

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN APRIL, 1950—continued.

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the dispute on termination
	Directly	Indirectly	Began	Ended				
W. Miscellaneous—continued.								
Sholapur Tanneries, Sholapur.	57	...	20 Apr.	24 Apr.	Demand for reinstatement of discharged workers.	The strike ended in favour of the employers.	171	171
29. Hindustan Vanaspathi Mfg. Co. Ltd., Bombay.	446	...	20 Apr.	21 Apr.	Demand for recognition of their Union.	The strike ended in favour of the employers.	446	446
30. New Star Industries Ltd., Bombay.	52	...	20 Apr.	30 Apr.	Demand for bonus for the year 1949.	The strike ended in favour of the workers.	52	52

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for May 1950 with average prices for the year ended June 1949 equated to 100, was 112. The Ahmedabad working class cost of living index number for May 1950 with average prices for the year ended June 1927 equal to 100, was 265. The Sholapur working class cost of living index number for May 1950 with average prices for the year ended January 1928 equal to 100, was 289, while the Jalgaon cost of living index number for May 1950 with average prices for the month of August 1939 equal to 100, was 121.

INDUSTRIAL DISPUTES

During May 1950 there were 32 strikes involving 8,226 work-people and a time loss of 30,650 working days, as compared to 20 disputes involving 10,000 work-people and a time loss of 60,000 man-days in April 1950, involving 10,000 workers and a time loss of 60,000 man-days. In May 1949, there were 31 disputes, involving 23,298 work-people and a time loss of 319,008 man-days. Further particulars of industrial disputes are given at pages 1293-1296 of this issue.

ABSENTEEISM

During May 1950, the average absenteeism in the textile industry in five important textile centres in the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgam and East Khandesh, amounted to 18.11 per cent. as against 14.28 per cent. in April 1950. For further particulars see pages 1296-1298 of this issue.

COTTON MILL PRODUCTION

During April 1950 cotton mills in Bombay City produced 31,273,000 lbs. of yarn and 27,172,000 lbs. of woven goods and those in Ahmedabad produced 14,666,000 lbs. of yarn and 15,938,000 lbs. of woven goods. The total production of cotton yarn and piecegoods for the whole of the State amounted to 57,182,000 lbs. and 52,610,000 lbs. respectively. During the same period cotton mills in Ahmedabad produced 110,082,000 yards of woven goods and those in Bombay produced 86,567,000 yards while the total production for the State amounted to 239,872,000 yards.

Current Notes

RE-OPENING OF SMALL TEXTILE UNITS—BOMBAY LABOUR MINISTER'S ASSURANCE

"It is the earnest desire of the Government to see that the mills which have closed down are restarted at the earliest possible date and that threatened closures are averted," said Shri M. M. Naik-Nimbalkar, Minister for Industries and Labour, inaugurating the Conference of representatives of Sholapur, Barsi, Chalisgaon and other small textile units, at the Secretariat, on June 6, 1950. Shri Dinkerrao Desai, Minister for Civil Supplies, and Shri Vaikunth Mehta, Minister for Finance, also attended the conference.

The Labour Minister said that the closure of units in the cotton textile industry and the consequent unemployment had been engaging the attention of both the Bombay and India Governments for more than a year and that all possible steps had been taken by both the Governments to enable the mills to continue working without interruption. The entire situation had been reviewed in May 1950 by the Labour Advisory Board whose recommendations were being implemented.

The difficulties that had rendered the small textile units uneconomic comprised non-availability of Indian cotton at controlled prices, uncertainty of supply of subsidized American cotton, export restrictions and restrictions on sale of cloth by mills to retail license-holders and on sale of the entire production of manufacture by the mills to dealers of their own choice.

While the Government of India administered the various controls, said the Minister, representations could be made to that Government to make reasonable adjustments with a view to maintaining production and continued employment of labour. He assured the representatives of the textile units of the utmost consideration and assistance within the State sphere.

INDIA RATIFIES I. L. O. CONVENTIONS ON NIGHT WORK OF WOMEN AND OF YOUNG PERSONS

The Government of India has ratified the Night Work (Women) Convention (Revised), 1948 (No. 89) and the Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90).

Convention No. 89 provides for women workers a rest period of at least 11 consecutive hours, including a period of at least 7 consecutive hours falling between 10 p.m. and 7 a.m. The competent authority may prescribe different intervals for different areas, industries, undertakings or branches of industries or undertakings, but must consult the employers' and workers' organisation concerned before prescribing an interval beginning after 11 p.m. In the case of India and Pakistan, the Convention is applicable to "factories" and "mines" as defined by law.

