

ter not only participate in detailed formulation of the objectives and the principles, but the policy itself is implemented through their active participation. Thus the wage policy in such an economy is implemented through three groups, viz, trade unions, the employers and with the extension of state regulated compulsory arbitration, the arbitration boards, although all of them work under the broad norms set up by industrial and labour legislations, which in turn originate from the policy of the planning authority.

Although in the immediate post-war years, most of the developing economies, particularly in Asia, were quite enthusiastic about compulsory arbitration, after the experience of all these years, its extension outside public utilities and a few basic industries is no longer much appreciated. Apart from the practical difficulty of extending its scope to a large number of industries, compulsory arbitration has been found to be of limited utility. Awards of the arbitrators may prevent work stoppages for the time being, but they cannot develop the genuine spirit of cooperation and good will, without which permanent industrial harmony is impossible. Collective bargaining, besides being a democratic institution giving much scope to free participation of the producers in the regulation of industrial conditions, has a special attraction in this respect. Conciliation and mediation also contribute a good deal from this point of view.

But how can collective bargaining, which has upto now been conducted only at the industry or factory level, meet the requirements of a national wage policy? As an answer to this, the suggestion of a centralised trade union and on the other hand a centralised employers' federation may come to mind. But such a centralisation of wage policy, in the sense that wage bargains on the part of labour should be conducted exclusively by the national trade union centre instead of individual unions is neither desirable, nor practicable. The wage bargain being the most important function of a trade union, the removal of wage bargaining from its jurisdiction will naturally make the trade unions much weaker and workers, in their turn, would lose their in-

terest in them. Moreover, in most of the underdeveloped countries, the national trade union centres are weak and have very little effective control over their constituent units because of their organisational defects and the existence of many rival national trade union centres and other factors promoting disunity. A centralised trade union wage policy in such a case, cannot but be a thoroughly impractical proposition. On the other hand, wage bargaining on the basis of industrial units may not be well informed of social values and economic realities and may result in excessive wage increases which in turn may develop inflationary pressures. A workable solution may be found by developing the practice of wage bargaining on the industrial basis. This would call for the development of national industrial unions representing workers in each industry in place of completely independent one shop unions. Realisation of better organisational efficiency of the national industrial unions is slowly dawning in the minds of the trade unionists of different underdeveloped countries of Asia. Malaya and Burma have already made some definite progress towards it. Given proper guidance and encouragement, other underdeveloped countries also would not lag behind.

Prop-jets for Short Haul

THOUGH turbo-props have entered the field of internal air transport also, it is only for long distance flights. Supersonic speed and short hops had hitherto made no sense hence the earlier mis-adventures of the Indian Airlines Corporation with the Heron. Jet planes built for speed have to attain a certain height before they can take full advantage of their capacity for speed, and it had meant so far that they could operate to advantage and therefore, commercially, only on long distance non-stop flights.

Lockheeds have now announced a model, however, which threatens to knock out some of these fixed notions of commercial aviation, a model which may open up the internal air services also to the magic charms of Jet propulsion. The Electra, a new four engined prop-Jet commercial airplane de-

It should be emphasised at this stage that although with the growth of such industrial unions and employers' Industrial federations, free collective bargaining should be given proper scope for determining wage rates and wage relatives in the industry concerned, subject to the limits set by a national wage policy, periodic revisions should be made according to the plan period. Before the commencement of each plan, the representatives of workers and employers should sit round a table in order to review and, if necessary, to revise the existing wage level and structure. The planning authorities and the labour department of the government may also help the process by appointing neutral experts and mediators to enable the parties to reach some rational settlement. The resulting settlement should be registered in the form of an agreement and it must be inviolable during the plan period. The planning authorities, therefore, having complete evidence about the level and structure of wages during the plan period, will make their estimates on the basis of these. Thus there will be no danger of the plan being upset by haphazard changes in wages, although no restriction of the reasonable freedom of collective bargaining will be necessary for ensuring wage stability during the plan period.

signed by Lockheeds' for short distance hauls, promises to carry 44-88 passengers at a cruising speed of 400 miles per hour. The designers are confident that this model will be able to operate profitably even on routes where the stops are as near as 150 miles, while still retaining a maximum range, without consuming reserve fuel, of 2,740 miles. By the time that the Electra goes into service two years hence, its Allison Model 501 prop-jet power plant will have accumulated at least two million hours in flight.

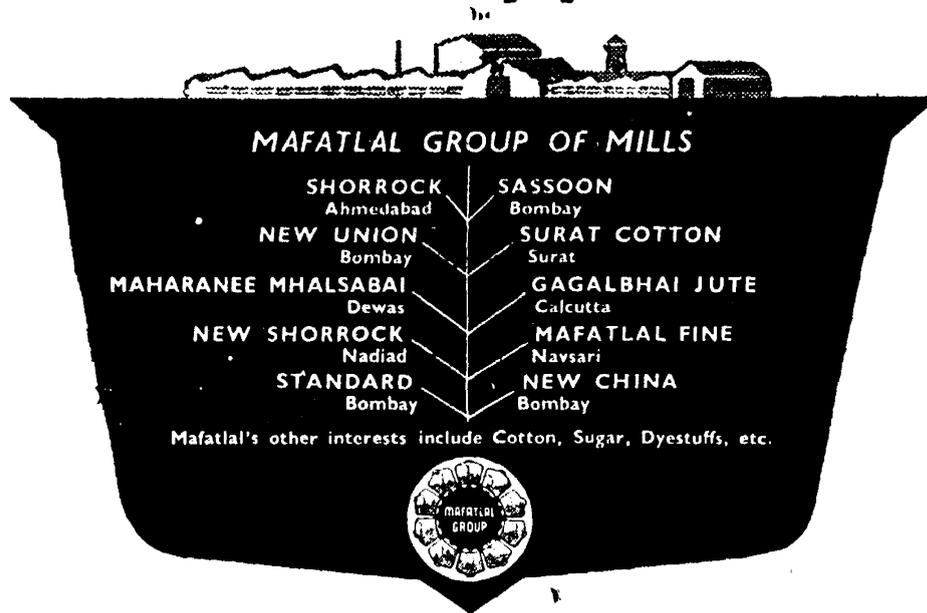
Major airlines seem to have fallen for the Electra. They have ordered a total of 132 of these wonder planes even before its first flight. This means orders worth approximately \$ 270 mn, the highest recorded so far for any airplane before its first flight, now under construction.



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