

# Agricultural Labour in India

## Its Characteristics as Revealed by National Sample Survey

Ranjan Kumar Som

AGRICULTURAL labour constitutes the most important single element in the gainfully employed population in Indian agriculture.

Dara on the proportion of agricultural labour to the gainfully employed population and to total population, and the proportion of gainfully employed to total population, derived from Census of India 1951, the Agricultural Labour Enquiry (A L E) of 1950-51 and the three National Sample Survey (N S S) rounds over the period 1952-55 are presented in Table 1.

Theoretically, the gainfully employed population includes employers, employees and own-account workers and unpaid household labour engaged in productive occupations. The same number of the total gainfully employed could be obtained by deducting the number of persons deriving their earnings from non-gainful sources from the total number of earners and earning dependants. The Census (1951) proportion of gainfully employed was derived by the latter method in the National Sample Survey Report No 14, *Some Characteristics of the Economically Active Population*. The Report found that the Census proportion of gainfully employed was an underestimate, mainly due to the omission of earning dependants, especially females engaged in household enterprises, from the gainfully employed category in the Census. This was subsequently confirmed in the Census publication, Census of India Paper No 3, 1955. Economic Classification by Age Group, 1951, Census, Uttar Pradesh: "the obvious inference is that some workers have been enumerated as non-earning dependents in these States" (Mysore, West Bengal, U P).

### DIFFERENT CONCEPTS AND DEFINITIONS

In the Agricultural Labour Enquiry, "earners" and "helpers" have been taken to constitute the gainfully employed. Thus defined, the gainfully employed include a negligible proportion of "earners" and "helpers" engaged in non-productive occupations. The proportion of agricultural labour to total population in

the rural sector was estimated at 10 per cent in the N S S rounds and at 13 per cent in the A L E. Similarly the proportion of agricultural labour to the gainfully employed population was 44-47 per cent in the N S S rounds and 49 per cent in the A L E. The Census all-India proportions were even lower than the N S S all-India proportions. The over-estimation of the proportions in the A L E is not unusual for a survey oriented to the coverage of a particular subject. The discrepancy between the Census, the A L E and the N S S estimates may then be sought in the differences of concepts and definitions adopted and the procedures followed,

In an article by Daniel and Alice Thorner on "Agricultural Manpower in India; Labourers" published in the *Economic Weekly* of November 9, 1957, the agricultural labour population was estimated from the Census by adding to the number of 'self-supporting' and 'earning dependent' labourers depending on agriculture for their primary means of livelihood, the number of persons (presumably self-supporting only, since the Census does not give the "own" secondary means of livelihood of the earning dependants) having agricultural labour as their secondary means of livelihood. The total number of persons following different activities calculated on this basis will be greater than the total number of gainfully employed. There is, thus, a logical difficulty in adopting their approach.

### EARNERS AND HELPERS

Table 2 gives the percentage distribution of persons in three economic status groups obtained from the Census, the A L E and the N S S rounds. The definitions were the same for the Census and the N S S; the term "earner" was used in the M S S for the "self-supporting" in the Census. In the A L E, "an earner was taken as one who had earned income however meagre it might be. Helpers are those who assist earners without earning independently any income themselves" (*Rural Manpower and Occupational Structure*, Government of India. The "earners" in the A L E would thus

include the earning dependants, presuming, of course, that the income need not necessarily be in the form of cash earnings or wages. In Table 2, the proportion of "helpers" in the A L E is seen to be of the same order as that of the earning dependants in the N S S, Notwithstanding the definitions adopted, the "helpers" along with the "earners" may be taken to constitute the gainfully employed in the A L E. "Earners" in the A L E may be taken to be synonymous with Census "self-supporting" and N S S "earners", and the "helpers" in the A L E with "earning dependants" in the Census and N S S. (The Census proportion of earning dependants is much lower than that in the A L E and N S S for reasons explained earlier. The preference of the Thorner for using the A L E estimate for "earners" alone as the nearest equivalent to the Census totals for self-supporting and earning dependants taken together does not, therefore, seem justified.