Convention No. 90 also contains special provisions applicable to India and Pakistan. It extends the period of uninterrupted rest for young persons under 18 years of age (17 years in the case of India and Pakistan) from 11 to 12 hours; the bar period of employment of young persons under 16 years of age (between 13 and 15 years for India and Pakistan), comprises the hours between 10 p.m. to 6 a.m. instead of 10 p.m. to 5 a.m. as provided in the earlier Convention. For persons between 16 and 18 years (15 and 17 in the case of India and Pakistan), the barred period is to include an interval of 7 consecutive hours falling between 10 p.m. and 7 a.m. The Convention also requires employers to keep registers of all persons under 18 (17 for India and Pakistan) employed by them.

It may be recalled that more than 1,100 ratifications of International Labour Conventions have been deposited by I. L. O. member countries. At the end of 1950 there will be 65 International Labour Conventions in force out of a total of 98 Conventions adopted by 32 sessions of the International Labour Conference.

SECOND CENSUS OF INDUSTRIES IN INDIA

The result of the second Statutory Census of Manufacturing Industries in India is embodied in a report in two volumes which has just been published by the Directorate of Industrial Statistics, Ministry of Industry and Supply, Government of India. The Census which relates to the calendar year 1947 covers manufacturing establishments registered under section 2 (j) of the Indian Factories Act, 1934, and the following 29 industries are for the present being covered by the Census:—

Wheat flour; rice milling; biscuit making (including bakeries and confectionaries); fruit and vegetable processing; sugar; distilleries and breweries (including power alcohol manufacturing); starch; vegetable oils—oilseed crushing and extraction, and processing of vegetable oils; paints and varnishes; soap; tanning; cement; glass and glassware; ceramics; plywood and tea-chests; paper and paper-board (including strawboard); matches; cotton textiles; spinning and weaving; woollen textiles; jute textiles; chemicals, including drugs and pharmaceuticals; aluminium, copper and brass—all processes from ore smelting to manufacture of final products ready for use; iron and steel-smelting (including blast furnace operations, rolling and re-rolling); bicycles; sewing machines; producer gas plants; electric lamps; electric fans; and general engineering and electrical engineering (excluding generation and transformation of electrical energy).

It will be recalled that the first Census of Manufacturing Industries in India under the Industrial Statistics Act of 1942 related to the year 1946 and was published last year. In the report of the second Census, in the production charts as well as in charts both State-wise and industry-wise, the position of 1946 has also been shown for the purpose of comparison.

Like the first Census, the report of the second Census also gives statistics relating to capital and labour employed, quantity and value of fuel and raw materials consumed, the quantity and value of product and bye-products and the value added by manufacture in each State and each industry.

THE INDUSTRIAL DISPUTES (APPELLATE TRIBUNAL) ACT, 1950

The Industrial Disputes (Appellate Tribunal) Act, 1950, which received the assent of the President on May 20, 1950, extends to the whole of India except the State of Jammu and Kashmir. It provides for the establishment of a Labour Appellate Tribunal and makes certain incidental changes in the existing law, Central as well as State, relating to industrial disputes. The opportunity has been taken to carry out a few specific amendments to the Industrial Disputes Act, 1947, of the Central Government, pending the enactment of the Labour Relations Bill, 1950.

Early steps will be taken to constitute the Labour Appellate Tribunal. The Appellate Tribunal will consist of persons of the status of High Court Judges and will sit in two or more benches at different centres. Appeals will lie to the Appellate Tribunal from the awards and decisions of industrial tribunals, courts, wage boards, and other statutory bodies set up under Central and State enactments for the adjudication of industrial disputes. Appeals will be preferable on questions of law, irrespective of the subject-matter of the dispute, but on matters of fact only from awards or decisions relating to wages, bonus, travelling allowance, employers' contribution to provident or pension fund, amounts payable for defraying special expenses, gratuity, classification of workmen by grades and retrenchment.

The following are the more important changes effected in the existing law :—

(i) The Central Industrial Disputes Act, 1947, has been extended to all part "B" States except the State of Jammu and Kashmir.

