India Staff Association Bengal Circle. 2. State Bank of India and Subsidiary Bank's Employees' Union, Bombay including Ahmedabad circle. 3. The State Bank of India Staff Union Madras Circle. 4. State Bank of India Staff Association (Delhi Circle). 5. State Bank of India Staff Association (Kanpur Circle). 6. State Bank of India Employees Association (Bengal Circle). 7. Bank of Bihar Employees Association. 8. State Bank of India Employees Union Bihar. 9. State Bank of Workmen's Organisation (Bengal Circle). 10. State Bank of Worker's Organisation (Bombay Circle). 11. State Bank of India Employees and Sub-Staff Union, Madras. 12. State Bank of India Clerks Union Madurai. 13. State Bank of India Employees Association (Delhi Circle). 14. State Bank of India Employees Association (Kanpur Circle). 15. State Bank Workers Org. (Ahmedabad Circle).	All India State Bank of India Staff. Fed. Do. Do. Do. Do. INTUC All India Bank Employees Association. Do. National Organisation of Bank Workers and B.M.S. National Organisation of Bank Workers. All India Bank Employees Association. — National Organisation of Bank Workers. INTUC National Org. of Bank Workers.	Yes Yes Yes Yes Yes No No No No No No No No No No No	— — — — — — No No No No No No No No No No

\*The affiliation is not officially known but generally they seem to be working in collaboration with the All India Bank Employee's Association which is a wing of All India Trade Union Congress.

## APPENDIX XII—Contd.

1	2	3	4	5	6
50.	Bank Note Press, (Project) Dewas, M.P.	Nil	Nil	—	—
<b>V. IRON AND STEEL</b>					
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>	1. Steel Workers' Union	INTUC	—	Yes/Under M.P.I.R. Act
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	2. Bhilai Steel Mazdoor Sabha	AITUC	No	No
		3. Bhilai Steel Kamgar Sangh	HMS	No	—
		4. B.S.P. Medical and Health Employees Association.	Independent	No	—
		5. B.S.P. Shramaik Sangh	Bharat Mazdoor Sangh	No	—
		6. B.S.P. Fire Service Employees' Association.	No	No	—
		7. B.S. Project Canteen Workers' Union	No	No	—
		8. B.S. Employees Association	No	No	—
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)	1. Hindustan Steel Employees' Union.	CITU	Yes	—
		2. Durgapur Employees Union.	No	No	No
		3. Hindustan Steel Workers' Union.	No	No	—
		4. D.H.S. Workers Association	No	No	—
		5. Durgapur Ispat Karamchhari Sangh	No	No	—
		6. Durgapur Contractors' Mazdoor Union.	No	No	—
		7. United Contractors' Workers' Union	No	No	—
		8. Durgapur Steel Plant and Contractors' Mazdoor Union.	No	No	—
		9. Durgapur Steel Shramik Union.	No	No	—
		10. Durgapur Safaie Mazdoor Union.	No	No	—
	(c) Rourkela Steel Plant, Distt. Sundergarh, (Orissa).	1. Rourkela Mazdoor Sabha	HMS	Yes	—
		2. Hindustan Steel Workers Association.	INTUC	No	—
		3. North Orissa Workers' Union	—	No	No
		4. Rourkela Workers' Union	—	No	—
		5. Rourkela Steel Mazdoor Union	—	No	—
		6. Ispat Shramik Sangh	—	No	—
		7. Rourkela Shramik Sangh	—	No	—
		8. Rourkela Shramik Congress	—	No	—
	(d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (W.B.)	1. Hindustan Steel Employees' Union	CITU	Yes	—
		2. Alloy Steels Shramik Union	AITUC	No	No
		3. Hindustan Steel Workers' Union	INTUC	No	—
		4. Hindustan Steel Workers' Association.	IND	No	—
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar).	1. Bokaro Steel Workers Union	INTUC	Yes	—
		2. Bokaro Steel Mazdoor Sabha	HMS	No	No
		3. Bokaro Steel Shramik Sangh	HMS	No	No
		4. Bokaro Ispat Kamgar Union	AITUC	No	No
		5. Bokaro Karmachhari Panchayat	HMP	No	No
		6. Universal Proutist Labour Federation.	UPLF	No	No
		7. Bokaro Steel Chalak Samiti	No	No	No
		8. Bokaro Steel Employees' Association.	No	No	No
		9. Bokaro Ispat Karkhana Suraksha Sangh.	No	No	No
		10. Bokaro Steel Ltd. Teachers Welfare Association.	No	No	No
		11. Bokaro Steel Karmachhari Sangh	No	No	No

## APPENDIX XII—Contd.

1	2	3	4	5	6
<b>VI. MINING (INCLUDING MINERALS)</b>					
<b>53. Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-I (M.P.)</b>					
(a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg. (M.P.)	1. Mines Workers' Union	INTUC	No	No	
	2. Steel Workers' Union	INTUC	No	No	
	3. Samyukta Khadan Mazdoor Sangh	AITUC	Yes	—	
	4. Khadan Mazdoor Congress.	IND	No	No	
	5. Chatishgarh Khadan Mazdoor Union.	HMS	No	No	
	6. Khadan Shramik Sangh	BMS	No	No	
(b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.)	1. Mines Workers' Union	INTUC	No	No	
	2. Samyukta Khadan Mazdoor Sangh.	AITUC	No	No	
(c) Nandini Mines (Limestone Mines), Distt. Durg (M.P.).	1. Steel Workers' Union	INTUC	No	No	
	2. Bhilai Steel Kamgar Sangh	HMS	No	No	
	3. Samyukta Khadan Mazdoor Sangh	AITUC	No	No	
	4. Khadan Shramik Sangh	BMS	No	No	
	5. Mines Workers' Union	INTUC	No	No	
	6. Khadan Mazdoor Panchayat	Nil	No	No	
<b>54. Hindustan Steel Ltd., Ranchi (Bihar).</b>					
Central Coal Washeries Organisation, Dhanbad (Bihar).	1. H.S.L. Central Coal Washeries Employees Union.	Not affiliated	No	No	
	2. Hindustan Steel Ltd. Central Coal Washeries Org. (Purchase Branch) Employees' Union.	Do	Yes	No	
<b>55. Hindustan Zinc Ltd., Udaipur (Rajasthan).</b>					
	Hindustan Zinc Kendriya Karayalaya Shramik Sangh.	INTUC	—	Yes	
(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	1. Zinc Smelter Mazdoor Sangh	INTUC	—	Yes	
	2. Zinc Smelter Employees' Union	HMS	No	No	
(b) Lead Smelter, Tundoo, Dhanbad (Bihar)	1. Hindustan Zinc Workers' Union	INTUC	—	Yes	
	2. Metal Corporation Mazdoor Congress.	Not affiliated.	No	No	
(c) Zawar Mines, Udaipur (Rajasthan)	1. Zawar Mines Mazdoor Sangh	INTUC	—	Yes	
	2. Hind Zinc Mazdoor Sanghthan	AITUC	No	No	
<b>56. Manganese Ore (India) Ltd., Nagpur (Maharashtra).</b>					
	1. Rashtriya Manganese Kamgar Sangh	INTUC	Yes	—	
	2. Maharashtra Rastriya Manganese Kamgar Sangh.	Nil	No	No	
<b>57. National Coal Development Corporation Ltd., Ranchi (Bihar).</b>					
(i) Argada Colliery, Distt. Hazaribagh (Bihar)	1. Colliery Mazdoor Sangh	INTUC	—	Yes	
	2. South Karanpura Coal Mines Union	HMS	—	Yes	
(ii) Bachra Colliery, Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh	INTUC	N.A.	N.A.	
	2. Coal Workers' Union	INTUC	N.A.	N.A.	
(iii) Banki Colliery, Distt. Bilaspur (M.P.)	1. K.M.U	AITUC	No	No	
	2. M.P. C.W.F.	INTUC	No	—	
	3. N.C.O.E.A.	—	No	—	
	4. M.P.K.M.C.	INTUC	No	—	
	5. M.S.A.	—	No	—	
(iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh	INTUC	Yes	—	
	2. Coal Workers' Union	AITUC	No	No	
	3. Colliery Karmachari Sangh	BMS	No	No	

## APPENDIX XII—Contd.

1	2	3	4	5
(v) Charcha Colliery, Distt. Surguja (M.P.)	1. M.P. Colliery Workers' Federation 2. M.P. Koyala Mazdoor Panchayat 3. N.C. Organisation Employees' Association	INTUC HMS Not known	N.A. No No	
(vi) Duman Hill Colliery, Distt. Surguja (M.P.)	1. MPCWF 2. MPKMR 3. SKKKS 4. AKKS 5. NCOEA 6. MSA	INTUC HMS IFITU Not known Not known Not known	Yes No No No No No	
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	1. Deulbera Colliery Labour Union	HMS	Yes	
(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh 2. National Coal Org. Employees' Association. 3. Coal Workers' Union 4. Koila Shramik Sanghathan 5. Colliery Karmachari Sangh	INTUC No AITUC HMP BMS	Yes No No No No	
(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar).	Colliery Mazdoor Sangh Jarangdih Branch.	INTUC	Yes	
(x) Korba Colliery, Distt. Bilaspur (M.P.)	1. M.P. Colliery Workers Federation 2. Khadan Mazdoor Union 3. N.C. Org. Employees Association 4. Indian National Mines Overman Sirdars & Shot Fires Association. 5. M.P. Khan Mazdoor Congress.	INTUC AITUC Independent Not known No	Yes No No No No	
(xi) Korea Colliery, Distt. Surguja	1. M.P. Colliery Workers' Federation 2. M.P. Koyala Mazdoor Panchayat 3. Korea Khan Mazdoor Sangh 4. Mining Staff Association	INTUC HMS BMS —	Yes No No No	
(xii) Kurasia Colliery, Distt. Surguja (M.P.)	1. M.P.C.W.F. 2. M.P.K.M.P. 3. S.K.K.K.S.	INTUC HMS Surguja Koyala Khan Karmachari Sangh	No No No	
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh 2. Coal Workers' Union 3. N.C.O.E.A. 4. Colliery Karamchari Sangh	INTUC AITUC Not affiliated Not affiliated	Yes No No No	
(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	1. Colliery Mazdoor Sangh 2. Coal Workers' Union 3. N.C. Org. Employees Association 4. State Colliery Mazdoor Union 5. Koila Mazdoor Union	INTUC AITUC Not affiliated HMS HMP	Yes No No No No	
(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)	1. N.C.D.C. Workers Association 2. Talchar Colliery Mazdoor Sangh	HMS INTUC	Yes No	
(xvi) Swang Washery Project, Distt. Hazaribagh. (Bihar).	1. Colliery Mazdoor Majority Sangh	INTUC	Yes	
(xvii) Surakhhar Colliery Distt. Bilaspur (M.P.)	1. M.P. Colliery Workers' Federation 2. Khadan Mazdoor Union 3. Mining Staff Association 4. Koyala Shramik Sangh	INTUC AITUC — CITU	No No No No	

## APPENDIX XII—Contd.

1	2	3	4	5	6
(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)	1. Dera Colliery Labour Union 2. Colliery Mazdoor Sangh, Talchar.	HMS INTUC	Yes No	— No	
(xix) Manikpur Colliery Distt. Bilaspur (M.P.)	1. M.P. Colliery Workers' Federation 2. Khadan Mazdoor Union 3. National Coal Organisation Employees' Association 4. M.P. Khadan Mazdoor Congress	INTUC AITUC Nil Not known	No No No No	No — — —	
(xx) Sayal 'D' Colliery Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh 2. Coal Workers' Union.	INTUC AITUC	Yes No	No No	
(xxi) Bisrampur Colliery Distt. Surguja (M.P.)	1. M.P.C.W.F. 2. N.C.O.E.A. 3. S.K.K.S.	INTUC Not affiliated Not affiliated	Yes No No	— No No	
(xxii) Khathara Colliery—Distt. Hazaribagh (Bihar)	1. Colliery Mazdoor Sangh 2. Coal Workers' Union 3. Koyala Mazdoor Union 4. National Coal Organisation Employees Association	INTUC AITUC Independent Independent	Yes No No No	— No No No	
(xxiii) Umrer Colliery—Distt. Nagpur (Maharashtra)	1. Maharashtra Pradesh Rashtriya Koyla Khadan Kamgar Sangh. 2. National Coal Organisation Employees' Association	INTUC Nil	Yes No	... No	
(xxiv) Silewara Colliery—Distt. Nagpur	1. Maharashtra Pradesh Koyla Khadan Kamgar Sangh. 2. National Coal Organisation Employees' Association. 3. Koyla Khadan Karmachari Sangh.	INTUC .. AITUC	Yes No No	... No No	
(xxv) Jhūnṛāḍā Colliery—Distt. Sidhi (M.P.)	1. M.P. Colliery Workers' Federation 2. N.C. Organisation Employees' Association. 3. Colliery Mazdoor Panchayat Sangh 4. Dumper Operation Association	INTUC .. HMP ..	... No No No	... No No No	Yes/ Defacto recogni- tion.
(xxvi) A.G.M.(O) P.O. Dera Colliery Distt. Dhenkanal (Orissa.)	Nil	Nil	Nil	Nil	Nil*
(xxvii) Dy. Supdt. of Collieries (T&D) Talchar Distt. Dhenkanal.	1. Dera Colliery Labour Union. 2. Colliery Mazdoor Sangh.	Hind Mazdoor Sangh INTUC	Yes No	— No	
(xxviii) Dera Colliery—Distt. Dhenkanal (Orissa).	N.A.	N.A.	N.A.	N.A.	N.A.
(xxix) Bokaro Colliery—Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh 2. State Colliery Mazdoor Union 3. Coal Workers Union	INTUC H.M.S. AITUC	Yes Yes No	— — No	
(xxx) Kargali Coal Washery—Distt. Hazaribagh (Bihar).	1. Colliery Mazdoor Sangh. 2. State Colliery Mazdoor Union.	INTUC HMS	Yes Yes	— —	
(xxxi) Gorbi Project—Distt. Sidhi (M.P.)	Nil	Nil	Nil	Nil	Nil
(xxxii) Central Electrical and Mechanical Workshop—Korba Distt. Bilaspur, (M.P.)	1. M.P. Colliery Workers Federation. 2. National Coal Organisation Employees Association. 3. Khan Mazdoor Union 4. M.P. Khadan Mazdoor Congress	INTUC Not affiliated AITUC Not Affiliated	No No No No	No No No No	

\*No separate Union exists but some members of the staff are the members of Dera Colliery Labour Union and Colliery Mazdoor Sangh, Talchar Colliery.

## APPENDIX XII--Contd.

1	2	3	4	5	6
(xxxiii)	Gidi—C—Distt. Hazaribagh(Bihar)	1. Colliery Mazdoor Sangh 2. National Coal Organisation Employees' Association. 3. Dumper Operators Association	INTUC Independent Do	Yes No No	— No No
(xxxiv)	Water Works, Patratu— Distt. Hazaribagh (Bihar).	C.M.S.	INTUC	—	Yes
(xxxv)	Gidi Coal Washery Project Distt. Hazaribagh (Bihar).	N.C.O.E.A.	INTUC/BMS	—	—
(xxxvi)	Bhurkunda Industrial Engg. Deptt. Bhurkunda.	N.A.	N.A.	N.A.	N.A.
58.	The Singareni Collieries Co. Ltd., (A.P.)	1. Singareni Collieries Workers' Union 2. Tandur Coal Mines Labour Union 3. A.P. Singareni Collieries Mazdoor Sangh. 4. Singareni Collieries Mining Sirdar & Overman Association. 5. Singareni Collieries Labour Congress 6. Singareni Coal Mines Mining Sirdar and Overmen Association 7. Andhra Pradesh Koila Kamgar Union. 8. A.P. Mines Labour Union 9. Singareni Collieries Motor Drivers Association. 10. Singareni Collieries Labour Union	AITUC INTUC INTUC Nil No No UTUC Not affiliated Not affiliated Not affiliated.	Yes Yes No No No No No No No No	— — No No No No No No No No
59.	National Mineral Development Corporation Ltd., Hyderabad (A.P.)				
(a)	Doni Malai Iron Ore Project, Saurdure (Mysore).	1. Donimalai Iron Ore Project Employees' Association.	Not affiliated	No	No (The recognition is under consideration)
(b)	Diamond Mining Project, Panna, (M.P.)	1. M.P. Rashtriya Hira Khani Mazdoor Sanstha Majhgawan. 2. Diamond Mines Employees Union	INTUC AITUC	No No	Verification proceedings have been taken up by Ministry of Labour recognition of the union.
(c)	Baitadila Iron Ore Project, Deposit No. 14, Distt. Bastar, (M.P.)	1. Samyukta Khadan Mazdoor Sangh 2. Mines Workers Union.	AITUC INTUC	No No	Not yet recognised by the management however the representatives of the union are being entertained for discussion etc. regarding workers demands.



APPENDIX XII—*Contd.*

1	2	3	4	5	6
(d)	Baidila Iron Ore Project, Deposit No. 5. Distt. Bastar (M.P.)	1. Samyukta Khadan Mazdoor Sangh 2. Minse Workers Union	AITUC INTUC	No No	No No
(e)	Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	1. N.M.D.C. Mines Workers Union. 2. Khan Mazdoor Sangh	Not affiliated Do	Yes No	— No
(f)	Kudremukhe Iron Ore Project, Mysore.	Mineral Miners Union Chikmagalur.	Not affiliated	No	No (Recogni- tion under correspon- dence)
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore)	1. Mysore Mine Workers' Union, Marikuppam P.O. Kolar Gold Field, Mysore State. 2. K.G.F. Electricity Deptt. Labour Association Oorgaum P.O. KGF., Mysore State. 3. KGM Champion Reef Mine Workers' Union, Champion Reefs P.O. KGF, Mysore State. 4. K.G.F. Hospital Workers' Union, C/o Mysore Mine Workers' Union, Karikuppam P.O., KGF., Mysore State. 5. KGMU Medical Estt. Employees' Association Champion Reefs P.O. KGF, Mysore State. 6. Nundydroog Mine Labour Association, Oorgaum, P.O., KGF, Mysore State. 7. KGM Nundydroog Mine Workers' Union, C/o KGM Champion Reef Mine Workers' Union, Champion Reefs P.O., K.G.F., Mysore State. 8. KGMU Employees' Union, Station Road, Oorgaum P.O., K.G.F., Mysore State. 9. KGMU Central Workshops Workers' Union, Marikuppam, P.O, K.G.F., Mysore State. 10. K.G.M.U. Workers' Union, No. 42, N.T. Block Oorgaum P.O., K.G.F., Mysore State. 11. KGMU Monthly Rated Employees' Central Union, Near King George Hall, Geetha Road, Robertsonpet P.O., K.G.F., Mysore State. 12. KGMU Transport Labour Union, No. 42, N.T. Block Oorgaum, P.O., K.G.F. 13. KGMU Covenanted Officers' Assn., Champion Reefs, P.O., K.G.F., Mysore State.	CITU Independent INTUC CITU INTUC Do Independent INTUC Independent Do Do INTUC Independent	Yes Yes Yes Yes No No No No No No No No	— — — — (Recogni- tion can- celled w.e.f 27th may, 1972). (Recogni- tion can- celled w.e.f. 20-1-70. No No No No — — — — — — — —
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot, (Tamil Nadu)	1. Lignite Mines National Workers' Union. 2. Lignite Mines Labour Union. 3. N.L.C. Medical Staff Association 4. N.L.C. Junior Engineers Association. 5. Intermediate Tech. Staff Association. 6. N.L.C. Employees Union	— — — — — —	— — — — — —	— — — — — —

## APPENDIX XII—Contd.

1	2	3	4	5	6
		7. N.L.C. Foremans Union.	—	—	—
		8. N.L.C. Teachers Union	—	—	—
		9. Lower Gr. Employees Union	—	—	—
		10. Lower Gr. Genl. Workers Union	—	—	—
		11. N.L.C. Drivers Sangam.	—	—	—
		12. N.L.C. Security Staff Association.	—	—	—
		13. I.T.I. Holders Employees Union	—	—	—
		14. Neyveli Mines United Workes Union	—	—	—
		15. Canteen Workers Union	—	—	—
		16. N.L.C. Conservancy Workres Union	—	—	—
		17. N.L.C. Fire Service Association	—	—	—
		18. N.L.C. Water Supply & Drainage Workers Association.	—	*	—
		19. Ex-Servicemen's Association	—	—	—
		20. N.L.C. Shorthand Writers Guild	—	—	—
		21. S.M.E. Operators Association	—	—	—
		22. Welders Association	—	—	—
		23. Engineers & Scientific Association	—	—	—
		24. Casual Workers Union	—	—	—
		25. Draughtsmen Association	—	—	—
		26. Crane Operators Association	—	—	—
		27. Telephone Operators Association	—	—	—
		28. Trained Nurses Association	—	—	—
		29. Technical Association	—	—	—
		30. Neyveli Contract Mine	—	—	—
		31. Drillers Association	—	—	—
		32. Horticultural Workes & Progressive Union.	—	—	—
		33. Attendant Association	—	—	—
		34. Asstt. Engineers Association	—	—	—
		35. N.L.C. Electl. Workers Association	—	—	—
		36. N.L.C. Bus Conductors Association	—	—	—
		37. N.L.C. Carpenters Association	—	—	—
		<i>Registered and Recognised Unions</i>			
		1. N.L.C. Staff Union	—	—	—
		2. N.L.C. Progressive Union	—	—	—
62. Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar)		1. Jaduguda Labour Union	No.	No	Yes (By the Atomic Energy Depart- ment.
63. Hindustan Copper Ltd., Calcutta.					
(a) Khetri Copper Project, Distt. Jhunjhunu, (Rajasthan)	1. RKTPTS	INTUC	Yes	—	
	2. Tamba Mazdoor Sangthan	Not known	No	No	
	3. Hindustan Copper Stenographers Association	Not known	No	No	
(b) Agnigundala Copper Lead Project, Vinukonda (P.o.) Guntur (Taluk)	Agnigundala Project Employees' Union	INTUC	Yes	—	
64. Hindustan Latex Ltd., Trivandrum, Kerala.					
	1. Hindustan Latex Employees Union	No affiliation	No*	No	
	2. Hindustan Latex Workers Union	INTUC	No*	No	
	3. H.L. Factory Staff Association	Nil	No*	No	
	4. Hindustan Latex Technocrats' Association.	Nil	No*	No	
	5. Hindustan Latex Staff Association.	Nil	No*	No	

\*Formal recognition is not given to any, because they are new unions.

## APPENDIX XII—Contd.

1	2	3	4	5	6
<b>VII. PAPER AND PAPER PRODUCTS</b>					
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi.	Nil.	Nil.	Nil.	Nil.
66.	Security Paper Mill, Hoshangabad (M.P.).	Security Paper Mill Employees Union.	INTUC	Yes	—
67.	The National Newsprints and Paper Mills Ltd., Nepa Nagar (M.P.)	Rashtriya Kagaz Mill Karamchari Union.	INTUC	—	Yes (Under M.P. In- dustrial Relations Act.)
<b>VIII. PETROLEUM AND REFINING.</b>					
68. <i>Indian Oil Corporation Ltd., (Refinery Division) New Delhi.</i>					
A.	(a) Barauni Refinery, Barauni. Distt. Monghyr (Bihar).	1. Barauni Telshodhak Mazdoor Union.	AITUC	Yes	—
		2. Petroleum & Chemical Mazdoor Union.	INTUC	No	No
		3. Shramik Vikash Parishad	Nil	No	No
		4. Barauni Refinery Employees' Uni- on.	Nil.	No	No
		5. Universal Progressive Labour Federation.	Nil.	No	No
		6. Indian Refinery Workers' Union.	Nil.	No	No
		7. Pragatishheel Barauni Telshodak Mazdoor Union.	Nil.	No.	No
	(b) Gauhati, Refinery, Gauhati (Assam)	Refinery Workers Union	INTUC	Yes	—
	(c) Gujarat Refinery, Koyali. Distt. Baroda (Gujarat).	Gujarat Refinery Kamdar Sangh	INTUC	Yes	—
	(d) Haldia Refinery, Haldia.	Haldia Refinery Employees Union	Nil	Yes	—
B.	Indian Oil Corporation Ltd., (Marketing Division) Bombay (Maharashtra).	1. Head Office/Western Branch	INTUC	Yes	—
		2. Eastern Branch/Northern Branch	AITUC	No	No
		3. Southern Branch	Not affiliated	No	No
		4. Eastern Branch	Indian Oil Workers Union Calcutta/ (CITU)	No	No
69.	<i>Oil and Natural Gas Commission, Dehra- dun, (U.P.)</i>	1. ONGC Employees Mazdoor Sabha, Sharam Sadhana Red Cross Road, Baroda.	Hind Mazdoor Sabha	Yes	—
		2. ONGC Employees Mazdoor Sabha	Do	Yes (Branch of recog- nised union of ONGC Mazdoor Sabha, Baroda.)	—
		3. ONGC Employees Mazdoor Sabha, Ahmedabad Branch, Sabarmati, Ahmedabad-5.	Do	Do	—
		4. ONGC Employees Mazdoor Sabha, Mensana Branch.	Do	Do	—
		5. ONGC Employees Mazdoor Sabha, Cambay Branch.	Do	Do	—
		6. ONGC Employees Mazdoor Sabha, Workshop Branch, Baroda.	Do	Do	—
		7. ONGC Employees Mazdoor Sabha Nawagam Branch.	Do	Do	Do

## APPENDIX XII—Contd.

1	2	3	4	5	6
8.	ONGC Employees Mazdoor Sabha, C&M Divison Branch, Baroda.		Do	Do	Do
9.	ONGC Employees Mazdoor Sabha, Dehradun Branch.		Do	Do	Do
10.	ONGC Employees Mazdoor Sabha, Jodhpur Branch.		Do	Do	Do
11.	ONGC Employees Mazdoor Sabha, Bhavnagar Branch.		Do	Do	Do
12.	ONGC Employees Mazdoor Sabha, Bombay Branch.		Do	Do	Do
13.	ONGC Employees Mazdoor Sabha, Karaikal Branch (two groups are claiming leadership in the same name) O.G. is affiliated to INTUC Union and another to AITUC with changed names as ONGC Employees Mazdoor Union.		INTUC (One group) AITUC (2nd group)	No	No
14.	ONGC Employees Union, Port Canning.		INTUC	No	No
15.	ONGC Employees Union Hoshiarpur.		INTUC	No	—
16.	ONGC Employees Union, Sibsagar.		INTUC	Yes	—
17.	ONGC Employees Union, Coba, Road, Sabarmati, Ahmedabad-5.		INTUC	No	No
18.	All India ONGC Employees Union (NEPW) Tel Rasayan Bhavan, Opp. Best Workshop, Tilak Road, Dadar, Bombay-14.		INTUC	No	No
19.	ONGC (Central Workshop) Employees Union, Baroda (NFPW) E 31 B/ O.N.G.C. Colony, Baroda-9.		INTUC	No	No
20.	ONGC Employees Union Bhagmars Project, Bhagnara.		INTUC	No	No
21.	ONGC Karamchari Union, 14-New Cantt. Road, Dehradun.		AITUC	No	No
22.	ONGC Employees Union, 13, Chakrata Road, Dehradun.		INTUC	No	No
23.	Tel Avm Prakritil Gas Ayog Karamchari Sangh, 32, Dr. Durga Prasad Marg, Dehradun.		Bharatiya Mazdoor Sangh.	No	No
24.	ONGC Workers Association, 15, Nardev Shastri Marg, Dehradun.		Independent	Yes	—
25.	ONGC Employees Association, 47-B, Shakespear Sarani, Calcutta-17.		AITUC	No	No
26.	ONGC Kamdar Sangh, Prithvi Cotton Mills Compound, Station Road, Ankleshwar (Gujarat).		INTUC	No	No
27.	ONGC Karamchari Sangh, Shastri Polo Khoti, Baroda.		Bharatiya Mazdoor Sangh (BMS)	No	—
28.	ONGC Workers Association, Dolemukh Charali, P.O. Sibsagar.		AITUC	No	No
29.	Association of Class Two Officers		Independent	No	No
30.	ONGC Workers Union, Baroda.		N.A.	No	No
31.	ONGC Karamchari Union, Calcutta.		AITUC	No	No
32.	ONGC Workers Union, Tripura Project, Agartala.		N.A.	No	No
33.	ONGC Employees Union, Navagam Br., Navagam.		N.A.	No	No
34.	All India ONGC Employees Union, Jammu.		N.A.	Yes	—
35.	All India ONGC Employees Union, Kamdar Sangh, Pitti Bazar, Bombay.		(INTUC-NPPW)	No	No

APPENDIX XII—*Contd.*

1	2	3	4	5	6
		36. ONGC Employees Union, Church Street, Karaikal.	INTUC	No	No
		37. The ONGC Raignan & Topman Association 9-B Kirpasagar Society, Jai Bhikkh Marg, Paldi-Ahmedabad with Branches at Ankleshwar, Cambay, Bhuj.	N.A.	No	No
		38. ONGC Workmens Association, 8, Ashutosh Sedu Road, Calcutta.	N.A.	No	No
70.	Cochin Refineries Ltd., Distt. Ernakulam (Kerala).	Cochin Refineries Employees Association.	Not affiliated	Yes	—
71.	Madras Refineries Ltd., Manali (Tamil Nadu).	Madras Refineries Employees Union.	Not affiliated	Yes	—
IX. PORTS AND DOCKS					
72.	Kandla Port Trust, Gandhidham Kutch (Gujarat).	1. Kandla Port Workers' Union.	AITUC	—	Yes
		2. Kandla Port Karamchari Sangh.	INTUC	—	Yes
		3. Kandla Port and Dock Mazdoor Sangh.	INTUC	No	No
		4. Transport and Dock Workers Union.	HMS	No	No
		5. Kandla Port Trust Engg. Staff Association.	Nil	No	No
		6. Kandla Port Marine Officers' Guild.	AIP & DWF	—	Yes
73.	Madras Port Trust, Madras-I (Tamil Nadu).	1. The MPT Employees' Union.	AIP & DWF (HMS)	Yes	—
		2. The MPT Railwaymen's Union.	All India Railwaymen's Federation.	Yes	—
		3. The Madras Port United Labour Union.	N.A.	N.A.	N.A.
74.	Mormugao Port Trust, Mormugao (Goa).	Mormugao Port & Railway Workers Union.	All India Port and Dock Workers Federation.	Yes	—
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.).	1. Visakhapatnam Harbour & Port Workers' Union.	AITUC	Yes	—
		2. National Port Trust.	INTUC and Indian National Port and Dock Workers Federation.	No	No
		3. Visakhapatnam Port Employees Union.	AIP & DWF	No	No
		4. Port Khallasis' Union.	INTUC and Indian National Port and Dock Workers Federation.	No	No
		5. Dock Workers' Union (Not in existance at present).	AIP & DWF	No	No
76.	Kandla Dock Labour Board, New Kandla Kutch (Gujarat.)	1. Transport and Dock Workers' Union.	HMS	No	No
		2. Kandla Stevedores' & Dock Workers' Union.	AITUC	No	No
		3. Kandla Port & Dock Mazdoor Sangh.	INTUC	No	No
X. PRINTING PUBLISHING AND ALLIED INDUSTRIES					
77.	Government of India Press, Simla (H.P.)	Government of India Press Workers' Union.	INTUC	Yes	—

## APPENDIX XII—Contd.

1	2	3	4	5	6
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>					
<b>78. Rehabilitation Industries Corporation Ltd., Calcutta (W.B.)</b>					
(a) Automobile Workshop, Behala, Calcutta (W.B.).	1. RIC Employees' Congress.	INTUC	—	Yes	
(b) Gayeshpur Production Centre, Gayeshpur, Nadia, Distt. (W.B.).	2. RIC Concerns Employees' Union.	UTUC	—	Yes	
(c) Cast Iron Foundry, Durgapur Distt. Burdwan (W.B.).	3. RIC Workers & Employees' Union	CITU	—	Yes	
(d) Electrical Ancillary Unit, Calcutta (W.B.).	4. RIC Workers' Union, Taherpur.	CITU	—	Yes	
(e) Fruit Canning Unit, Bon-Hooghly Industrial Estate, Calcutta (W.B.).	5. RIC Workers' Union, K.B.M.	CITU	—	Yes	
(f) Garment Factory, Calcutta (W.B.).	6. RIC Workers' Union, Gayeshpur.	CITU	—	Yes	
(g) Leather Works, Calcutta (W.B.).	7. RIC Worker's Union, West Bengal	AITUC	—	Yes	
(h) Sheet Metal Unit, Bon-Hooghly, Calcutta (W.B.).					
(i) Malda Silk Factory, Malda.					
(j) Sukumar Engineering Works, Calcutta (W.B.).					
(k) Teharpur Production Centre, Teharpur, Nadia (W.B.).					
(l) K.B.M. Production Centre P.O. Chakdak Distt. Nadia (W.B.).					
(m) Habra Production Centre. Habra, 24 Praganas, Malda (W.B.).					
(n) Jugdalpur Sleeper Factory. Jugdalpur Distt. Bastar (M.P.).					
(o) Automobiles and Fuel and Service Station, Behala, Calcutta (W.B.).					
(p) Tent Making Unit, Behala, I.E., Calcutta (W.B.).					
(q) Textile Processing Unit, Calcutta (W.B.).					
(r) Wood Works, Calcutta (W.B.).					
(s) Ceramic Factory, Raighat, Nadia (W.B.).					
<b>79. Central Warehousing Corporation. New Delhi-16.</b>					
	1. The Central Warehousing* Corporation Employees Union. Southern Region.	Not affiliated	Yes	—	
	2. The CWC Employees Union, Eastern Region.	Not affiliated	Yes	—	
	3. The CWC Employees Union Western Region.	CITU	No	No	
<b>XII. SHIP BUILDING AND REPAIRING</b>					
<b>80. Hindustan Ship Yard Ltd., Gandhigram, Visakhapatnam (A.P.).</b>					
	1. Hindustan Shipyard Staff Association.	Nil	Yes	—	
	2. Hindustan Shipyard Labour Union.	Nil	Yes	—	
<b>81. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra).</b>					
	1. Dockyard Labour Union Representing workmen.	Nil	Yes	—	
	2. Mazagon Dock Clerical Staff Union (Representing Clerical and sub-staff).	Nil	Yes	—	
<b>82. Goa Shipyard Ltd., Goa.</b>					
	Goa Shipyard Labour Union.	No	No	—	

\*Though according to the management there are 12 unions functioning, details have been given in respect of three (3) unions only.