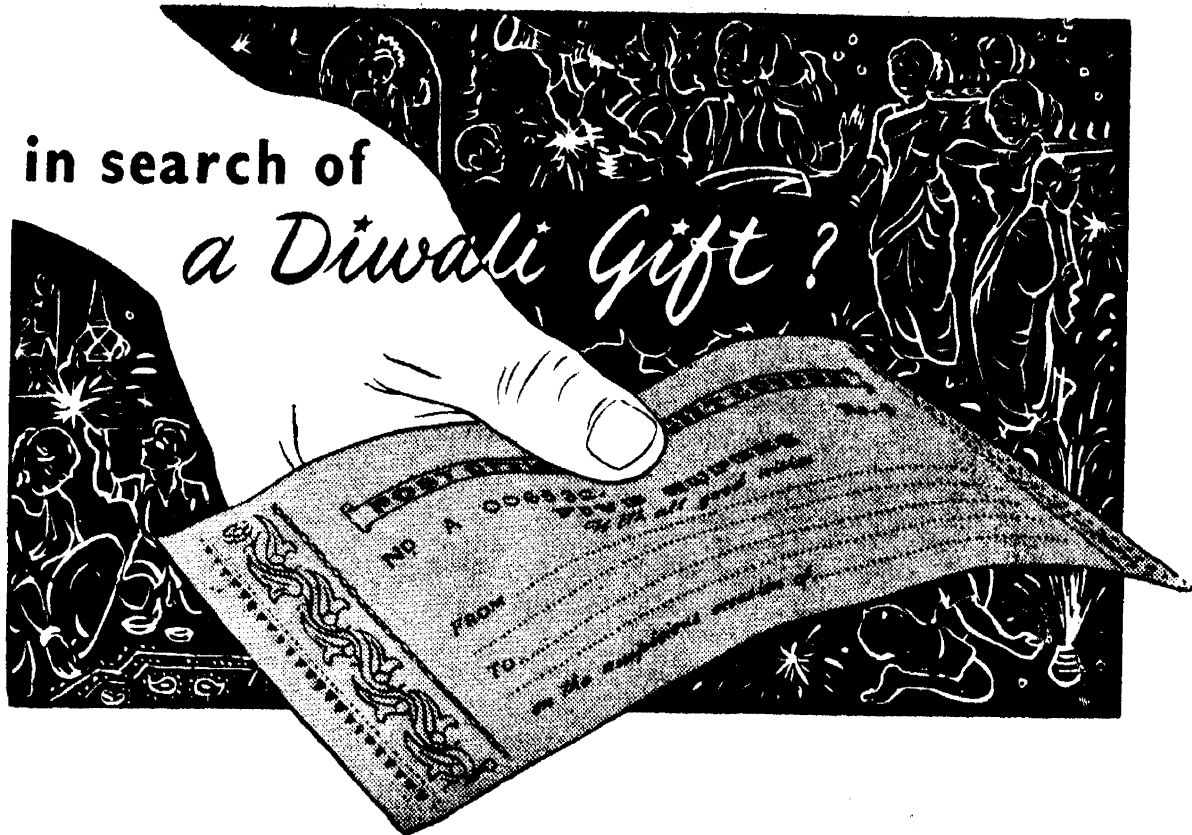
The second Agricultural Labour Enquiry was conducted in 1956-57 along with the 11th and 12th rounds of the N S S. This Enquiry adopted the concept of activity status for classifying the population into gainfully employed and others. The results of this enquiry when available for study should throw much more light on the problem.

### HOUSEHOLD SIZE

Table 3 shows the average size of agricultural labour households and the total population obtained from the N S S 4th round (April-September 1952). The average size of the agricultural labour household was estimated at 4.26 for all-India, 4.27 for the rural and 4.14 for the urban sector. The First A L E (1950-51) estimated the average size of the agricultural labour household in rural areas at 4.3, almost the same as in N S S 4th round.

### INDEX OF INERTIA

The National Sample Survey Report No 11 introduced an Index—the Index of Inertia—for measuring the ratio of the number of gainfully employed persons having the same occupation as the household occupation to the total number of employ-



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**Table 1 : Agricultural Labour as per cent of Gainfully Employed and Total Population**

Survey and Period	Agricultural Labour as % of Gainfully Employed		Agricultural Labour as % of Total Population		Gainfully Employed as % of Total Population	
	Rural	All-India	Rural	All-India	Rural	All-India
1 Census 1951 <sup>1</sup>	—	19.7	—	7.7	—	39.0
2 ALE, 1950-51 <sup>2</sup>	26.9	—	13.3	—	49.3	—
3 NSS, 4th round, 1952 <sup>3</sup>	20.6	—	9.6	—	46.7	—
4 NSS, 7th round, 1953-54 <sup>3</sup>	22.5	21.0	10.2	9.1	45.3	43.4
5 NSS, 9th round, 1955 <sup>4</sup>	21.9	—	9.6	—	43.9	—
	Rural	All-India	Rural	All-India	Rural	All-India

<sup>1</sup> Estimated in National Sample Survey Report No 14. "Some characteristics of the economically active population", 1958-59.

<sup>2</sup> "Agricultural Labour Enquiry, rural manpower and occupational structure", 1954.

<sup>3</sup> National Sample Survey Report No 14. "Some characteristics of the economically active population", 1958-59.

<sup>4</sup> National Sample Survey Report No 16. "Report on employment and unemployment", 1959.