(ii) Section 33 of the Central Act has been modified so as to prohibit the discharge or punishment, whether by dismissal or otherwise, of any workman during the pendency of conciliation or adjudication proceedings, without the express permission in writing of the Conciliation Officer, Board or Tribunal. The existing bar on the alteration of conditions of service during the pendency of proceedings continues, but such alteration can be effected hereafter with the previous permission of the adjudicating or conciliating authority.

(iii) A new section (section 33A) has been inserted in the Central Act enabling an employee aggrieved by an act of contravention of section 33, to lodge a complaint with the Industrial Tribunal and empowering the Tribunal to deal with the complaint as if it were a dispute referred to, or pending before it.

(iv) The need for an order of the appropriate Government enforcing the award of an industrial tribunal, whether under the Central Act or a State Act, has been dispensed with and awards have been made automatically binding on the parties on the expiry of thirty days from the date of their publication and where there is no provision for publication, from the date of making the award or decision.

(v) It has been provided that the award of an Industrial Tribunal under the Central Act shall continue to be binding on the parties, even after the stipulated period of operation, until a period of two

months has elapsed from the date on which notice is given by any party bound by the award to the other party or parties intimating its intention to terminate the award.

(vi) Any money due from an employer, or the cash value of any benefit which is capable of being computed in terms of money, under an award or decision of an industrial tribunal appointed under the Central Act or a State Act, is recoverable as arrears of land revenue or as a public demand by the appropriate Government on an application made to it by the person entitled to the money. Industrial Tribunals under the Central Act have also been empowered to award, at their discretion, costs of, or incidental to, any proceeding before them and such costs are recoverable in the same way.

(vii) The right of representation of parties by legal practitioners in proceedings under the Central Act has been restricted to proceedings before a Tribunal and that too only with the consent of the other parties and with the leave of the Tribunal.

WELFARE ACTIVITIES ON THE KOLAR GOLD FIELD

The welfare service on the Kolar Gold Field has been in existence for many years and has been constantly improving and expanding. The term 'welfare' is interpreted liberally and includes a comprehensive free health service, provision of free maternity homes for the benefit of workers' families, distribution and subsidization of foodgrains, the development of organised and progressive educational and recreational facilities, erection of self-contained workers' lines with sanitation of a very high standard besides liberal schemes of annual and sick leave with pay.

The cost on account of the maintenance of these advanced welfare schemes is borne entirely by the Mines and is on the increase year by year. In 1948, the cost was Rs. 21,03,964 while the figure for 1949 rose to Rs. 24,88,556.

During 1949, there were 2,806 births in the mining area of which 2,228 took place in the Miners' Maternity Homes. Bread, milk, coffee, diets and shark liver oil are supplied to employees' wives confined in these homes, free of charges.

The cost on account of the foodgrain distribution and subsidization scheme came to Rs. 6 lakhs during 1949. This benefit in kind, which was in addition to the payment in cash of dearness allowance amounting to Rs. 22 per month, greatly helped workers insuring regular supplies of foodgrains at concession rates.

The total number of persons under the supervision of the Mines' Medical Department in the mining area was 86,802 during 1949. The canteen started in December 1947 at the Edgar Shaft of the Mysore Mines was very popular during 1949, while another canteen was started on the same Mine. Tea and snacks were sold at nominal rates and net loss on the working of the canteen increased to Rs. 15,157-4-0 during 1949 as against Rs. 8,148-6-0 during 1948.

There were 40 schools in the mining area during 1949, of which were primary schools, 3 middle schools and 2 high schools. As many as 8,326 of the employees' children received education in these elementary education being provided free of charge.

The ten recreation clubs provided for the relaxation and amusement of the employees were fully attended during 1949. The centres kept attractive with wireless sets and reading rooms, in-door games consisting of carrom, badminton, table tennis, dominoes and draught and out-door games. The value of sports gear purchased for supply to the mines' employees' sports clubs amounted to Rs. 4,417-14-0 during 1949.

During 1949, 232 pre-fab. houses of improved types were erected and 108 *tattie* houses were replaced by pre-fab. houses. The total number of houses provided to workers was 12,263 at the end of 1949.

A marriage hall was erected on the Mysore Mine at the close of 1949 for the convenience of workers celebrating marriages. The building consists of a hall, a backyard, two sets of bath and kitchen for the bride's and bridegroom's parties. (*Mysore Labour Gazette.*)

WAGE AND HOUR LAW IN THE U. S.

The Wage and Hour Law in the U. S. which became effective on January 25, 1950, accomplished three objectives :

First, it establishes a minimum wage of 75 cents per hour in all industries except those specifically exempted and in Puerto Rico and the Virgin Islands.