## APPENDIX XII—Contd.

1	2	3	4	5	6
XIII. TRANSPORT, AVIATION AND SHIPPING					
83. Air India, Bombay-1 (Maharashtra).	1. Air Corporation Employees' Union.	} Not known		Yes	—
	2. Indian Aircraft Technicians Association.			Yes	—
	3. Indian Pilots Guild.			Yes	—
	4. Indian Flight Navigators Guild.			Yes	—
	5. Indian Flight Engineers Association.			Yes	—
	6. All India Aircraft Engineers Association.			Yes	—
	7. Air-India Officers' Association.			Yes	—
	8. Indian Flight Operation Officers' Guild.			Yes	—
84. Central Inland Water Transport Corporation Ltd., Calcutta (W.B.).	1. CIWTC Ltd., Mazdoor Sabha.	HMS		Yes	—
	2. Calcutta Port Shramik Union.	HMS		Yes	—
	3. Egra & Rajabagan Dockyard Workers' Union.	CITUC		No	No
	4. CIWTC Ltd., Workers Union.	Nil		Yes	—
	5. CIWTC Workshop Workers Union	Nil		Yes	—
	6. CIWTC Shramik Union.	UTUC		No**	No
85. Central Road Transport Corporation Ltd., Calcutta-1 (W.B.).	1. Central Road Transport Corporation Ltd., Workers' Union (Eastern Zone).	Not known		Yes	—
	2. Transport and Docks Workers' Union, Bombay (Eastern Zone).	HMS		Yes	—
86. Indian Air lines, New Delhi-1.	1. Indian Commercial Pilots Association.	Nil		Yes	—
	2. Airline Radio Officers and Flight Ops. Officers Association.	Nil		Yes	—
	3. All India Aircraft Engineers' Association.	Nil		Yes	—
	4. Air Corporations Employees' Union.	Nil		Yes	—
	5. Indian Aircraft Technicians' Association.	Nil		Yes	—
	6. Airlines Ground Instructors Association.	Nil		Yes	—
	7. Indian Flight Engineers Association.	Nil		—	Yes (No formal recognition has been given but treated as a recognised bargaining agent for Flight Engineers)
	8. Indian Airlines Officers Association.	Nil		Yes*	—

\*\*Under consideration.

\*Not a registered Trade Union.

## APPENDIX XII—Contd.

1	2	3	4	5	6
87. The Mogul Line Ltd., Bombay-1.	Mogul Line Staff Union.		Hind Mazdoor Sabha	No	Yes
88. The Shipping Corporation of India Ltd., Bombay (Maharashtra).	1. Shipping Corporation of India Staff Union, Bombay.		Do.	No	No
	2. Shipping Corporation Employees Union, Calcutta.		Nil	No	No
	3. Maritime Union of India.		HMS	No	No
	4. National Union of Sea Farers of India.		HMS and INTUC	No	No
89. Integral Coach Factory, Parambur, Madras-38 (Tamil Nadu).	Nil		Nil	Nil	Nil
90. South Eastern Railway, Calcutta (W.B.)					
(a) Electrical Workshops-Kharagpur.	1. S.E. Rly. Men's Cong. W/S Branch		NFIR & INTUC	—	Yes
	2. S.E. Rly. Men's Union W/S Branch.		AIRF	—	Yes
(b) S.E. Railway Narrow Gauge, Nagpur.	1. S.E. Railwaymen's Union.		AIRF (AITUC)	Yes	—
	2. S.E. Railwaymen's Congress.		NFIR (INTUC)	N.A.	—
(c) S.E. Railway Engineering, Workshop Sini Distt. Singhbhum (Bihar).	1. S.E. Railway Men's Congress.		NFIR	Yes	—
	2. S.E. Rly. Men's Union.		AIRF	Yes	—
(d) S.E. Railway Workshops, Karagpur.	1. S.E. Railwaymen's Congress W/S Branch.		NFIR and INTUC	—	Yes
	2. S.E. Rly. Men's Union W/S Branch		AIRF	—	Yes
91. Central Railway, Bombay	1. Central Railway Mazdoor Sangh.		NFIR	Yes	—
	2. National Railway Mazdoor Union		AIRF	Yes	—
92. South Central Railway, Secunderabad.	1. South Central Railway Mazdoor Union.		All India Rly. Men's Federation and HMS	Yes	—
	2. South Central Railway Employees Sangh.		NFIR and INTUC	Yes	—
XIV OTHERS					
93. Railway Protection Force, Central Railway Bombay, (Maharashtra)		N.A.	N.A.	N.A.	N.A.
94. CPWD. Desert Cooler Workshop, New Delhi-1		N.A.	N.A.	N.A.	N.A.
95. Government Medical Store, Calcutta-22 (W.B.).	1. Govt. MSD Employees' Union.		W.B. Central Govt.	Yes	—
	2. Govt. Workers' Union.		Coordination Committees	Do.	—
	3. Govt. Mazdoor Union.			Do.	Do.
96. Government Medical Store Depot, Karnal (Haryana).		N.A.	N.A.	N.A.	N.A.



## APPENDIX XII—Contd.

1	2	3	4	5	6	
97. Hindustan Steel Works Ltd. Calcutta-22 (W.B.).	Construction	1. Bokaro Steel Workers Union	INTUC	—	Yes.	
		2. Bokaro Ispat Kamgar Union.	AITUC	No	No	
		3. Bokaro Karamchari Panchayat.	HMP	No	No	
		4. Bokaro Steel Mazdoor Sangh	HMS	No	No	
		5. Bokaro Steel Shramik Sangh	BMS	No	No	
		6. Bokaro Ispat Chalak Samiti	No	No	No	
		7. United Progressive Labour Federation.	Anand Marg	No	No	
		8. Bokaro Ispat Mazdoor Sangh	No	No	No	
		9. Bokaro Steel Employees Association.	No	No	No	
98. Indian Government Mint, Alipore, Calcutta-53 (W.B.).		1. Calcutta Mint Workers Union	Coordination Committee of Central Govt. Employees and Workers Unions and Associations West Bengal	Yes	—	
		2. Calcutta Mint Employees Union.	INTUC	No	No	
99. India Government Mint, Bombay-1 (Maharashtra).		1. Tankal Mazdoor Sabha.	HMS	Yes	—	
		2. Bombay Mint Kamgar Union.	INTUC	No	No	
100. India Government Silver Refinery Cell, Calcutta (W.B.).		1. Silver Refinery Workmens' Union.	No	—	Yes	
		2. Silver Refinery Employees' Union.	No	No	No	
		3. Union of class-III & IV Staff.	No	No	No	
101. India Government Mint, Hyderabad-4 (A.P.).		Tankal Karmika Sangh.	INTUC	Yes	—	
102. Lube India Ltd., Bombay (Maharashtra).		Petroleum Employees Union.	INTUC	No	No	
103. Modern Bakeries (India) Ltd., New Delhi.		(a) Naroda Unit, Industrial Estate, Ahmedabad (Gujarat).	Modern Bakeries Employees Union.	Not known	No	No
		(b) Bangalore Unit, Bangalore.	Modern Bakeries Employees Union.	Hind Mazdoor Panchayat.	(Under Consideration.	No
		(c) Aarey Milk Unit, Bombay.	Bombay Labour Union.	Nil.	No*	No
		(d) Calcutta Unit, Calcutta.	Modern Bakeries Employees Union.	No	No	No
		(e) Cochin Unit, Cochin.	1. Modern Bakeries Employees Union	Nil.	Yes	—
		(f) New Delhi Unit, New Delhi.	1. Modern Bakeries, Karamchari Sangh.	Not known.	Not known	N.A.
			2. Modern Bakeries Mazdoor Sangh	Independent	Yes	—

\*Though no formal recognition has been given by the management yet for all practical purposes the union is being treated as a recognised union.

## APPENDIX XII—Contd.

1	2	3	4	5	6
	(g) Uppal Kalan Unit, Hyderabad.	Modern Bakeries Employees Union.	AITUC	Yes	No
	(h) Kanpur Unit, Kanpur (U.P.)	Modern Bakeries Employees Union.	Bharatiya Mazdoor Sangh	No	No
	(i) Adyar Unit, Madras.	Modern Bakeries Thozhilalar Sangam	INTUC	Yes	—
104.	National Buildings Construction Corporation Ltd., New Delhi.	1. NBCC Workers Union SSI Ali-gang New Delhi.	No	Yes	—
		2. NBCC Calcutta Workers Union Block No. 7-A, Alipore Calcutta.	No	Yes	—
		3. NBCC Namrup Workers Union, Parabatpur, Upper Assam.	No	Yes	—
105.	National Projects Construction Corporation Ltd., New Delhi.	1. NPCC Workers Union, Farakka.	AITUC	No**	No
		2. NPCC Workers Union, Agra.	AITUC	No	—
		3. NPCC Workers Union, Malla.	No.	No	No
		4. N.S.A.	No	No	No
106.	<i>National Small Industries Corporation Ltd., New Delhi.</i>				
	(a) P.T.C., Okhla, New Delhi.	1. PTC Workers Union.	Not affiliated	Yes	—
		2. PTC Employees Union.	No	Yes	—
		3. PTC Tech. Staff.	No	No	No
	(b) P.T.C., Indo-Japanese., Howrah (W.B.)	IJPP & TC Employees Union.	CITU	Yes	—
	(c) P.T.C. Rajkot, (Gurajat).	1. PTC Employees' Association.	INTUC	Yes	—
		2. Bharatiya Mazdoor Sangh.	BMS	No	No
107.	Central Fisheries Corporation Ltd. Ahmedabad (Gujarat).	Central Fisheries Corporation Employees Association.	Not known	No	No
108.	Delhi Milk Scheme, New Delhi.	1. DMSEU.	—	Yes	—
		2. C.D.M.S.	—	No	No
109.	Hindustan Housing Factory Ltd. New Delhi.	HHF Employees Union.	INTUC	Yes	—
110.	Jute Corporation of India, Calcutta-16 (W.B.).	N.A.	N.A.	N.A.	N.A.
111.	Indian Dairy Corporation, Baroda, (Gujarat).	N.A.	N.A.	N.A.	N.A.
112.	National Seeds Corporation Ltd., New Delhi.	1. NSC Employees Union.	Not Affiliated	Yes	—
		2. NSC Technical Staff Association.	Do.	Yes	—
113.	<i>State Farms Corporation of India Ltd., New Delhi.</i>	N.A.	N.A.	N.A.	N.A.
	(a) Central Sate Farm P.O. Jawalgera, Distt. Raichur (Mysore).	N.A.	N.A.	N.A.	N.A.

\*\*Under consideration.

## APPENDIX XII—Contd.

1	2	3	4	5	6
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra.	N.A.	N.A.	N.A.	N.A.
	(c) Central State Farm, Chengam, North Arcot, Tamil Nadu.	N.A.	N.A.	N.A.	N.A.
	(d) Central State Farm, Cannore.	N.A.	N.A.	N.A.	N.A.
	(e) Central State Farm (Hirakud) Jharsuguda.	N.A.	N.A.	N.A.	N.A.
	(f) Central State Farm, Jetsar	Kendriya Yantrak Farm Karamchari Sangh, Jetsar.	INTUC	Yes	—
	(g) Central State Farm (Ludhiana).	N.A.	N.A.	N.A.	N.A.
	(h) Central State Farm (Kckilabari) Assam.	N.A.	N.A.	N.A.	N.A.
	(i) Central State Farm, Hissar	N.A.	N.A.	N.A.	N.A.
114.	Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi.	Information not received.			
115.	The Cotton Corporation of India Ltd., Bombay.	N.A.	N.A.	N.A.	N.A.

**APPENDIX XIII**  
**STATEMENT SHOWING THE UNITS WHERE NO UNION IS FUNCTIONING**

Sl. No.	Name of Industry/Unit.
1.	<i>Fertilizer Corporation of India Ltd.</i> (a) Planning and Development Division, Sindri, Distt. (Bihar). (b) Ramagundam Division, Hyderabad (A.P.). (c) Talcher Division, Orissa.
2.	Lubrizol India Ltd., Bombay (Maharashtra).
3.	Madras Fertilizers Ltd., Madras (Tamil Nadu).
4.	Indian Petro Chemicals Corporation Ltd. Distt. Baroda. (Gujarat).
5.	The Indian Motion Pictures Export Corporation Ltd., Bombay, (Maharashtra).
6.	<i>Hindustan Aeronautics Ltd.</i> (a) Lucknow Division (U.P.)*. (b) Office of the Managing Director, Bangalore.*
7.	Indian Telephone Industries Ltd., Naini, Allahabad (U.P.).
8.	Bharat Dynamics Ltd., Hyderabad (A.P.).
9.	Engineering Projects (India) Ltd., Himalaya House, New Delhi.
10.	Bharat Pumps and Compressors Ltd., Allahabad. (U.P.).
11.	<i>Hindustan Machine Tools Ltd.,</i> (a) Head Office, Bangalore. (b) H.M.T. Ltd., (Press Division), Hyderabad (A.P.). (c) H.M.T. Ltd., Watch Factory III, Srinagar.
12.	The Export Credit and Guarantee Corporation Ltd., Bombay (Maharashtra).*
13.	Film Finance Corporation Ltd., Bombay (Maharashtra).*
14.	Industrial Development Bank of India, Bombay-1, (Maharashtra).*
15.	Bank Note Press (Projects) Dewas (M.P.).
16.	<i>National Coal Development Corporation Ltd., Ranchi.</i> (a) A.G.M. (O). Dera Colliery Distt. Dhenkanal (Orissa). (b) Dera Colliery, Distt. Dhenkanal (Orissa).* (c) Gorbi Project, Distt. Sidhi (M.P.). (d) Bhurkunda Industrial Engineering Deptt. Bhurkunda.
17.	Hindustan Paper Corporation Ltd., New Delhi.
18.	Integral Coach Factory, Perambur, Madras (Tamil Nadu).
19.	Railway Protection Force, Central Railway, Bombay. (Maharashtra).*
20.	C.P.W.D. Desert Cooler Workshop, New Delhi.*
21.	Government Medical Store, Depot, Karnal (Haryana).*
22.	Jute Corporation of India, Calcutta-16 (W.B.)*
23.	Indian Dairy Corporation, Baroda (Gujarat)*
24.	<i>State Farms Corporation of India Ltd., New Delhi.</i> (a) Central State Farm, P.O. Jawalgera, Distt. Raichur. (Mysore).* (b) Central State Farm, Mizo Hills, Luckicherra and Lushaicherra.* (c) Central State Farm, Chemigam, North Arcot, Tamil Nadu.* (d) Central State Farm, Cannore*. (e) Central State Farm, (Hirakud), Jharsuguda.* (f) Central State Farm, Ludhiana.* (g) Central State Farm (Kokilabari) Assam.* (h) Central State Farm, Hissar.*
25.	Hydro Carbon India (P) Ltd., D-35 South Extension, New Delhi.*
26.	Cotton Corporation of India Ltd., Bombay.*

\*These units have not indicated anything and hence, they are included in this list.

APPENDIX XIV

STATEMENT SHOWING THE UNITS WHERE NO RECOGNISED UNION IS FUNCTIONING

Sl. No.	Name of Industry/Unit.
1.	<i>Hindustan Salts Ltd., Jaipur, Rajasthan.</i>
	(a) Kharaghoda Salt Works, Kharaghoda.
	(b) Mandi Salt Mines, Mandi (H.P.).
	(c) Sambhar Salts Mines, Jaipur (Rajasthan).
2.	<i>The State Trading Corporation of India Ltd., New Delhi-1.</i>
	Wig India, Ambattur, Madras (Tamil Nadu).
3.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.).
4.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.).
5.	<i>Bharat Earth Movers Ltd., Bangalore.</i>
	(a) Rail Coach Division.
	(b) Earth Movers Division.
6.	Life Insurance Corporation of India, Bombay (Maharashtra).
7.	The National Industrial Development Corporation Ltd., New Delhi.
8.	<i>Hindustan Steel Ltd., Bhilai Steel Plant. Bhilai (M.D.)</i>
	(a) Hirri Mines. (Dolomite Mines), Distt Bilaspur, M.P
	(b) Nandini Mines. (Lime Stone Mines) Distt Dong (M.P.)
9.	<i>National Coal Development Corporation Ltd., Ranchi, (Bihar).</i>
	(a) Bachara Colliery, Distt. Hazaribagh (Bihar).*
	(b) Banki Colliery, Distt. Bilaspur (M.P.).
	(c) Churcha Colliery, Distt. Surjuga (M.P.).
	(d) Surakchhar Colliery, Distt. Bilaspur (M.P.).
	(e) Manikpur Colliery, Distt. Bilaspur (M.P.).
	(f) Central Electrical and Mechanical Workshop, Distt. Korba, Bilaspur (M.P.).
	(g) Gidi Coal Washery Project, Distt. Hazaribagh. (Bihar)*.
	(h) Bhurkunda Industrial Engg. Department, Bhurkunda*.
	(i) Kurasia Colliery Distt, Surjuga.
10.	<i>National Mineral Development Corporation Ltd., New Delhi.</i>
	(a) Doni Malai Iron Ore Project, Sandure (Mysore).@
	(b) Diamond Mining Project, Panna (M.P.).
	(c) Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.).
	(d) Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.).
	(e) Kiriburu Iron Ore Mines, Distt. Singhbhum, (Bihar).
	(f) Kundremukhe Iron Ore Project (Mysore).
11.	Hindustan Latex Ltd., Trivandrum (Kerala).

\* These units have not stated anything and hence included in the list.

@ Recognition under consideration.

## APPENDIX XIV—Contd.

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Sl. No.	Name of Industry/Unit
12.	Kandla Dock Labour Board, New Kandla (Kutch)- Gujarat.
13.	Goa Shipyard Ltd., Goa.
14.	Shipping Corporation of India Ltd., Bombay (Maharashtra).
15.	India Government Mint, Bombay.
16.	Lube India Ltd., Bombay (Maharashtra).
17.	<i>Modern Bakeries (India) Ltd. New Delhi.</i>
	(a) Naroda Unit, Industrial Estate, Ahmedabad (Gujarat).
	(b) Bangalore Unit, Bangalore. @
	(c) Aarey Unit, Bombay (Maharashtra).
	(d) Calcutta Unit, Calcutta (W.B.).
	(e) New Delhi Unit, New Delhi.
	(f) Kanpur Unit, Kanpur (U.P.).
18.	Central Fisheries Corporation Ltd., Ahmedabad (Gujarat).

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@ Recognition under consideration.

## DETAILS OF WORKSTOPPAGES DURING 1971 IN VARIOUS UNITS

S. No.	Name of Industry/Unit	Strikes/Lockouts/ Gheraos	Duration	Work Stoppages.			Loss of Production
				Mandays Lost	Loss of Wages (in Rs.)	Loss of Production	
1	2	3	4	5	6	7	7
<b>I CHEMICALS AND FERTILIZERS.</b>							
<b>1. Fertilizer Corporation of India Ltd., New Delhi-3.</b>							
	(a) Barauni Division, Barauni, Distt. Monghyr (Bihar).	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	(b) Durgapur Division, Durgapur-II Distt. Burdwan (W. Bengal).	1. Bundh	31-3-71 29-5-71 27-8-71 13-10-71	N.A.	N.A.	N.A.	N.A.
		2. Strikes					
		1 Hr. Tool down strike.	8-9-71	N.A.	N.A.	N.A.	N.A.
		4 Hr. Tool down strike.	11-9-71	N.A.	N.A.	N.A.	N.A.
	(c) Gorakhpur Unit, Distt. Gorakhpur (Uttar Pradesh).	No	No	No	No	No	No
	(d) Namrup Unit, P.O. Parbatpur Distt. Dibrugarhi (Assam).	No	No	No	No	No	No
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	No	No	No	No	No	No
	(f) Planning and Development Division, Distt. Dhanbad (Bihar).	No	No	No	No	No	No
	(g) Ramgunjam Division, Hyderabad-34 (A.P.).	No.	No	No	No	No	No
	(h) Sindri unit, Sindri, Distt. Dhanbad (Bihar).	No	No	No	No	No	No
	(i) Trombay Unit, Chembur, Bombay-74 (Maharashtra).	No	No	No	No	No	No
	(j) Talcher Division, Orissa.	No	No	No	No	No	No
<b>2. Fertilizers and Chemicals Travancore Ltd., Alwaye (Kerala.)</b>							
	Udyogamandal Unit, Head Office, & Marketing Divisions, Alwaye (Kerala).		15-1-71 to 24-5-71	-	-	15,913	-
		Agitation demanding enhancement of D. A. and in sympathy with striking labour in neighbouring factories.					
<b>3. Hindustan Insecticides Ltd., New Delhi-3.</b>							
	(a) Alwaye Unit, Alwaye (Kerala).		One day.	222	97,404	-	-
	(b) New Delhi Unit, New Delhi.	No	No	No	No	No	No

1	2	3	4	5	6	7
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan).</i>					
	(a) Kharaghoda Salt Works, Kharaghoda.	No	No	No	No	No
	(b) Mandi Salt Mines, Mandi (H.P.).	No	No	No	No	No
	(c) Sambhar Salts Ltd., Jaipur, (Rajasthan)	No	No	No	No	No
5.	<i>Indian Drugs and Pharmaceuticals Ltd., New Delhi.</i>					
	(a) Antibiotics Plant, Rishikesh (U.P.).	No	No	No	No	No
	(b) Surgical Instruments Plant, Madras (Tamil Nadu).	13-7-71 to 5-11-71	637 1905	Rs. 9,500 Rs. 31,000		
	(c) Synthetics Drugs Plant, Hyderabad, (A.P.).	No	No	No	No	No
6.	<i>Indian Rare Earths Ltd., Bombay, (Maharashtra).</i>					
	(a) Head Office and Thorium Factory.	—	—	—	—	—
	(b) Monazite Factory, Elloor, Alwaye (Kerala).	—	—	—	—	—
	(c) Mineral Division Plant-I, Chavara, Oulien Distt. (Kerala).	20-10-71 to 18-1-72	2600	—	—	—
	(d) Mineral Division Plant-II, Manavalakurichi, Kanyakumari, Distt. (Tamil Nadu).	—	—	—	—	—
7.	<i>Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).</i>	No	No	No	No	No
8.	<i>Hindustan Organic Chemicals Ltd., P.O. Rasaini, Distt. Kolaba (Maharashtra).</i>	No	No	No	No	No
9.	<i>Hindustan Photo Films Manufacturing Co. Ltd., Otacamund, Distt. Nilgiri (Tamil Nadu).</i>	10 days (1971)	—	—	—	—
10.	<i>Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).</i>	No	No	No	No	No
11.	<i>Madras Fertilizers Ltd., Madras-8 (Tamil Nadu).</i>	No	No	No	No	No
12.	<i>Pyrites, Phosphates &amp; Chemicals Ltd., District Shahbad (Bihar)</i>	16th to 19th April, 1971.	518	Rs. 12,000	1,334.75 (Approx.)	
		8th to 9th July, 1971.				
13.	<i>Indian Petro Chemicals Corporation Ltd. P.O. Jawahar Nagar, Distt. Baroda.</i>	No	No	No	No	No
II COMMERCIAL AND TRADING INSTITUTIONS.						
14.	<i>Cement Corporation of India Ltd., New Delhi.</i>					
	(a) Bokajan Cement Works, Assam.	No	No	No	No	No
	(b) Kurkunta Project, Distt. Gulbarga, (Mysore).	No	No	No	No	No
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.).	No	No	No	No	No



15. State Trading Corporation of India Ltd., New Delhi Wig India, Ambattur, Madras-1, (Tamil Nadu) / Strike	18-5-71 to 22-5-71 24-5-71 to 18-7-71	N.A.	N.A.	N.A.	No	N.A.
16. The Indian Motion Pictures Export Corporation Ltd., Bombay	No	No	No	No	No	No
17. Tannery and Foot Wear Corporation of India Ltd. Civil Lines, Kanpur (U.P.)	No	No	No	No	No	No
<b>III ELECTRICAL MECHANICAL AND GENERAL ENGINEERING</b>						
18. Bharat Heavy Electricals Ltd. (a) Ranipur Unit, Hardwar Dist. Saharanpur (U.P.)	No	No	No	No	No	No
(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad (A.P.)	1970-71	13742	Rs. 4,97,589.34	Rs. 126 lakhs. (including material value of Rs. 50 lakhs).	Rs. 5 lakhs.	Rs. 126 lakhs. (including material value of Rs. 50 lakhs).
(c) Switchgear Unit, Hyderabad-32 (A.P.)	No	No	No	No	No	No
(d) Tiruvetrumbur Unit, Tiruchirappalli-14 (Tamil Nadu)	July/Aug. 1971	2,070	Rs. 20,625	Rs. 5 lakhs.	Rs. 5 lakhs.	Rs. 5 lakhs.
19. Hindustan Aeronautics Ltd. (Head Office) Indian Express Building, Bangalore-1 (Mysore). (a) Bangalore Division, Bangalore-17 (Mysore). (b) Hyderabad Division, Hyderabad-37 (A.P.) (c) Kanpur Division, Kanpur (U.P.) (d) Koraput Division, Koraput (Orissa). (e) Lucknow Division, Lucknow (U.P.) (f) Nasik Division, Nasik, (Maharashtra)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
20. Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)	Yes.	—	—	—	—	—
	—	646	N.A.	N.A.	N.A.	N.A.
	—	—	—	—	—	—
	Three days	15,182	Rs. 1,20,000	Rs. 11,53,008	Rs. 11,53,008	Rs. 11,53,008
	Hunger strike by one worker only	N.A.	N.A.	N.A.	N.A.	N.A.
21. Bharat Electronics Ltd., Bangalore-13 (Mysore).	No	No	No	No	No	No
22. Bharat Heavy Plates & Vessels Ltd., Visakhapatnam (A.P.)	1-7-71, 2-7-71, 4-7-71 and 7-8-71 to 14-8-71.	7568	—	—	—	Rs. 5.83 lakhs (including loss of wages).
23. Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)	13-7-71 for 3 hrs.	No	No	No	No	No
24. Heavy Electricals (India) Ltd., Bhopal -22, (M.P.)	No	No	No	No	No	No
25. Hindustan Teleprinters Ltd., Madras-32, (Tamil Nadu).	8-11-71 to 9-12-71	35010	—	—	—	—
26. Hindustan Cables Ltd., Burdwan (W.B.)	Go-slow-tactics/ Bundh.	—	—	—	—	—
27. Indian Telephone Industries Ltd., Naini (Allahabad).	—	—	—	—	—	—

APPENDIX XV—Contd.

1	2	3	4	5	6	7
28.	Indian Telephone Industries Ltd., Bangalore- (Mysore).	No	—	—	—	—
29.	Instrumentation Ltd., Kota (Rajasthan)	No	—	—	—	—
30.	Machine Tools Corporation of India, Ltd., Ajmer (Rajasthan)	No	—	—	—	—
31.	Praga Tools Ltd., Secunderabad (A.P.)	Tool down strike.	18-8-71 to 20-8-71 (All shift) and 21-8-71 (1st and Gen. Shift).	4424	Rs. 35,954	Rs. 4.10 lakhs.
32.	The National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (W.B.)	No	—	—	—	—
33.	Trivent Structural Ltd., Naini, Allahabad (U.P.)	No	—	—	Nil	Nil
34.	Tungabhadra Steel Products Ltd., P.O. Tungar- bhaara Dam, Bellary (Mysore).	Nil	Nil	Nil	Nil	Nil
35.	<i>Bharat Earth Movers Ltd., Bangalore.</i> (a) Rail Coach Division-Bangalore	Lockout	21-9-71 to 1-10-71	1,35,000	N.A.	Rs. 26.82 lakhs.
	(b) Earth Movers Division-BEML Nagar, Kolar Gold Fields.	Tool Down strike.	18-2-71 to 19-2-71	384½	N.A.	Rs. 1,04,968
			26-2-71 to 2-3-71	624	N.A.	Rs. 1,70,352
			22-6-71 to 28-6-71	1151	N.A.	Rs. 3,14,163
			15-9-71 to 20-9-71	3274	N.A.	Rs. 64.64 lakhs.
			21-9-71 to 1-10-71			
36.	Bridge Engineering Workshop, Assam	Nil	—	—	—	—
37.	Garden Reach Workshop Ltd. Calcutta	Nil	—	—	—	—
38.	Bharat Dynamics Ltd., Hyderabad-5 (A.P.)	Nil	—	—	—	—
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-1.	Nil	—	—	—	—
40.	Bharat Pumps & Compressor's Ltd., Allahabad (U.P.)	No	—	—	—	—
41.	<i>Hindustan Machine Tools Ltd., Bangalore</i> (a) H.M.T., Head Office, Bangalore	No	—	—	—	—
	(b) H.M.T. Pinjore	No	—	—	—	—
	(c) H.M.T. Kalamassery	Sympathetic strike	24-5-71	1885	Rs. 19,714	Rs. 50,000
	(d) H.M.T. Hyderabad-37 (A.P.)	No	—	—	—	—
	(e) H.M.T. (Press Div) Hyderabad (A.P.)	No	—	—	—	—
	(f) H.M.T. Watch Factory-III, Simnagar	—	—	—	—	—
	(g) H.M.T. I & II, Bangalore	—	—	—	—	—
	(h) H.M.T. Watch Factory, Bangalore	—	—	—	—	—

## IV FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)

42. The Export Credit & Guarantee Corporation, Ltd., Bombay-1 (Maharashtra).	N.A.	—	—	—	—	—	—	—	—	—	—	—
43. Film Finance Corporation Ltd., Bombay-6, (Maharashtra).	N.A.	—	—	—	—	—	—	—	—	—	—	—
44. Industrial Finance Corporation of India, New Delhi-1.	N.A.	—	—	—	—	—	—	—	—	—	—	—
45. Industrial Development Bank of India, Bombay-1 (Maharashtra).	N.A.	N.A.	—	—	—	—	—	—	—	—	—	N.A.
46. Life Insurance Corporation of India, Bombay-1 (Maharashtra).	Nil	—	—	—	—	—	—	—	—	—	—	—
47. The National Industrial Development Corporation Ltd., New Delhi.	No	—	—	—	—	—	—	—	—	—	—	—
48. Reserve Bank of India, Bombay-1. (Maharashtra).	Hunger strike by Ahmedabad Branch.	15-2-71 to 1-3-71	23-3-71 (class III)	Not known	Not known	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Trivandrum).	14-4-71 (class-III)	1 hr.	Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Hyderabad)	4-5-71 (class III & IV) 1½ hrs.		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Strike (Madras).	7-6-71 to 14-6-71 (Class III)		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Jaipur).	14-6-71 (class III)	1 hr.	Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Calcutta.)	28-6-71 (class III)	45 minutes.	Not known	Not known	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Calcutta)	26-7-71 (class-III)	1 hr.	Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
		(14-8-71) (1 hr.)		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
		(17-8-71) (2 hrs) class-III		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
		(23-8-71) (1hr).		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late attendance (Bhubaneswar)	3-9-71 (1 hr. 20 minutes)	Class-III.	Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late Attendance (Calcutta).	11-9-71 & 15-9-71 (1-hr. 45 minutes)	(Class-III)	Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Go slow (Madras)	17th to 29th September, 71, (Class-III).		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late Attendance (Hyderabad).	16th and 22nd October, 71 (class-IV). 1-Hour and 45 minutes.		Do.	Do.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late Attendance (Calcutta.)	5th November, 1971 (1 hr. class III).		—	—	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	Late Attendance (Bangalore.)	1st December, 1971 (½ hr. in P.D.O.) Class III.		—	—	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

## APPENDIX XV—Contd.

1	2	3	4	5	6	7
	49. State Bank of India, Bombay (Maharashtra)	N.A.	N.A.	N.A.	N.A.	N.A.
	50. Bank Note Press (Project) Dewas (M.P.)	N.A.	N.A.	N.A.	N.A.	N.A.
<b>V. IRON AND STEEL</b>						
	51. <i>Hindustan Steel Ltd., Ranchi, Bihar</i>					
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	figures from Apr. 71	N.A.	2,515	83,000	Rs. 473,500
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)	to Dec. 71.		813,782	40,432,690	Rs. 64,210,719
	(c) Rourkela Steel Plant, Distt. Sundergarh			419	Nil	Nil
	(d) Alloy Steels Plant, Durgapur, (W.B.)			327,313	13,942,548	Rs. 37,788,400
	52. Bokaro Steel Ltd., Distt. Dhanbad, Bihar.	No				
<b>VI. MINING (INCLUDING MINERALS)</b>						
	53. <i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>					
	(a) Dalli Rajhara Mines (Iron Ore Mines) Distt. Durg (M.P.)					
	(b) Hirri Mines (Dolomite Mines) Distt. Bilaspur (M.P.)					
	(c) Nandimi Mines (Limestone Mines) Distt. Durg (M.P.)					
	54. <i>Hindustan Steel Ltd., Ranchi (Bihar)</i>			2808	768	12,100 (M.T.)
	Central Coal Washeries Organisation, Dhanbad (Bihar).		22-2-71, 31-3-71, 3-6-71 5-6-71	294	704	2,600 tonnes.
	55. <i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>					
	(a) Zinc Smelter, Debari, Udaipur (Rajasthan)					
	(b) Lead Smelter, Tundoo, Dhanbad (Bihar)					
	(c) Zawar Mines, Udaipur (Rajasthan).					
	56. Maganese Ore (India) Ltd., Nagpur, (Maharashtra)	No				
	57. <i>National Coal Development Corporation Ltd., Ranchi, Bihar.</i>					
	(i) Argada Colliery Distt. Hazaribagh (Bihar)	Strike	14-10-71 to 24-10-71	2,880 (approx.)	Rs. 24,250	1,400 tonnes (approx.)
	(ii) Bachara Colliery, Distt. Hazaribagh, (Bihar)	Strike	13-10-71 to 24-10-71	11,250	1,13,000	2,72,000 (approx.)
	(iii) Banki Colliery, Distt. Bilaspur (M.P.)	Nil				10,417 (tonnes)
	(iv) Bhurkunda Colliery Distt. Hazaribagh, (Bihar)	Strike	15-3-71 to 18-3-71	3,600		24,068 (tonnes)
			11-10-71 & 15-10-71 to 21-10-71	29,862	1,05,000-00	

(v) Chruaha Colliery, Distt. Surguja (M.P.)	No.	596	—	2,600
(vi) Duman Hill Colliery, Distt. Surguja (M.P.)	N.A.	12,100	—	7,680 tonnes
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	—	23,480	2,99,000	25,000 tonnes
(viii) Gidi 'A' Colliery, Distt. Hazaribagh, (Bihar)	Strike	163	1,330 (approx.)	Rs. 10,887
(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	Strike	1,896	14,869	1,300 tonnes (Rs. 43,277 approx.)
(x) Korba Colliery, Distt. Bilaspur (M.P.)	Strike	191	1,122	Nil
Struck work on 7 17-10-71 to 28-11-71 Sundays.				
(xi) Korea Colliery, Distt. Surguja (M.P.)	Strike	646	8,600	350 tonnes of coal
		6,000	72,000	5,400 tonnes of coal
(xii) Kurasia Colliery, Distt. Surguja (M.P.)	Nil	—	—	—
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	Strike	2,642	23,700	3,070 tonnes
	1-9-71 to 2nd shift of 3-9-71	14,715	1,50,978	9,000 tonnes
	13-10-71 to 24-10-71	178	1,320	2,000 cubic &
	8-6-71 to 12-6-71	3,157	37,722 (approx.)	1,37,560 tonnes
	7-9-71 to 11-9-71	—	—	—
(xiv) Swang Colliery, Distt. Hazaribagh, (Bihar)	Strike	—	—	—
(xv) South Bainada Colliery, Distt. Dhenkanal (Orissa)	No.	—	—	—
(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar)	No.	—	—	—
(xvii) Surakchinar Colliery, Distt. Bilaspur, (M.P.)	Strike	543/8	400	250 tonnes
	14-6-71 to 15-6-71 (9½ hrs.)	152½	1,021	280 tonnes
	21-7-71 (4½ hrs.)	*	—	—
	19-7-71	—	—	—
(xviii) Talchar Colliery, Distt. Dhenkanal, (Orissa)	Strike	—	—	—
(xix) Manikpur Colliery Distt. Bilaspur, (M.P.)	Nil	—	—	—
(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	Strike	7,85,18,965	7,850	550 tonnes
	3rd Shift of 18th April 1971	—	—	—
	19-8-71 to 21-8-71 (3 days)	—	—	—
	13-10-71 to 24-10-71 (14 days)	—	2,18,000	11,772 tonnes
	6-4-71 to 12-4-71 (7 days)	2,502	35,000	Rs. 641,347.00
(xxi) Bistrampur Colliery, Distt. Surguja (M.P.)	No.	—	—	—
(xxii) Khathara Colliery, Distt. Hazaribagh (Bihar)	No.	—	—	—
(xxiii) Umter Colliery, Distt. Nagpur (Maharashtra)	No.	—	—	—
(xxiv) Silewara Colliery, Distt. Nagpur, (Maharashtra)	No.	—	—	—
(xxv) Jhingurda Colliery, Distt. Sidhi (M.P.)	Strike	—	—	—
(xxvi) A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa)	No.	—	—	—
(xxvii) Dy. Superintendent of Collieries, (T&D), Talchar, Distt. Dhenkanal (Orissa)	—	—	—	—
(xxviii) Dera Colliery, Distt. Dhenkanal	—	—	—	—
(xxix) Bokaro Colliery, Distt. Hazaribagh	Nil	—	—	—
(xxx) Kargali Coal Washery, Distt. Hazaribagh	No.	—	—	—

\*Worked on Saturday (weekly off day) with single wages and hence there was no loss of mandays as well as wages and production.