**Table 3 : Average Size of Household**

Household occupation	Rural		Urban		All-India	
	Number of sample house-holds	Average size of house-hold	Number of sample house-holds	Average size of house-hold	Number of sample house-holds	Average size of house-hold
1 Agricultural labour	1515	4.27	107	4.14	1622	4.26
2 All household occupations	8284	5.03	3888	5.59	12172	4.95
3 Index : (1) × 100 ÷ (2)	....	84.9	....	74.1	....	86.1

Source : N S S (4th round April-September 1952) Report No 14.

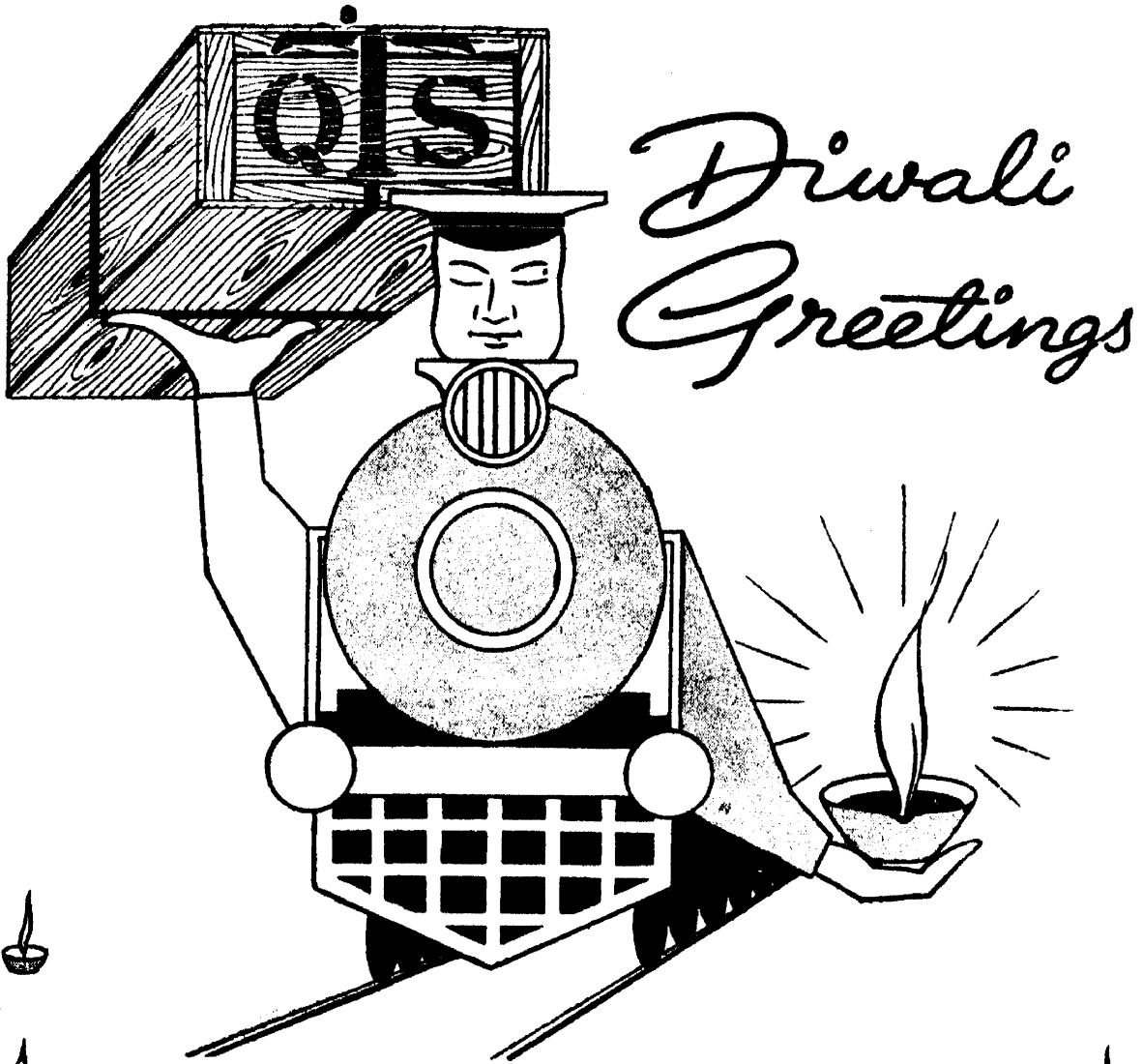
**Table 5 : Average Monthly Days of Work in Primary and All Occupations for Agricultural Labour and All Gainfully Employed Persons**