Second, it provides that time and one-half shall be paid for overtime over 40 hours, and methods for computing such overtime are specified.

Third, it provides a minimum age of 16 years for general employment.

The Act is applicable regardless of the number of employees in a firm. It applies to both male and female employees unless specifically exempt. It applies to home workers as well as factory workers.

Since the entire legislation is predicated on the interstate commerce clause of the Constitution, the employees must be engaged in production of goods for commerce or in any closely related process or occupation "directly essential" to the production of such goods.

EXEMPTIONS

The following classes of employees are exempt from both the overtime and the minimum wage provisions of the Act :

- (1) Employees employed in *bona fide* executive, administrative, professional or local retailing capacities.

- (2) Employees of local service establishments and of laundries or dry cleaners.

- (3) Employees employed in agriculture.

- (4) Employees of non-profit irrigation systems.

- (5) Employees within the area of production engaged in processing agricultural or horticultural products for markets, or making dairy products.

- (6) Certain employees in the sea-food and fishing industries other than canning.

- (7) Employees engaged in forestry and logging operations of employers employing no more than twelve workers. This exemption covers only the woods operations, including transportation of logs to the mill, but does not exempt sawmill employees or others employed in the processing of logs or forest products.

- (8) Employees of newspapers with local circulations of less than 4,000.

- (9) Employees of street, suburban or inter-urban street-cars or motor buses.

- (10) Switchboard operators or public telephone exchanges with not more than 750 stations.

- (11) Seamen.

- (12) Taxi drivers.

- (13) Newsboys.

The Act permits exceptions from the minimum rate of 75 cents per hour in the case of "learners," apprentices, messengers and handicapped workers. The only workers for whom an employer can ask a "learner" rate below 75 cents per hour are workers actually being trained for a specific skilled job. Unskilled occupations cannot qualify for learner rates.

OVERTIME PAY

The Act defines "regular rate" at which an employee is employed to include all remuneration for employment paid to, or on behalf of, the employee. But it does not include gifts, including Christmas bonuses; idle-time payments; reimbursements for expenses; discretionary, unexempted bonuses; profit-sharing and savings-plan payments; radio and television talent fees; welfare plan contributions; premium pay for daily or weekly overtime hours; premium pay of 150 per cent. for Saturday, Sunday, holiday, days of rest, sixth- or seventh-day work; premium pay of 150 per cent. for work outside of regular 8-hour days or 40-hour weeks.

Overtime payments must be at the rate of not less than one and one-half times the regular rate.

CHILD LABOUR PROHIBITIONS

The new Act directly prohibits "oppressive child labour" in commerce or in the production of goods for commerce. Oppressive child labour is defined as the employment of children under 16, except children between 14 and 16 in such non-mining and non-manufacturing occupations and under such conditions as determined by the Secretary of Labour which will not interfere with schooling, health or well-being.

MISCELLANEOUS

Employers are obliged to keep clear records reflecting all data required to apply and enforce the law. Wilful violations are punishable by a fine up to \$10,000 and, in case of a second violation by imprisonment up to six months.

The law forbids an employer to discharge or discriminate against an employee because he has filed a complaint or started a proceeding.

The Act provides various methods for the recovery of unpaid minimum or overtime wages. These are:

- (1) The employee may bring a suit himself, in which case he can collect wages, plus an equal reasonable attorney's fees and the cost of the suit.
- (2) The administrator may arrange for the payment of back wages to employees.
- (3) The administrator may bring suit to recover back wages on behalf of employees but only on the written request of an employee. In such case liquidation damages are not collectible. (*American Federationist*, April 1950.)

GUARANTEED EMPLOYMENT AND WAGES UNDER COLLECTIVE BARGAINING IN THE U. S. A.*

Guaranteed employment or wage plans have gained widespread support among wage earners, in view of their keen desire to secure steady jobs and income. A guaranteed-employment or a guaranteed-wage plan is a formal commitment by an employer to provide for all or some of his employees a stipulated amount of work or wages during the year.