APPENDIX XV—Contd.

1	2	3	4	5	6	7
(xxvi)	Gorbi Project, Dist. Sidhi (M.P.)	No	—	—	—	—
(xxvii)	Central Electrical and Mechanical Workshop, Korba, Dist. Bilaspur (M.P.)	Strike	16-10-71 to 26-10-71 (first shift) Period of strike 7 days (excluding 17-10-71 to 18-10-71 and 24-10-71.)	1,343	15,350 (approx.)	1,11,705 (approx.)
(xxviii)	Gidi, 'C' Dist. Hazaribagh (Bihar)	Strike	13-10-71 to 25-10-71	3,722	89,000	7,20,000
(xxix)	Water Works, Patratu, Distt. Hazaribagh, (Bihar)	Nil	—	—	—	—
(xxx)	Gidi Coal Washery Project, Distt. Hazaribagh (Bihar)	—	—	—	—	—
(xxxi)	Bhurkunda Industrial Engrg. Department, Bhurkunda.	Nil	—	—	—	—
58.	The Singareni Collieries Co. Ltd., (A.P.)	Strike	60 No of strikes	—	—	59,41,096
59.	National Mineral Development Corporation Ltd., Hyderabad (A.P.)					
(a)	Doni Malai Iron Ore Project, Sandure (Mysore)	Token strike	21-1-71 and 20-2-71	—	—	—
(b)	Diamond Mining Project, Panna (M.P.)	No.	—	—	—	—
(c)	Bailadila Iron Ore Project, -Deposit No. 14, Distt. Bastar, (M.P.)	Strike	8-2-71	1,200	10,000	11,300 tonnes of Iron ore valuing Rs. 8.2 lakhs.
			Midnight of 15/16-4-71 to 25-4-71.	7,200	80,000	71,000 tonnes of Iron ore valuing Rs. 52 lakhs.
			5-10-71 to 6-10-71	95½	619	Nil
			9-2-71, 31-3-71, 16-4-71 to 25-4-71	N.A.	N.A.	Nil
(d)	Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	Strike	29-3-71	769	N.A.	N.A.
(e)	Kiriburu Iron Ore Mines, Distt. Singhbhum (Bihar)	Strike	23-1-71, 5-2-71	—	—	—*
(f)	Kumdemukhe Iron Ore Project, Mysore	Strike	5-1-71 to 7-1-71	—	—	—
60.	Bharat Gold Mines Ltd., Oorgaum, (Mysore)					
	Nundhydroog Mines	Hunger strike	11-2-71 to 13-2-71	14	181-86	N.A.
		Strike	23-9-71	51	311-51	N.A.
		Strike	27-11-71	489½ shifts	5,981-69	N.A.
		Lay off	1-2-71	49½	462-33	N.A.
	Champion Reef Section		15-5-71	914	N.A.	N.A.
			7-6-71	4½	40-50	N.A.
			11-11-71	264	1,894-43	35,702-00
			27-12-71	11	20-15	N.A.
	Amalgamated Mine		3-9-71	7	50-66	Negligible
			10-11-71	170-3/8	1,234-30	Do.
	Central Workshops	Stay in strike	22-3-71 (7 A.M. to 10 A.M.)	9	22-76	Not connected with Go. production.

\* No loss in Production since the Project has not yet gone into Production.

	24-3-71 to 26-3-71 (10-30 A.M.)	92	226.36	Do.
	Morning shift employees at 2 P.M. & night shift employees at 9 P.M.			
Stay in strike	30-7-71 to 2-8-71 (6-45 P.M.)	44	117.95	Do.
Strike	17-8-71 (7 A.M. to 8.45 P.M.)	124	318.25	Do.
Stay in strike	6-9-71 to 9-9-71	405	2,422.38	Do.
Strike	9-9-71 to 10-9-71	8	69.76	Do.
	27-9-71 to 28-9-71	38	83.81	Do.
	5-10-71 to 9-11-71	68	103.35	Do.
	(7 A.M. to 12.30 P.M.)	75	182.56	Do.
	3rd April, 71 (one hour).	14	20.68	N.A.
	10-11-71 (one hour)	16-3/4	58.94	N.A.
	30-11-71 (one hour)	14-3/8	20.29	N.A.
	2-10-71 to 9-10-71	N.A.	N.A.	N.A.
61. Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu),	8-11-71 to 6-12-71	41,123	5.81 lakhs	39.5
62. Uranium Corporation of India Ltd., Jaduguda, Distt. Distt. Singhbhum (Bihar),	16-7-71 to 22-7-71	357	**	**
63. Hindustan Copper Ltd., Calcutta. (a) Khetri Copper Project Ltd., Distt. Jhunjhunu, (Rajasthan), (b) Agnigundala Copper Lead Project, Vanukonda P.O. Vanukonda Taluk, Guntur (A.P.),	13-7-71 to 18-7-71]	482	1,442	—
64. Hindustan Latex Ltd., Trivandrum (Kerala)	—	—	—	—
<b>VII. PAPER AND PAPER PRODUCTS</b>				
65. Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi.	Nil	Nil	Nil	Nil
66. Security Paper Mill, Hoshangabad (M.P.)	—	—	—	—
67. The National Newsprints and Paper Mills Ltd., Napanagar Distt. Nimar, (M.P.).	—	—	—	—
<b>VIII. PETROLEUM AND REFINING</b>				
68. A. Indian Oil Corporation Ltd. (Refinery Division), New Delhi. 1. (a) Barauni Refinery, Barauni, Distt. Monghyr, (Bihar). (b) Gauhati Refinery, Gauhati (Assam)	7-4-71 to 10-4-71	978	14,258.28	37,125
	—	—	—	—

\*\*Strike period adjusted against leave.

## APPENDIX XV—Contd.

1	2	3	4	5	6	7
	(c) Gujarat Refinery, Koyali, Distt Baroda Nil (Gujarat).					
	(d) Haldia Refinery, Haldia . . . Nil					
	B. Indian Oil Corporation Ltd., (Marketing Division), Nil Bombay (Maharashtra).					
69.	Oil & Natural Gas Commission, Dheradun (U.P.)	Strike by Central Workshop, Baroda.	24-4-71 to 7-5-71	665		
		Token strike by Eastern Region, Nazira.	3-4-71	2,626		Rs. 40,000.00 (Loss of wages and production both have covered).
		Tool down strike by Eastern Region, Nazira.	21-4-71 to 24-4-71	1,093		
70.	Cochin Refineries Ltd., Cochin (Kerala)	Token Strike	24-5-71	290	Rs. 6,400	
71.	Madras Refineries Ltd., Manali Distt. Chingleput (Tamil Nadu)	N.A.				
<b>IX. PORTS AND DOCKS</b>						
72.	Kandla Port Trust, Gandhidham, Kutch (Gujarat)	N.A.				
73.	Madras Port Trust, Madras-1 (Tamil Nadu)	N.A.				
74.	Mormugao Port Trust, Mormugao (Goa)	N.A.				
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	N.A.				
76.	Kandla Dock Labour Board, Kandla	N.A.				
<b>X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES</b>						
77.	Government of India Press, Simla (H.P.)					
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>						
78.	<i>Rehabilitation Industries Corporation Ltd., Calcutta (W.B.).</i>					
	(a) Automobile Workshop, Behala, Calcutta (W.B.)					
	(b) Gayspur Production Centre, Gayspur, Naida Distt. (W.B.)					
	(c) Cast iron & Foundry, Distt. Durgapur, Burdwan (West Bengal).					
	(d) Electrical Ancillary Unit, Calcutta (W.B.)					
	(e) Fruit Canning Unit, Bon-Houghly Industrial Estate, Calcutta (W.B.)					
	(f) Garment Factory, Calcutta (W.B.)					
	(g) Leather Works, Calcutta (W.B.)					
		Strike go slow	3046	N.A.	N.A.	28,637.00

\*The Commission have stated that there was no loss of Production.



- (h) Sheet Metal Unit, Bon-Hougly, Calcutta (W.B.)  
 (i) Malda Silk Factory, Malda  
 (j) Sukumar Engineering Works, Calcutta (W.B.)  
 (k) Teharpur Production Centre, Teharpur, Nadia (W.B.)  
 (l) K.B.M. Production Centre, P.O. Chakadak, Nadia.  
 (m) Habra Production Centre, Habra, 24, Parganas (W.B.)  
 (n) Jugdalpur Sleeper Factory, Jugdalpur, Distt. Bastar (M.P.)  
 (o) Automobiles and Fuel and Service Station, Behala.  
 (p) Tent Making Unit, Behala, I.E., Calcutta  
 (q) Textile Processing Unit, Calcutta (W.B.)  
 (r) Wood Works, Calcutta (W. Bengal)  
 (s) Ceramic Factory, Raighat, Nadia (W.B.)

79. Central Warehousing Corporation, New Delhi-16 . . . . . June/July, 71  
 Work to rule—in the Southern Region.

#### XII. SHIP BUILDING & REPAIRING

80. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.) . . . . . — — — — —  
 81. Mazgaon Dock Ltd., Mazagaon, Bombay-10 Nil (Maharashtra).  
 82. Goa Shipyard Ltd., Goa . . . . . Strike  
 26-3-71 }  
 15-9-71 to 21-10-71 }  
 25-10-71 to 29-10-71 }

#### XIII. TRANSPORT, AVIATION & SHIPPING

83. Air India, Bombay-1 (Maharashtra) . . . . . Nil  
 84. Central Inland Water Transport Corporation Ltd., Calcutta (W.B.) . . . . . Strikes  
 27-8-71 }  
 14-9-71 & }  
 15-9-71 }  
 13-10-71 }  
 85. Central Road Transport Corporation, Ltd., Calcutta (W. Bengal). . . . . Illegal Strike by Eastern Zone. Token strike by Western Zone  
 11-6-71 to 2-7-71  
 11-10-71  
 22-11-71  
 86. Indian Airlines, New Delhi-1 . . . . . Strike-lockout  
 N.A.  
 126,108.50 (Man hours)  
 1,79,962 (Man days due to lockout.)  
 87. The Mogul Line Ltd., Bombay-1 . . . . . Nil

N.A. N.A. N.A.  
 Rs. 64,013  
 Rs. 75,200  
 Rs. 32,500  
 N.A.  
 N.A.  
 N.A.  
 220.50 Lakhs  
 Rs. 3.44  
 31,532  
 Rs. 15.35 Lakhs  
 N.A.  
 1,499  
 4,680  
 1,163  
 14,498  
 580  
 590  
 126,108.50 (Man hours)  
 1,79,962 (Man days due to lockout.)

1	2	3	4	5	6	7
88.	Shipping Corporation of India Ltd., Bombay-1 (Maharashtra).	Nil	—	—	—	—
89.	Integral Coach Factory, Perambur, Madras-36	Nil	—	—	—	—
90.	South Eastern Railway, Calcutta (W.B.).					
	(a) South Eastern Railway Workshops, Kharagpur	Nil	—	—	—	—
	(b) South Eastern Railway, Narrow gauge, Nagpur	Nil	—	—	—	—
	(c) South Eastern Railway Engg. Workshop, Sini Distt. Singhbhum (Bihar).	Nil	—	—	—	—
	(d) Electrical Workshops, Kharagpur	Nil	—	—	—	—
91.	Central Railway, Bombay	Nil	—	—	—	—
92.	South Central Railway, Secunderabad	Nil	—	—	—	—
<b>XIV. OTHER</b>						
93.	Railway Protection Force, Central Railway, Bombay (Maharashtra).	Nil	—	—	—	—
94.	C.P.W.D. Desert Cooler Workshop, New Delhi	Nil	—	—	—	—
95.	Government Medical Store, Calcutta-22, (West Bengal).	Nil	—	—	—	—
96.	Government Medical Store Deptt. Karnal. (Haryana)	Nil	—	—	—	—
97.	Hindustan Steel Works Construction Ltd., Calcutta (W.B.).	Strike/lockout	17-5-71 to 10-7-71 22-5-71 to 10-7-71	95,619	—	—
98.	Indian Govt. Mint, Alipore, Calcutta (W.B.)	Nil	—	—	—	—
99.	India Government Mint, Bombay-1 (Maharashtra)	Nil	—	—	—	—
100.	India Government Silver Refinery Cell, Calcutta	Nil	—	—	—	—
101.	India Government Mint, Hyderabad-4 (A.P.)	Nil	—	—	—	—
102.	Lube India Ltd., Bombay	—	—	—	—	—
103.	Modern Bakeries (India) Ltd., New Delhi					
	(a) Naroda Unit Industrial Estate, Ahmedabad	Nil	—	—	—	—
	(b) Bangalore Unit, Bangalore	Nil	—	—	—	—
	(c) Aarey Milk Unit, Bombay	Nil	—	—	—	—
	(d) Calcutta Unit, Calcutta	Strike	19th to 28th June, 1971.	1,370	10,000	Rs. 1,30,000
	(e) Cochin Unit, Cochin	Nil	—	—	—	—
	(f) New Delhi Unit, New Delhi	Nil	—	—	—	—
	(g) Uppal Kalan Unit, Hyderabad	Nil	—	—	—	—
	(h) Kanpur Unit, Kanpur (U.P.)	Nil	—	—	—	—
	(i) Adyar Unit, Madras	Nil	—	—	—	—

104. National Buildings Construction Corporation Ltd., New Delhi.	Nil				
105. National Project Construction Corporation Ltd., New Delhi.	Nil				
106. <i>National Small Industrial Corporation, New Delhi</i>					
(a) P.T.C., Okhla, New Delhi	Nil				
(b) P.T.C., Indo-Japanese (Howrah), (W.B.)	Nil				
(c) P.T.C., Rajkot (Gujarat)	Nil				
107. Central Fisheries Corporation Ltd., Ahmedabad-16	Nil				67,000
108. Delfi Milk Scheme, New Delhi	Strike	18-1-71 to 25-1-71	2,755		
109. Hindustan Housing Factory Ltd., New Delhi	N.A.				
110. Jute Corporation of India, Calcutta	Nil				
111. Indian Dairy Corporation, Baroda, Bombay	Nil				
112. National Seeds Corporation of India Ltd., New Delhi	Nil				
113. <i>State Farms Corporation of India Ltd., New Delhi</i>					
(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore).	Nil				
(b) Central State Farm, Mizo Hills, Lockicheera and Luchaicherra.	Nil				
(c) Central State Farm, Chemgam, North Arcot, Tamil Nadu.	Nil				
(d) Central State Farm, Cannanore	Nil				
(e) Central State Farm (Hirakuo), Jharsuguda	Nil				
(f) Central State Farm, Jetsar	Nil				
(g) Central State Farm (Ludhiana)	Nil				
(h) Central State Farm (Kokilabari), Assam	Nil				
(i) Central State Farm, Hissar	Nil				
114. Hydro Carbons India (P) Ltd., D. 35, South Extension, New Delhi.	Nil				
115. The Cotton Corporation of India Ltd., Bombay.	Nil				

## STATEMENT SHOWING DETAILS OF INDUSTRIAL DISPUTES RAISED ETC. DURING 1968-71 IN VARIOUS UNITS

S. No.	Name of Industry/Unit	Nature of disputes	No of disputes					Referred to adjudication	Not settled
			Raised	Settled	Referred to arbitration	6	7		
1	2	3	4	5	6	7	8		
<b>I CHEMICALS AND FERTILIZERS</b>									
1. <i>Fertilizer Corporation of India Ltd., New Delhi-3</i>									
	(a) Barauni Unit, Barauni Distt. Monghyr (Bihar)	Wages/Allowances	1	1	—	—	—	—	
	(b) Durgapur Division, Durgapur-II, Distt. Burdwan (W.B.)	Wages/Allowances	1	1	—	—	—	—	
	(c) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	Retrenchment	—	—	14	—	—	—	
	(d) Namrup Division, P.O. Parbatpur, Distt., Lakhimpur (Assam)	Other (Charter of Demand)	N.A.*	N.A.	N.A.	N.A.	N.A.	N.A.	
	(e) Nangal Unit, Naya Nangal, Distt., Ropar (Punjab)	Dismissal	1@	—	—	1	1	1 (Contiary to settlement)	
	(f) Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	Wages/Allowances	3	1	—	—	—	2 (Labour Courts)	
		Dismissals	4	1	—	—	—	3 (Labour Courts)	
	(g) Trombay Unit, Chembur, Bombay-74	D.A. Bonus	1£	1	—	—	—	—	
	1		1	—	—	—	—	—	
2. <i>Fertilizers and Chemicals, Travancore Ltd., Alwaye, Kerala</i>									
	Udyogamandal Unit, Eloor, Kerala	Discharge Wages/Allowances Bonus Others (Promotion)	1	1	—	—	—	—	
			1	1	—	—	—	—	
			1	—	—	—	—	—	
			1	—	—	—	—	—	
3. <i>Hindustan Insecticides Ltd., New Delh.</i>									
	(a) Alwaye Unit, Alwaye, Kerala	Wages/Allowances Bonus Others (Promotion)	1	1	—	—	—	—	
	(b) New Delhi Unit, New Delhi		1	—	—	—	—	—	
4. <i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>									
	a) Mandi Salt Mines, Mandi (H.P.)	Wages/Allowances	1	1	—	—	—	—	
	b) Sambhar Salts Ltd., Distt. Jaipur, Rajasthan	Wages/Allowances Bonus	9	7	—	—	—	—	
	1		1	—	—	—	—	—	
5. <i>Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi</i>									
	a) Antibiotics Plant Virbhadra (Near Rishikesh) (U.P.)	Dismissal	2	—	—	—	—	2 (Filed by Courts)	

	Wages/Allowances	1	—	—	—	1
	Others (Officiating and School Fees)	2	—	—	—	1 (Labour Courts)
						1 (Filed by Govt)
(b) Surgical Instruments Plant, Madras	Wages/Allowances	2	2(dropped)	—	—	—
	Others (Redesignation and uniforms)	2	2	—	—	—
(c) Synthetics Drugs Plant, Hyderabad—37 (A.P.)	Discharge/Dismissal	26	3	—	1+4	Labour Courts & Industrial Tribunal
	Wages/Allowances	54	7	1	—	—
6. <i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>						
(a) Head Office and Thorium Factory	Discharge/Dismissal	1	—	—	1	—
(b) Monazite Factory, Eloor, Alwaye (Kerala)	Wages/Allowances	8	7	—	—	—
(c) Mineral Division, Plant I, Chavara, Qullon (Kerala)	Bonus	1	—	—	—	—
(d) Mineral Division, Plant II, Manavalakurichi P.O., Distt. Kanyakumari, Madras	Discharge/Dismissal	2	2	—	—	—
7. Hindustan Photo Films Manufacturing Co., Ltd., Ootacamund-5.	Discharge/Dismissal	1	—	—	1	—
8. Lubrizol India Ltd., 9/3 Thana Belapur Road, Bombay (Maharashtra)	Discharge/Dismissal	1	—	—	—	—
9. Pyrites, Phosphates & Chemicals Ltd., Distt. Shahbad (Bihar)	Discharge/Dismissal	1	—	—	—	—
	Wage/Allowances	1	1	1	—	—
II. COMMERCIAL AND TRADING INSTITUTIONS						
10. <i>Cement Corporation of India, Ltd., New Delhi.</i>						
Mandahr Cement Factory, Distt. Raipur (M.P.)	Discharge/Dismissal	1	—	—	1	—
	Wages/Allowances	1	1	—	—	—
11. <i>The State Trading Corporation of India Ltd. New Delhi-1</i>						
Wig India, Ambattur, Madras-1 (Tamil Nadu)	Discharge/Dismissal	4	—	1 (Filed)	—	—
12. Tannery and Tood Wear Corporation Ltd., Civil Lines, Kairpur (U.P.)	Discharge/Dismissal	10	—	—	8 (withdrawn)	2
	Wages/Allowances	27	5	—	21 (12 referred)	1 (withdrawn)
	Bonus	1	—	—	1	—
	Others (Lay Off, Transfers, working hours etc.)	102	1	—	92 (16 not referred)	9 (2 dropped (withdrawn))

\* Pertains to 1970  
 @ Pertains to 1971  
 £ Pertains to 1967

1	2	3	4	5	6	7	8
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>							
<b>13. Bharat Heavy Electricals Ltd., New Delhi-1</b>							
<b>(a) Heavy Electricals Equipment Plant, P.O. Ranipur (Near Hardwar), U.P. -</b>							
		Discharge/Dismissal	12	5		3	
		Retrenchment	3	1		2	
		Wages/Allowances	51	30		1	
		Bonus	2	2			
		Others	1	1			
		Dismissal	1	1			
		Retrenchment	1				1
		Wages/Allowances	1				1
		Bonus	1				1
		Discharge/Dismissal	14	9		1	
		Bonus	3	3			
		Others	8	5		2	
		N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
<b>14. Hindustan Aeronautics Ltd., Head office, Bangalore-1 (Mysore).</b>		Others	18	13			5 (withdrawn)
<b>(a) Hyderabad Division, Hyderabad</b>		Discharge/Dismissals	8		4	8	
		Wages/Allowances	2				
		Others	3				
<b>(c) Nasik Division, Nasik</b>		Discharge/Dismissals	2				
<b>15. Bharat Electronics Ltd., Bangalore-13</b>		Discharge/Dismissals	15	15			
		Others (Reversion and Misconduct)	3			3	
<b>16. Bharat Heavy Plates and Vessels Ltd., Visakhapatnam</b>		Discharge/Dismissal	1			1	
		Wages/Allowances	2	2			
<b>17. Electronics Corporation of India Ltd., Hyderabad-1 (A.P.).</b>		Discharge	5	1		4	
		Wages/Allowances	2	2			
		Others	8	8			
<b>18. Heavy Electricals (India) Ltd., Bhopal</b>		Wages/Allowances	23	23			
		Others	71	68 (29 dropped/closed)		2	1 (under negotiation)
<b>19. Hindustan Teleprinters Ltd., Madras</b>		Discharge/Dismissal	4			4	
		Retrenchment	1	1			
		Wages/Allowances	4	4			
		Other (change of designation and mass attendance in a court case.)	4	2			

	WAGES/ALLOWANCES					
20. Hindustan Cables Ltd., Burdwan, West Bengal	1	1	1	1	1	1
21. Indian Telephone Industries Ltd., Bangalore-16 (Mysore)	2	2	2	2	2	2
	Others	(Promotion and overtime)				
22. Instrumentation Ltd., Kota-5, Rajasthan	2	2	1	1	1	1
23. Machine Tools Corporation of India Ltd., Ajmer, Rajasthan.	1	1	1	1	1	1
24. Praga Tools Ltd., Secunderabad (A.P.)	5	5	5	5	5	5
	Others (Casual leave)	(dropped)				
	Others (permanent termination etc.)	4	4	4	4	10
	Others (permanent termination etc.)	(2 cases dropped)				
25. Triveni Structuralis Ltd., Naini	15	15	15	15	15	15
	Discharge/Dismissal					
	Retrenchment					3
26. Tungabhadra Dam, Distt. Bellary (Mysore)	3	3	2	2	3	3
	Discharge/Dismissal					
	Wages/Allowances					1
27. Bharat Earth Movers Ltd., Bangalore.						
(a) Rail Coach Division	1	1	1	1	1	1
(b) Earth Movers Division						
	Bonus					
28. Garden Reach Workshop Ltd., Calcutta	13	13	13	13	13	13
	Others (Grievances, uniforms etc.)					
29. Hindustan Machine Tools Ltd., Bangalore (Mysore)						
(a) H.M.T. I & II, Bangalore-37	12	12	5	5	12	7
	Discharge/Dismissal					
	Wages/Allowances					1
	Bonus					1
(b) H.M.T., Kalamassery, Alwaye	1	1	1	1	1	1
	Discharge/Dismissal					
	Wages/Allowances					1
	Bonus					1
	Others					1
	(Promotion, H.R.A., Uniforms etc.)					
(c) H.M.T., Hyderabad	3	3	3	3	3	3
	Discharge/Dismissal					
	Wages/Allowances					1
	Others					1
IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)						
30. Life Insurance Corporation of India, Bombay	21	21	3	3	21	21
	Wages/Allowances					
	Others (Promotion, Transfer, Part-time studies etc.)	38	11	11	38	11

1	2	3	4	5	6	7	8
31.	The National Industrial Development Corporation Ltd., New Delhi-21.	Wages/Allowances   Others (H.R.A., Promotion etc.)	1 3	— —	— —	1 3	— —
32.	Reserve Bank of India, Bombay	Others (Charter of Demand)	1	1	—	—	—
V. IRON AND STEEL.							
33.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>						
(a)	Bhilai Steel Plant, Bhilai Durg. (M.P.)	Discharge/Dismissal Wages/Allowances Bonus Others (Manning, Upgradation Fringe Benefits)	1 1 7 64	1 — 2 20	— — — —	— — — —	— — — —
(b)	Durgapur Steel Plant, Durgapur, West Bengal	Discharge/Dismissal Wages/Allowances Others (Promotion, punishment etc.)	8 2 223	6 — 84	— — —	5 2 5	— — —
(c)	Rourkela Steel Plant, Rourkela	Discharge/Dismissal Wages/Allowances Others	29 15 70	8 6 25	— — 2	6 2 9	— — —
(d)	Alloy Steels Plant, Durgapur	Discharge/Dismissal Bonus Others (May-day and Ad-hoc Payment)	2 1 1	1 — —	— — —	— 1 1	— — —
34.	Bokaro Steel Ltd., P.O., Bokaro Steel City, Distt. Dhanbad (Bihar).	Discharge/Dismissal Wages/Allowances Others (Transport facilities, overtime, promotions etc.)	2 6 11	1 3 4	1 (dropped) 3 (dropped) 4(dropped)	1 1 1	— 2 6
VI. MINING (INCLUDING MINERALS)							
35.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>						
(a)	Dalli Rajhara Mines (Iron) Ore Mines, Distt. Durg, (M.P.)	Discharge/Dismissal Wages/Allowances Bonus Others	136 610 27 647	125 580 25 600	— 8* — —	— 5* — —	— — — —
(b)	Nandimi Mine (Limestone Mines) Distt. Durg (M.P.)	Discharge	1	1	—	—	—



	Wages/Allowances	179	169	—	—	—
	Bonus	41	38	—	—	—
	Others	276	177	4	—	—
(c) Hirri Mines, (Dolomite Mines), Distt. Bilaspur (M.P.)	Discharge/Dismissal	1	1	—	—	—
	Wages/Allowances	3	2	—	—	—
	Others	6	5	—	—	—
36. Hindustan Steel Ltd., Ranchi (Bihar)	Wages/Allowances	1	—	1	—	—
Central Coal Washeries Organisation, Dhanbad (Bihar)	Wages/Allowances	1	—	—	—	—
37. Hindustan Zinc Ltd., Udaipur (Rajasthan)	Discharge/Dismissal	1	—	—	1	—
(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	Wages/Allowances	6	—	6	—	—
(b) Zavar Mines, Udaipur (Rajasthan)						
(c) Lead Smelter, Tundoo, Dhanbad (Bihar)						
38. Mangnese Ore (India) Ltd., Nagpur	Discharge/Dismissal	3	3	—	—	—
	Wages/Allowances (Minimum Wages)	1,004	—	—	—	Yes†
39. National Coal Development Corporation Ltd., Ranchi (Bihar)						
(i) Banki Colliery, Distt. Bilaspur (M.P.)	Discharge/Dismissal	880	760	5	—	—
	Wages/Allowances	58	16	—	—	—
(ii) Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	Others	42	16	4	1	—
(iii) Duman Hill Colliery, Distt. Surguja (M.P.)	Discharge/Dismissal	1	—	—	—	—
(iv) Deulbera Colliery, Distt. Dhenkanal (Orissa)	Discharge/Dismissal	1	1	—	—	—
	Wages/Allowances	4	4	—	—	—
(v) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	Discharge/Dismissal	166	137	—	—	—
	Wages/Allowances	151	80	—	1	—
(vi) Korba Colliery, Distt. Bilaspur (M.P.)	Discharge/Dismissal	5	5(dropped)	—	—	—
	Wages/Allowances	30	18(dropped)	—	—	2
	Others	3	3	—	—	—
(vii) Kotea Colliery, Distt. Surguja (M.P.)	Discharge/Dismissal	1	1	—	—	—
	Wages/Allowances	6	5	1	—	—
	Others	71	67	3	—	—
(viii) Saunda Colliery, Distt. Hazaribagh (Bihar)	Discharge/Dismissal	2	—	—	2	—
	Wages/Allowances	2	—	—	2	—
(ix) Swang Colliery, Distt. Hazaribagh (Bihar)	Wages/Allowances	7	3	1	—	—
(x) Surakhbar Colliery, Distt. Bilaspur (M.P.)	Discharge/Dismissal	7	7	—	—	—
	Wages/Allowances	51	8	—	—	—
	Bonus	1	1	—	—	—

\*Nature of dispute not specified.

† No. of disputes have not been indicated.