Average Days of Work in

Primary occupation	Sample*	Primary occupation			All occupations			No of sample persons
		M	F	T	M	F	T	
Rural								
1 Agricultural labour	1	17.5	9.5	14.0	21.6	11.9	17.3	3051
	2	17.3	9.4	13.8	21.6	11.5	16.8	3211
	C	17.4	9.4	13.9	21.6	11.7	17.0	6262
2 All gainfully employed	1	20.3	13.6	17.9	25.3	16.7	22.2	15427
	2	20.3	14.1	18.0	25.2	17.5	22.3	15952
	C	20.3	13.9	18.0	25.3	17.2	22.3	31379
3 Index : (1) × 100 ÷ (2)	1	86.2	69.9	78.2	85.4	71.3	77.9	....
	2	85.2	66.7	76.7	85.7	65.7	75.3	....
	C	85.7	67.6	77.2	85.4	68.0	76.2	....
Urban								
1 Agricultural labour	1	17.8	9.4	13.8	20.3	10.7	15.7	159
	2	17.3	11.7	13.4	19.8	12.6	14.7	192
	C	17.6	10.9	13.6	20.1	11.9	15.2	351
2 All gainfully employed	1	23.6	18.3	22.6	25.4	19.3	24.3	2978
	2	24.4	20.8	23.5	25.9	21.6	24.8	3115
	C	24.0	19.8	23.1	25.6	20.7	24.5	6093
3. Index : (1) × 100 ÷ (2)	1	75.4	51.4	61.0	79.8	55.5	64.7	—
	2	70.6	56.2	56.9	76.6	58.1	59.4	—
	C	73.2	54.9	58.8	78.4	57.5	61.9	—

\* Sample 'C' indicates samples 1 and 2 combined.

Source : N S S Report No 14.



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ed persons for any particular household occupation. In this Index, the principal earners of the household whose occupation is taken as the household occupation are left out both from the numerator and the denominator.

Thus for households with household occupation *i*. Index of Inertia

$$\frac{e(ii) - h(i)}{e(i) - h(i)} \times 100$$

where  $h(i)$  = number of principal earners of households

( = number of households);

$e(i)$  = total number of gainfully employed persons; and

$e(ii)$  = number of gainfully employed persons with the same occupation as the household occupation.

This Index of Inertia for agricultural labour and for all households is given in Table 4.

The chance that an employed person belonging to an agricultural labour household will also be an agricultural labourer was about 81 per cent in the rural sector and 74 per cent in urban: the corresponding chance for all households was 70 per cent in the rural and 57 per cent in the urban. There was thus a greater degree of occupational immobility within the agricultural labour household than all households.

#### AVERAGE DAYS OF WORK

The average number of working days in the primary occupation and in all occupations of persons with agricultural labour as their primary occupation have been shown by sex and two interpenetrating samples in Table 5 for the rural and urban sector, along with those for all gainfully employed persons. Agricultural labourers work for comparatively less days than the general population—about 24 per cent less in the rural and 38 per cent less in the urban sector. The disparity is higher for females compared with males.

The average number of working days per month in all occupations for agricultural labour and the total gainfully employed population is given by sex for six rural population zones in Table 6 from N S S 6th round, May-August 1953. There is good deal of variation between the rural population zones in regard to the number of working days for agricultural labour. The north zone shows the highest number of days (20) and the south zone the lowest (14). The order of the rural zones in regard to working days generally

follows the pattern obtaining in the Agricultural Labour Enquiry, 1950-51 (*Agricultural Labour Enquiry, Volume I—All-India*). While male agricultural labour records a monthly average of 24 working days in the north zone, female agricultural labour has the highest number (12 days) in the north-west and west zones. Agricultural labourers always have less working days than the total gainfully employed, except in the east zone.

#### INTENSITY OF EMPLOYMENT

The intensity of employment was recorded in the N S S 7th round (October 1953-March 1954) in terms of—no work; less than quarter; quarter; half, three quarter; full; leave, rest and vacation. The results for agricultural labour and all gainfully employed are shown in Table 7 for all-India rural population.

As compared to 69 per cent of the gainfully employed population having full intensity of employment, only 45 per cent of agricultural labourers had full intensity of employment in 1953-54. The disparity was even wider in the case of female agricultural labour. Corres-

pondingly, the proportion of agricultural labour with less than full intensity of employment, for example with quarter or less intensity, was higher than that of the total gainfully employed: 22.7 per cent of agricultural labourers, as compared with 12.8 per cent of the gainfully employed, had intensity of quarter or less in the rural areas.