The "Fair Labour Standards Act" [Sec. 7 (b) (2)], applicable to employees engaged in interstate commerce or in the production of goods for interstate commerce, exempts an employer from paying overtime for weekly hours of work in excess of 40 under certain agreements which guarantee annual employment. Annual employment guaranteed may be for 1840 up to 2080 hours in a year, or for not less than 46 normal work-weeks of at least 30 hours per week. After the guaranteed hours are

* Bulletin (No. 908-15) in the U. S. "Bureau of Labour Statistics" series on collective bargaining provisions.

completed, time and one-half must be paid for each hour worked beyond 40 in a week. All hours worked beyond 2080 in the contract year must be paid for at time and one-half and the employees should not work for more than a maximum of 2240 hours in a year. Hours in excess of 12 of a day or 56 a week, however, must be paid for at the rate of time and a half.

Currently, wage and work guarantees are found in relatively few collective bargaining agreements and those which occur vary widely in characteristics. A few illustrations are given below.

ANNUAL GUARANTEES

Certain agreements which guarantee employment assure a minimum number of hours, days, weeks or months of work each year, without specifying the amount of earnings to be received, while plans which guarantee an annual wage ensure a certain income for the year. Actually, insofar as the year's return to the employee is concerned little real distinction exists between guaranteed-employment plans and annual wage plans, for if an employer cannot furnish sufficient work to fulfil his guaranteed employment contract, wages must be paid for the remainder of the time guaranteed.

A few contracts in industries which are especially susceptible to seasonal fluctuations guarantee fewer hours a week in designated slack months than in peak months. The annual guarantee may be for full employment for several months and may require employees to share available work during the remaining months of the year.

Some annual-guarantee plans have special reserve funds supported by employer deposits amounting to a specified percentage of the pay roll, from which is paid the difference between the employee's actual earnings and guaranteed minimum. In some instances, the employer's total liability is limited to the amount of his deposits, and any unused balance in the fund at the end of the contract period reverts to him.

GUARANTEE OF WEEKLY HOURS OR WAGES

In a number of industries, principally meat packing, trucking and laundry and dry cleaning, the agreements provide some form of weekly guarantee, either of the workweek or a minimum weekly wages. The guarantee varies from 36 hours to 40 hours or more and in some

agreements includes overtime hours and pay. A guaranteed workweek however, is not a guarantee of employment. Provision is sometimes made for reduction of guaranteed hours during weeks in which operations are curtailed because of conditions beyond control of the employer.

ELIGIBILITY AGREEMENTS

Guaranteed employment is often limited to employees who have a specified minimum length of service frequently 1 year but sometimes as much as 10 years. Under some plans, the number of weeks guaranteed per year is graduated according to seniority.

EFFECT OF ABSENCES, HOLIDAYS AND VACATIONS

Under certain guarantee plans, time lost because of the employee's absence when work is available, is deducted from the total hours guaranteed, while in a few others, refusal to report for work invalidates the guarantee for that particular week. In a few cases, however, time lost on account of sickness or accident is not deducted. When employees are paid for holidays not worked, the holiday hours are usually counted as part of the guaranteed time and the same is virtually true of paid vacation period.

"ESCAPE" PROVISIONS INCLUDING TRANSFER

While in a few agreements, the employer is obliged to fulfil the terms of the agreement regardless of developments, in a few others, broad escape clauses virtually invalidate the employment guarantee. For example, the employer may reserve the right to terminate or modify the plan at any time; continuation of the plan may be made contingent upon maintenance of sales of the employer's product at a specified level. Some agreements permit arbitration of the employer's request for relief if it is denied by the union; others make the union's decision final. Some agreements allow the employer to petition for relief if business conditions require it. Occasionally, dismissal wages are provided in lieu of the payment of the guaranteed annual wage.

Another safeguard designed to prevent undue burden upon the employer is the right to transfer employees in case no work is available in their regular jobs. Such right of transfer, however is usually governed by the contractual seniority rules. Safeguards are also provided in some cases against loss of earnings due to such transfers. (*Monthly Labour Review*, January 1950.)

The Bombay Working Class Cost of Living Index* for May 1950

A RISE OF FIVE POINTS

In May 1950, the working class cost of living index number in Bombay City, on base: July 1933 to June 1934 equal to 100, was 312, being five points higher than in the preceding month. As compared with August 1939, it was higher by 207 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry at Bombay.

The index number for the food group advanced by ten points to 380 owing to a rise in the prices of raw sugar (gul), fresh bumlows, chillies, brinjals, white pumpkins and sweet oil.

The index numbers for the fuel and lighting and the clothing groups remained stationary at 288 and 307 respectively; while the index number for the miscellaneous group receded by two points to 295 owing to a fall in the price of supari.