1	2	3	4	5	6	7	8
	(xi) Manikpur Colliery, Distt. Bilaspur (M.P.)	Wages/Allowances	42	24 (8 dropped)	—	—	1
	(xii) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	Discharge/Dismissal Wages/Allowances Bonus	3 33 8	3 17 2	—	—	—
	(xiii) Umrer Colliery, Distt. Nagpur (Maharashtra)	Discharge/Dismissal	1	1 (dropped)	—	—	—
	(xiv) Silewara Colliery, P.O. Khaberheda, Distt. Nagpur	Discharge/Dismissal	1	1	—	—	—
	(xv) Jhingurda Colliery, P.O. Singrauli Colliery, Distt. Sidhi (M.P.)	Wages/Allowances	1	—	1	—	—
	(xvi) Bistrampur Colliery, Distt. Surguja (M.P.)	Discharge/Dismissal Others	1 49	— 36	—	1 1	—
	(xvii) Central Electrical & Mech. Workshop, Korba, Distt. Bilaspur.	Others (Promotion, termination etc.)	10	3	3	—	—
	(xviii) Gidi 'C' Colliery, P.O. Gidi 'C', Distt. Hazaribagh (Bihar).	Wages/Allowances	3	2	—	—	—
	(xix) Gidi Coal Washery Project, Distt. Hazaribagh (Bihar)	Wages/Allowances Others	1 1	—	—	—	—
	40. The Singareni Collieries Co., Ltd. (A.P.)	Others	982	—	—	69	—
	41. National Mineral Development Corporation Ltd., Hyderabad (A.P.)	Others	—	—	—	—	—
	(a) Doni Malai Iron Ore Project, Sandur (M.P.)	Discharge/Dismissal Others	2 2	1 2	—	1	—
	(b) Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.)	Discharge/Dismissal Retrenchment Wages/Allowances Others	2 1 169 86	2 1 168 86	—	—	—
	(c) Kudremukke Iron Ore Project, Distt. Chickmagalur, Mysore.	Discharge/Dismissal Others	1 3	1 3	—	—	—
	42. Bharat Gold Mines Ltd., Oorgaum (Mysore)	Discharge/Dismissal Others	95 7	75 7	—	—	—
	43. Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	Others (Wage revision)	1	1	1	—	—
	44. Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar).	Discharge/Dismissal Wages/Allowances Bonus Others	2 4 3 4	1 4 2 4	—	—	1* — 1* —
	45. Hindustan Copper Ltd., Distt. Calcutta	Discharge/Dismissal Wages/Allowances	3 46	3 42	— 3	—	— 1

	20	14	6
Others			
(b) Agnigundala Copper Lead Project, Vanukonda, P.O. Vinukonda, Guntur.	2		
Discharge/Dismissal			
Wages/Allowances	1	1	
Others	1	1	
46. Hindustan Latex Ltd., Jhunjhunu (Rajasthan)	1	1	
Wages/Allowances			
Bonus	1	1	
Others	4	4	
VII. PETROLEUM AND REFINING			
47. A. Indian Oil Corporation Ltd. (Refinery Division), New Delhi.			
(a) Barauni Refinery, Barauni, Distt. Manghyr (Bihar)	12	4	
Discharge/Dismissal			
Wages/Allowances	27	10	
Others	35	6	
(b) Gauhati Refinery, Gauhati (Assam)	11	8	
Discharge/Dismissal			
Wages/Allowances	5	4	
Bonus	1		
Others	2		
(c) Gujrat Refinery, Gujrat	5	4	
Discharge/Dismissal			
Wages/Allowances	2	1	
Bonus	1	1	
Others (upgradation Finalisation of Permanent set up, abolition of contract system etc.)	18	18	
B. Indian Oil Corporation Ltd. (Marketing Division), Bombay.			
Discharge/Dismissal	1		
Wages/Allowances	1		
Bonus	1		
48. Oil and Natural Gas Commission, Dehradun (U.P.)	7	5	
Discharge/Dismissal			
Bonus	1		
Others	2	1	
49. Cochin Refineries Ltd., Cochin (Kerala)	3	1	
Discharge/Dismissal			
Wages/Allowances	2	2	
Bonus	5	5	
Others	1		
50. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu).	1	1	
Wages/Allowances			
Bonus	1	1	
Others	1	1	

\* Interpretation of standing orders.

\* Government Turned down applications.

	1	2	3	4	5	6	7	8
<b>VIII. PORTS AND DOCKS</b>								
51. Kandla Port Trust, Gandhidham (Kutch)			Others	3	3			
52. Kandla Dock Labour Board, Kandla			Bonus	1	1			
			Others	3	2			1
<b>IX. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>								
<b>53. Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal).</b>								
(a) Gayeshpur Production Centre, Distt. Nadia, West Bengal.			Wages/Allowances	20	19			1
(b) Cast Iron Foundry, Durgapur, West Bengal			Wages/Allowances	9	7			
(c) Electrical Ancillary Unit, Calcutta, West Bengal			Wages/Allowances	3	2			
(d) Garment Factory, Calcutta-35 (W.B.)			Wages/Allowances	8	7			
(e) Leather Works, Bon-Hoogly, Calcutta			Wages/Allowances	21	19			
(f) Sheet Metal Unit, Bon-Hoogly, Calcutta			Wages/Allowances	20	19			
(g) Malda Silk Factory, Malda			Wages/Allowances	5	5			
(h) Sukumar Engineering Works, Calcutta (W.B.)			Wages/Allowances	18	16			
(i) Teharpur Production Centre, Teharpur, Distt. Nadia (W.B.)			Wages/Allowances	11	10			1
(j) K.B.M. Production Centre, Distt. Nadia (W.B.)			Wages/Allowances	10	9			1
(k) Habra Production Centre, Habra, 24, Parganas, Malda.			Wages/Allowances	11	9			1
(l) Jagdalpur Sleeper Factory, Jagdalpur (M.P.)			Wages/Allowances	10	10			
(m) Automobiles and Fuel and Service Station, Behala			Wages/Allowances	2	1			
(n) Tent Making Unit, Behala, I.E., Calcutta (W.B.)			Wages/Allowances	13	13			
(o) Textile Processing Unit, Calcutta-35			Wages/Allowances	13	11			1
(p) Wood Works, Calcutta (W.B.)			Wages/Allowances	5	3			
(q) Ceramic Factory, Distt. Nadia, West Bengal			Wages/Allowances	3	3			
<b>X. SHIP BUILDING AND REPAIRING</b>								
54. Goa Shipyard Ltd., Goa			Wages/Allowances	2	1			1
			Bonus	3	2			1
			Others	7	2			5
55. Mazagon Dock Ltd., Bombay			Discharge/Dismissal	4	4(closed)			
			Wages/Allowances	2	1			1
			Bonus	1	1			
<b>XI. TRANSPORT, AVIATION AND SHIPPING</b>								
56. Air India, Bombay-I			Wages/Allowances	2	2			2
			Bonus	1	1			1



## NAMES OF UNITS HAVING MEDICAL FACILITIES

S. No.	Name of Industry/Unit.	Whether ESIS is applicable	Whether arrangements exist for indoor treatment	Categories of Employees entitled	Whether free or on Payment
		Yes/No	Yes/No		
1	2	3	4	5	6
<b>I. CHEMICALS AND FERTILIZERS</b>					
1. <i>Fertilizer Corporation of India Ltd., New Delhi-3.</i>					
(a)	Barauni Division, Barauni, Distt. Monghyr, (Bihar)	N.A.	N.A.	N.A.	N.A.
(b)	Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal)	N.A.	Yes	Workers, their families and dependent parents.	Free
(c)	Gorakhpur Unit, Distt. Gorakhpur (U.P.)	N.A.	N.A.	N.A.	N.A.
(d)	Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	—	Yes	All Regular employees	Free
(e)	Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	No	Yes	Employees and their families	Free (Employees drawing less than Rs. 180 per month are given free diet).
(f)	P&D Division, Sindri, Distt. Dhanbad (Bihar)	N.A.	Yes	Workers, their families and dependent parents	Free
(g)	Ramagundam Division, Hyderabad	—	Yes	N.A.	N.A.
(h)	Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	—	Yes	Workers, their families and dependent parents	Free (Employees drawing less than Rs. 180 per month are given free diet).
(i)	Trombay Unit, Chembur, Bombay-74 (Maharashtra)	N.A.	N.A.	All regular employees and their families (only outdoor treatment to daily rated staff).	Reimbursement as per rules.
(j)	Talcher Division, Orissa	Yes	—	—	—
2. <i>Fertilizers &amp; Chemicals, Travancore Ltd., Alwaye (Kerala)</i>					
	Udyogmandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala)	Yes	Yes	Employees not covered under ESIS are covered by the Company's Contributory Health Scheme	The members have to make a nominal subscription every month.
3. <i>Hindustan Insecticides Ltd., New Delhi-3.</i>					
(a)	Alwaye Unit, Alwaye (Kerala)	Yes	No	(i) Employees not covered either under ESIS Act or CGHS at Delhi.	Full re-imburement of medical expenses in case of the employees who are not covered under ESIS or GHS.
(b)	New Delhi Unit, New Delhi				

## APPENDIX—XVII—Contd.

1	2	3	4	5	6
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>				
(a)¶	Kharaghoda Salt Works, N.A. Kharaghoda (Gujarat)	N.A.	N.A.	All Employees and their family members	Free
(b)	Mandi Salt Mines, N.A. Mandi (H.P.)	N.A.	Yes	N.A.	Free
(c)	Sambhar Salts Ltd., N.A. Jaipur (Rajasthan)	N.A.	Yes	(i) Regular Staff and work charged staff. (ii) Daily Rated.	(i) Free in accordance with the Provisions of Central Medical Attendance Rules 1944. (ii) Free to the extent available in Hospital
5.	<i>Indian Drugs and Pharmaceuticals Ltd., New Delhi.</i>				
(a)	Antibiotics Plant, Rishikesh (U.P.)	No	Yes	All the employees and their families	Free*
(b)	Surgical Instruments Plant, Madras (Tamil Nadu)	Yes	Yes	Do	Free
(c)	Synthetics Drugs Plant, Hyderabad (A.P.)	Yes	Yes	Do	Free†
6.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>				
(a)	Head Office and Thorium Factory		Yes	All employees and their families	Free‡
(b)	Monazite Factory, Eloor Always (Kerala)	Yes	Yes	(i) For Employees not covered under ESIS (ii) For employees covered under ESIS	Free
(c)	Mineral Division Plant I, Chavara Quilon Distt. (Kerala)	}	—	All employees	Reimbursement
(d)	Mineral Division Plant II, Manavalakurichi Kanyakumari Distt. (Tamil Nadu)				
7.	Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra)	Yes	Yes	All the employees and their families	Free§
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)	No	Yes	Do	Free**
9.	Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt, Nilgiris (Tamil Nadu)	No		A well equipped First-Aid centre, a Health Centre with the services of a Dental Surgeon and facilities for X-Ray and Electro-therapy ambulance van, which is available round the clock.	
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra)	Yes	Yes	All the employees and their families.	Reimbursement.
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)	No	Yes	N.A.	N.A.

\*Reimbursement is allowed to those who stay outside colony.

†Dispensary and First Aid Centres.

‡Cost of medicines purchased from the market on prescription is reimbursed.

§The employees residing in Poona and round about places have been availing of Medical treatment from the panel doctors nominated by the company and the expenditure incurred by them were reimbursed to them by the Company.

## APPENDIX—XVII—Contd.

1	2	3	4	5	6
12.	Pyrites, Phosphates & Chemicals Ltd., Distt Shahabad, Bihar	No	N.A.	All the employees and family members	Free
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawaharnagar, Distt, Baroda	Yes	—	Do.	Free
II. COMMERCIAL AND TRADING INSTITUTIONS					
14.	<i>Cement Corporation of India Ltd., New Delhi</i>				
(a)	Bokajan Cement Works, Assam	—	—	—	—
(b)	Kurkunta Project, Distt. Gulbarga (Mysore)	—	—	All regular employees	Free
(c)	Mandhar Cement Factory, Raipur (M.P.)	No	No	All Categories of employees	Free-reimbursement of medical expenditure for treatment beyond the scope of this health centre is made to all the workers.
15.	<i>The State Trading Corporation of India Ltd., New Delhi-1.</i>				
	Wig India, Ambattur, Madras-1 (Tamil Nadu)	No	No	No	Free*
16.	The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra)	Nil	Nil	Nil	Nil
17.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)	Yes (Employees who are getting salary below Rs. 500)	No	No	All the Officers getting more than Rs. 500 are allowed Medical reimbursement.
III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING					
18.	<i>Bharat Heavy Electricals Ltd. New Delhi-1.</i>				
(a)	Ranipur Unit Hardwar, Distt. Saharanpur (U.P.)	N.A.	Yes	All employees and their families	Free
(b)	Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)	—	Yes	Do.	Free
(c)	Switchgear Unit, Hyderabad-32 (A.P.)	—	Yes	Do.	Free
(d)	Tiruverumbur Unit, Tiruchirapalli-14 (Tamil Nadu)	—	Yes	Do.	Free (Employees residing outside the Township are entitled for reimbursement)
19. †	<i>Hindustan Aeronautics Ltd., (Head Office) Bangalore (Mysore)</i>	N.A.	N.A.	N.A.	N.A.
(a)	Bangalore Division, Bangalore-17 (Mysore)	Yes	Yes	All Employees	Free

\*First aid and Ambulance room.



## APPENDIX—XVI—Contd.

1	2	3	4	5	6
(b)	Hyderabad Division, Hyderabad-37 (A.P.)	Yes	—	—	—
(c)	Kanpur Division, Kanpur (U.P.)	Yes <sup>†</sup>	—	All employees and their families	Employees who are drawing Rs. 501 & above are not covered by the ESIS are allowed reimbursement.
(d)	Koraput Division, Koraput (Orissa)	—	Yes <sup>]</sup>	Do.	
(e)	Lucknow Division, Lucknow (U.P.)	—	Yes	Do.	
(f)	Nasik Division, Nasik (Maharashtra)	—	—	The Employees and their families.	Free
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur, (M.P.)	—	Yes*		
21.	Bharat Electronics Ltd., Bangalore-13 (Mysore)	—	Yes	—	— <sup>†</sup>
22.	Bharat Heavy Plates & Vessels Ltd., Vishakhapatnam (A.P.)	Yes	—	—	—
23.	Electronics Corporation of India Ltd., Hyderabad (A.P.)	N.A.	Yes	N.A.	N.A.
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	Yes	Yes	All employees, their families parents and widowed sisters	Free
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu)	Yes	N.A.	All Employees	Reimbursement (who are not covered under the E.S.I.S.)
26.	Hindustan Cables Ltd., Burdwan, West Bengal	—	Yes	—	—
27.	Indian Telephone Industries Ltd., Naini (Allahabad)	N.A.	N.A.	N.A.	Medical treatment in Factory
28.	Indian Telephone Industries Ltd., Bangalore-16 (Mysore)	No.	Yes	All employees and their families	Free
29.	Instrumentation Ltd., Kota (Rajasthan)	—	Yes <sup>]</sup>	Yes	Free
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan)	—	Yes	Yes	Free
31.	Praga Tools Ltd., Secunderabad-3 (A.P.)	—	Yes <sup>‡</sup>	—	—
32.	The National Instruments Ltd., Jadavpur Calcutta-32 (West Bengal)	—	Yes <sup>]</sup>	All employees and their families	Free
33.	Triveni Structural Ltd., Naini, Allahabad (U.P.)	Yes <sup>*</sup> (Less than Rs. 500)	Yes <sup>‡</sup>	Do.	Reimbursement (Getting Rs. 500 and above).
34.	Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary, (Mysore)	—	Yes	N.A.	N.A.

\*At present one dispensary is being run by the management for its employees at Korba. Besides this, medical facilities have also been extended to the employees of Mines at Anarkantak and Phurtkaphar.

<sup>†</sup>A fully equipped Hospital has been constructed in the township.

<sup>‡</sup>Dispensary attached to Factory with a part-time doctor and a Compounder working for 8 hours daily is functioning for the benefit of the workers.

## APPENDIX—XVI—Contd.

1	2	3	4	5	6
35.	<i>Bharat Earth Movers Ltd., Bangalore</i>				
	(a) Rail Coach Division	Yes. Employees drawing a salary upto Rs 500 are covered by the E.S.I. S.	—	All employees and their families*	Free
	(b) Earth Movers Division				
36.	Bridge Engineering Workshop, Assam.			As per Central Government Railway Rules.	
37.	Garden Reach Workshop Ltd., Calcutta	Yes	Yes	—	—
38.	Bharat Dynamics Ltd., Hyderabad-5 (A.P.)	Yes <sup>1</sup> (Upto Rs. 500/-7)		Employees drawing upto Rs 500 are covered under ESIS while in case of others medical expenses are reimbursed.	Re-imburement
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi-1	N.A.	N.A.	N.A.	Re-imburement of Medical expenses introduced with effect from 1-4-1971.
40.	Bharat Pumps & Compressors Ltd., Allahabad	N.A.	N.A.	N.A.	On reimbursement basis as per Company's Rules.
41.	<i>Hindustan Machine Tools Ltd., Bangalore</i>				
	(a) H.M.T. Head Office, Bangalore	N.A.	N.A.	N.A.	N.A.
	(b) H.M.T. Pinjore	N.A.	N.A.	N.A.	N.A.
	(c) H.M.T. Kalamassery	—	Yes	The employees and their families	Re-imburement on production of receipt.
	(d) H.M.T. Hyderabad	—	Yes	Do.	Do.
	(e) H.M.T. (Press Division) Hyderabad	—	Yes	Do.	Do.
	(f) H.M.T. Watch Factory III, Srinagar	—	Yes]	Do.	Do.
	(g) H.M.T. I & II, Bangalore	—	Yes	Do.	Do.
	(h) H.M.T. Watch Factory, Bangalore	No	Yes	Do.	Free
IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE).					
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra)	N.A.	N.A.	All employees and their families including dependent parents	Free but annual reimbursement is restricted to one month's Pay and D.A.
43.	Film Finance Corporation of India Ltd., Bombay-6 (Maharashtra)	Medical expenses to the extent of two months basic pay (excluding Special Pay) is reimbursed to an employee in a year.			

\*Employees and their families not covered under the E.S.I.S. are entitled for free treatment at

- (a) HAL Hospital in respect of employees of Rail Coach division at Bangalore; and
- (b) K.G.M.U. Hospital in respect of employees at Earth Movers Division, K.G.F. Employees and their families are entitled for free treatment, employees requiring specialist treatment are given Hospitalisation facilities in Govt. Hospitals, wherever facilities do not exist in HAL/KGMU Hospitals, on the recommendations of the Medical Officer concerned. Free Hospitalisation is provided for T.B. patients on completion of 5 years continuous service in the company and are in addition given subsistence allowances at the rate of 50% of basic pay for a period of 6 months. In case of special cases extension of Hospitalisation is also granted.

## APPENDIX XVII—Contd.

1	2	3	4	5	6
44.	Industrial Finance Corporation of India, New Delhi-1	N.A.	N.A.	All employees	H.O. Delhi employees are covered by C.G.H.S. Medical Expenses are reimbursed to staff at branch offices where CGHS is not applicable.
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra)	No	No*	All employees and their families	Entire expenditure is borne by the Bank.
46.	Life Insurance Corporation of India, Bombay-1 (Maharashtra)	N.A.	N.A.	All Categories of Class III & IV confirmed employees and eligible members of their families.	Reimbursement of medical expenses incurred upto Rs. 55 per year for 3 years.
47.	National Industrial Development Corporation Ltd., New Delhi	N.A.	N.A.	Majority of employees are covered under C.G.H.S.	Employees not covered by C.G.H.S. are entitled to reimbursement of medical expenses as per rules of the corporation.
48.	Reserve Bank of India, Bombay-1 (Maharashtra)	No	No*	All employees and their families	Entire expenditure is borne by the Bank.
49.	State Bank of India, Bombay-1 (Maharashtra)	N.A.	N.A.	Employees and their families	Re-imbursement
50.	Bank Note Press, (Project) Dewas, M.P.	N.A.	N.A.	N.A.	N.A.
V. IRON AND STEEL					
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>				
(a)	Bhilai Steel Plant, Bhilai Durg (M.P.)	No	Yes	All employees and their families	Free
(b)	Durgapur Steel Plant, Distt. Burdwan (W.B.)	No	Yes	All employees including their family members as desired under the rules.	Free
(c)	Rourkela Steel Plant, Distt. Sundergarh (Orissa)	No	Yes	All employees and their families, minor brothers and widowed sisters wholly dependent on employee and parents.	Free diet charges are for those getting less than Rs. 180 p.m. and Rs. 300 p.m. in case of T.B.
(d)	Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal)	No	Yes	All employees	Free
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	—	Yes	Employees and their families	Free medical treatment and cost of medicine which is not available in the Hospital is reimbursed and the patient requiring specialised treatment are referred to nearby Govt. Hospital.

\*The Bank has reserved beds in Govt./Municipal hospitals at Bombay, Calcutta, Delhi and Madras. In other places, the Hospital charges and cost of treatment are borne by the bank.

1	2	3	4	5	6
VI. MINING (INCLUDING MINERALS)					
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>				
(a)	Dalli Rajhara Mines (Iron Ore Mines) Distt. Durg (M.P.)	No	Yes	All	Free
(b)	Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.)				
(c)	Nandini Mines (Limestone Mines), Distt. Durg (M.P.)				
54.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>				
	Central Coal Washeries Organisation Dhanbad (Bihar)	—	Yes	All	Free
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>				
(a)	Zinc Smelter, Debari, Udaipur (Rajasthan)	N.A.	Yes	Employees and their families	As per Central services (Medical Attendance Rules)
(b)	Lead Smelter, Tundoo, Dhanbad (Bihar)				
(c)	Zawar Mines, Udaipur (Rajasthan)				
56.	<i>Manganese Ore (India) Ltd. Nagpur (Maharashtra)</i>	No	Yes	All employees and their families	Free
57.	<i>National Coal Development Corporation Ltd., Ranchi Bihar</i>				
(i)	Argada Colliery, Distt. Hazaribagh (Bihar)	N.A.	N.A.	All Employees including families	Free
(ii)	Bachara Colliery, Distt. Hazaribagh (Bihar)	No	Yes	All Employees	Free
(iii)	Banki Colliery, Distt. Bilaspur (M.P.)	N.A.	Yes	Do.	Free
(iv)	Bhurkunda Colliery, Distt. Hazaribagh (Bihar)	No	Yes	Do.	Free
(v)	Churcha Colliery, Distt. Surguja (M.P.)	N.A.	Yes	Do.	Free
(vi)	Duman Hill Colliery, Distt. Bilaspur (M.P.)	No	Yes	Do.	Free
(vii)	Deulbera Colliery, Distt. Dhankanal (Orissa)	No	Yes	Do.	Free
(viii)	Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	No	Yes	Do.	Free
(ix)	Jarangdih Colliery, Distt. Hazaribagh (Bihar)	No	Yes	Do.	Free
(x)	Korba Colliery, Distt. Bilaspur (M.P.)	N.A.	Yes	Do.	Free
(xi)	Korba Colliery, Distt. Surguja (M.P.)	N.A.	Yes	Do.	Free

## APPENDIX XVII—Contd.

1	2	3	4	5	6
(xii)	Kurasia Colliery Distt. Surguja (M.P.)	No	Yes	Do.	Free
(xiii)	Saunda Colliery, Distt. Hazaribagh (Bihar)	No	Yes	Do.	Free
(xiv)	Swang Colliery, Distt. Hazaribagh (Bihar)	—	Yes	All employees and their families	Free
(xv)	South Balanda Colliery, Distt. Dhenkanal, (Crissa)	N.A.	Yes	Do.	Free
(xvi)	Swang Washery Project, Distt. Hazaribagh (Bihar)	N.A.	N.A.	Do.	Free
(xvii)	Surakchnar Colliery Distt. Bilaspur (M.P.)	N.A.	N.A.	All employees	Free
(xviii)	Talehar Colliery, Distt. Dhenkanal, (Orissa)	N.A.	N.A.	—	Yes
(xix)	Manikpur Colliery Distt. Bilaspur	—	Yes	All Employees	Free
(xx)	Sayal 'D' Colliery Distt. Hazaribagh	—	Yes	Do.	Free
(xxi)	Bisrampur Colliery Distt. Surguja (M.P.)	—	Yes	All Employees	Free
(xxii)	Khathara Colliery Distt. Hazaribagh	—	Yes	Do.	Free
(xxiii)	Umrer Colliery Distt. Nagpur	—	Yes	Do.	Free
(xxiv)	Silwara Colliery Distt. Nagpur	No	No	No	Free
(xxv)	Jhingurda Colliery Distt. Sidhi (M.P.)	No	No	No	Yes
(xxvi)	A.G.M. (O) P.O. Dera Colliery Distt. Dhenkanal (Orissa)	N.A.	N.A.	—	—
(xxvii)	Dy. Superintendent (O) Colliery (T&D) Falcher Distt. Dhenkanal	No	No	No	No
(xxviii)	Dera Colliery Distt. Dhenkanal	N.A.	N.A.	N.A.	N.A.
(xxix)	Bokaro Colliery Distt. Hazaribagh	No	No	All	Free (one dispensary)
(xxx)	Kargali Coal Washery Distt. Hazaribagh	No	—	No	Details not furnished
(xxxi)	Gorbi Project Distt. Sidhi (M.P.)	N.A.	N.A.	N.A.	Free (Provided at Jhingurda Hospital Dresser and Compounder posted at Gorbi).
(xxxii)	Central E & M Workshop Korba, Distt. Bilaspur	—	Yes	All employees	Free Reimbursement of medicines to mothly paid staff is also facilitated in case of non-availability of medicines.
(xxxiii)	Gidi 'C', Distt. Hazaribagh	—	Yes	Do.	Free (one equipped dispensary)
(xxxiv)	Water Works, Patratu Distt. Hazaribagh	N.A.	N.A.	N.A.	Yes

## APPENDIX XVII—Contd.

1	2	3	4	5	6
	(xxv) Gidi Coal Washery Project Distt. Hazaribagh	No	No	No	Yes
	(xxvi) Bhurkunda (Industrial Engineering Deptt.)	No	No	No	Yes (at Colliery Hospital)
58.	The Singareni Collieries Co. Ltd., (A.P)	N.A.	Yes	—	—
59.	<i>National Mineral Development Corporation Ltd., Hyderabad (A.P.)</i>				
(a)	Doni Malai Iron Ore Project, Sangare (Mysore)	—	Yes	Workmen/Employees	As required by law
(b)	Diamond Mining Project Panna (M.P.)	No	N.A.	All Employees & their members	(i) Free in Dispensary (ii) Reimbursement of Medical bills in case of regular employees.
(c)	Bailadila Iron Ore Project Deposit No. 14, Distt. Bastar (M.P.)	—	Yes	Workmen/Employees	Free
(d)	Bailadila Iron Ore Project Deposit No. 5, Distt. Bastar (M.P.)	—	Yes	Do.	Free
(e)	Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	—	Yes	Do.	Free
(f)	Kudremukhe Iron Ore Project, Mysore	—	Yes	Do.	Drugs and Medicines are Reimbursed.
60.	Bharat Gold mines Ltd., Oorgaum (Mysore)	—	Yes	All Employees	Free
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	—	Yes	Not available	—
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar)	—	Yes	Do.	—
63.	<i>Hindustan Copper Ltd., Distt. Calcutta.</i>				
(a)	Khetri Copper Ltd., Jnanpurni (Rajasthan)	—	—	As per Central Govt. rules.	—
(b)	Agnigundola Copper Lead Project, Vinukanda Guntur P.O. Vinukanda.	—	—	Employees and their families	Free medical attendance to employees and their families in the case of those governed by the Company's Service Regulations, other workmen and their families governed by the standing orders are treated free of charge in the Company's dispensary.
64.	Hindustan Latex Ltd., Trivandrum (Kerala)	—	Yes	Not available	—
VII. PAPER AND PAPER PRODUCTS					
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi	—	—	Do.	—

## APPENDIX XVII—Contd.

1	2	3	4	5	6
66.	Security Paper Mill, Hoshangabad (M.P.)	—	Yes	As per Govt. Rules	—
67.	The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.)	—	Yes	Employees and their families	Free
<b>VIII. PETROLIUM AND REFINING</b>					
68. A	<i>Indian Oil Corporation Ltd., (Refinery Division), New-Delhi-1</i>				
	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	}	At each Refinery Hospitals/Dispensaries have been provided with qualified doctors and para medical staff for the benefit of the workers and their families. Free medical facilities are provided to employees and their families.		
	(b) Gauhati Refinery, Assam				
	(c) Gujarat Refinery, Koyali Distt. Baroda, (Gujarat)				
	(d) Haldia Refinery, Haldia				
B	Indian Oil Corporation Ltd., (Marketing Division), Bombay (Maharashtra)	—	—	Employees and their families	Free
69.	Oil and Natural Gas Commission, Dehradun (U.P.)	N.A.	N.A.	Do.	Free
70.	Cochin Refineries Ltd., Cochin (Kerala)	—	—	Employees and their families	Reimbursement
71.	Madras Refineries Ltd., Manali Distt. Chingleput (Tamil Nadu)	Prior to 1st December, 1970 no medical scheme existed but medical expenses were being reimbursed on an ad-hoc basis in line with the Government of India Rules. Effective 1st December, 1970, employees are reimbursed medical expenses as admissible under the Company's Medical Assistance scheme for themselves and their dependents.			
<b>IX. PORTS AND DOCKS</b>					
72.	Kandla Port Trust, Gandhidham, Kutch (Gujarat)	—	Yes	Employees and their families	Free
73.	Madras Port Trust, Madras-1 (Tamil Nadu)	—	Yes	Do.	Free
74.	Mormugao Port Trust, Mormugao (Goa)	—	Yes	All employees and families	Free
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	—	Yes	Do.	Free
76.	Kandla Dock Labour Board, Kandla	—	Yes	Do.	Free
<b>X. PRINTING, PUBLISHING &amp; ALLIED INDUSTRIES</b>					
77.	Government of India Press, Simla (H.P.)	A regular dispensary has been provided under the charge of a whole time qualified Doctor and is assisted by 1 Nurse and 2 Compounders. Serious cases are referred to the Public Hospital and the cost of medicine reimbursed according to rules.			
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>					
78.	<i>Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal)</i>	}			
	(a) Automobile Workshop, Behala, Calcutta (W.B.)				

## APPENDIX XVII—Contd.

1	2	3	4	5	6				
	(b) Gayeshpur Production Centre P.O. Gayeshpur, Distt. Nadia (West Bengal)	The employees on the Govt. scale are enjoying medical facilities as per Central Govt. Medical Rules. Out of 18 factories, only 9 are covered under E.S.I. Scheme and the workers attached to such factories enjoying medical facilities as per the E.S.I. Scheme.							
	(c) Cast Iron Foundry, Durgapur (W.B.)	Out of the rest 9 Factories, Medical facilities have been extended to C.I. Foundry, Durgapur as per Central Government Rules. The Extension of Medical Benefit to other factories in some form or other under examination.							
	(d) Electrical Ancillary Unit, Calcutta (W.B.)								
	(e) Fruit Canning Unit, Agartala (Tripura)								
	(f) Garment Factory, Calcutta (W.B.)								
	(g) Leather Works, Calcutta (W.B.)								
	(h) Sheet Metal Unit, Bon-Houghly, Calcutta (W.B.)								
	(i) Malda Silk Factory, Malda								
	(j) Sukumar Engineering Works, Calcutta (W.B.)								
	(k) Teharpur Production Centre, Teharpur, Nadia (W.B.)								
	(l) K.B.M. Production Centre, Chakadak, Nadia								
	(m) Habra Production Centre, Habra, 24 Parganas, Malda								
	(n) Jagdalpur Sleeper Factory, Jagdalpur (M.P.)								
	(o) Automobiles and Fuel and Service Station, Behala								
	(p) Tent Making Unit, Behala I.E. Calcutta								
	(q) Textile Processing Unit, Calcutta (W.B.)								
	(r) Wood Works, Calcutta (W.B.)								
	(s) Ceramic Factory, Raighat, Nadia (W.B.)								
79.	Central Warehousing Corporation, New Delhi-16					The employees of the Corporation posted at New Delhi are entitled to the medical facilities under C.G.H.S. Scheme and those posted in the field are getting medical reimbursement in accordance with the medical Attendance Rules of the Government of India.			
<b>XII. SHIP BUILDING AND REPAIRING</b>									
80.	Hindustan Ship Yard Ltd., Gandhigram, Visakhapatnam (A.P.)	—	Yes	All categories of Employees	Free				
81.	Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)	Yes	—	—	—				



## APPENDIX XVII—Contd.

1	2	3	4	5	6
82.	Goa Shipyard Ltd., Goa	—	—	Employees and their families	and their Dispensary
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>					
83.	Air India, Bombay-1 (Maharashtra)	Yes	Yes	All Employees	Re-imbusement to employees those who are not covered by E.S.I.S.
84.	Central Inland Water Transport Corporation Ltd., Calcutta (W.B.)	Yes (Upto Rs. 500)	—	Employees and their families	and their Reimbursement to clerical/subordinates staff employees attached with the Factory are covered by the Company's Medical benefit Rules.
85.	Central Road Transport Corporation Ltd., Calcutta-1 (W.B.)	—	Yes	—	Re-imbusement
86.	Indian Airlines, New Delhi-1	—	Yes	All	Free/Reimbursement
87.	The Mogul Line Ltd., Bombay-1	—	Yes	Employees and their families	and their Re-imbusement
88.	Shipping Corporation of India Ltd., Bombay (Maharashtra)	—	Yes	All Employees	Re-imbusement (including the price of medicines purchased & fees paid to doctors for domiciliary visits).
89.	Integral Coach Factory, Parambur, Madras-38	—	Yes	Employees and their families	—
90.	South Eastern Railway, Calcutta (W.B.)				
	(a) S.E. Railway Workshops, Kharagpur	N.A.	N.A.	N.A.	N.A.
	(b) S.E. Railway, Narrow Gauge, Nagpur	N.A.	N.A.	N.A.	N.A.
	(c) Electrical Workshop, Kharagpur	—	Yes	—	—
	(d) S.E. Railway Engineering Workshop, Sini Distt. Singhbhum (Bihar)	—	Yes	—	—
91.	Central Railway, Bombay	N.A.	N.A.	N.A.	N.A.
92.	South Central Railway, Secunderabad	—	Yes	All	Free
<b>XIV. OTHERS</b>					
93.	Railway Protection Force, Central Railway, Bombay (Maharashtra)	—	—	—	—
94.	CPWD Desert Cooler Workshop, New Delhi-1			As per Government Rules	
95.	Government Medical Store, Calcutta-22 (W.B.)			As per Government of India Orders	
96.	Govt. Medical Store Depot, Karnal (Haryana)	—	—	—	—

## APPENDIX XVII—Contd.

1	2	3	4	5	6
97.	Hindustan Steel Works, Construction Ltd., Calcutta	—	—	Employees and their families	Free
98.	India Government Mint, Alipore, Calcutta	—	—	Do.	Re-imbusement
99.	India Government Mint, Bombay-1 (Maharashtra)	—	Yes	All employees	Free
100.	India Government Silver Refinery Cell, Calcutta	—	—	Employees and their families	Reimbursement
101.	India Government Mint, Hyderabad-4 (A.P.)	—	Yes	As M.A. Rules 1944	—
102.	Lube India Ltd., Bombay	N.A.	Yes	—	Free
103.	<i>Modern Bakeries (India) Ltd., New Delhi</i>				
(a)	Naroda Unit, Industrial Estate, Ahmedabad	Yes	—	—	Re-imbusement to Employees not covered under E.S.I.S.
(b)	Bangalore Unit, Bangalore	—	—	—	Re-imbursment
(c)	Aarey Milk Unit, Bombay	Yes	—	—	—
(d)	Calcutta Unit, Calcutta	Yes	—	—	—
(e)	Cochin Unit, Cochin	—	—	—	—
(f)	New Delhi Unit, New Delhi	Yes	—	—	—
(g)	Uppal Kalan Unit, Hyderabad	Yes	—	—	—
(h)	Kanpur Unit, Kanpur (U.P.)	Yes	—	—	Re-imbusement to Employees not covered under the ESI Scheme.
(i)	Adyar Unit, Madras	—	—	—	Re-imbusement (As per Central Govt. Rules).
104.	National Buildings Construction Corporation Ltd., New Delhi	—	Yes	All Employees	1. Medical facilities under C.G.H.S. 2. Part-time Medical Attendants 3. Namrup Unit get medical treatment from the Hospital of the FCI for which necessary expenditure is borne by the Corporation.
105.	National Projects Construction Corporation, Ltd., New Delhi	—	—	Provided	—
106.	<i>National Small Industries Corporation Ltd., New Delhi</i>				
(a)	P.T.C., Okhla, New Delhi	—	—	—	Employees getting upto Rs 500 are covered by ESIS while others are covered by C.G.H.S.
(b)	P.T.C., Indo-Japanese, Howrah (W.B.)	Yes	—	Employees and their families	Re-imbusement to those who are not covered under ESIS or C.G.H.S.
(c)	P.T.C. Rajkot (Gujarat)	Yes	—	Do.	—
107.	Central Fisheries Corporation Ltd., Ahmedabad-16	—	—	As per Government Rules	—

## APPENDIX XVII—Contd.

1	2	3	4	5	6
108.	Delhi Milk Scheme, New Delhi	—	Yes	All Employees	Covered under C.G.H.S.
109.	Hindustan Housing Factory Ltd., New Delhi	Yes (upto Rs. 500)	—	Do.	Above Rs. 500 are covered under C.G.H.S.
110.	Jute Corporation of India Calcutta	As per Central Government Medical Attendance Rules with some modifications.			
111.	Indian Dairy Corporation Baroda, Bombay	N.A.	N.A.	N.A.	Re-imbusement of Medical Bills subject to Corporations Rules.
112.	National Seeds Corporation of India Ltd., New Delhi	Not available			
113.	<i>State Farms Corporation of India Ltd., New Delhi</i>				
	(a) Central State Farm P.O. Jawalgera, Distt. Raichur (Mysore)	} One part-time doctor engaged for the treatment. Reimbursement also permissible as per Central Government Rules.			
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicherra				
	(c) Central State Farm, Chengam, North Arcot, Tamil Nadu				
	(d) Central State Farm, Cannanore				
	(e) Central State Farm, (Hirakud), Jharsuguda				
	(f) Central State Farm, Jatsar				
	(g) Central State Farm, (Ludhiana)				
	(h) Central State Farm, (Kokilabari) Assam				
	(i) Central State Farm, Hissar				
114.	Hydro-carbons India (P) Ltd., D-35, South Extension, New Delhi	N.A.	N.A.	N.A.	N.A.
115.	The Cotton Corporation of India Ltd., Bombay	N.A.	N.A.	N.A.	N.A.