#### REASONS FOR UNDER-EMPLOYMENT

In the N S S 7th round, data on the reasons for under-employment for those with less than full intensity were also collected. This information is given in Table (8) for all India rural and urban sectors. 47.8 per cent for the rural gainfully employed but a much higher proportion, 60.1 per cent, for rural agricultural labour were under-employed due to economic reasons—lack of materials and equipment, fall in demand, slack season, off-season, etc. Agricultural labour is obviously affected much more by economic reasons for under-employment than the rest of the gainfully employed. In the urban sector, the proportion of persons suffering from under-employment due to economic causes was 55.0 per cent for the total

**Table 2 : Percentage Distribution of Rural Population by Economic Status Group**

Survey and Period	Earning dependants (helpers)		Non-earning dependants	Total
	Self-supporting (earners)			
1 Census 1951 <sup>1</sup>	29.1	11.9	59.0	100
2 ALE, 1950-51 <sup>2</sup>	30.4	18.9	50.7	100
3 NSS, 1st round, 1950-51 <sup>3</sup>	28.1	16.6	55.4	100
4 NSS, 4th round, 1952 <sup>4</sup>	29.5	17.9	52.6	100
5 NSS, 9th round, 1955 <sup>5</sup>	29.9	16.6	53.1	100

<sup>1</sup> Census of India 1951. Paper No 3. 195.1

<sup>2</sup> "Agricultural Labour Enquiry, rural manpower and occupational structure", 1954.

<sup>3</sup> National Sample Survey General Report No 1 on the First Round, 1952.

<sup>4</sup> National Sample Survey Report No 14. "some characteristics of the economically active population." 1958-59.

<sup>5</sup> National Sample Survey Report No 16. "Report on employment and unemployment", 1959.

**Table 4 : Index of Inertia of Agricultural Labour and All Households**

	Rural		Urban	
	Number of sample households	Index of inertia	Index of inertia	Number of sample households
1 Agricultural labour	1515	81.2	74.1	107
2 All households occupations	7826	70.2	57.4	3538
3 Index : (1) × 100 ÷ 2	...	115.6	129.3	....

Source : N S S Report No 14. In this and following tables, the Index has been calculated before the components were rounded off to 1 decimal place.

**Table 6 : Average Number of Working Days per Month for Agricultural Labour and All Gainfully Employed Persons in Rural Areas**

Occupation	Sex	Rural Zone						All-India rural	Number of sample persons
		North	East	South	West	Central	North-west		
1 Agricultural labour	Male	24.5	23.2	18.2	21.1	22.5	22.0	21.8	1262
	Female	8.0	10.4	10.3	12.0	9.1	12.3	10.2	901
	Total	19.8	18.9	14.4	16.9	16.0	19.2	16.9	2163
2 All gainfully employed	Male	27.0	23.2	23.4	25.0	23.8	25.8	24.5	6744
	Female	22.5	13.8	16.1	17.4	13.1	20.6	16.6	3706
	Total	25.6	20.4	20.6	21.8	19.6	24.0	21.7	10450
3 Index : (1) × 100 ÷ (2)	Male	90.5	99.8	78.0	84.5	84.7	85.4	88.9	....
	Female	35.3	75.4	64.3	69.0	69.0	59.7	61.4	....
	Total	77.5	92.6	69.7	77.6	81.9	80.0	78.1	....

Source : N S S Report No 14.

**Table 7 : Percentage Distribution of Agricultural Labour and All Gainfully Employed Persons in Intensity of Employment Groups**

Sex	Occupation	Intensity of Employment							All intensity	Number of sample
		No work	Less than quarter	Quarter	Half	Three Quarter	Full	Leave rest, vacation		
Male	1 Agricultural labour	4.1	5.2	6.1	17.3	12.5	54.4	0.4	100	2,099
	2 All gainfully employed	2.7	3.0	3.5	9.0	7.2	74.1	0.5	100	12,012
	3 Index (1) × 100 ÷ (2)	150.4	171.4	175.9	191.8	174.8	73.4	84.3	100	....
Female	1 Agricultural labour	11.0	10.3	10.0	24.3	10.5	33.4	0.5	100	1,779
	2 All gainfully employed	7.9	6.2	6.1	14.1	6.9	58.1	0.7	100	6,278
	3 Index (1) × 100 ÷ (2)	139.9	165.0	172.9	172.7	151.3	57.4	70.8	100	....
Total	1 Agricultural labour	7.2	7.5	7.9	20.5	11.6	44.8	0.5	100	3,878
	2 All gainfully employed	4.4	4.1	4.3	10.7	7.1	68.8	0.6	100	18,290
	3 Index (1) × 100 ÷ (2)	174.3	184.5	183.1	192.0	163.6	65.0	81.0	100	....

Source : N S S Report No 14.