The rise of five points in the final index to 312 was due to a rise of ten points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

(Average prices from July 1933 to June 1934=100)

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Apr. 1950	May 1950
Food	47	112	370	380
Fuel and lighting	7	99	288	288
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	297	295
Total	89			
of Living Index Numbers	....	106	307	312

* Details regarding the scope and method of compilation of the index will be found at pages 1342-1346 of the June 1948 issue of the *Labour Gazette*.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food—								
Rice	Lb.	36						
Patni	"							
Wheat	"							
Jowari	"							
Bajri	"							
Turdai	Paylee	4	0 6 1	1 15 1	1 15 2	125	511	512
Gram	"	1	0 4 11	2 8 0	2 8 0	121	814	814
Raw sugar (gul)	Lb.	1	0 1 6	0 8 5	0 9 2	144	561	611
Sugar (refined)	"	5	0 2 2	0 6 9	0 6 9	112	312	312
Tea	"	2	0 10 0	2 7 0	2 7 1	93	390	391
Fish, dry—Bumblows	Dozen	3	0 1 1	0 3 6	0 3 6	115	323	323
" fresh—Bhing or palah	Each	1	1 1 10	2 8 0	0	118	224	224
" Prawns	Dozen	2	0 7 9	2 13 4	2 13 4	129	585	585
" " Bumblows	"	2	0 2 4	0 9 8	0 12 10	114	414	560
Mutton	Lb.	5	0 4 6	1 2 6	1 2 6	107	411	411
Milk	Seer	7	9 5 0	1 1 7	1 1 10	83	352	357
Ghee	Lb.	2	0 12 2	3 0 11	3 1 3	106	402	405
Salt	Paylee	1	0 3 7	0 4 10	0 4 10	100	135	135
Chillies, dry	Lb.	3	0 3 3	0 15 0	0 15 8	103	462	462
Tamarind, old	"	2	0 1 6	0 8 6	0 8 6	117	567	567
Turmeric	"	2	0 2 2	0 12 1	0 12 0	138	558	554
Potatoes	"	1	0 1 2	0 2 8	0 3 0	93	229	257
Onions	"	1	0 0 8	0 1 11	0 1 8	75	288	250
Brinjals	"	5	0 1 10	0 3 11	0 4 10	68	214	254
Pumpkins, white	"	5	0 1 2	0 3 0	0 3 6	92	257	308
Cocanut oil	Half-seer	2	0 2 8	1 3 0	1 3 1	97	713	716
Sweet oil	"	2	0 2 1	0 14 2	0 14 9	108	680	708
Tea, ready made	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	122
Total—All Food		100						
Index Number—								

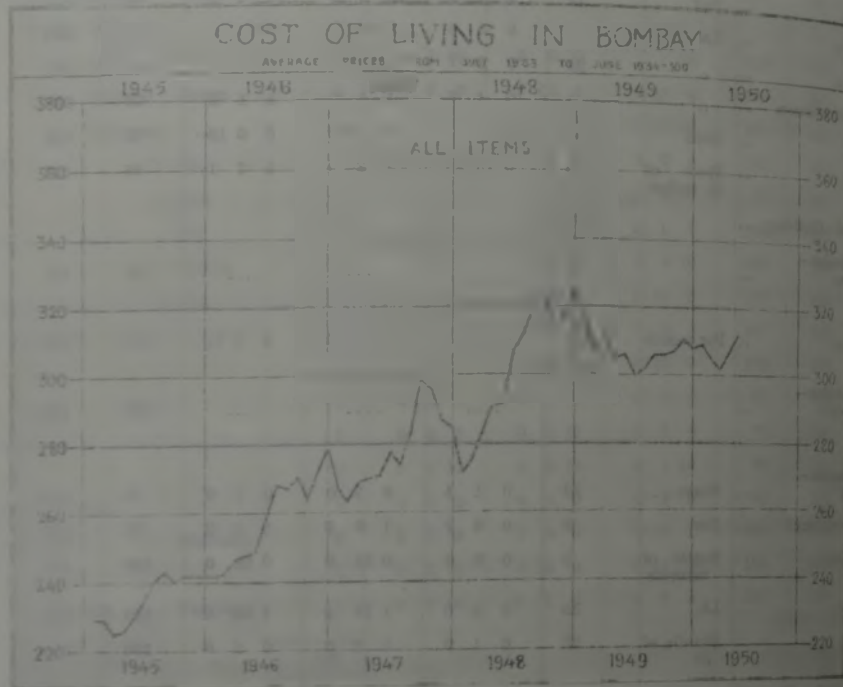
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Fuel and Lighting								
Charcoal	28 Lbs.	30	0 8 11	2 0 0	2 0 0	100	359	
Firewood	"	52	0 4 9	0 13 6	0 13 6	96	284	
Kerosene oil	Bottle	16	0 1 10	0 3 2	0 3 2	105	173	
Matches	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting						99	288	
Clothing								
Dhotis	Pair	15	2 7 2	10 0 5	10 0 5	84	410	410
Coating	Yard	12	0 5 6	0 14 0	0 14 0	91	255	255
Shirting	"	23	0 2 7	0 10 0	0 10 0	105	387	387
Cloth for trousers	"	4	0 4 9	1 1 0	1 1 0	99	358	358
Sarees	Each	36	3 4 4	8 6 10	8 6 10	73	258	258
Khana	Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
Total—Clothing		100						
Index Number—Clothing						85	307	307
House-rent								
House-rent	Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
Index Number—House-rent						100	100	100
Miscellaneous								
Barber	Shave	13	0 1 4	0 3 0	0 3 0	75	225	225
Soap (washing)	Bar	9	0 6 7	1 2 3	1 2 2	77	277	277
Medicine	Bottle of mixture	3	0 8 0	0 12 0	0 12 0	100	150	150
Supari	Lb.	25	0 5 0	1 13 9	1 13 6	120	595	590
Bidis	Bundle of 25	22	0 1 0	0 2 6	0 2 6	100	250	250