**APPENDIX XVIII**  
**NAMES OF UNITS HAVING CANTEEN FACILITIES**

S.No.	Name of Industry/Unit	Units having provided canteen facilities on		
		No Profit no loss basis	Subsidised rates	Others
1	2	3	4	5
<b>I. CHEMICALS AND FERTILISERS</b>				
<b>1. Fertilizer Corporation of India Ltd., New Delhi-3</b>				
	(a) Durgapur Division, Durgapur-II, Distt. Burdwan (West Bengal).	Yes (Tea and snacks)	Yes (Lunch)	—
	(b) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	Yes	—	—
	(c) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam).	Yes	—	—
	(d) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	Yes	—	—
	(e) P. & D. Division, Sindri, Distt. Dhanbad (Bihar)	N.A.	N.A.	N.A.
	(f) Ramagundam Division, Hyderabad	—	—	Yes
	(g) Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	—	Yes	—
	(h) Trombay Unit, Chembur, Bombay-74 (Maharashtra).	—	—	Yes
<b>2. Fertilizers &amp; Chemicals, Travancore Ltd., Alwaye, (Kerala).</b>				
	Udyogamandal Unit, Head Office and Marketing Division, Alwaye (Kerala).	—	Yes	—
<b>3. Hindustan Insecticides Ltd., New Delhi-3</b>				
	(a) Alwaye Unit, Alwaye (Kerala)	—	—	Yes
	(b) New Delhi Unit, New Delhi	—	—	Yes
<b>4. Hindustan Salts Ltd., Jaipur (Rajasthan)</b>				
	Sambhar Salts Ltd., Jaipur (Rajasthan)	—	—	Yes
<b>5. Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi</b>				
	(a) Antibiotics Plant, Rishikesh (U.P.).	—	Yes (run on Co-operative basis).	—
	(b) Surgical Instruments Plant, Madras (Tamil Nadu)	—	Yes (run departmentally)	—
	(c) Synthetics Drugs Plant, Hyderabad (A.P.)	—	Yes (run departmentally)	—
<b>6. Indian Rare Earths Ltd., Bombay (Maharashtra)</b>				
	(a) Head Office and Thorium Factory	—	Yes	—
	(b) Monazite Factory, Eloor, Alwaye (Kerala)	—	Yes	—
	(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala).	—	Yes	—
<b>7. Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).</b>				
		—	Yes	—

## APPENDIX XVIII—Contd.

1	2	3	4	5
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra).	—	—	Yes
9.	Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu)	—	Yes (departmental)	—
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).	—	—	Yes (free lunch & tea facilities in the canteen).
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)	—	—	Yes
II. COMMERCIAL AND TRADING INSTITUTIONS				
12.	Cement Corporation of India Ltd., New Delhi Mandhar Cement Factory, Distt. Raipur (M.P.)	—	—	Yes. (run by cooperative society at reasonable rates).
13.	The State Trading Corporation of India Ltd., New Delhi-1. Wig India, Ambattur, Madras-1 (Tamil Nadu)	—	—	Yes
14.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)	—	—	Yes (as provided under the factories Act).
III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING				
15.	Bharat Heavy Electricals Ltd., New Delhi-1.			
	(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.)	Yes (Departmental)	—	—
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)	Yes	—	—
	(c) Tiruverumbur Unit, Tiruchirapalli-14, Tamil Nadu	—	Yes (run by the management)	—
16.	Hindustan Aeronautics Ltd., Head Office, Bangalore, (Mysore).	N.A.	N.A.	N.A.
	(a) Bangalore Division, Bangalore-17 (Mysore)	—	Yes	—
	(b) Hyderabad Division, Hyderabad-37 (A.P.)	Yes	—	—
	(c) Kanpur Division, Kanpur (U.P.)	Yes	—	—
	(d) Koraput Division, Koraput (Orissa)	Yes	—	—
	(e) Lucknow Division, Lucknow (U.P.)	—	—	Yes
	(f) Nasik Division, Nasik (Maharashtra)	—	Yes	—
17.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)	Yes	—	—
18.	Bharat Heavy Plates & Vessels Ltd., Visakhapatnam (A.P.)	—	Yes (run by contractor)	—
19.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	—	—	Yes
20.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu)	—	—	Yes
21.	Hindustan Cables Ltd., Burdwan, West Bengal	—	—	Yes
22.	Indian Telephone Industries Ltd., Naini (Allahabad)	—	—	Yes (run on cooperative basis)

## APPENDIX XVIII—Contd.

1	2	3	4	5
23.	Indian Telephone Industries Ltd., Bangalore-16 (Mysore)	—	Yes	—
24.	Instrumentation Ltd., Kota (Rajasthan)	—	—	Yes
25.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan).	—	—	— (under construction)
26.	Praga Tools Ltd., Secunderabad-3 (A.P.)	—	—	Yes
27.	National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (West Bengal).	—	—	Yes
28.	Triveni Structural Ltd., Naini, Allahabad (U.P.)	—	Yes	—
29.	<i>Bharat Earth Movers Ltd., Bangalore</i>			
	(a) Rail Coach Division	—	Yes	} Free for over-time workers.
	(b) Earth Movers Division	—	Yes	
30.	Bridge Engineering Workshop, Assam	Provided (as per Factories Act)	—	—
31.	Garden Reach Work Shop Ltd., Calcutta	—	Yes (One cup of tea and one biscuit free of charge in the morning as well as in the after noon).	—
32.	Bharat Dynamics Limited, Hyderabad-5 (A.P.)	—	Yes	—
33.	Bharat Pumps & Compressors Ltd., Allahabad	Yes	—	—
34.	<i>Hindustan Machine Tools, Ltd., Bangalore</i>			
	(a) H.M.T., Pinjore	—	—	Yes
	(b) H.M.T., Kalamassery	—	Yes	—
	(c) H.M.T., Hyderabad	—	—	Yes
	(d) H.M.T. I & II, Bangalore	—	—	Yes
	(e) H.M.T. Watch Factory, Bangalore	—	Yes (run by H.M.T. Watch Factory Cooperative Society Limited).	—
IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS & INSURANCE)				
35.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra)	—	—	Yes (tea is provided twice in a day free of cost).
36.	Industrial Finance Corporation of India, New Delhi-1	—	—	Yes (started functioning in June, 71).
37.	Industrial Development Bank of India, Bombay-1 (Maharashtra).	—	—	Yes
38.	Life Insurance Corporation of India, Bombay-1 (Maharashtra).	—	Yes	—
39.	Reserve Bank of India, Bombay-1 (Maharashtra)	—	—	Yes (run by private caterers or formed co-operative society by the staff).

## APPENDIX XVIII—Contd.

1	2	3	4	5
40.	State Bank of India, Bombay-1 (Maharashtra)	—	Yes (run by the staff)	—
<b>V. IRON AND STEEL</b>				
41.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>			
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	—	Yes (run by cooperative society).	—
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)	—	Yes (run departmentally)	—
	(c) Rourkela Steel Plant, Distt. Sundergarh, (Orissa)	—	Yes (run departmentally)	—
	(d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal).	—	Yes (run departmentally)	—
42.	Bokaro Steels Ltd., Distt. Dhanbad (Bihar)	—	—	Yes (run by private contractors).
<b>VI. MINING (INCLUDING MINERALS)</b>				
43.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1, (Madhya Pradesh).</i>			
	(a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (M.P.)	—	Yes (run departmentally)	—
	(b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (Madhya Pradesh)	Yes	—	—
	(c) Nandini Mines (Limestone Mines), Distt. Durg (M.P.)	Yes*	—	Yes
44.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>			
	Central Coal Washeries Organisation, Dhanbad (Bihar)	—	—	Yes
45.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>			
	(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	} Yes	Yes	—
	(b) Lead Smelter, Tundoo, Dhanbad (Bihar)		(Tea, snacks and food)	—
	(c) Zawar Mines, Udaipur (Rajasthan)		—	—
46.	Manganese Ore (India) Ltd., Nagpur (Maharashtra)	Yes	—	—
47.	<i>National Coal Development Corporation Ltd., Ranchi, Bihar.</i>			
	(i) Bachra Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
	(ii) Banki Colliery, Distt. Bilaspur (M.P.)	—	—	Yes
	(iii) Churcha Colliery, Distt. Surguja (M.P.)	—	—	Yes
			(A temporary Canteen has been provided).	
	(iv) Duman Hill Colliery, Distt. Bilaspur (M.P.)	—	—	Yes
	(v) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
	(vi) Jarandih Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
	(vii) Koraba Colliery, Distt. Bilaspur (M.P.)	—	—	Yes
	(viii) Korea Colliery, Distt. Surguja (M.P.)	—	Yes	—
	(ix) Kurasia Colliery, Distt. Surguja (M.P.)	Yes (run by the management)	—	—

\*The unit is having two departmental canteens on no profit no loss basis and one cooperative canteen.

## APPENDIX XVIII—Contd.

1	2	3	4	5
(x)	Saunda Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
(xi)	Swang Colliery, Distt. Hazaribagh (Bihar)	—	Yes (run by the managing committee).	—
(xii)	South Balanda Colliery, Distt. Dhenkanal, Orissa	Yes (run by the management).	—	—
(xiii)	Swang Washery Project, Distt. Hazaribagh (Bihar)	—	—	Yes
(xiv)	Surakhhar Colliery, Distt. Bilaspur (M.P.)	—	—	Yes (run by the contractor)
(xv)	Talchar Colliery, Distt. Dhenkanal (Orissa)	—	—	Yes
(xvi)	Manikpur Colliery, Distt. Bilaspur (M.P.)	—	—	Yes
(xvii)	Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
(xviii)	Bisrampur Colliery, Distt. Surguja (M.P.)	—	Yes (As per Mines Act)	—
(xix)	Khathara Colliery, Distt. Hazaribagh (Bihar)	Yes (run departmentally)	—	—
(xx)	Umrer Colliery, Distt. Nagpur (M.S.)	—	—	Yes (on concessional rates)
(xxi)	Silewara Colliery, Distt. Nagpur (M.S.)	—	—	(under construction)
(xxii)	Jhingurda Colliery, Distt. Sidhi (M.P.)	—	—	Yes
(xxiii)	A.G.M. (O), P.O. Dera Colliery	—	—	Yes
(xxiv)	Dera Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
(xxv)	Bokaro Colliery, Distt. Hazaribagh (Bihar)	—	—	Yes
(xxvi)	Central E & M Workshop, Korba, Distt. Bilaspur (M.P.)	—	—	Yes (On reasonable rates)
(xxvii)	Gidi 'C', Distt. Hazaribagh (Bihar)	Yes	—	—
48.	The Singareni Collieries Co. Ltd. (A.P.)	—	—	Yes
49.	National Mineral Development Corporation Ltd., Muderabad (A.P.)	—	—	—
(a)	Ponimalai Iron Ore Project, Sandure (Mysore)	—	—	Yes
(b)	Diamond Mining Project, Panna (M.P.)	—	—	Yes
(c)	Bailadila Iron Ore Project, Deposit No. 14, Distt. Bastar (M.P.)	Yes	—	—
(d)	Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	—	—	Yes (under Mines Act)
(e)	Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	—	—	Yes
(f)	Kudremukhe Iron Ore Project, Mysore	—	—	Yes
50.	The Bharat Gold Mines Ltd., Oorgaum (Mysore)	—	Yes	—
51.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu).	—	—	Yes
52.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar).	—	—	Yes
53.	Hindustan Copper Ltd., Calcutta	—	—	—
	Khetri Copper Ltd., Jhunjhunu (Rajasthan)	—	—	Yes



## APPENDIX XVIII—Contd.

1	2	3	4	5
<b>VII. PAPER AND PAPER PRODUCTS</b>				
54.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi.	—	—	Yes
55.	Security Paper Mill, Hoshangabad (M.P.)	Yes (Departmentally)	—	—
56.	The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.)	Yes (run by management)	—	—
<b>VIII. PETROLEUM AND REFINING</b>				
<i>57-A. Indian Oil Corporation Ltd. (Refinery Division), New Delhi</i>				
	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	—	Yes	—
	(b) Gauhati Refinery, Gauhati, Assam	—	Yes	—
	(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	—	Yes	—
	(d) Haldia Refinery, Haldia	—	Yes	—
	<b>B. Indian Oil Corporation Ltd. (Marketing Division), Bombay (Maharashtra).</b>	—	Yes	— (Free tea & coffee to all employees).
58.	Oil & Natural Gas Commission, Dehradun (U.P.)	N.A.	N.A.	N.A.
59.	Cochin Refineries Ltd., Cochin (Kerala)	—	Yes (run by the employees consumer co-operative society).	—
60.	Madras Refineries Ltd., Manali, Distt. Chingleput, (Tamil Nadu).	—	Yes (run on the employees consumer cooperative society).	—
<b>IX. PORTS AND DOCKS</b>				
61.	Kandla Port Trust, Gandhidham, Kutch (Gujarat)	—	—	Yes (run on cooperative basis).
62.	Madras Port Trust, Madras-1 (Tamil Nadu)	—	—	Yes (run on cooperative basis).
63.	Mormugao Port Trust, Mormugao (Goa)	—	—	Yes
64.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	—	—	Yes (run on cooperative basis).
<b>X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES</b>				
65.	Government of India Press, Simla (H.P.)	—	Yes	—

## APPENDIX XVIII—Contd.

1	2	3	4	5
<b>XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS</b>				
65. Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal).				
	(a) Automobile Workshop, Behala, Calcutta (W.B.) (b) Gayeshpur Production Centre, Gayeshpur, Nadia Distt. (West Bengal). (c) Cast Iron Foundry, Durgapur, Burdwan (W.B.) (d) Electrical Ancillary Unit, Calcutta (W.B.) (e) Fruit Canning Unit, Bon-Houghly, Industrial Estate (W.B.) (f) Garment Factory, Calcutta (West Bengal) (g) Handloom Unit, Ashokanagar, 24-Parganas (W.B.) (h) Leather Works, Calcutta (W.B.) (i) Sheet Metal Unit, Bon-Houghly, Calcutta (W.B.) (j) Sheet Metal Factory, Gayeshpur, Nadia (W.B.) (k) Malda Silk Factory, Malda (l) Sukumar Engineering Works, Calcutta (W.B.) (m) Teharpur Production Centre, Teharpur, Nadia, West Bengal. (n) K.B.M. Production Centre, Chakadak, Nadia, West Bengal. (o) Habra Production Centre, Habra, 24-Parganas, Malda. (p) Jugdulpur Sleeper Factory, Jugdulpur (M.P.) (q) Automobiles and Fuel and Service Station, Behala (r) Tent Making Unit, Behala, I.E. Calcutta (s) Textile Processing Unit, Calcutta (W.B.) (t) Wood Works, Calcutta (West Bengal) (u) Ceramic Factory, Raighat, Nadia (W.B.)	Accommodation, light, electricity, water etc., have been provided free of cost, for running canteens in some of the factories, where felt necessary.		
<b>XII. SHIP BUILDING AND REPAIRING</b>				
67. Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (A.P.).	—		Yes	—
68. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra).	—		Yes (run by cooperative consumer society Ltd.).	—
69. Goa Shipyard Ltd., Goa	—		Yes (run by cooperative society of employees).	—
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>				
70. Air India, Bombay-1 (Maharashtra)	—		Yes	—
71. Central Inland Water Transport Corporation Ltd., Calcutta (West Bengal).	Yes		Yes	—
72. Indian Airlines, New Delhi-1	N.A.		N.A.	N.A.

1	2	3	4	5
73.	Shipping Corporation of India Ltd., Bombay (Maharashtra).	—	—	Yes (run by contractor, Corporation provides free accommodation, utensils, Crockery, furniture, gas and electricity and also uniforms to staff of canteen).
74.	Integral Coach Factory, Perambur, Madras-38	Yes	—	Yes (run by staff on co-operative basis).
75.	<i>South Eastern Railway, Calcutta</i>			
	(a) South Eastern Railway Workshops, Kharagpur	—	—	Yes
	(b) South Eastern Railway Workshops, Narrow Gauge Nagpur.	—	—	Yes
	(c) South Eastern Railway Engineering Workshop, Sini Distt. Singhbhum, (Bihar).	Yes	—	—
	(d) Electrical Workshops, Kharagpur.	—	—	Yes
76.	South Central Railway, Secunderabad	Yes	—	—
<b>XIV. OTHERS</b>				
77.	Railway Protection Force, Central Railway, Bombay (Maharashtra).	—	—	Yes
78.	Government Medical Store, Calcutta-22 (W.B.)	—	—	Yes (Grant in-aid)
79.	Hindustan Steel Works, Construction Ltd., Calcutta (West Bengal.)	—	—	Yes (by contractor)
80.	Indian Government Mint, Alipore, Calcutta (W.B.)	—	Yes (run departmentally)	—
81.	India Government Mint, Bombay-1 (Maharashtra)	Yes	—	—
82.	India Government Silver Refinery Cell, Calcutta (West Bengal).	Yes (departmentally)	—	—
83.	India Government Mint, Hyderabad-4 (A.P.)	Yes (departmentally)	—	—
84.	Lube India Ltd., Bombay (Maharashtra)	—	Yes	—
85.	<i>Modern Bakeries (India) Ltd., New Delhi</i>			
	(a) Bangalore Unit, Bangalore,	—	—	Yes
	(b) Aarey Milk Unit, Bombay	—	—	Yes (by a private contractor).
	(c) Calcutta, Unit, Calcutta (W.B.)	—	—	Yes
	(d) New Delhi Unit, New Delhi	—	—	Yes
86.	National Buildings Construction Corporation Ltd., New Delhi.	Provided at work site where necessary		
87.	National Projects Construction Corporation Ltd., New Delhi.	—	—	Yes
88.	<i>National Small Industries Corporation Ltd., New Delhi</i>			
	(a) P.T.C. Okhla, New Delhi	—	Yes	—

1	2	3	4	5
	(b) P.T.C. Indo-Japanese, Howrah (W.B.)	—	Yes	—
	(c) P.T.C. Rajkot, (Gujarat)	—	—	Yes (run by Contractor)
89.	Delhi Milk Scheme, New Delhi	—	Yes	—
90.	Hindustan Housing Factory, New Delhi	—	Yes	—
91.	Jate Corporation of India, Calcutta	As provided for Central Govt. employees		
92.	Indian Dairy Corporation, Baroda, Bombay	—	—	Yes (run by Staff. Fuel and furniture etc. are given by corpo- ration free of charge.)
93.	<i>State Farms Corporation of India Ltd., New Delhi</i> Central State Farm, Cannore	—	—	Yes

APPENDIX XIX

**NAMES OF UNITS HAVING CO-OPERATIVE STORES, RECREATIONAL, EDUCATIONAL AND TRANSPORT FACILITIES**

Sl.No.	Name of the Unit	Units having			
		Cooperative Stores/Fair Price Shops/ Thrift & Credit Societies	Recreational facilities	Educational facilities	Transport facilities
1	2	3	4	5	6
<b>I. CHEMICALS AND FERTILIZERS</b>					
1.	<i>Fertilizer Corporation of India Ltd., New Delhi-3.</i>				
	(a) Barauni Division, Barauni, Distt. Monghyr, (Bihar)	—	Yes	Yes	—
	(b) Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal)	Yes	Yes	Yes	Yes
	(c) Gorakhpur Unit, Distt. Gorakhpur (U.P.)	—	Yes	Yes	—
	(d) Namrup Division, P.O. Parbatpur, Distt. Lakhimpur (Assam)	—	Yes	Yes	—
	(e) Nangal Unit, Naya Nangal, Distt. Ropar (Punjab)	Yes	Yes	Yes	Yes
	(f) P & D Division, Sindri Distt. Dhanbad, (Bihar)	—	—	Yes	—
	(g) Ramagundam Division, Hyderabad	—	Yes	Nil	—
	(h) Sindri Unit, Sindri, Distt. Dhanbad (Bihar)	—	Yes	Yes	—
	(i) Trombay Unit, Chembur, Bombay-74, (Maharashtra)	N.A.	N.A.	N.A.	N.A.
	(j) Talcher Division, Orissa	—	—	—	—
2.	<i>Fertilizers and Chemicals, Travancore Ltd., Alwaye (Kerala)</i> Udyogamandal Unit, Head Office and Marketing Division, Alwaye (Kerala).	Yes	Yes	Yes	Yes
3.	<i>Hindustan Insecticides Ltd., New Delhi-3.</i>				
	(a) Alwaye Unit, Alwaye (Kerala) } (b) New Delhi Unit, New Delhi }	—	Yes	Yes	Yes
4.	<i>Hindustan Salts Ltd., Jaipur (Rajasthan).</i>				
	(a) Kharaghoda Salt Works, Kharaghoda, (Gujarat)	—	Yes	Yes	—
	(b) Mandi Salt Mines, Mandi (H.P.)	—	—	Yes	—
	(c) Sambhar Salts Ltd., Jaipur (Rajasthan)	—	Yes	Yes	—
5.	<i>Indian Drugs and Pharmaceuticals Ltd., New Delhi</i>				
	(a) Antibiotics Plant, Near Rishikesh (U.P.)	Yes	Yes	Yes	—
	(b) Surgical Instruments Plant, Madras, (Tamil Nadu)	—	Yes	Yes	Yes
	(c) Synthetics Drugs Plant, Hyderabad (A.P.)	—	Yes	Yes	Yes
6.	<i>Indian Rare Earths Ltd., Bombay (Maharashtra)</i>				
	(a) Head Office and Thorium Factory	—	Yes	Yes	—
	(b) Monazite Factory, Eloor, Alwaye (Kerala)	—	Yes	Yes	Yes
	(c) Mineral Division Plant I, Chavara, Quilon Distt. (Kerala)	—	Yes	Yes	—
	(d) Mineral Division Plant II, Manavalakurichi, Kanya Kumari (Tamil Nadu)	—	Yes	Yes	—
7.	<i>Hindustan Antibiotics Ltd., Pimpri, Poona, (Maharashtra)</i>	Yes	Yes	Yes	Yes

1	2	3	4	5	6
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)	Yes	Yes	Yes	Yes
9.	Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil Nadu).	—	Yes	Yes	—
10.	Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra)	—	Yes	Yes	Yes
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu)	—	Yes	Nil	—
12.	Pyrites, Phosphates & Chemicals Ltd., Distt. Shahabad, Bihar.	—	Nil	Yes	—
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda.	—	Nil	Nil	—
<b>II. COMMERCIAL AND TRADING INSTITUTIONS</b>					
14.	<i>Cement Corporation of India Ltd., New Delhi</i>				
	(a) Bokajan Cement Works, Assam	—	@	Yes	—
	(b) Kurkunta Project, Distt. Gulbarga, (Mysore)	Nil	N.A.	N.A.	N.A.
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.)	Yes	Yes	Yes	—
15.	<i>The State Trading Corporation of India Ltd., New Delhi-1</i>				
	Wig India, Ambattur, Madras-1 (Tamil Nadu)	—	Nil	A	—
16.	The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra).	Nil	Nil	Nil	Nil
17.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur (U.P.)	—	Yes	Yes	—
<b>III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING</b>					
18.	<i>Bharat Heavy Electricals Ltd., New Delhi-1</i>				
	(a) Ranipur Unit, Hardwar, Distt. Saharanpur, (Uttar Pradesh)	Yes	Yes	Yes	Yes
	(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)	—	Yes	Yes	—
	(c) Switchgear Unit, Hyderabad-32 (A.P.)	—	Yes	Yes	—
	(d) Tiruverumbur Unit, Tiruchirapalli-14 (Tamil Nadu)	Yes	Yes	Yes	N.A.
19.	<i>Hindustan Aeronautics Ltd., Head Office, Bangalore-1 (Mysore)</i>				
	(a) Bangalore Division, Bangalore-17 (Mysore)	Yes	Yes	Yes	Yes
	(b) Hyderabad Division, Hyderabad-37 (A.P.)	Yes	Yes	Yes	Yes
	(c) Kanpur Division, Kanpur (U.P.)	Yes	Yes	Yes	Yes
	(d) Koraput Division, Koraput (Orissa)	Yes	Yes	Yes	Yes
	(e) Lucknow Division, Lucknow (U.P.)	—	Nil	Nil	—
	(f) Nasik Division, Nasik (Maharashtra)	—	Yes	Yes	—
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (M.P.)	—	Yes]	Yes	—
21.	Bharat Electronics Ltd., Bangalore-13 (Mysore)	—	Yes	Yes	—
22.	Bharat Heavy Plates & Vessels Ltd., Vishakhapatnam (A.P.)	—	Yes	Yes	Yes

@ arrangements being made.

A. Not started.

1	2	3	4	5	6
23.	Electronics Corporation of India Ltd., Hyderabad -1 (A.P.)	—	Yes	Yes	Yes
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	—	Yes	Yes	Yes
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu)	Yes	Yes	Yes	—
26.	Hindustan Cables Ltd., Burdwan, West Bengal	—	Yes	Yes	—
27.	Indian Telephone Industries Ltd., Naini (Allahabad)	—	No.	No.	—
28.	Indian Telephone Industries Ltd., Bangalore-16 (Mysore)	Yes	Yes	Yes	Yes
29.	Instrumentation Ltd., Kota (Rajasthan)	—	Yes	Yes	Yes
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan)	—*	—	—	—
31.	Praga Tools Ltd., Secunderabad-3 (A.P.)	Yes	Yes	—	Yes
32.	The National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32 (West Bengal).	—	Yes	Yes	—
33.	Triveni Structurals Ltd., Naini, Allahabad (Uttar Pradesh)	—	Yes	Yes	—
34.	Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore)	—	—	Yes	—
35.	<i>Bharat Earth Movers Ltd., Bangalore</i>				
	(a) Rail Coach Division	} Yes	Yes	Yes	Yes
	(b) Earth Movers Division				
36.	Bridge Engineering Workshop, Assam	—	Yes	Nil	—
37.	Garden Reach Work Shop Ltd., Calcutta (W.B.)	—	Yes	Yes	—
38.	Bharat Dynamics Limited, Hyderabad-5 (A.P.)	—	Nil+	**	—
39.	Engineering Projects (India) Ltd., Himalaya House, New Delhi	Nil	Nil	Nil	Nil
40.	Bharat Pumps & Compressors Ltd., Allahabad	@	—	—	@
41.	<i>Hindustan Machine Tools Ltd., Bangalore</i>				
	(a) H.M.T. Head Office, Bangalore	—	—	—	—
	(b) H.M.T. Pinjore	—	Yes	Yes	Yes
	(c) H.M.T. Kalamassery	—	Yes	Yes	Yes
	(d) H.M.T. Hyderabad	—	Yes	Yes	Yes
	(e) H.M.T. (Press Division), Hyderabad	—	—	—	Yes
	(f) H.M.T. Watch Factory III, Srinagar		Not Provided		
	(g) H.M.T. I & II, Bangalore	—	Yes	Yes	Yes
	(h) H.M.T. Watch Factory, Bangalore	—	Yes	Yes	Yes
<b>IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)</b>					
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra).	—	Yes	—	—
43.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra)	—	—	—	—

\*Under construction.

@Project is at construction stage.

\*\*Scheme is under consideration of the management.

+ Organisation is still in the formulative stage.

1	2	3	4	5	6
44.	Industrial Finance Corporation of India, New Delhi-1	—	Yes	Yes	—
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra)	—	—	—	—
46.	Life Insurance Corporation of India, Bombay-1 (Maharashtra)	—	Yes	—	—
47.	The National Industrial Development Corporation Ltd., New Delhi	—	—	Yes	—
48.	Reserve Bank of India, Bombay-1 (Maharashtra)	Yes	Yes	Yes	—
49.	State Bank of India, Bombay-1 (Maharashtra)	—	Yes	Yes	—
50.	Bank Note Press, (Project), Dewas (M.P.)	—@	—@	—@	—@
<b>V. IRON AND STEEL</b>					
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>	Yes	Yes	Yes	Yes
	(a) Bhilai Steel Plant, Bhilai Durg (M.P.)	Yes	Yes	Yes	Yes
	(b) Durgapur Steel Plant, Distt. Burdwan (W.B.)	Yes	Yes	Yes	Yes
	(c) Rourkela Steel Plant, Distt. Sundergarh. (Orissa)	Yes	Yes	Yes	Yes
	(d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal)	Yes	Yes	Yes	—
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	Yes	Yes	Yes	—
<b>VI. MINING (INCLUDING MINERALS)</b>					
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.)</i>				
	(a) Dalli Rajhara Mines (Iron Ore Mines), Distt. Durg (M.P.)	—	Yes	Yes	—
	(b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (Madhya Pradesh)	—	Yes	Yes	—
	(c) Nandini Mines (Limestone Mines), Distt. Durg (M.P.)	—	Yes	Yes	—
54.	<i>Hindustan Steel Ltd., Ranchi (Bihar)</i>				
	Central Coal Washeries Organisation, Dhanbad (Bihar)	N.A.	N.A.	N.A.	N.A.
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>				
	(a) Zinc Smelter, Debari, Udaipur (Rajasthan)	}	Yes	Yes	Yes
	(b) Lead Smelter, Tundoo, Dhanbad (Bihar)				
	(c) Zawar Mines, Udaipur (Rajasthan)				
56.	Manganese Ore (India) Ltd., Nagpur (Maharashtra)	Yes	Yes	Yes	Yes
57.	<i>National Coal Development Corporation Ltd. Ranchi, Bihar</i>				
	(i) Argada Colliery, Distt. Hazaribagh (Bihar)	N.A.	N.A.	N.A.	N.A.
	(ii) Bachara Colliery, Distt. Hazaribagh (Bihar)	—	Yes	Yes	—
	(iii) Banki Colliery, Distt. Bilaspur (M.P.)	—	Yes	Yes	—
	(iv) Barkanda Colliery, Distt. Hazaribagh (Bihar)	N.A.	N.A.	N.A.	N.A.
	(v) Churcha Colliery, Distt. Surguja (M.P.)	Yes	Yes	Yes	Yes*
	(vi) Dumain Hill Colliery, Distt. Bilaspur (M.P.)	—	Yes	Yes	—
	(vii) Dulbera Colliery, Distt. Dhenkanal (Orissa)	N.A.	N.A.	N.A.	N.A.
	(viii) Gidi 'A' Colliery, Distt. Hazaribagh (Bihar)	—	Yes	Yes	—

@This Deptt. is in a project stage necessary provisions, however exist to provide these facilities by the time project is completed.