**Table 8 : Percentage Distribution of Under-employed Agricultural Labour and All Gainfully Employed Persons by Reasons for Under-employment**

Occupation	Sector	Reasons for under-employment*								Total	Number of sample persons
		1	2	3	4	5	6	7	8		
1 Agricultural labour	Rural	7.5	12.0	0.8	25.0	24.8	0.2	9.3	20.4	100	2114
	Urban	8.8	10.8	—	24.5	26.5	—	13.7	15.7	100	102
2 All gainfully employed	Rural	9.0	13.8	2.6	14.3	21.3	0.3	10.5	28.2	100	5570
	Urban	8.7	7.1	2.7	29.9	15.8	2.6	4.0	29.2	100	549
3 Index : (1) × 100 ÷ (2)	Rural	83.8	87.0	30.2	175.3	116.2	92.6	88.3	72.1	100	....
	Urban	100.9	151.8	—	82.1	167.0	—	342.4	53.8	100	....

\* (1) Inability due to own illness, (2) domestic reasons, (3) fall in production due to lack of materials and equipment, (4) fall in demand, (5) slack season, (6) political and other reasons, (7) off season, (8) other reasons.

Source : N S S Report No 14.

gainfully employed and 64.7 per cent for agricultural labour—the disparity being much less than in the rural sector.

#### AVERAGE INCOME

In the N S S 7th round, data on average income were also collected for the different occupations. The average incomes from primary occupations are given in Table (9) for rural and urban sectors. The average monthly income was Rs 16.4 for rural agricultural labour as compared with Rs 37.5 for the total rural gainfully employed: the income of the agricultural labour in the rural areas was thus less than half of the total gainfully employed. The disparity was less in the case of females. In the urban sector, agricultural labourers had a monthly income of Rs 17.1 as compared with the income of Rs 64.7 for the total gainfully employed, the income of the agricultural labour thus being less than one-third that of the total gainfully employed. Here also as in the rural areas, the disparity in income between the female agricultural labour and the female total gainfully employed was relatively much less. The reason for this may lie in the fact that the proportion of agricultural labour among gainfully employed females (30.6 per cent in the rural sector and 23.3 per cent in the urban, according to N S S 7th round) is much more than that among males (18.4 per cent in the rural and 7.7 per cent in the urban).

In the First A I. E (1950-51), the average annual income per family in rural areas came to Rs 147 (*Agricultural Labour Enquiry. Fol I-All-India.* Government of India, 1954) i.e. an average, monthly income of Rs 37.25: this income was derived from all occupations, principal or subsidiary, by agricultural labour in agricultural labour households. Dividing this by the average number of agricultural labourers in the household (2.0), the average monthly income per agricultural labourer comes to Rs 18.62. The distribution of this income according to source is shown below:

Source	%	Average Monthly Income (Rs)
Agricultural wages	62.2	11.95
Non-agricultural wages	11.9	2.22
Land	13.4	2.50
Others	10.5	1.95
<b>Total</b>	<b>100</b>	<b>18.62</b>

Thus the average monthly income per agricultural labour in agricultural labour households was Rs 11.95 from agricultural wages and Rs 14.17 from agricultural and non-agricultural wages taken together.

a higher average income per agricultural labour in these households as also in all households taken together. This could be a plausible explanation for the higher income per agricultural labourer in all

**Table 9 : Average Monthly Income of Agricultural Labour and All Gainfully Employed Persons by Sex**

Occupation	Sex	All-India	All-India
		rural	urban
1 Agricultural labour	Male	18.5	19.2
	Female	14.0	14.2
	Total	16.4	17.1
2 All gainfully employed	Male	45.4	72.3
	Female	21.1	25.2
	Total	37.5	64.7
3 Index : (1) × 100 ÷ (2)	Male	40.7	26.5
	Female	66.4	56.1
	Total	43.9	26.5

Source : N S S Report No 14.

The average income per agricultural labourer in agricultural labour households obtained from the first A L E (1950-51) may be compared with the average income per agricultural labourer in all households (whether the main source of income in the households is from agricultural labour or not) obtained from the N S S (1953-54) above. These two measures of the average income per agricultural labourer were not really meant to be comparable: the N S S data cover the whole "universe" of agricultural labour in villages while the A L E data relate to agricultural labour in agricultural labour households only.

It is well known that quite a substantial part of rural agricultural labour population is in households whose main occupation is derived from other sources: in the 4th round—(April-September 1952) of the N S S. for example of the total agricultural labour in rural India, 76.7 per cent for three-fourth came from households whose main occupation was agricultural labour and the remaining 23.3 per cent from other households: 12.0 per cent were from households with other agricultural and related occupations.

Agricultural labour coming from other than agricultural labour households (for example, fanner, cultivator, share-cropper households) are expected to be predominantly males. The greater weightage to adult male agricultural labour which gets higher wages than adult females or children, in households other than agricultural labour households could lead to

households, compared to that in agricultural labour households, even when the wage of agricultural labourers remains the same for each of the categories—adult male, adult female and child—separately.

#### Employment in Public Sector

TOTAL employment in the public sector in 28,983 establishments, excluding the railways, rose from 50,00,762 at the end of September 1959 to 50,77,504 at the end of December 1959. an increase of 67,712.