\*Provided to the school going children at nominal rates.



1	2	3	4	5	6
	(ix) Jarangdih Colliery, Distt. Hazaribagh (Bihar)	—	Yes	Yes	—
	(x) Korba Colliery, Distt. Bilaspur (M.P.)	—	Yes	Yes	Yes@
	(xi) Korea Colliery, Distt. Surguja (M.P.)	—	Yes	Yes	Yes@
	(xii) Kurasia Colliery, Distt. Surguja (M.P.)	—	Yes	Yes	Yes@
	(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	Yes	Yes	Yes	—
	(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	Yes	Yes	Yes	Yes@
	(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)	Yes	Yes	Yes	Yes@
	(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar)	—	—	—	—
	(xvii) Surakchhar Colliery, Distt. Bilaspur (M.P.)	—	Yes	Yes	—
	(xviii) Talchar Colliery, Distt. Dhenkanal (Orissa)	—	Yes	Yes	—
	(xix) Manikpur Colliery, Distt. Bilaspur (M.P.)	—	Yes	Yes	Yes@
	(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar)	—	Yes	Yes	—
	(xxi) Bisrampur Colliery, Distt. Surguja (M.P.)	—	Yes	Yes	—
	(xxii) Khathara Colliery, Distt. Hazaribagh (Bihar)	Yes	Yes	Yes	—
	(xxiii) Umarar Colliery, Distt. Nagpur	—	Yes	Yes	—
	(xxiv) Silewara Colliery, Distt. Nagpur	—	Yes	Yes	—
	(xxv) Jhingurda Colliery, Distt. Sidhi (M.P.)	—	N.A.	Yes	—
	(xxvi) A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal. (Orissa)	—	Yes	Yes	—
	(xxvii) Dy. Supdt. (O) Colliery, (T & D) Talchar, Distt. Dhenkanal	N.A.	N.A.	N.A.	N.A.
	(xxviii) Dera Colliery, Distt. Dhenkanal (Orissa)	N.A.	N.A.	N.A.	N.A.
	(xxix) Bokaro Colliery, Distt. Hazaribagh (Bihar)	—	Yes	Yes	—
	(xxx) Kargali Coal Washery, Distt. Hazaribagh	N.A.	N.A.	N.A.	N.A.
	(xxxi) Garbi Project, Distt. Sidhi (M.P.)	Nil	Nil	Nil	Nil
	(xxxii) Central E & M Workshop, Korba, Distt. Bilaspur	—	Yes	Yes	Yes@
	(xxxiii) Gidi 'C', Colliery, Distt. Hazaribagh (Bihar)	Yes	Yes	Yes	Yes@
	(xxxiv) Water Works, Patratu, Distt. Hazaribagh (Bihar)	—	Yes	—	—
	(xxxv) Gidi Coal Washery Project, Distt. Hazaribagh. (Bihar)	No	No	No	No
	(xxxvi) Bhurkunda Industrial Engr. Department, Bhurkunda	—	—	—	—
58.	The Singareni Collieries Co. Ltd., (A.P.)	—	Yes	Yes	—
59.	National Mineral Development Corporation Ltd., Hyderabad (AP.)				
	(a) Donimalai Iron Ore Project, Sandure (Mysore)	—	—	—	—
	(b) Diamond Mining Project, Panna (M.P.)	—	Yes	Yes	—
	(c) Bailadila Iron Ore Project Deposit No. 14, Distt. Bastar (M.P.)	Yes	Yes	Yes	Yes
	(d) Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	—	Yes	Yes*	—
	(e) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar)	—	Yes	Yes	—
	(f) Kudremukhe Iron Ore Project, Mysore	Yes	Yes	Yes	—
60.	Bharat Gold Mines Ltd., Oorgaun (Mysore)	Yes	Yes	Yes	—
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu)	—	Yes	Yes	—

@Provided to the School going children at nominal rates.

\*Regular bus services have been provided from all camps free of charge.

1	2	3	4	5	6
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar)	—	Yes	Yes	Yes
63.	<i>Hindustan Copper Ltd., Distt. Calcutta.</i>	—	Yes	Yes	—
	(a) Khetri Copper Ltd., Jhunjhunu (Rajasthan)	—	Yes	Yes	—
	(b) Agnigundala Copper Lead Project vinukandea, Distt Guntur.	—	Yes	Yes	—
64.	Hindustan Latex Ltd., Trivandrum, Kerala	—	Yes	No	—
VII. PAPER AND PAPER PRODUCTS					
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi	—	Nil	Nil	—
65.	Security Paper Mill, Hoshangabad (M.P.)	—	Yes	Yes	Yes†
67.	The National Newsprints and Paper Mills Ltd., Nepa Nagar Distt Nimar. (M.P.)	—	Yes	Yes	Yes
VIII. PETROLEUM AND REFINING					
68.	<i>Indian Oil Corporation Ltd., (Refinery Division) New Delhi</i>				
A.	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar)	Yes	Yes	Yes	Yes
	(b) Gauhati Refinery, Gawhati Assam	Yes	Yes	Yes	Yes
	(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat)	Yes	Yes	Yes	Yes
	(d) Haldia Refinery, Haldia	Yes	Yes	Yes	Yes
B.	Indian Oil Corporation Ltd., (Marketing Division), Bombay (Maharashtra).	Yes	Yes	Yes	—
69.	Oil & Natural Gas Commission, Dehradun (U.P.)	N.A.	N.A.	N.A.	N.A.
70.	Cochin Refineries Ltd., Cochin (Kerala)	Yes	Yes	Yes	Yes
71.	Madras Refineries Ltd., Manali Distt. Chingleput. (Tamil Nadu)	—	—	Yes	—
IX. PORTS AND DOCKS					
72.	Kandla Port Trust, Gandhidham, Kutch (Gujarat)	Yes	Yes	Yes	—
73.	Madras Port Trust, Madras-I (Tamil Nadu)	—	—	Yes	—
74.	Mormugao Port Trust, Mormugao (Goa)	—	Yes	Yes	Yes
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.)	Yes	Yes	Yes	—
76.	Kandla Dock Labour Board, Kandla	—	Nil	Yes	—
X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES					
77.	Government of India Press, Simla (H.P.)	—	Yes	Yes	—
XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS					
78.	<i>Rehabilitation Industries Corporation Ltd., Calcutta (West Bengal)</i>				
	(a) Automobile Workshop, Behala, Calcutta (W.B.)	}	Yes	Yes	—
	(b) Gayeshpur Production Centre, Gayeshpur, Nadia, Distt. (W.B.)				
	(c) Cast Iron Foundry Durgapur, Burdwan (W.B.)				
	(d) Electrical Ancilliary Units, Calcutta (W.B.)				
	(e) Fruit Canning Unit, Bon-Hooghly I.E., West Bengal				
	(f) Garment Factory, Calcutta (W.B.)				
	(g) Leather Works, Calcutta (W.B.)				
	(h) Sheet Metal Unit, Bon-Hooghly, Calcutta (W.B.)				
	(i) Malda Silk Factory, Malda				

(†) Two buses are provided for school and college going children in the city.

## APPENDIX XIX—Contd.

1	2	3	4	5	6
	(j) Sukumar Engineering Works, Calcutta (W.B.)				
	(k) Teharpur Production Centre, Teharpur, Nadia (West Bengal)				
	(l) K.B.M. Production Centre, Chakadak, Nadia (West Bengal)				
	(m) Habra Production Centre, Habra, 24 Parganas (Maida)				
	(n) Jugdalpur Sleeper Factory, Jugdalpur (M.P.)				
	(o) Automobiles and Fuel and Service Station, Behala				
	(p) Tent Making Unit, Behala, I.E. Calcutta				
	(q) Textile Processing Unit, Calcutta (W.B.)				
	(r) Wood Works, Calcutta (W.B.)				
	(s) Ceramic Factory, Raighat, Nadia (W.B.)				
79.	Central Warehousing Corporation, New Delhi-16	—	Yes	Yes	—
<b>XII. SHIP BUILDING AND REPAIRING</b>					
80.	Hindustan Shipyard Ltd., Gandhigram, Visakhapatnam (Andhra Pradesh).	Yes	Yes	Yes	Yes
81.	Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra)	—	Yes	Yes	—
82.	Goa Shipyard Ltd., Goa	Yes	Yes	Yes	—
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>					
83.	Air India, Bombay-1 (Maharashtra)	Yes	Yes	Yes	—
84.	Central Inland Water Transport Corporation Ltd., Calcutta (West Bengal).	—	Yes	Yes	Yes
85.	Central Road Transport Corporation Ltd., Calcutta-1 (West Bengal)	—	Yes	Yes	—
86.	Indian Air Lines, New Delhi-1	N.A.	N.A.	N.A.	N.A.
87.	The Mogul Line Ltd., Bombay-1 (Maharashtra)	—	—	—	—
88.	Shipping Corporation of India Ltd., Bombay, (Maharashtra)	—	Yes	Yes†	—
89.	Integral Coach Factory, Perambur, Madras-38	—	Yes	Yes	—
90.	South Eastern Railway, Calcutta (W.B.)				
	(a) S.E. Railway Workshops, Kharagpur (W.B.)	—	Yes	Yes	—
	(b) S.E. Railway, Narrow Gauge, Nagpur (Maharashtra)	—	Yes	Yes	—
	(c) S.E. Railway Engineering, Workshop Sini Distt. Singhbhum (Bihar)	—	Yes	Yes	—
	(d) Electrical Workshops, Kharagpur	—	Yes	—	—
91.	Central Railway, Bombay	N.A.	N.A.	N.A.	N.A.
92.	South Central Railway, Secunderabad	—	Yes	Yes	Yes
<b>XIV. OTHERS</b>					
93.	Railway Protection Force, Central Railway, Bombay (Maharashtra)	—	Yes	Yes	—
94.	C.P.W.D. Desert Cooler Workshop, New Delhi-1	—	—	—	—
95.	Government Medical Store Depot, Calcutta-22 (W.B.)	—	Yes	Yes	—
96.	Government Medical Store Depot, Karnal (Haryana)	—	—	—	—
97.	Hindustan Steel Works Construction Ltd., Calcutta (W.B.)	Yes	Yes	—	—
98.	India Government Mint, Alipore, Calcutta (W.B.)	Yes	Yes	Yes	—

† Education allowance @ Rs. 15/- p.m. is granted to the employees excluding officers, who have dependent children attending educational institutions.

## APPENDIX XIX—Contd.

1	2	3	4	5	6
99.	India Government Mint, Bombay-1 (Maharashtra)	—	Yes	Yes	—
100.	India Government Silver Refinery Cell, Calcutta (West Bengal)	—	Yes*	Yes†	—
101.	India Government Mint, Hyderabad-4 (A.P.)	—	Yes	N.A.	—
102.	Lube India Ltd., Bombay (Maharashtra)	—	Nil	Yes	—
103.	<i>Modern Bakeries (India) Ltd., New Delhi</i>				
	(a) Naroda Unit, Industrial Estate, Ahmedabad	—	Nil	Nil	—
	(b) Bangalore Unit, Bangalore	—	—	—	—
	(c) Aarey Milk Unit, Bombay	—	Yes	—	—
	(d) Calcutta Unit, Calcutta	No	No	No	No
	(e) Cochin Unit, Cochin	N.A.	N.A.	N.A.	N.A.
	(f) New Delhi Unit, New Delhi	—	Yes	Yes	—
	(g) Uppal Kalan Unit, Hyderabad	—	—	—	—
	(h) Kanpur Unit, Kanpur (U.P.)	—	Yes	—	—
	(i) Adyar Unit, Madras	—	—	Yes	—
104.	National Buildings Construction Corporation Ltd., New Delhi	—	Yes	Yes	Yes
105.	National Projects Construction Corporation, Ltd., New Delhi	—	Yes	Yes	—
106.	<i>National Small Industries Corporation Ltd., New Delhi</i>				
	(a) P.T.C., Okhla, New Delhi	—	Yes	Yes†	Yes
	(b) P.T.C., Indo-Japanese, Howrah (W.B.)	—	Yes	Yes†	—
	(c) P.T.C. Rajkot, Gujarat	—	Yes	Yes	—
107.	Central Fisheries Corporation Ltd., Ahmedabad-16	Nil	Nil	Nil	Nil
108.	Delhi Milk Scheme, New Delhi	—	Yes	Yes	—
109.	Hindustan Housing Factory Ltd., New Delhi	Yes	Yes	Yes	—
110.	Jute Corporation of India, Calcutta	—	—	—	—
111.	Indian Dairy Corporation, Baroda, Bombay	—	—	—	—
112.	National Seeds Corporation of India Ltd., New Delhi	—	—	Yes	—
113.	<i>State Farms Corporation of India Ltd., New Delhi</i>	N.A.	N.A.	N.A.	N.A.
	(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore)	—	Yes	Yes†	—
	(b) Central State Farm, Mizo Hills, Lockicheera and Lushaicheera	—	Yes	Nil	—
	(c) Central State Farm, Chengam, North Arcot, Tamil Nadu	—	—	—	—
	(d) Central State Farm, Cannore	—	Yes	No	—
	(e) Central State Farm (Hirakud) Jharsuguda	No.	No.	No.	No.
	(f) Central State Farm, Jetsar	—	Yes	Yes	—
	(g) Central State Farm (Ludhiana)	—	Yes	—	—
	(h) Central State Farm (Kokilabari), Assam	N.A.	N.A.	N.A.	N.A.
	(i) Central State Farm, Hissat	—	Yes	—	—
114.	Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi	N.A.	N.A.	N.A.	N.A.
115.	The Cotton Corporation of India Ltd., Bombay	Nil	Nil	Nil	Nil

\*No arrangement has been made by the Govt. but these are arranged and managed by the labour Welfare Fund Committee constituted by the employees and administration.

†No arrangement as such, but the employees are getting educational allowances and reimbursement of tuition fees.

‡ Children education allowance is also granted to the employees.

APPENDIX XX

LEAVE AND HOLIDAYS ADMISSIBLE TO EMPLOYEES IN VARIOUS UNITS

Sl. No.	Name of Industry/Unit	Casual (in a year)	Earned	Nature of Leave/Holidays			National/Festival Holidays (in a year)
		3	4	5	6		
<b>I. CHEMICALS AND FERTILISERS</b>							
<b>1. Fertilizer Corporation of India Ltd., New Delhi</b>							
(a)	Barauni Division Barauni, Distt. Monghyr, (Bihar).	12 days	One day for every eleven days of service.	20 days		N.A.	
(b)	Durgapur Division, Durgapur-11, Distt. Burdwan (West Bengal).	12 days	Do.	20 days		Do.	
(c)	Gorakhpur Unit, Distt. Gorakhpur (Uttar Pradesh).	12 days	Do.	20 days		Do.	
(d)	Namrup Division P.O. Parbatpur, Distt. Lakhimpur (Assam).	12 days	1/11 days	20 days		12 days	
(e)	Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	12 days	One day for every eleven days	20 days		N.A.	
(f)	P. & D. Division, Sindri, Distt. Dhanbad (Bihar).	12 days	One day for every eleven days	20 days		12 days	
(g)	Ramagundam Division, Hyderabad	12 days	One day for every eleven days	20 days		12 days	
(h)	Sindri Unit, Sindri, Distt. Dhanbad (Bihar).	12 days	One day for every eleven days	20 days		12 days	
(i)	Trombay Unit, Chembur, Bombay-74, (Maharashtra)	12 days	Do.	20 days		12 days	
(j)	Talcher Division, Orissa	12 days	33 days (1 day for every 11 days spent on duty).	20 days (Commulative)		N.A.	
<b>2. Fertilizers &amp; Chemicals Travancore Ltd., Alwaye, (Kerala).</b>							
	Udyogamandal Unit, Head Office and Marketing Divisions, Alwaye (Kerala).	12 days	24 days	N.A.		9 days	

1	2	3	4	5	6
<b>3. Hindustan Insecticides Ltd., New Delhi-3</b>					
(a)	Always Unit, Alwaye (Kerala)	15 days	30 days	15 days	12 days
(b)	New Delhi Unit, New Delhi	12 days	30 days	After completion of 6 months service to those who are covered under C.G.H.S. and this leave is admissible only when all types of leave has been exhausted.	15 days
<b>4. Hindustan Salts Ltd., Jaipur (Rajasthan)</b>					
(a)	Kharaghoda Salt Works, Kharaghoda (Gujarat)	12 days	1/22 in the first year 1/11 in subsequent years	All employees are allowed in accordance with the existing laws of the land as well as post practice of the establishment.	16+2 restricted to monthly paid employees (6 holidays Industrial Workers).
(b)	Mandi Salt Mines, Mandi (H.P.)	As per revised leave rules 1933 for regular employees.	As per Mines Act in so far as Workcharged/daily paid workers are concerned.	—	16 Gazetted 2 Restricted to monthly paid employees 3 National Holidays to Daily rated workers as per the Mines Act.
(c)	Sambhar Salts Ltd., Jaipur (Rajasthan)	12 days (Regular staff)	1/22 in the 1st year and 1/11 in the subsequent years	20 days	18 days including 2 Restricted and 3 National Holidays.
		Work charged staff on monthly basis who have completed more than 10 years of service. 12 days	1/20 of duty period (for work charged staff having less than 10 years of continuous service) (all with pay)	Nil	18 days including 2 Restricted and 3 National Holidays.
		Casual Workers—Nil	For workcharged staff more than 10 years service.—As admissible under the revised leave rules.	Nil	3 National Holidays (with pay) 13 holidays (without pay).
<b>5. Indian Drugs &amp; Pharmaceuticals Ltd., New Delhi</b>					
(a)	Antibiotics Plant, Near Rishikesh (U.P.)	12 days	1/22 in 1st year 1/11 in the subsequent years (who joined plant upto 25-7-69.)	10 days in a year subject to 240 days during the entire service.	11 Gazetted Holidays
		Employees covered by the Factories Act. 12 days	1/20 of the duty period (who joined after 17-5-69.)	N.A.	12 days
(b)	Surgical Instruments Plant, Madras, (Tamil Nadu)	12 days	1/10 days of the actual period spent on duty.	20 days	10 days
			1/22 in the first year. 1/11 in the subsequent years		

(c) Synthetics Drugs Plant, Hyderabad (A.P.)	10 days	1/22 days in the first year. 1/11 days in the subsequent years and 18 days as per Factories Act 1948 for those appointed after 1-3-70.	20 days on half pay for those who are not covered under E.S.IS.	12 days
<b>6. Indian Rare Earths Ltd., Bombay (Maharashtra)</b>				
(a) Head Office and Thorium Factory	12 days		1 day for every 12 working days.	N.A.
(b) Monazite Factory, Eloor, Alwaye (Kerala).	12 days	Employees not covered by the Factories Act	1/11 the number of days spent on duty.	12 days
	12 days	Employees covered by the Factories Act.	1/10 days of the actual number of days worked during previous year.	-do-
(c) Mineral Division Plant 1, Chavara, Quilon Distt. (Kerala).	12 days		<i>Earned Leave</i> For Officers, Supervisory staff/office staff	12 days
			(i) For Officers, Supervisory staff/office staff	20 days on half pay on medical grounds
			1/11 of the period spent on duty.	For Workers 10 days (with full pay)
			(ii) For Workers	
	12 days		1/15 days of the work performed during the previous year.	
(d) Mineral Division Plant II, Manaralakkurichi, Kanya Kumari Distt. (Tamil Nadu)	12 days		1 for every 15 days for workers at cumulation upto 30 days.	
			1/11 of the period spent on duty in the case of permanent employees.	
			1/22 for the first year in the case of temporary employees	20 days on half pay
			1/20 of the period spent on duty under the provisions of the Factories Act.	7 days — S. L. (with full pay)
			30 days. Company can be extended with full pay.	12 days
			As applicable to Central Govt. Employees.	12 days
			The first year 1/22 and afterwards 1/11 days spent on duty.	8 days
			30 days (only to confirmed employees and not less than 7 days).	15 days and a maximum of 30 days only to confirmed employees.
<b>7. Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra).</b>				
	10 days			
<b>8. Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra)</b>				
	12 days			
<b>9. Hindustan Photo Films Manufacturing Co. Ltd., Gootacamund, Distt. Nilgiris (Tamil Nadu)</b>				
	12 days			
<b>10. Lubrizol India Ltd., 9/3, Thana, Belapur Road, Bombay (Maharashtra).</b>				

1	2	3	4	5	6
11.	Madras Fertilizers Ltd., Madras-8 (Tamil Nadu).	6 days	26 days	10 days	9 days
12.	Pyrites, Phosphates and Chemicals Ltd., Shahabad, Distt. Bihar.	*As per Central Govt. Rules			8 days including 3 National holidays and 5 Festival holidays.
13.	Indian Peiro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Haroda.	10 days	30 days	(a) 10 days of the first half of the year. b) 5 days of the 2nd half of the year.	N.A.
II. COMMERCIAL AND TRADING INSTITUTIONS					
14.	Cement Corporation of India Ltd., New Delhi	As per Govt. of India Rules.			
(a)	Bokajan Cement Works, Assam	12 days		20 days (for operatives)	16 days + } For all 2 restricted } excluding holidays } casual
(b)	Kurkunta Project, Distt. Gulbarga (Mysore)		On full average pay 1/22 in the } For staff 1st year & } and officers 1/11 in the } not for subsequent } operatives years.		
(c)	Mandhar Cement Factory, Distt. Raipur (M.P.).		On Half average pay 1/20 for every } Do. completed } year of service }	Do.	Do.
15.	The State Trading Corporation of India Ltd., New Delhi-1.	7 days	12 days (As per Factories Act)	7 days 56 days under E.S.I. with wages.	9 days to all workers
16.	The Indian Motion Pictures Export Corporation Ltd., Bombay (Maharashtra).	4 days	For every 20 working days one day with full pay.	4 days	16 days plus 2 restricted holidays.
17.	Tannery and Foot Wear Corporation of India Ltd., Civil Lines, Kanpur, (U.P.).	10 days	30 days	15 days	Observed as specified by the management.
Other Monthly Staff etc. As per provisions of the Factories Act and Wage Board Award.					



## III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING

18. *Bharat Heavy Electricals Ltd., New Delhi-1*

(a) Ranipur Unit, Hardwar, Distt. Saharanpur (U.P.)	12 days (Non-Industrial) 12 days (Industrial)	31 days (Non-Industrial) 30 days (Industrial)	20 days (Industrial workers & Non-Industrial workers).	12 days
(b) Heavy Power Equipment Plant, Ramachandrapuram, Hyderabad-32 (A.P.)	12 days (Non-Industrial) 7 days (Industrial)	1/12 of the period of service with the company (Non-Industrial)	1/12 of the period of service with the company (Non-Industrial).	12 days
(c) Switchgear Unit, Hyderabad-32 (A.P.)	7 days—Regular (Industrial) 12 days Regular (Non-Industrial).	N.A.	10 days—S.L. (Regular Industrial workers). 1/20 of the period of service for Regular non-Industrial Workers.	12 days includes 1 optional holiday.
(d) Tiruvenbur Unit Tiruchirapalli-14 (Tamil Nadu).	Do.	20 days (Industrial Employees) 31 days (Non-Industrial employees.)	Sick leave 10 days with full pay (Industrial Workers) Half pay 19 days (Non-Industrial Workers).	12 days (Regular and casual employees).

19. *Hindustan Aeronautics Ltd. Head Office Bangalore (Mysore)*

(a) Bangalore Division, Bangalore-17 Mysore	N.A.	18 days vacation leave	15 days — S.I.	12 days
(b) Hyderabad Division, Hyderabad-37 (Andhra Pradesh).				
(c) Kanpur Division, Kanpur (U.P.)	7 days Workers			
(d) Koraput Division, Koraput (Orissa)	12 days Supervisory Staff.			
(e) Lucknow Division, Lucknow (U.P.)				
(f) Nasik Division, Nasik (Maharashtra)				

20. Bharat Aluminium Co. Ltd., Korba Aluminium Project, Distt. Bilaspur (Madhya Pradesh)	12 days	1 day for every 20 days of work performed by him during the previous calendar year.	20 days	10 days (includes 3 National holidays).
21. Bharat Electronics Ltd., Bangalore-13 (Mysore).	12 days executives 7 days (non-executives)	18 days	15 days	12 days
22. Bharat Heavy Plates & Vessels Ltd., Visakhapatnam (A.P.)	7 days	30 days total emoluments above Rs. 500.	20 days	—
23. <i>Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)</i>	12 days	20 days total emoluments below Rs. 500 (As per Factories Act.)	E.S.I. leave 56 days for those employees whose total emoluments are below Rs. 500.	14 days for not E.S.I. covered 56 days for E.S.I. covered employees.

\* Daily rated and ad hoc employees are getting leave under Mines Act.

1	2	3	4	5	6
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	Monthly rated employees 12 days Factory (Industrial Workers) 10 days	30 days 20 days (who put in 10 years) 24 days (who put in 20 years) 28 days (who put in more than 20 years).	20 days	10 days*
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).	For Apprentices (other than those covered by App. Act 1961 w.e.f. 20-6-61.) Nil Workcharged Employees monthly and daily rated (excluding Casual). 7 days	20 days 1/20 days of work 15 days drawing less than Rs. 350-00. 18 days drawing above Rs. 350-00. 15 days drawing pay above Rs. 350-00.	20 days (full pay)	10 days
26.	Hindustan Cables Ltd., Burdwan, West Bengal.	15 days C.L.—cum-sick leave drawing a pay less than Rs. 350-00.	15 days drawing less than Rs. 350-00. 18 days drawing above Rs. 350-00.	15 days (with full pay)	3 days (Festival Holidays).
27.	Indian Telephone Industries Ltd., Naini (Allahabad).	12 days Factory Workers 15 days non-industrial staff. Non-officers 7 days	30 days (Permanent and monthly rated employees).	20 days with half pay or 10 days with full pay.	12 days
28.	Indian Telephone Industries Ltd., Bangalore-16. (Mysore).	15 days—C.L.—cum-S.L.	1-1/4 days per month of completed service accumulated upto 30 days.	—	12 days
29.	Instrumentation Ltd., Kota (Rajasthan)	12 days	1 1/4 days p.m. in the first year and 2 1/4 days p.m. in the subsequent years	20 days (Accumulation upto 240 days).	16 days plus 2 restricted holidays.
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan).	N.A.	18 days—1 1/4 days p.m. for workers getting below Rs. 400 p.m.	N.A.	N.A.
31.	Praga Tools Ltd., Secunderabad-3 (Andhra Pradesh).	10 days (All employees)	1/11 of period spent on duty—other categories; (Workmen are allowed leave facilities under Factories Act)	15 days half pay to all workmen besides E.S.I. Act. 15 days with full pay other categories per year.	16 days includes 4 optional holidays

32. National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta-32. (West Bengal).	7 days	1 day for every 20 days of work performed during the preceding year (who have not completed 10 years service) 15 days 10 years service but less than 20 years of service. 20 days on completion of 20 years of service and above.	10 days sick leave on full pay 10 days medical leave on half pay.	16 days
33. Triveni Structural Ltd., Naini, Allahabad (U.P.).	8 days (Non-Executives) 10 days (Executives).	15 days (Non-executives and 30 days (Executives).	20 days with half pay to workmen covered under E.S.I.	9 days Festival holidays to Permanent monthly rated employees with pay and daily rated without pay. 3 National holidays are allowed with pay to all categories of employees.
34. Tungbhadra Steel Products Ltd., P.O. Tungbhadra Dam, Bellary (Mysore).	10 days	30 days	N.A.	10 days
35. Bharat Earth Movers Ltd., Bangalore				
(a) Rail Coach Division	7 days (Non-supervisory)	18 days (after completion of one year service)	15 days	12 days
(b) Earth Movers Division	12 days (Supervisory).			
36. Bridge Engineering Workshop, Assam	12 days (Supervisory Staff) Clerical Staff 10 days	30 days	N.A.	12 days
	For Workers N.A.	14 days	60 days (Half pay)	14 days
37. Garden Reach Work Shop Ltd., Calcutta	10 days	30 days	56 days half pay (under E.S.I. Scheme).	14 days for permanent Workers. 10 days for Temporary workers
38. Bharat Dynamics Ltd., Hyderabad-5 (A.P.)	7 days	18 days (Vacation leave)	56 days (half pay under E.S.I. Act).	12 days
39. Engineering Projects (India) Ltd, Himalaya House. New Delhi-	12 days	20 days (After minimum 4 month's of service).	N.A.	N.A.
40. Bharat Pumps & Compressors Ltd., Allahabad	8 days (Non-Executives) 10 days (Executives)	15 days (Non-Executives) 30 days (Executives)	20 days	N.A.

\*Employees who cannot be spared on these festival holidays shall be granted a compensatory holiday with wages on an alternative day at the convenience of the management or a day's wages in lieu.

†No leave shall be credited if the employee is on leave without pay for more than 14 days in a month.

41. *Hindustan Machine Tools Ltd., Bangalore*

	1	2	3	4	5	6
(a) H.M.T. Head Office, Bangalore	N.A.				N.A.	N.A.
(b) H.M.T., Pinjore	7 days@				8 days—S.L.	N.A.
(c) H.M.T., Kalamassery	7 days@				8 days—S.L. Category 'A' 10 days—S.L. Category 'B'	12 days
(d) H.M.T., Hyderabad	7 days				Do.	12 days
(e) H.M.T. (Press Division), Hyderabad	N.A.				10 days Managers & above	N.A.
(f) H.M.T. Watch Factory III, Srinagar	Leave rules for the unit are being framed.					
(g) H.M.T. I & II, Bangalore	N.A.					N.A.
(h) H.M.T. Watch Factory, Bangalore	7 days				18 days Category 'A' 30 days Category 'B'	N.A.

## IV. FINANCIAL INSTITUTIONS (INCLUDING BANKS &amp; INSURANCES)

42. The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra).	12 days				1 for every 11 days of service	20 days	—
43. Film Finance Corporation Ltd., Bombay-6 (Maharashtra).	12 days				1/22 days for the first year and 1/11 for the subsequent years.	12 days—S.L.	As admissible to Central Govt employees.
44. Industrial Finance Corporation of India, New Delhi-1.	15 days				1/11 for permanent/probation employees. 1/22 during first year of service 1/11 subsequent years for temporary.	20 days—S.L.	16 days+2 Restricted holi-days.
45. Industrial Development Bank of India, Bombay-1 (Maharashtra).	N.A.						N.A.
46. Life Insurance Corporation of India, Bombay-1 (Maharashtra).	15 days				One month for eleven months.	30 days	7 or 8 days
47. National Industrial Development Corporation Ltd., New Delhi.	As applicable to the Central Govt. Employees.						
48. Reserve Bank of India, Bombay-1	15 days				1/22 first year 1/11 2nd year and onwards		18 months in entire period of negotiable Instruments Act.

49. State Bank of India, Bombay-1 (Maharashtra) 12 days (Workmen and Supervisory Staff) Under the Negotiable Instruments Act.

One month for each year of service subject to a maximum of 12 months during his entire service provided that where an employee has put in a service of over 24 years; he would be eligible to additional S.L. at the rate of half a month for each year of service put in by the employee after completion of 38 years of age.

50. Bank Note Press (Project), Dewas (M.P.) 12 days As admissible under revised leave rules, 1933. 16 days plus 2 Restricted holidays

#### V. IRON AND STEEL

##### 51. Hindustan Steel Ltd., Ranchi (Bihar)

- |   |   |         |   |
|---|---|---------|---|
| (a) Bhilai Steel Plant, Bhilai Durg, M.P.                         | 7 days workers covered by Standing orders.<br>15 days office staff and others<br>12 days (Apprentices). | 20 days | 8 days includes<br>5 Festival and<br>3 National holidays. |
| (b) Durgapur Steel Plant, Distt. Burdwan (W.B.).                  |   |         |   |
| (c) Rourkela Steel Plant, Distt. Sundergarh (Orissa).             |   |         |   |
| (d) Alloy Steels Plant, Durgapur-8, Distt. Burdwan (West Bengal). |   |         |   |

52. Bokaro Steel Ltd., Distt. Dhanbad (Bihar) 20 days half pay (both) 8 days governed by the model Standing orders.

1/20 days employees governed by Model Standing Orders.  
30 days—employees not covered by Standing Orders.

#### VI. MINING (INCLUDING MINERALS)

##### 53. Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.).

- |   |  |         |  |
|---|--|---------|--|
| (a) Dalli Rajhara Mines (Iron Ore Mines) Distt. Durg. (M.P.). | Regular operation employees governed by F.R. 15 days.<br>1/11 days for the subsequent years accumulated upto 180 days. | 20 days | 8 days workmen<br>17 days for Ministerial staff includes 3—National holidays |
| (b) Hirri Mines (Dolomite Mines), Distt. Bilaspur (M.P.).     |  |         |  |
| (c) Nandini Mines (Limestone Mines), Distt. Durg. (M.P.).     |  |         |  |

##### 54. Hindustan Steel Ltd., Ranchi (Bihar)

Central Coal Washeries Organisation, Dhanbad (Bihar) 7 days Do. 8 days

##### 55. Hindustan Zinc Ltd., Udaipur (Rajasthan)

(a) Zinc Smelter, Debari, Udaipur (Rajasthan) 7 days	28 days surface workers	10 days full pay 20 days half pay (Ground and Surface Workers)	N.A.
			N.A.

@Workmen will be eligible for the leave facilities after Completion of 6 months' Service.

\*Category 'A' employees whose basic pay is Rs. 305.00 and above.

\*\*Category 'B' employees whose basic pay is less than Rs. 305.00.

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- |   |   |  |   |  |   |
|---|---|--|---|--|---|
| (b) Leach Smelter, Tundoo, Dhanbad (Bihar).                     | 14 days M.R.M.P.  | 32 days under ground workers<br>30 days MRM(P)   | 14 days—S.L. MRMP   | 16 days with full pay  |   |
| (c) Zawar Mines, Udaipur (Rajasthan)                            | 7 days DRMP   | 18 days employees drawing upto 100 basic p.m. 21 days employees drawing Rs. 100 and above basic p.m.   | 10 days—S.L. DRMP   | 21 days—S.L. weekly paid employees 14 days—S.L. (with full pay) monthly paid employees   | 6½ days with full pay   |
| 56. Manganesse Ore (India) Ltd., Nagpur (Maharashtra).          |   |  |   |  |   |
| 57. National Coal Development Corporation Ltd., Ranchi (Bihar). |   |  |   |  |   |
| (i) Argada Colliery, Distt. Hazaribagh, (Bihar).                | 12 days<br>To monthly paid employees other than those guided by Wage Board Recommendations. | 1/11 of duty performed (to monthly paid employees other than those guided by Wage Board Recommendations.)<br>1/12 of the duty performed for surface workers.<br>1/16 for underground (All staff guided by W.B.). | 20 days to monthly paid employees other than those guided by W.B.<br>15 days (with full pay)—All staff guided by W.B.)  | 16 days gazetted holidays to monthly paid employees other than those guided by W.B.<br>7 paid holidays All staff guided by W.B.  |   |
| (ii) Bechara Colliery, Distt. Hazari Bagh (Bihar).              | N.A.  | 1/22 for 1st year<br>1/11 subsequent years—Applicable to employers governed by C.P.C. Corporation Rules and Rly. Rules.<br>1/20—Surface  | N.A.  | 15 Gazetted holidays and 7 paid holidays.  |   |
| (iii) Banki Colliery, Distt. Bilaspur (M.P.)                    | N.A.  | 1/16—Underground   | 30 days with half pay or 15 days with full pay.<br>20 days with full pay convertible to L.F.A.P. on medical grounds.  | 16 days Gazetted holidays for monthly paid employees governed by C.P.C.—Corporation Rules and Rly. Rules.  |   |
| (iv) Bhurkunda Colliery, Distt. Hazaribagh (Bihar).             | 12 days for monthly paid staff excluding the Wage Board Staff                               | 1/20 surface<br>1/16 underground<br>1/20 days daily rated surface workers<br>1/16 days underground workers.  | (a) 24 days full pay for monthly staff 12 days half pay (governed by Rly. rules).<br>(b) For Civil & Coop. Staff<br>1/22 first year<br>1/11 subsequent years.<br>(c) Wage board Staff<br>1/20 surface<br>1/16 underground | 7 paid holidays for all monthly workers governed under W.B.<br>180/240—days for Corporation and daily rated piece rated employees during the full period of service.<br>30 days half pay or 15 days full pay for Wage Board staff and workers. | 16 days including 7 days paid holidays for staff only excepting Wage Board Staff<br>7 days paid holidays for all categories of staff and workers. |
| (v) Churcha Colliery Distt. Surguja (M.P.)                      | 12 days monthly paid  | 1/11 monthly paid W.B.A. employees.  | 30 days—S.L. All daily rated and monthly paid employees of W.B.A.   | 7 days paid holidays to all monthly paid and daily rated workers as per W.B.   |   |

(vi) Duman Hill Colliery, Distt. Bilaspur (M.P.)	—	1/16 for Underground 1/20 for surface 1/11 for C.P.C. monthly paid employees.	10 days with full pay for C.P. C. monthly paid. 15 days for D.R./PR and Wage Board employees with full pay.	7 days as per I.D. Act.
(vii) Deulbera Colliery, Distt. Dhenkanal (Orissa)	12 days	1/11 for active service 1/16 for Underground 1/20 for surface workers governed by Coal W.B.A.	30 days half pay or 15 days with full pay for Underground and Surface workers 20 days with half pay to monthly rated.	
(viii) Gidi 'A' Colliery Distt. Hazaribagh (Bihar)	—	15 days for surface and 19 days for underground (190 days attendance is required).	15 days (All Workers).	
(ix) Jarangdin Colliery, Distt. Hazaribagh (Bihar)	N.A.	1/22 in the first year 1/11 for the subsequent years (As per N.C.D.C. Rules). 1/20 days of work performed in the case of persons employed below ground and other categories of workers.	15 days with full pay or 30 days with half pay for those who are governed by W.B.A.	18 days gazetted holidays-7 paid holidays to all including 3 National holidays.
(x) Korba Colliery, Distt. Bilaspur (M.P.)	12 days	1/20 Surface 1/16 Underground 1/22 in the 1st year and 1/11 in the subsequent years for monthly paid employees under N.C.D.C.	15 days full pay or 30 days half pay those who are governed under W.B.A. 20 days those who are governed by N.C.D.C. Rules.	16 days monthly rated under N.C.D.C. Rules and 7 paid holidays to daily rated workers.
(xi) Korea Colliery, Distt. Surguja (M.P.)	12 days	(all monthly paid employees who are governed by Corporation Rules)	33 days (monthly paid employees under Corporation Rules 1/20 others 1/16 Underground.	16 days (Monthly rated) 7 days (Piece rated and daily rated).
(xii) Kurasia Colliery, Distt. Surguja (M.P.)	—	1/16 days for weekly paid workers. 1/20 Underground and Surface Workers.	30 days with half pay or 15 days with full pay.	N.A.
(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar)	12 days	1/11 for monthly paid 1/20 Surface 1/16 Underground	Do.	
(xiv) Swang Colliery, Distt. Hazaribagh (Bihar)	12 days	1/22 for W.B. 1/20 weekly paid piece rated/ daily rated workers for surface duty. 1/16 for piece rated/daily rated workers underground duty.	20 days (with half pay to monthly rated) 30 days for W.B.	15 days Gazetted plus 7 days paid holidays.
(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa)	Do.	33 days monthly paid staff as per Corporation Rules 1/16 Underground 1/20 Surface as per W.B.A.	15 days full pay or 30 days half pay for underground and surface workers). 20 days monthly paid.	16 days Gazetted holidays to all under Corporation rules.

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(xvi)	Swang Washery Project, Distt. Hazaribagh (Bihar).	12 days	33 days monthly paid staff on completion of a year service. 1/20 for daily rated workers.	15 days with full pay or 30 days with half pay for (Underground and Surface workers). 20 days (monthly paid)	18 days for monthly paid—7 paid holidays to weekly paid staff.
(xvii)	Surakchher Colliery, Distt. Bilaspur (M.P.)	—	1/22 1st year and 1/11 subsequent years for civil Corporation staff governed by W.B.A.	—	16 days plus 7 paid holidays.
(xviii)	Talchar Colliery, Distt. Dhenkanal (Orissa).	12 days from the second year of service in respect of monthly paid employees appointed prior to 15-8-67.	1/11 of active service 1/16 for Underground 1/20 for surface	30 days on half pay or 15 days with full pay in respect of daily rated and piece rated workers.	N.A.
(xix)	Manikpur Colliery, Distt. Bilaspur	12 days	1/20 surface 1/16 Underground under Mines Act 1/22 for 1st year and 1/11 subsequent years (Monthly paid staff under N.C.D.C. Rules)	15 days full pay or 30 days half pay employees under W.B. 20 days with half pay under N.C.D.C. Rules.	16 days including 7 paid holidays to daily rated workers.
(xx)	Saya 'D' Colliery, Distt. Hazaribagh (Bihar).	—	1. As per entitlement under Mines Act and wage Board 2. Civil & NCDC Rules. 3. Rly. Rules.	7 days paid holidays as per W.B.	
(xxi)	Bisrampur Colliery Distt. Surguja (M.P.)	12 days	1/11 to those who are in C.P. C. scale 1/20 under Wage Board	15 days with full pay	—
(xxii)	Khathara Colliery Distt. Hazaribagh (Bihar).	12 days (Monthly)	1/11 for monthly staff 1/20 for weekly staff	20 days half pay (monthly) 15 days full pay (daily)	18 days—Applicable to monthly staff only.
(xxiii)	Umrer Colliery Distt. Nagpur (M.S.)	—	1 day for 20 days	15 days full pay or 30 days half pay.	—
(xxiv)	Silewara Colliery, Distt. Nagpur (M.S.)	12 days	1/11 days of attendance 1/20 time rated workers guided by Standing orders.	(i) 20 days—S.L. (ii) 15 days full or 30 days half pay—time rated workers by standing orders.	16 days Gazetted holidays—7 paid holidays in full to time rated workers, guided by Standing Orders.
(xxv)	Jhingurda Colliery, Distt. Sidhi (M.P.)	12 days Those governed by Corporation rules.	15 days for those governed by Wage Board recommendations. 1/11 days for those by Corporation rules.	15 days full pay or 30 days half pay for those governed by Wage Board Recommendations. 20 days half pay for those governed by Corporation Rules.	—
(xxvi)	A.G.M.(O) P.O. Dera Colliery Distt. Dhenkanal (Orissa).	12 days	1/11 of active service 1/16 Under ground 1/20 Surface (Governed by Coal Mines Wage Board Award).	15 days full or 30 days half pay.	—



(xxviii)	Dy. Supdt. (O) Colliery (T&D) Talchar Distt. Dhenkanal.	12 days	33 days	20 days	16 days
(xxviiii)	Dera Colliery Distt. Hazaribagh (Bihar)	12 days	1 day for 11 days (CPC) 1 day for 20 days (Central Wage Board).	—	—
(xxix)	Bakaro Colliery Distt. Hazaribagh (Bihar)	12 days	1 day for 11 days	15 days—S.L.	7 days
(xxx)	Kargali Coal Washery, Distt. Hazaribagh (Bihar).	12 days	1/22 1st year and 1/11 subsequent years	30 days on half pay or 15 days on full pay (To all weekly paid and monthly paid employees governed exclusive by the W.B. Recommendations)	7 days 7 days—Wage Board 18 days others
(xxxi)	Gorbi Project, Distt. Sidhi (M.P.)	As applicable to other units of N.C.D.C.			
(xxxii)	Central E & M Workshop, Korba Distt. Bilaspur (M.P.)	12 days	1/20 for Surface workers 1/22 1st year 1/11 subsequent years (Monthly paid)	30 days on half pay or 15 days on full pay (To employees under W.B.)	16 days including 7 days holidays for monthly paid staff under N.C.D.C. Rules 7 days paid holidays for daily rated workers.
(xxxiii)	Gidi 'C' Distt. Hazaribagh (Bihar)	—	1/20 daily/piece rated employees	20 days —To employees under NCDC Rules.	—
(xxxiv)	Water Works, Patratu, Distt. Hazaribagh.	N.A.	N.A.	N.A.	N.A.
(xxxv)	Gidi Coal Washery Project, Distt. Hazaribagh (Bihar).	N.A.	N.A.	N.A.	N.A.
(xxxvi)	Bhirkunda Industrial Engg. Department, Bhirkunda.	12 days	33 days	20 days	18 days Gazetted holidays.
58.	The Singareni Collieries Co. Ltd., (Andhra Pradesh).	—	Leave is granted to employees in accordance with the provisions of Mines Act of 1952.	15 days with full pay or 30 days with half pay	7 days paid holidays.
59.	National Mineral Development Corporation Ltd., Hyderabad (A.P.)				
(a)	Daji Malai Iron Ore Project, Sandure (Mysore).	12 days	1/20 first year and 1/11 subsequent years	20 days	—
(b)	Diamond Mining Project, Parma (M.P.)	12 days	1/11 to employees who are governed under Standing Orders 1/16 to employees working underground.	—	7 days for regular and daily rated workers.
(c)	Bailadila Iron Ore Project Deposit No. 14, Dist. Bastar (M.P.)	12 days	1/20 to employees governed under standing orders.	20 days	7 days

1	2	3	4	5	6
	(d) Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	12 days (Under N.M.D.C.) 7 days (under S.Os.)	1/22 1st year and 1/11 subsequent years (N. M. D. C.) 1/20 standing orders	Do.	7 days (to all)
	(e) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar).	Leave is granted as per Minoa Act and N.M.D.C. leave Rules	N.M.D.C. leave Rules		7 days including 3 National holidays.
	(f) Kudremukhe Iron Ore Project, Mysore	As per the Corporation Rules in Vogue.	Rules in Vogue.		
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore).	Daily rated employees—Nil Monthly rated employees—Nil.	1/16 days for under ground workers. 1/20 for others 21 days per year after one year service (Monthly rated).	Sick leave without limit. 3/4 of the basic pay plus full DA for the days of sickness certified by medical officers 1 month without loss of pay (Monthly rated employees).	6 general holidays plus 4 partial holidays for all employees in addition, 4 partial holidays are allowed to Hindus and 3 to Muslim employees
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu).	12 days	1/22 days 1st year 1/11 second year onwards	20 days	16 days including 3 National Holidays.
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar).	12 days officers and supervisors—10 days administrative staff who are in service prior to 16-10-67. 8 days technical staff who are in service prior to 16-10-67 and 5 days rest.	1/11 for the employees who joined on or before 15-10-67 1/16 and 1/20 as per Mines Act, 1952, Factories Act, 1948.	12 days—Underground monthly rated (Non-supervisory staff) 10 days Officers Supervisors and other monthly rated employees.	7 days
63.	<i>Hinchston Copper Ltd., Distt. Calcutta.</i>				
	(a) Khetri Copper Ltd., Jhunjhunu, (Rajasthan).	12 days NMDC Rules 10 days Mines Act and Standing Orders. 10 days Factories Act and Model Standing Orders.	1/22 1st year and 1/11 subsequent years. NCDC Rules. 1/16 surface employees—Mines Act and Standing Orders. 1/12 days under ground employees Mines Act and Standing Orders. 1/22 1st year 1/11 subsequent years	20 days	8 days including 3 National holidays and 5 Restricted holidays.
	(b) Agnigundala Copper Lead Project vinukonda, Distt Gumtur.	<i>Non Workers</i> —12 days <i>Employees governed by standing orders</i> 7 days with pay 3 days without pay	1/16 After 240 days of service as per Model Standing Orders and Factories Act 1948. 1/16 days of work (Underground workers who have completed 9 years service. 1/20 days (Surface Workers).	N.A.	7 days
64.	Hindustan Latex Ltd., Trivandrum, Kerala.	6 days with full pay	1/20 as per Factories Act		6 days with full pay or 12 days with half pay. 10 days

## VII PAPER AND PAPER PRODUCTS

## 65. Hindustan Paper Corporation Ltd., Chanakya- As per Central Government Rules, puri, New Delhi.

66. Security Paper Mill, Hoshangabad (M.P.)	12 days classified staff 7 days unclassified	1/22 first year and 1/11 subsequent years classified	20 days	16 days
67. The National Newsprints and Paper Mills Ltd., Distt. Nimar, Nepanagar (M.P.)	10 days (After 6 months)	1/20 days unclassified (Accumulation upto 60 days). 33 days (After confirmation)	14 days	6 days

## VIII. PETROLEUM AND REFINING

## 68A. Indian Oil Corporation Ltd., (Refinery Division) New Delhi.

(a) Batauni Refinery, Barauni, Distt. Mon- ghyr (Bihar)	} 10 days	1/11 of duty period (can be accumulated for more than 120 days normally)	20 days on half pay (Can be commuted into full pay leave upto 240 days in entire service).	12 days
(b) Gauhati Refinery, Gauhati Assam				
(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat).				
(d) Haldia Refinery, Haldia				
B. Indian Oil Corporation (Marketing Division), Bombay (Maharashtra).	12 days permanent employees 3 days per quarter for temporary and probationer employees.	32 days (All employees) 1/16 Temporary employees first year.	10 days with full pay.	16 days

69. Oil &amp; Natural Gas Commission, Dehradun (U.P.)

20 days

1/22 first year  
1/11 subsequent years

70. Cochin Refineries Ltd., Cochin (Kerala)

9 days

28 days

71. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu).

9 days

26 days

8 days (Accumulation allowed for not more than 16 days)

## IX. PORTS AND DOCKS

72. Kandla Port Trust, Gandhidham, Kutch (Gujarat).

12 days regular employees  
7 days work charged  
10 days retained shore labour1/22 in the first year  
1/11 in the subsequent years20 days (with full pay for regular employees.)  
16 days (with half pay for the retained shore labours and the casual/daily rated labourers are entitled to 3 National holidays with wages provided they perform duty on the preceding and following days.16 days closed holidays/Restricted to 13 in the case of the retained shore labours and the casual/daily rated labourers are entitled to 3 National holidays with wages provided they perform duty on the preceding and following days.  
2 Restricted holidays—All regular employees.

73. Madras Port Trust, Madras-1 (Tamil Nadu)

15 days for all  
20 days Marine Officers

N.A.

N.A.

15 days

1	2	3	4	5	6
	(d) Bailadila Iron Ore Project, Deposit No. 5, Distt. Bastar (M.P.)	12 days (Under N.M.D.C.) 7 days (under S.Os.)	1/22 1st year and 1/11 subsequent years (N. M. D. C.)	Do.	7 days (to all)
	(e) Kiriburu Iron Ore Mine, Distt. Singhbhum (Bihar).	Leave is granted as per Mines Act and N.M.D.C. leave Rules			7 days including 3 National holidays.
	(f) Kudremukhe Iron Ore Project, Mysore	As per the Corporation Rules in Vogue.			
60.	Bharat Gold Mines Ltd., Oorgaum (Mysore).	Daily rated employees—Nil Monthly rated employees— —Nil.	1/16 days for under ground workers. 1/20 for others 21 days per year after one year service (Monthly rated).	Sick leave without limit. 3/4 of the basic pay plus full DA for the days of sickness certified by medical officers 1 month without loss of pay (Monthly rated employees).	6 general holidays plus 4 partial holidays for all employees in addition, 4 partial holidays are allowed to Hindus and 3 to Muslim employees
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu).	12 days	1/22 days 1st year 1/11 second year onwards	20 days	16 days including 3 National Holidays.
62.	Uranium Corporation of India Ltd., Jaduguda, Distt. Singhbhum (Bihar).	12 days officers and supervisors-10 days administrative staff who are in service prior to 16-10-67. 8 days technical staff who are in service prior to 16-10-67 and 5 days rest.	1/11 for the employees who joined on or before 15-10-67 1/16 as per Mines Act, 1952, Factories Act, 1948.	12 days—Underground monthly rated (Non-supervisory staff) 10 days Officers Supervisors and other monthly rated employees.	7 days
63.	Hindustan Copper Ltd., Distt. Calcutta.				
	(a) Khetri Copper Ltd., Jhunjhunu, (Rajasthan).	12 days NMDC Rules 10 days Mines Act and Standing Orders. 10 days Factories Act and Model Standing Orders.	1/22 1st year and 1/11 subsequent years. NCDC Rules. 1/16 surface employees—Mines Act and Standing Orders. 1/12 days under ground employees Mines Act and Standing Orders. 1/22 1st year 1/11 subsequent years	20 days	8 days including 3 National holidays and 5 Restricted holidays.
	(b) Agnigundala Copper Lead Project vinukonda, Distt Guntur.	Non Workers—12 days  Employees governed by standing orders 7 days with pay 3 days without pay	1/16 After 240 days of service as per Model Standing Orders and Factories Act 1948. 1/16 days of work (Underground workers who have completed 9 years service. 1/20 days (Surface Workers).	N.A.	7 days
64.	Hindustan Latex Ltd., Trivandrum, Kerala.	6 days with full pay	1/20 as per Factories Act	6 days with full pay or 12 days with half pay.	10 days

## VII PAPER AND PAPER PRODUCTS

65. Hindustan Paper Corporation Ltd., Chankya- As per Central Government Rules.  
puri, New Delhi.

66. Security Paper Mill, Hoshangabad (M.P.)	12 days classified staff 7 days unclassified	1/22 first year and 1/11 subsequent years classi- fied	20 days	16 days
67. The National Newsprints and Paper Mills Ltd., Distt. Nimar, Napanagar (M.P.)	10 days (After 6 months)	1/20 days unclassified (Accu- mulation upto 60 days).	33 days (After confirmation)	6 days

## VIII. PETROLEUM AND REFINING

68A. *Indian Oil Corporation Ltd., (Refinery Divi-  
sion) New Delhi.*

(a) Barauni Refinery, Barauni, Distt. Mon- gthyr (Bihar).	} 10 days	1/11 of duty period (can be accumulated for more than 120 days normally)	20 days on half pay (Can be commuted into full pay leave upto 240 days in entire service).	12 days	
(b) Gauhati Refinery, Gauhati Assam					
(c) Gujarat Refinery, Koyali, Distt. Baroda (Gujarat).					
(d) Haldia Refinery, Haldia					
B. Indian Oil Corporation (Marketing Divi- sion), Bombay (Maharashtra).	12 days permanent employees 3 days per quarter for tempo- rary and probationer em- ployees.	32 days (All employees) 1/16 Temporary employees first year.	10 days with full pay.	16 days	

69. Oil & Natural Gas Commission, Dehradun (U.P.)

1/22 first year	20 days	—
1/11 subsequent years	—	9 days
28 days	—	9 days
26 days	8 days (Accumulation allow- ed for not more than 16 days)	9 days

70. Cochin Refineries Ltd., Cochin (Kerala)

12 days	—	9 days
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71. Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu).

7 days	—	9 days
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## IX. PORTS AND DOCKS

72. Kandla Port Trust, Gandhidham, Kutch (Gujarat).	12 days regular employees 7 days work charged 10 days retained shore labour	1/22 in the first year 1/11 in the subsequent years	20 days (with full pay for regular employees.) 10 days (with half pay for workcharged employees).	16 days closed holidays/Res- tricted to 13 in the case of the retained shore labours and the casual/daily rated labour- ers are entitled to 3 National holidays with wages provid- ed they perform duty on the preceding and following days. 2 Restricted holidays—All regular employees.
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73. Madras Port Trust, Madras-1 (Tamil Nadu)

15 days for all 20 days Marine Officers	N.A.	N.A.	15 days
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1	2	3	4	5	6
74.	Mormugao Port Trust, Mormugao (Goa)	15 days	1/11 on the period spent on duty.	20 days	16 days
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.).	12 days Office and Supervisory Staff in outdoor sections. 7 days— other employees	1/22 days 1st year 1/11 days subsequent years to all categories.	20 days to others	16 days Festival and National holidays to all categories except casual labour and departmental shore labourers. <i>Departmentalised Shore labourers</i> Category A—9 closed holidays. Category B and C—5 closed holidays. <i>Casual labourers</i> 4 holidays. Others—2 Restricted, Holidays.
76.	Kandla Dock Labour Board, Kandla Kutch (Gujarat).	<i>Workers</i> 10 days  <i>Staff</i>	1/11 days of actual working of 7 days shifts. Based on the rules applicable to Govt. servants.	7 days	8 days
X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES					
77. Government of India Press, Simla (H.P.) • According to Central Government Rules.					
XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS					
78. <i>Rehabilitation Industries Corporation Ltd., Calcutta (W.B.)</i>					
(a)	Automobile Workshop, Behala, Calcutta (W.B.).				
(b)	Gayeshpur Production Centre, Nadia, Distt. (W.B.).				
(c)	Cast Iron Foundry, Durgapur, Burdwan (W.B.).				
(d)	Electrical Ancillary Unit, Calcutta (W.B.).				
(e)	Fruit Canning Unit, Bon-Hooghly Industrial Estate (W.B.).				
(f)	Garment Factory, Calcutta (West Bengal).				
(g)	Leather Works, Calcutta (West Bengal)				
(h)	Sheet Metal Unit, Bon-Hooghly, Calcutta (W.B.).				
		7 days	1/20 days actual working period as per Factories Act, 1948.	15 days on half pay, for those workers who are not covered under E.S.I. Scheme.	12 days

- (i) Malda Silk Factory, Malda (W.B.)
- (j) Sukumar Engineering Works, Calcutta (W.B.)
- (k) Teharpur Production Centre, Teharpur, Nadia (W.B.)
- (l) K.B.M. Production Centre, Chakadak, Nadia (W.B.)
- (m) Habra Production Centre, Habra, 24 Farganas, Malda.
- (n) Jugalpur Sleeper Factory, Jugalpur (M.P.)
- (o) Automobiles and Fuel and Service Station, Behala.
- (p) Tent Making Unit, Behala, I.E. Calcutta (W.B.)
- (q) Textile Processing Unit, Calcutta (W.B.)
- (r) Wood Works, Calcutta (W.B.)
- (s) Ceramic Factory, Raighat, Nadia (W.B.)

79. Central Warehousing Corporation, New Delhi-16. The Corporation is being governed by the Government of India's Rules and Regulations.

#### XII. SHIP BUILDING & REPAIRING

80. Hindustan Shipyard Ltd., Gandhinagar, Visakhapatnam (Andhra Pradesh).

Monthly rated  
7 days

Daily rated  
8 days

81. Mazagon Dock Ltd., Mazagon, Bombay-10 (Maharashtra).

10 days

82. Goa Shipyard Ltd., Goa

10 days

Monthly rated  
7 days  
15 days special sick leave

(i) 14 days festival holidays and 3 National holidays working in yard Dep'tts.  
(ii) 20 days office staff.

7 days with full pay  
14 days Festival holidays and 3 National holidays.

Workmen covered by E.S.I. Act 7 days with half pay

Not covered by ESI Act 15 days half pay for every 250 days

Clerical & Subordinate Staff

(i) Covered by 15 days half pay

(ii) Not covered by 15 days with full pay and ESI Act 15 days with half pay

(iii) Casual Workers 10 days with full pay

15 days on half pay

7 days paid holidays.

1/11 days of actual working days must have worked for at least 240 days in the preceding years.

1	2	3	4	5	6
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>					
83.	Air India, Bombay-1 (Maharashtra)	10 days	30 days with accumulation upto 120 days after that in very exceptional cases may be allowed by the Managing Director.	10 days other than flightmen 14 days flightmen.	15 days
84.	Central Inland Water Transport Corporation Ltd., Calcutta (West Bengal).	Apprentices Worker Attached to W/S. Sub-staff attached to Workshop. Security Staff Clerical Staff (H.Q. Estt.) Sub Staff (H.Q. Estt.) Clerical Staff (Attached to Factory)	12 days Do. Do. Do. Do. Do.	N.A. As per Factories Act Do. Do. 1 day for every 11 working days. Do. Do.	15 days Do. Do. Do. 16+2 Restricted Holidays Do. 15 days
85.	Central Road Transport Corporation Ltd., Calcutta-1.	12 days	1/22 in the 1st year and 1/11 in the subsequent years 180 days maximum accumulation. <i>For Drivers and Khatalis</i> 7 days	20 days on half pay	16 days
86.	Indian Airlines, New Delhi-1	10 days	30 days for every 11 month of service accumulation upto 120 days.	21 days	15 days including 3 National holidays to Corporation employees working in Engineering and General Departments.
87.	The Mogul Line Ltd., Bombay (Maharashtra)	14 days	15 days enjoyable 15 days encashable 120 days to floating Staff officers.	90 days (Floating staff officers)	4 days National Holidays to all seamen and 4 days optional holidays to the Shore staff.
88.	Shipping Corporation of India Ltd., Bombay.	14 days	Do.	15 days	12 days plus 4 days optional holidays.



89. Integral Coach Factory, Perambar, Madras-38 (Tamil Nadu).	12 days office staff. 15 days out door staff.	15 days first year in respect of temporary employees and 30/31 days subsequent years.	20 days on half pay after completion of one year service.	15 days—paid holidays 7 days unpaid holidays.
90. South Eastern Railway, Calcutta (W.B.)				
(a) S.E. Railway Workshops, Kharagpur	12 days	30 days (Accumulation upto 80 days).	20 days (Accumulation no limit).	16 days+2 days Restricted holidays to office staff. 15 days paid holidays to workshop staff.
(b) S.E. Railway, Narrow Gauge, Nagpur (Maharashtra).	12 days	30 days	Do.	Do.
(c) S.E. Railway Engineering Workshop, Sini Distt. Singhbhum (Bihar).	12 days	30 days (on average pay) 20 days (on half average pay)	20 days with half average pay	15 days paid holidays
(d) Electrical Workshops, Kharagpur (West Bengal).	12 days	30 days and 31 days in alternative year (accumulation upto 180 days).	20 days half pay leave (Accumulation no limit).	16 days plus 2 Restricted holidays to office staff. 15 days paid holidays to workshop staff.
91. Central Railway, Bombay	N.A.	N.A.	N.A.	N.A.
92. South Central Railway, Secunderabad	12 days	15 days for each half year in even years 16 days are credited.	20 days—S.L.	16 days + 2 Restricted holidays.
XIV. OTHERS				
93. Railway Protection Force, Central Railway, Bombay (Maharashtra).	12 days	31 days	20 days with half pay	16 days Gazetted holidays
94. CPWD Desert Cooler Workshop, New Delhi-I		All leave and holidays are granted as per Govt. Rules.		
95. Government Medical Store, Calcutta-22	N.A.	N.A.	N.A.	N.A.
96. Government Medical Store Depot, Karnal (Haryana).	N.A.	N.A.	N.A.	N.A.
97. Hindustan Steel Works Construction Ltd., Calcutta.	10 days	30 days (Accumulation upto 180 days).	20 days half pay leave	8 days plus 5 Restricted holidays.
98. India Government Mint, Alipore, Calcutta (W.B.).	12 days classified staff. 7 days for workmen.	1/22 days first year and 1/11 days subsequent years (classified Staff).	20 days classified and workmen.	18 days—Gazetted holidays including 2 Restricted holidays for all.
99. India Government Mint, Bombay (Maharashtra).	12 days. All permanent and temporary gazetted officers and Class III & IV classified employees. 7 days workmen's Estt.	16 days after completion of one year's service 33 days for subsequent years. (All permanent and temporary Gazetted officers and Class III and IV classified employees).	20 days (all permanent and temporary Gazetted officers and Class III and IV classified employees).	—
100. India Government Silver Refinery Cell, Calcutta (W.B.).	12 days Classified staff 7 days unclassified (Industrial staff).	As specified under revised Leave Rules 1933 since replaced by Central Civil Services (Leave) Rules 1972 w.e. f. 1-6-72—for classified staff.	20 days for unclassified staff. (Grant of leave limited to 30 days at a time and 180 days during entire service).	16 days plus 2 Restricted holidays.

	1	2	3	4	5	6
101.	India Government Mint, Hyderabad (Andhra Pradesh).		7 days	—	20 days on half pay	18 days
102.	Lube India Ltd., Bombay		7 days	28 days	7 days (Accumulation 21 days)	N.A.
103.	<i>Modern Bakeries (India) Ltd., New Delhi</i>					
(a)	Naroda Unit, Industrial Estate, Ahmedabad-I.		12 days (for administrative staff officers and workers)	1/11 days Administrative staff and officers 1/20 workers.	20 days on half pay leave (Commured into 10 days with full pay for Admn. staff officers and workers).	—
(b)	Bangalore Unit, Bangalore		12 days	33 days staff 15 days workers	20 days on production of medical certificate.	—
(c)	Aarey Milk Unit, Bombay		12 days	1/22 days workers (After 240 days)/11, office staff (After one year service).	Do.	5 days public holidays including 3 National holidays.
(d)	Calcutta Unit, Calcutta		12 days	33 days for Managerial, Supervisors and Admn. staff.	Do.	10 days
(e)	Cochin Unit, Cochin		As per factories Act	—	20 days on production of 8 days medical certificate.	
(f)	New Delhi Unit, New Delhi;		12 days	As per Govt. Rules Office Staff.	Do.	N.A.
(g)	Uppal Kalan Unit, Hyderabad		Workers—12 days	1/20 workers (Must have completed 240 days of work). 1 day for every 20 working days.	Do.	10 days
(h)	Kanpur Unit, Kanpur (U.P.)		For others—As per Central Govt. Rules 12 days	As per Central Govt. Rules Admn. Staff.	20 days with half pay on production of medical certificate.	National holidays — 3 (All the Workers).
(i)	Adyar Unit, Madras		N.A.	As per provisions of Factories Act, 1948. N.A.	N.A.	Festival holidays 7 (All the regular workers). N.A.
104.	National Buildings Construction Corporation Ltd., New Delhi.		As per applicable to Central Govt. Employees.			3 National+9 Festival holidays to regular employees posted to field units.
105.	National Projects Construction Corporation Ltd., New Delhi.		As per Central Govt. Rules in respect of Regular Employees. leave in lieu of all kinds of leave.		Workmen are granted 24 days	8 days
106.	<i>National Small Industries Corporation Ltd., New Delhi.</i>					
(a)	P.T.C. Okhla, New Delhi		12 days	In accordance with the law relating to the subject or in accordance with the orders issued by the Management.	—	As declared by the Central Govt.
(b)	P.T.C., Indo-Japanese, Howrah (West Bengal).		—	33 days for those who are covered by NSIC Rules and 16 days for those covered by Standing orders.	20 days	16 days+2 Restricted holidays.