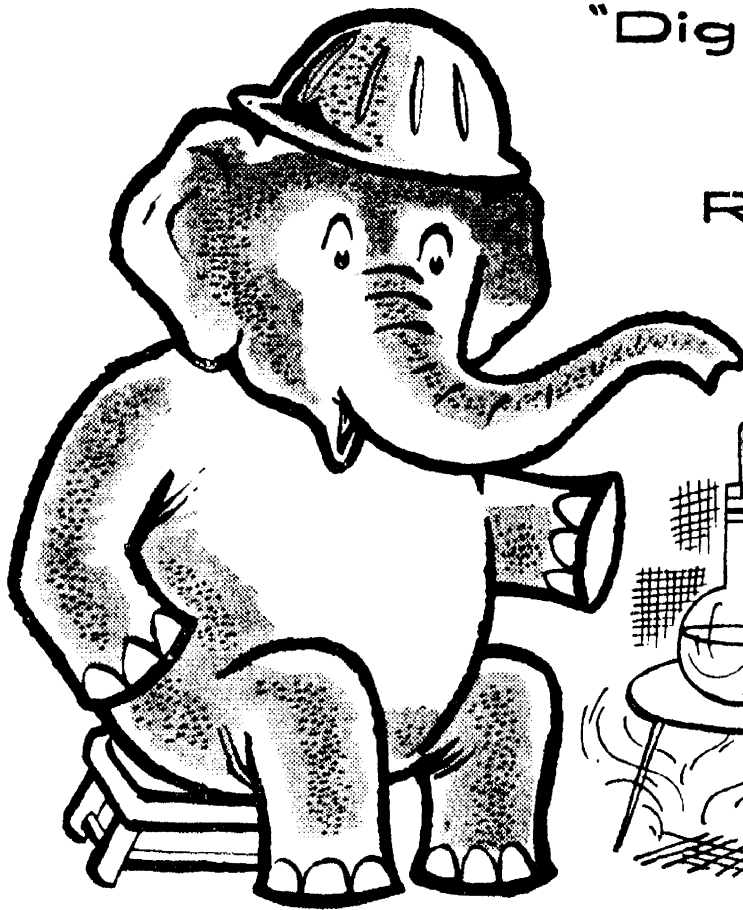
The increase in employment in Central Government establishments was 12,382. quasi-Government establishment- 25,579 and Local Bodies 34,878.

There was an increase of 2,982 in the number of persons employed in the Services—educational, medical and health, legal and community. This health, legal and community. This included an increase of 928 persons in educational and scientific services.

The manufacturing industries recorded a gain of 2,808 persons which was chiefly accounted for by an increase of 1,150 persons engaged in the manufacture of electric machinery and appliances and 890 persons employed in the manufacture of chemicals and chemical products. Establishments concerned with the mining of crude petroleum and natural gas reported an increase of 843 persons.

The construction activities under the Central Government registered a gain in employment of 741 persons.

*Memoirs of an Elephant—5*



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You know, I really can't understand these people at the AOC. After all the trouble they take to find the oil, they tell me that when they do, it is "crude" and that it has to be "refined".

It is now about 60 years since they started this "refining" business in Assam. They say that their plant in Digboi was the first in India operating on modern lines. During these years, many additions have been made to the plant. Among others they added a Dubbs Cracking Plant, an Edeleanu Plant, Atmospheric and Vacuum Tube Stills, and Oil Heaters. A new

petroleum plant and a new Lubricating Oil Distillation unit were added in 1954.

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| (iii) Banking Assistants :    | Rs. 175-12.50-300 E.B. 20-440.     |

*Note:* Candidates possessing exceptionally good qualifications and experience of value to the Bank may be given a higher starting pay in the prescribed scales.

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## (B) QUALIFICATIONS :

(i) *Banking Officers:* Applicants should have:--

- (a) a first or high second class Master's degree of any recognised Indian or foreign University with Economics, Banking, Commerce or Accountancy as a special subject of study and should also have proficiency in drafting. They should possess at least 10 years' practical experience of work in a commercial bank and should have held responsible positions such as an Agent or an Inspector of branches for some time; or

(b) they should be Chartered Accountants with a minimum standing of 5 years.

Preference will be given to those who have passed the examinations of the English or Indian Institute of Bankers.

(ii) *Probationary Assistants:* Applicants should have a brilliant academic record and a first or high second class Master's degree of a recognised Indian or foreign University with Economics, Banking, Commerce or Accountancy as a special subject and should also have some proficiency in drafting. Educational qualifications may be slightly relaxed in the case of candidates who have passed the Institute of Bankers' examinations and/or possess practical banking experience in a supervisory capacity in a commercial bank. Candidates who have applied recently for these posts in the Department of Banking Operations or the Agricultural Credit Department in response to previous advertisements dated the 6th February and 13th August 1960 need not apply again.

(iii) *Banking Assistants:* Applicants should have a high second class Master's degree or a first class Bachelor's degree of a recognised Indian or foreign University in Economics, Commerce, Banking or Accountancy and also have some proficiency in drafting. Educational qualifications may be slightly relaxed in the case of candidates who have passed the Institute of Bankers' examinations and/or possess some practical commercial banking experience.

THE SELECTION BOARD WILL INSIST ON A VERY HIGH STANDARD OF SUITABILITY IN MAKING SELECTIONS FOR THE ABOVE POSTS AND ONLY THOSE CANDIDATES WHO POSSESS HIGH ACADEMIC QUALIFICATIONS AND ADEQUATE EXPERIENCE OF THE TYPE SPECIFIED ARE ADVISED TO APPLY.

## (C) AGE LIMITS AS ON 1ST NOVEMBER 1960 :

(i) *Banking Officers:* Candidates should not ordinarily be over 35 years of age but the age limit may be relaxed in the case of candidates with exceptionally good experience of value to the Bank.

(ii) *Probationary Assistants:* Between 21 and 25 years.

(iii) *Banking Assistants:* Between 18 and 24 years.

In the case of (ii) and (iii) the maximum age limit is relaxable but not beyond 30 years in the case of :

- (i) candidates possessing special qualifications and experience of value to the Bank;
- (ii) candidates with approved war service;
- (iii) ex-employees of banking institutions whose services had to be terminated for reasons of economy or as a result of the banks going into liquidation;
- (iv) personnel retrenched from Government offices after at least one year's service applying through Employment Exchanges; and
- (v) candidates belonging to the Scheduled Castes or Scheduled Tribes.

2. Candidates who wish to apply for more than one category of posts must submit *separate* applications accompanied by separate application fees and *should clearly indicate the post for which they have applied.*

3. Applicants for the posts of Banking Officers and Probationary Assistants must remit with their applications a fee of Rs. 7.50 for each post by cheque or bank draft on a *Scheduled Bank* payable at Bombay or by Postal Order. Applicants for the posts of Banking Assistants must remit a fee of Rs. 2.00. *The application fee is in no case refundable.* Bonafide refugee candidates *not in employment* applying through Employment Exchanges are exempted from payment of application fees while in the case of candidates belonging to Scheduled Castes/Tribes, the fee will be reduced to one-fourth.

4. Applications in the candidate's own handwriting in the prescribed forms obtainable from the Reserve Bank's offices at Bombay, Calcutta, Kanpur, New Delhi, Nagpur, Madras, Bangalore, Lucknow, Trivandrum and Patna accompanied by copies (*originals should not be sent*) of *certificates regarding age and educational qualifications, statements of marks secured in the Graduate and Post Graduate degree examinations and two testimonials* should be forwarded to the Secretary, Central Recruitment Board, Reserve Bank of India, Central Office, Post Box No. 406, Bombay No. 1 so as to reach him on or before the 5th November 1960.

5. *Candidates should also indicate in their applications whether they had applied previously for a similar post in the Reserve Bank and if so with what result.*

6. Candidates already in service will be required to produce a proper discharge certificate from their employers in the event of their being selected, at the time of their appointment in the Bank's service.

7. Candidates belonging to Scheduled Castes/Scheduled Tribes should mention this fact prominently in their applications and also enclose a copy of a certificate to that effect from a competent authority.

8. Selected candidates must be prepared to serve in any office of the Bank in India and to undertake tours when required.

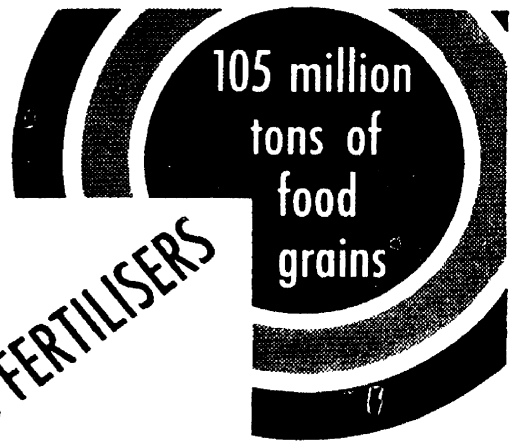
9. Appointments will be subject to candidates being found medically fit for service in the Bank by the Bank's Medical Officer.

10. If any candidate desires to have his application acknowledged, he should send it by "Registered Post—Acknowledgement Due". Apart from those who may be specially called, interviews will not be granted to candidates nor will the Bank enter into correspondence with them.

11. Canvassing will be regarded as a disqualification.

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