(c) P.T.C. Rajkot (Gujarat)	Staff members—12 days	16 days 1st year and 33 days subsequent years.	20 days with half pay staff members.	16 days + 2 Restricted holidays (Staff members and workers).
107. Central Fisheries Corporation Ltd., Ahmedabad-16.	Workers—12 days	15 days	N.A.	N.A.
108. Delhi Milk Scheme, New Delhi	7 days Non-Industrial and Supervisory Staff.	1/22 in 1st year and subsequent years—officers under Govt. Service, 1/25 first year thereafter Non-Industrial and supervisory staff.	20 days with half pay to officers under Central Govt. Service. 10 days—S.L. to Non-Industrial and supervisory Staff.	N.A.
109. Hindustan Housing Factory, New Delhi	15 days (After 3 months)	30 days (After 3 years)	—	13 days. Casual workers get wages only for National holidays.
110. Jute Corporation of India, Calcutta	Leave and holidays same as are applicable to Central Govt. Employees.			
111. Indian Dairy Corporation, Baroda, Bombay	As applicable to Central Govt. Employees.	1/11 of the period spent on duty (Accumulation upto 120 days).	30 days—S.L.	As applicable to Central Govt. Employees.
112. National Seeds Corporation of India Ltd., New Delhi.	This corporation is following the Revised Leave Rules 1933 of the Govt. of India and all kinds of leave admissible under these rules are applicable to the regular employees of this corporation.			
113. State Farms Corporation of India Ltd., New Delhi.	12 days (All regular Employees) 1/11 days (All regular Employees).			
(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore).	<div style="border: 1px solid black; padding: 5px;"> <p>(b) Central State Farm, Mizo Hills Lockicherra and Lushaicherra.</p> <p>(c) Central State Farm, Chemgam, North Arcot (Tamil Nadu).</p> <p>(d) Central State Farm, Cannalore</p> <p>(e) Central State Farm (Hirakud), Jharsuguda.</p> <p>(f) Central State Farm, Jetsar</p> <p>(g) Central State Farm (Ludhiana)</p> <p>(h) Central State Farm, (Kokilabari), Assam.</p> <p>(i) Central State Farm, Hissar.</p> </div>	16 days on Medical Certificate	16 days closed holidays + 2 Restricted holidays (All regular employees).	
(b) Central State Farm, Mizo Hills Lockicherra and Lushaicherra.				
(c) Central State Farm, Chemgam, North Arcot (Tamil Nadu).				
(d) Central State Farm, Cannalore				
(e) Central State Farm (Hirakud), Jharsuguda.				
(f) Central State Farm, Jetsar				
(g) Central State Farm (Ludhiana)				
(h) Central State Farm, (Kokilabari), Assam.				
(i) Central State Farm, Hissar.				
114. Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi.	N.A.	N.A.	N.A.	N.A.
115. The Cotton Corporation of India Ltd., Bombay.	As per Central Government Rules.			

APPENDIX XXI  
DETAILS OF ACCIDENTS/OCCUPATIONAL DISEASES IN VARIOUS UNITS DURING 1971

S.No.	Name of Industry/Unit	Average No. of workers employed	No. of accidents/occupational diseases resulting in			No. of cases in which compensation was paid	Total amount of compensation paid (in Rs.)
			Deaths	Permanent disability	Temporary disability		
1	2	3	4	5	6	7	8
<b>I. CHEMICALS AND FERTILIZERS</b>							
1. <i>Fertilizer Corporation of India Ltd., New Delhi-3.</i>							
(a)	Barauni Division Barauni, Distt. Monghyr (Bihar).	86	—	—	3	—	—
(b)	Durgapur Division Durgapur-11, Distt. Burdwan (West Bengal).	290	—	—	39	N.A.	N.A.
(c)	Gorakhpur Unit, Distt. Gorakhpur (U.P.).	2188	—	—	11	3	386.33
(d)	Namrup Division, P.O. Parbatpur Distt. Lakhimpur (Assam).	1652	1	2	15	6*	22,720.00
(e)	Nangal Unit, Naya Nangal, Distt. Ropar (Punjab).	3473	—	3	22	25	5,381.79
(f)	P & D Division, Sindri, Distt. Dhanbad (Bihar).	3046	—	—	—	—	—
(g)	Ramagundam Division, Hyderabad	103	—	—	—	—	—
(h)	Sindri Unit, Sindri, Distt. Dhanbad, (Bihar).	8,034	—	—	52	23	16,133.45
(i)	Trombay Unit, Chembur, Bombay-74 (Maharashtra).	1,730	—	1	21	—	3,404.00
(j)	Talcher Division, Orissa	94	Nil	Nil	Nil	Nil	Nil
2. <i>Fertilizers and Chemicals, Travancore Ltd., Alwaye (Kerala).</i>							
	Udyogmandal Unit, Head Office and Marketing Division, Alwaye (Kerala).	3,931	Nil	6	191	51	59,832.65
3. <i>Hindustan Insecticides Ltd., New Delhi-3.</i>							
(a)	Alwaye Unit, Alwaye (Kerala)	1,002	Nil	Nil	47	Nil	Nil
(b)	New Delhi Unit, New Delhi.						
4. <i>Hindustan Salts Ltd., Jaipur (Rajasthan)</i>							
(a)	Kharaghoda Salt Works, Kharaghoda (Gujarat).	666	Nil	Nil	6	Nil	Nil
(b)	Mandi Salt Mines, Mandi (H.P.)	131	Nil	Nil	Nil	Nil	Nil
(c)	Sambhar Salt Ltd., Jaipur, Rajasthan	580	—	1	19	2	239.63
5. <i>Indian Drugs and Pharmaceuticals Ltd., New Delhi.</i>							
(a)	Antibiotics Plant, Near Rishikesh (U.P.).	2,223	Nil	1	13	N.A.	2,505.89
(b)	Surgical Instruments Plant, Madras (Tamil Nadu).	639	—	—	54	—	—

\*Relates to year 1970.

1	2	3	4	5	6	7	8
	(c) Synthetics Drugs Plant, Hyderabad (A. P)	3,073	1	1	35	No.	No.
6.	<i>Indian Rare Earths Ltd., Bombay—Maharashtra.</i>						
	(a) Head Office & Thorium Factory	122	—	—	2	—	—
	(b) Monazite Factory, Eloor, Alwaye (Kerala).	289	—	—	47	—	—
	(c) Mineral Division Plant-I, Chavara, Quilon Distt (Kerala).	385	—	—	12	—	7,000.00
	(d) Mineral Division Plant-II, Manavala-kurichi, Kanya Kumari Distt. (Tamil-Nadu).	793	—	—	—	—	—
7.	Hindustan Antibiotics Ltd., Pimpri, Poona (Maharashtra)	1,659	—	—	58	32	2,147.32
8.	Hindustan Organic Chemicals Ltd., P.O. Rasayani, Distt. Kolaba (Maharashtra).	365	—	1	12	1	2,688.00
9.	Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund, Distt. Nilgiris (Tamil-Nadu).	1,699	—	1	17	1	N.A.
10.	Lubrizol India Ltd., 9/3 Thana, Belapur Road, Bombay (Maharashtra).	62	—	—	—	—	—
11.	Madras Fertilizers Ltd., Madras-8 (Tamil-Nadu).	854	1	—	—	N.A.	15,000.00
12.	Pyrites, Phosphates & Chemicals Ltd., Shahabad (Bihar)	364	—	—	—	—	—
13.	Indian Petro Chemicals Corporation Ltd., P.O. Jawahar Nagar, Distt. Baroda.	289	—	—	—	—	—
II. COMMERCIAL AND TRADING INSTITUTIONS							
14.	<i>Cement Corporation of India Ltd., New Delhi</i>						
	(a) Bokajan Cement Works, Assam	30	—	—	—	—	—
	(b) Kurkunta Project, Distt. Gulbarga, Mysore.	291	—	—	—	—	—
	(c) Mandhar Cement Factory, Distt. Raipur (M.P.)	401	1	2	10	16	9,278.07
15.	<i>The State Trading Corporation of India, Limited, New Delhi-1.</i>						
	Wig India Ambattur, Madras-1 (Tamil Nadu).	628	Nil	Nil	Nil	Nil	Nil
16.	The Indian Motion Pictures Export Corporation of India Ltd., Bombay (Maharashtra).	9	Nil	Nil	Nil	Nil	Nil
17.	Tannery and Foot Wear Corporation of India, Ltd., Civil Lines, Kanpur (U.P.)	2,174	3	—	—	—	Directly paid by E.S.I.
III. ELECTRICAL, MECHANICAL AND GENERAL ENGINEERING							
18.	<i>Bharat Heavy Electricals Limited, New Delhi-1.</i>						
	(a) Ranipur Unit Hardwar Distt. Saharanpur (U.P.)	7,473	2	5	55	24	34,286.00

1	2	3	4	5	6	7	8
	(b) Heavy Power Equipment Plant Ramachandrapuram, Hyderabad-32 (A.P.)	4,432	—	11	8	—	12,791.66
	(c) Switchgear Unit, Hyderabad-32 (A.P.)	544	—	—	2	14	2,664.66
	(d) Tiruverumbur Unit, Tiruchirapalli-14 (Tamil Nadu).	7,271	1	1	166	168	11,652.00
19.	<i>Hindustan Aeronautics Ltd, (Head Office) Bangalore (Mysore).</i>	147	N.A.	N.A.	N.A.	N.A.	N.A.
	(a) Bangalore Division, Bangalore-17 (Mysore).	21,673	2	—	85	—	—
	(b) Hyderabad Division, Hyderabad-37 (A.P.)	2,460	—	—	58	—	—
	(c) Kanpur Division, Kanpur (U.P.)	3,719	—	1	31	—	—
	(d) Koraput Division, Koraput (Orissa)	1,847	—	5	16	21	16,162.24
	(e) Lucknow Division, Lucknow (U.P.)	525	—	—	—	—	—
	(f) Nasik Division, Nasik (Maharashtra)	5,574	—	—	11	11	420.00
20.	Bharat Aluminium Co. Ltd., Korba Aluminium Project Distt. Bilaspur (M.P.)	2,457	—	—	2	1	946.00
21.*	Bharat Electronics Ltd., Bangalore-13 (Mysore).	10,595	553 accidents (Breakup not available).	—	—	—	—
22.	Bharat Heavy Plates and Vessels Ltd., Visakhapatnam (A.P.)	1,243	—	2	34	—	8,000.00
23.	Electronics Corporation of India Ltd., Hyderabad-1 (A.P.)	1,803	—	—	20	—	—
24.	Heavy Electricals (India) Ltd., Bhopal-22 (M.P.)	12,067	—	10	77	44	21,652.00
25.	Hindustan Teleprinters Ltd., Madras-32 (Tamil Nadu).	1,081	—	—	48	Nil	—
26.	Hindustan Cables Ltd., Burdwan (West Bengal).	2,628	—	—	—	—	—
27.	Indian Telephone Industries Ltd., Naini, Allahabad (U.P.)	361	—	—	—	—	—
28.	Indian Telephone Industries Ltd., Bangalore-16 (Mysore).	14,410	—	—	146	Nil	—
29.	Instrumentation Ltd., Kota (Rajasthan)	694	—	—	56	3	905.74
30.	Machine Tools Corporation of India Ltd., Ajmer (Rajasthan).	399	—	—	—	—	382.00
31.	Praga Tools Ltd., Secunderabad-3 (A.P.)	1,837	—	1	88	Nil	—
32.	National Instruments and Ophthalmic Glass Ltd., Jadavpur, Calcutta (W. Bengal).	752	—	—	7	Nil	—
33.	Triveni Structural Ltd., Naini, Allahabad (U.P.)	1,829	—	—	46	17	5,399.25
34.	Tungabhadra Steel Products Ltd., P.O. Tungabhadra Dam, Bellary (Mysore).	643	1	—	9	28	23,762.00

## APPENDIX—XXI—Contd

1	2	3	4	5	6	7	8
35.	<i>Bharat Earth Movers Ltd., Bangalore</i>						
	(a) Rail Coach Division	2,331	—	3	62	Nil	—
	(b) Earth Movers Division	3,328	—	—	113	8	1,661.00
36.	Bridge Engineering Workshop (Assam)	450*	25 minor accidents	—	—	—	—
37.	Garden Reach Workshop Ltd., Calcutta.	4,395	2	2,151*	—	—	ESI Scheme
38.	Bharat Dynamics Ltd., Hyderabad-5 (A.P.)	118	—	—	—	—	—
39.	Engineering Projects (India) Ltd., New Delhi.	29	—	—	—	—	—
40.	Bharat Pumps and Compressors Ltd., Allahabad (U.P.)	115	—	—	—	—	—
41.	<i>Hindustan Machine Tools Ltd., Bangalore.</i>						
	(a) H.M.T. Head Office, Bangalore	394	—	—	—	—	—
	(b) H.M.T. Pinjore	1,542	—	—	—	—	—
	(c) H.M.T. Kalamassery	2,281	—	—	—	—	—
	(d) H.M.T. Hyderabad	2,174	—	4	144	—	—
	(e) H.M.T. (Press Division) Hyderabad	146	—	—	—	—	—
	(f) H.M.T. Watch Factory III, Srinagar	46	—	—	—	—	—
	(g) H.M.T. I & II, Bangalore	4,314	—	—	130	—	—
	(h) H.M.T. Watch Factory, Bangalore	1,467	—	—	—	—	—
IV.	FINANCIAL INSTITUTIONS (INCLUDING BANKS AND INSURANCE)						
42.	The Export Credit & Guarantee Corporation Ltd., Bombay-1 (Maharashtra).	173	N.A.	N.A.	N.A.	N.A.	N.A.
43.	Film Finance Corporation Ltd., Bombay-6 (Maharashtra).	16	Nil	Nil	Nil	Nil	Nil
44.	Industrial Finance Corporation of India Ltd., New Delhi-1.	478	Nil	Nil	Nil	Nil	Nil
45.	Industrial Development Bank of India, Bombay-1 (Maharashtra).	614	N.A.	N.A.	N.A.	N.A.	N.A.
46.	Life Insurance Corporation of India Bombay-1 (Maharashtra).	51,938	Nil	Nil	Nil	Nil	Nil
47.	The National Industrial Development Corporation Ltd., New Delhi.	363 (11 Casual Staff).	Nil	Nil	Nil	Nil	Nil
48.	Reserve Bank of India, Bombay-1 (Maharashtra).	N.A.	Nil	Nil	Nil	Nil	Nil
49.	State Bank of India, Bombay-1 (Maharashtra).	74,910	—	—	—	—	—
50.	Bank Note Press (Project) Dewas (M.P.)	44	Nil	Nil	Nil	Nil	Nil
V.	IRON AND STEEL						
51.	<i>Hindustan Steel Ltd., Ranchi (Bihar).</i>						
	(a) Bhilai Steel Plant, Bhilai Durgapur (M.P.)	25,805	4	—	—	N.A.	N.A.

\*The figure includes permanent and temporary disabilities.

## APPENDIX—XXI—Contd.

1	2	3	4	5	6	7	8
(b)	Durgapur Steel Plant, Distt. Burdwan (W. Bengal).	19,969	4	—	—	N.A.	N.A.
(c)	Rourkela Steel Plant, Distt. Sundergarh (Orissa).	19,758	4	—	—	N.A.	N.A.
(d)	Alloy Steels Plant, Durgapur-8, Distt. Burdwan (W. Bengal).	4,687	—	—	—	N.A.	N.A.
52.	Bokaro Steel Ltd., Distt. Dhanbad (Bihar)	11,091	—	3	12	15	23,214.66
VI. MINING (INCLUDING MINERALS)							
53.	<i>Hindustan Steel Ltd., Bhilai Steel Plant, Bhilai-1 (M.P.).</i>						
(a)	Dalli Rajhara Mines (Iron Ore Mines) Distt. Durg (M.P.).	2,250	—	—	6	6	9,166.30
(b)	Hirri Mines (Dolomite Mines) Distt. Bilaspur (M.P.).	2,068	1	—	153	2	1,628.38
(c)	Nandini Mines (Limestone Mines), Distt. Durg (M.P.).	3,317*	—	2	25	24	21,213.28
54.	<i>Hindustan Steel Ltd., Ranchi, Bihar</i>						
	Central Coal Washeries Organisation, Dhanbad (Bihar).	1,034	—	1	11	1	1,642.95
55.	<i>Hindustan Zinc Ltd., Udaipur (Rajasthan)</i>						
(a)	Zinc Smelter, Debari, Udaipur (Rajasthan).	3,849	—	2	293	N.A.	28,897.32
(b)	Lead Smelter, Tundoo, Dhanbad (Bihar).						
(c)	Zawar Mines, Udaipur (Rajasthan)						
56.	Manganese Ore (India) Ltd., Nagpur (Maharashtra).	12,876*	2	34	204	N.A.	N.A.
57.	<i>National Coal Development Corporation Ltd., Ranchi, Bihar.</i>						
(i)	Argada Colliery, Distt. Hazaribagh (Bihar).	423	—	—	24	23	2,499.00
(ii)	Bachara Colliery, Distt. Hazaribagh (Bihar).	3,56,824*	—	—	33	N.A.	1,940.00
(iii)	Banki Colliery, Distt. Bilaspur (M.P.).	1,435	—	1	127	N.A.	9,937.20
(iv)	Bhurkunda Colliery, Distt. Hazaribagh (Bihar).	4,155	1	—	16	17	10,352.00
(v)	Churcha Colliery, Distt. Surguja, (M.P.).	600	—	—	25	N.A.	1,336.00 (I.O.D. wages).
(vi)	Duman Hill Colliery, Distt. Bilaspur (M.P.).	689	—	—	—	N.A.	1,084.16
(vii)	Deulbera Colliery, Distt. Dhenkanal (Orissa).	2,298	3	5	196	8	33,368.00
(viii)	Giddi 'A' Colliery, Distt. Hazaribagh (Bihar).	3,333	—	2	9	—	12,000.00
(ix)	Jarangdih Colliery, Distt. Hazaribagh (Bihar).	2,350	—	—	136	—	9,650.09
(x)	Korba Colliery, Distt. Bilaspur (M.P.).	2,103*	1	—	244	—	22,382.64
(xi)	Korea Colliery, Distt. Surguja (M.P.).	1,085	—	—	86	86	7,103.59
(xii)	Kurasia Colliery, Distt. Surguja (M.P.).	2,832*	1	—	125	125	6,552.64

\*It includes Casual Workers also.



## APPENDIX—XXI—Contd

1	2	3	4	5	6	7	8
	(xiii) Saunda Colliery, Distt. Hazaribagh (Bihar).	1,636	—	—	80	80	4,994.83
	(xiv) Swang Colliery Distt. Hazaribagh (Bihar).	1,618	—	1	173	174	5,028.50
	(xv) South Balanda Colliery, Distt. Dhenkanal (Orissa).	910	N.A.	N.A.	N.A.	N.A.	N.A.
	(xvi) Swang Washery Project, Distt. Hazaribagh (Bihar).	131	—	—	—	—	—
	(xvii) Surakchhar Colliery, Distt. Bilaspur (M.P.).	1,609	1	—	—	58	19,106.00
	(xviii) Talcher Colliery, Distt. Dhenkanal (Orissa).	1,914	2	1	399	391	38,137.50
	(xix) Manikpur Colliery, Distt. Bilaspur (M.P.).	505	—	—	—	—	—
	(xx) Sayal 'D' Colliery, Distt. Hazaribagh (Bihar).	2,500*	2	—	119	N.A.	15,504.73
	(xxi) Biscampur Colliery, Distt. Surguja (M.P.).	1,599	7	—	6	10	54,000.00
	(xxii) Khathara Colliery, Distt. Hazaribagh (Bihar).	12,85.79 per day.	—	—	18	N.A.	12,748.00
	(xxiii) Umrer Colliery, Distt. Nagpur (Maharashtra).	590	2	—	4	3	113.29
	(xxiv) Silewara Colliery, Distt. Nagpur (Maharashtra).	1,080	2	—	17	—	8,755.00
	(xxv) Jhingurda Colliery, Distt. Sidhi (M.P.).	723	—	—	—	—	—
	(xxvi) A.G.M. (O) P.O. Dera Colliery, Distt. Dhenkanal (Orissa).	51	Nil	Nil	Nil	Nil	Nil
	(xxvii) Dy. Supdt. (O) Colliery (T & D) Talcher, Distt. Dhenkanal (Orissa).	12	—	—	—	—	—
	(xxviii) Dera Colliery, Distt. Dhenkanal (Orissa).	8	—	—	—	—	—
	(xxix) Bokaro Colliery, Distt. Hazaribagh (Bihar).	4,472	—	—	—	—	—
	(xxx) Kargali Coal Washery, Distt. Hazaribagh (Bihar).	888	—	1	3	—	312.00
	(xxxi) Gorbi Project, Distt. Sidhi (M.P.).	123	—	—	—	—	—
	(xxxii) Central E. & M. Workshop Korba, Distt. Bilaspur (M.P.).	356*	—	—	10	10	359.50
	(xxxiii) Gidi 'C' Distt. Hazaribagh (Bihar)	488*	—	—	2	2	135.00
	(xxxiv) Water Works-Patratu, Distt. Hazaribagh (Bihar).	32*	—	—	—	—	—
	(xxxv) Gidi Coal Washery Project, Distt. Hazaribagh (Bihar).	129	—	—	—	—	—
	(xxxvi) Bhurkunda Industrial Engg. Deptt., Bhurkunda.	17	—	—	—	—	—
58.	The Singareni Collieries Co. Ltd., (A.P.)	24,818	13	10	1,524	—	2,12,234.00
59.	National Mineral Development Corporation, Ltd., Hyderabad (A.P.)						
	(a) Doni Malai Iron Ore Project, Sandure (Mysore).	415	—	—	1	—	—
	(b) Diamond Mining Project, Panna (M.P.).	1,035	—	—	1	5	363.99
	(c) Bailadila Iron Ore Project, Deposit No. 14, Distt. Baster (M.P.).	1,488	4	—	21	6	6,470.34
	(d) Bailadila Iron Ore Project, Deposit No. 5, Distt. Baster (M.P.).	752	N.A.	N.A.	N.A.	N.A.	N.A.

\*It includes Casual Workers also.

## APPENDIX—XXI—Contd

1	2	3	4	5	6	7	8
	(e) Kiriburu Iron Ore Mines, Distt. Singhbhum (Bihar).	1,374	—	—	1	—	—
	(f) Kundremukhe Iron Ore Project, (Mysore).	265	1	—	—	—	—
60.	Bharat Gold Mines Ltd., Oorgaum, (Mysore).	12,629	4	20	470+57@	—	2,75,735.46
61.	Neyveli Lignite Corporation, Neyveli, Distt. South Arcot (Tamil Nadu).	11,065	3	2	222	—	41,100.74
62.	Uranium Corporation of India, Ltd., Jaduguda, Distt. Singhbhum (Bihar).	2,419	—	—	132	—	—
63.	<i>Hindustan Copper Ltd., Calcutta.</i>						
	(a) Khetri Copper Ltd., Jhunjhun (Rajasthan).	4,604	14*	16	48	—	95,000.00
	(b) Agrigundala Copper Lead Project Vinukonda P.O. Vinukonda Taluk, Guntur (A.P.).	400	—	—	15	—	—
64.	Hindustan Latex Ltd., Trivandrum (Kerala)	448	—	—	17	—	—
VII. PAPER AND PAPER PRODUCTS							
65.	Hindustan Paper Corporation Ltd., Chanakyapuri, New Delhi.	32	—	—	—	—	—
66.	Security Paper Mill, Hoshangabad (M.P.)	704.00	—	2	1,543	—	12,250.00*
67.	The National Newsprints and Paper Mills Ltd., Nepa Nagar, Distt. Nimar (M.P.).	2,051	2†	1	203	147	22,556.53
VIII. PETROLEUM AND REFINING							
68.	<i>A. Indian Oil Corporation Ltd., (Refinery Division), New Delhi.</i>						
	(a) Barauni Refinery, Barauni, Distt. Monghyr (Bihar).	2,830	—	1	43	26	2,373.01
	(b) Gauhati Refinery Gauhati (Assam)	1,263	—	—	—	—	—
	(c) Gujarat Refinery Koyali, Distt. Baroda (Gujarat).	1,528	—	—	16	7	193.32
	(d) Haldia Refinery, Haldia	140	—	—	—	—	—
	<i>B. Indian Oil Corporation Ltd., (Marketing Division), Bombay (Maharashtra).</i>	8,561	—	—	37	N.A.	N.A.
69.	Oil and Natural Gas Commission, Dehradun (U.P.).	16,309	8	16	269	N.A.	74,588.00
70.	Cochin Refineries Ltd., Cochin (Kerala)	323	—	—	12	—	£
71.	Madras Refineries Ltd., Manali, Distt. Chingleput (Tamil Nadu).	460	—	1	18	19	5,441.91
IX. PORTS AND DOCKS							
72.	Kandla Port Trust, Gandhidham (Kutch), (Gujarat).	3,563	1	—	—	90	8,000.00

\*In addition, full pay and allowances for the period of temporary disability have also been paid.

†Fatal accidents were occurred during 1968-71.

@Occupational diseases.

£No separate compensation as such but full salary for the period of absence has been paid in all the cases.

## APPENDIX—XXI—Contd.

1	2	3	4	5	6	7	8
73.	Madras Port Trust, Madras-1 (Tamil Nadu).	10,654	1	48	599	648	74,275.47
74.	Mormugao Port Trust, Mormugao (Goa)	2,029	1	1	33	22	710.31
75.	Visakhapatnam Port Trust, Visakhapatnam (A.P.).	7,768@	1	2	304	—	28,785.00
76.	Kandla Dock Labour Board, Kandla (Kutch), (Gujarat).	18	—	—	—	14	423.86
X. PRINTING, PUBLISHING AND ALLIED INDUSTRIES							
77.	Government of India Press, Simla (H.P.)	660	—	—	—	—	—
XI. PROMOTIONAL AND DEVELOPMENTAL INSTITUTIONS)							
78.	<i>Rehabilitation Industries Corporation, Limited Calcutta (West Bengal)</i>						
(a)	Automobile Workshop, Behala, Calcutta (W. Bengal)	26	—	—	—	—	—
(b)	Gayeshpur Production Centre, P. O. Gayeshpur, Distt. Nadia (W. Bengal).	287	—	—	—	—	—
(c)	Cast Iron Foundry, Durgapur, Burdwan (W. Bengal).	76	—	—	—	—	—
(b)	Electrical Ancilliary Unit, Calcutta (W. Bengal).	61	—	—	—	—	—
(e)	Fruit Canning Unit, Bon-Hooghly Industrial Estate (W.B.).	40	—	—	—	—	—
(f)	Garment Factory, Calcutta (W.B.)	29	—	—	—	—	—
(g)	Leather Works, Calcutta (W.B.).	87	—	—	—	—	—
(h)	Sheet Metal Unit, Bon-Hooghly, Calcutta (W.B.).	102	—	—	—	—	—
(i)	Malda Silk Factory, Malda	114	—	—	—	—	—
(j)	Sukumar Engg. Works, Calcutta (W.B.).	100	—	—	—	—	—
(k)	Teharpur Production Centre, Teharpur, Nadia (W.B.).	426	—	—	—	—	—
(l)	K.B.M. Production Centre Chakadak, Nadia (W.B.).	341	—	—	—	—	—
(m)	Habra Production Centre, Habra, 24 Parganas, Malda (W.B.).	272	—	—	—	—	—
(n)	Jugdapur Sleeper Factory, Jugdapur (M.P.).	77	—	—	—	—	—
(o)	Automobiles and Fuel and Service Station, Behala.	32	—	—	—	—	—
(p)	Tent Making Unit Behala Industrial Estate, Calcutta (W.B.).	18	—	—	—	—	—
(q)	Textile Processing Unit, Calcutta (W.B.).	144	—	—	—	—	—
(r)	Wood Works Calcutta (W.B.) .	29	—	—	—	—	—
(s)	Ceramic Factory, Raighat, Nadia (W.B.).	27*	—	—	—	—	—
79.	Central Warehousing Corporation, New Delhi-16.	N.A.	—	—	—	—	—

\*It includes Casual Workers also.

@This does not includes managerial, supervisory and clerical staff.

## APPENDIX—XXI—Contd

1	2	3	4	5	6	7	8
<b>XII. SHIP BUILDING AND REPAIRING</b>							
80.	Hindustan Ship Yard Ltd., Gandhigram, Visakhapatnam (A.P.).	4,802	1	5	59	40	6,819.60
81.	Mazagaon Dock Ltd., Mazagaon Bombay-10 (Maharashtra).	6,937	4	—	64	N.A.	23,666.71
82.	Goa Shipyard Ltd., Goa	845	—	—	81	81	4,188.47
<b>XIII. TRANSPORT, AVIATION AND SHIPPING</b>							
83.	Air India, Bombay-1 (Maharashtra).	2,302	—	—	436	—	—
84.	Central Inland Water Transport Corporation, Calcutta, (W.B.).	4,202	2	5	118	2	400.00*
85.	Central Road Transport Corporation Ltd., Calcutta (W.B.).	1,139	—	—	—	2	1,184.00
86.	Indian Airlines, New Delhi-1	14,759	6	3	149	6	4,78,275.00
87.	The Moughul Line Ltd., Bombay-1 (Maharashtra).	498	4*	1	1	6	39,580.00
88.	Shipping Corporation of India Ltd., Bombay (Maharashtra).	6,284	N.A.	N.A.	N.A.	N.A.	N.A.
89.	Integral Coach Factory, Perambur, Madras-38.	9,799	—	33	122	33	36,526.00
90.	<i>South Eastern Railway, Calcutta (W.B.)</i>						
(a)	South Eastern Railway Workshops, Kharagpur.	9,984	2	22	880	4	19,610.00
(b)	South Eastern Railway, Narrow gauge, Nagpur (Maharashtra).	872	—	—	244	—	—
(c)	South Eastern Railway, Engineering Workshop, Sini, Distt. Singhbhum (Bihar).	1,057	—	1	380	1	7,000.00
(d)	Electrical Workshops, Kharagpur	1,442	—	2	41	2	1,869.00
91.	Central Railway, Bombay (Maharashtra)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
92.	South Central Railway, Secunderabad	98,291	16	51	1,176	5,389	11,39,385.00
<b>XIV. Others</b>							
93.	Railway Protection Force, Central Railway, Bombay (Maharashtra).	6,310	1	1	63	65	15,684.71
94.	C.P.W.D. Desert Cooler Workshop, New Delhi-1.	16	1	—	1	N.A.	Paid as per Rules.
95.	Government Medical Store Depot, Calcutta-22 (W.B.).	336	—	—	—	—	—
96.	Government Medical Store Depot, Karnal (Haryana).	197	—	—	—	—	—
97.	Hindustan Steel Works Construction Ltd., Calcutta (W. Bengal).	7,000	2	—	56	17	26,001.50

\*In addition E.S.I. Compensation.

## APPENDIX—XXI—Contd.

1	2	3	4	5	6	7	8
98.	India Government Mint, Alipore, Calcutta (W. Bengal).	1,774	—	—	84	—	—
99.	India Government Mint, Bombay (Maharashtra).	1,906	—	—	24	—	—
100.	India Government Silver Refinery Cell Calcutta (West Bengal).	272	—	—	—	—	—
101.	India Government Mint, Hyderabad (A.P.)	435	—	—	—	—	—
102.	Lube India Ltd., Bombay (Maharashtra)	140	—	—	—	—	—
103.	<i>Modern Bakeries (India) Ltd., New Delhi.</i>						
	(a) Naroda Unit, Industrial Estate, Ahmedabad (Gujarat).	55	1	—	1	—	—
	(b) Bangalore Unit, Bangalore	120	—	—	3	1	100·00*
	(c) Aarey Milk Unit, Bombay (Maharashtra).	145	—	—	26	—	—
	(d) Calcutta Unit, Calcutta (W. Bengal)	156	—	—	15 (Minor Accidents)	—	—
	(e) Cochin Unit, Cochin (Kerala)	75	—	—	—	—	—
	(f) New Delhi Unit, New Delhi	70	—	—	—	—	—
	(g) Uppal Kalan Unit, Hyderabad (A.P.)	102	—	—	10	—	—
	(h) Kanpur Unit, Kanpur (U.P.)	101	—	1	2	—	—
	(i) Adyar Unit, Madras (Tamil Nadu)	86	—	—	1	—	£
104.	National Buildings Construction Corporation Ltd., New Delhi.	4,020	1	—	12	—	18,357·00
105.	National Projects Construction Corporation Ltd., New Delhi.	2,446	N.A.			N.A.	N.A.
106.	<i>National Small Industries Corporation Ltd., New Delhi.</i>						
	(a) P.T.C. Okhla, New Delhi	211	—	—	170	—	—
	(b) P.T.C. Indo-Japanese, Howrah (W.B.)	291	—	—	71	—	—
	(c) P.T.C. Rajkot (Gujarat)	87	—	—	212	—	—
107.	Central Fisheries Corporation Ltd., Ahmedabad (Gujarat).	10	N.A.	N.A.	N.A.	N.A.	N.A.
108.	Delhi Milk Scheme, New Delhi	2,366	—	—	—	—	—
109.	Hindustan Housing Factory Ltd., New Delhi.	1,282	—	1	8	—	—
110.	Jute Corporation of India, Calcutta (West Bengal).	27	—	—	—	—	—
111.	Indian Dairy Corporation, Baroda, Bombay.	62	—	—	—	—	—
112.	National Seeds Corporation of India Ltd., New Delhi.	1,074	1†	1	2	3	3,105·00

\*In addition to compensation by ESIS.

†Figures relates to 1968 to 1971.

£No compensation has so far been paid except for the half monthly payment payable to an employee under the Workmen's Compensation Act.

## APPENDIX—XXI—Contd.

1	2	3	4	5	6	7	8
113.	<i>State Farms Corporation of India, New Delhi</i>						
	(a) Central State Farm, P.O. Jawalgera, Distt. Raichur (Mysore).	64	—	—	—	—	—
	(b) Central State Farm, Mizo Hills, Lockicheera, and Lushaicherra.	40	—	—	—	—	—
	(c) Central State Farm Chemgam, North Arcot (Tamil Nadu).	9	—	—	—	—	—
	(d) Central State Farm, Cannanore	135	—	—	—	—	—
	(e) Central State Farm (Hirakud) Jharsuguda.	44	—	—	—	—	—
	(f) Central State Farm, Jestar	220	—	—	—	—	—
	(g) Central State Farm, Ludhiana (Punjab).	56	—	—	—	—	—
	(h) Central State Farm (Kokilabari), Assam.	27	—	—	—	—	—
	(i) Central State Farm, Hissar (Punjab)	71	1	—	—	—	—
114.	Hydro Carbons India (P) Ltd., D-35, South Extension, New Delhi.	N.A.	—	—	—	—	—
115.	The Cotton Corporation of India, Limited, Bombay (Maharashtra).	89 (Including 5 Temporary).	—	—	2	2	@

@Special disability leave was granted with full salary for the period of absence from duty on account of accident.