Cost of Living Series

LABOUR GAZETTE

WORKING CLASS COST OF LIVING INDEX BOMBAY ALL ITEMS
(Base : July 1933 to June 1934 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	235	229	229	225	226	230	235	240	243	240	242	242	242
1946	259	242	243	247	248	249	259	268	267	270	264	272	279
1947	279	267	263	269	270	271	278	274	284	299	296	287	285
1948	303	271	276	284	291	292	307	312	321	323	315	317	326
1949	307	316	307	311	305	306	300	302	306	306	307	310	308
1950	..	..	309	305	302	307	312						

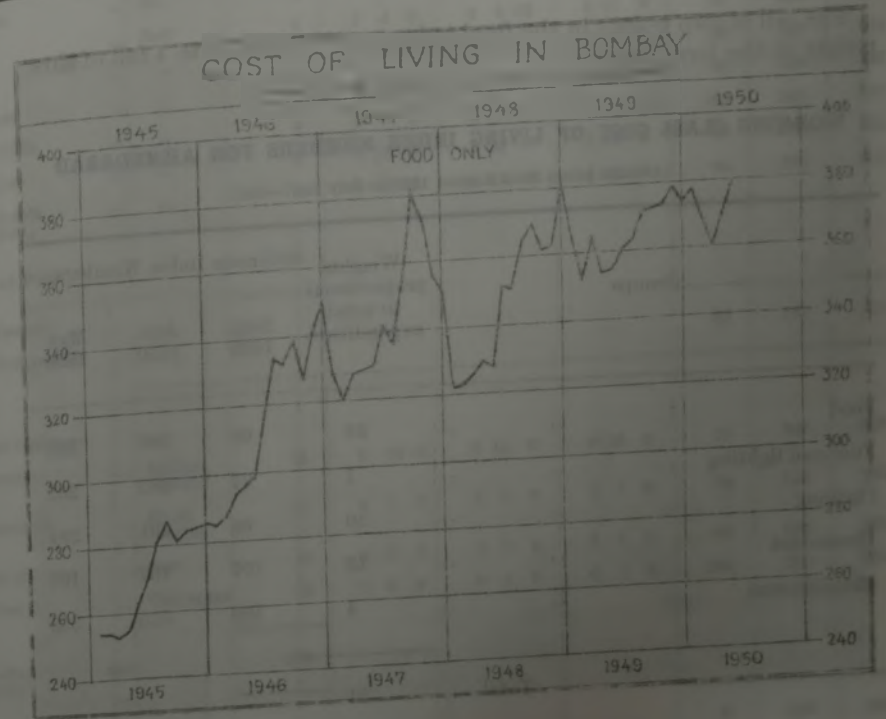


JULY, 1950

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX - BOMBAY - FOOD ONLY
(Base : July 1933 to June 1934 = 100)

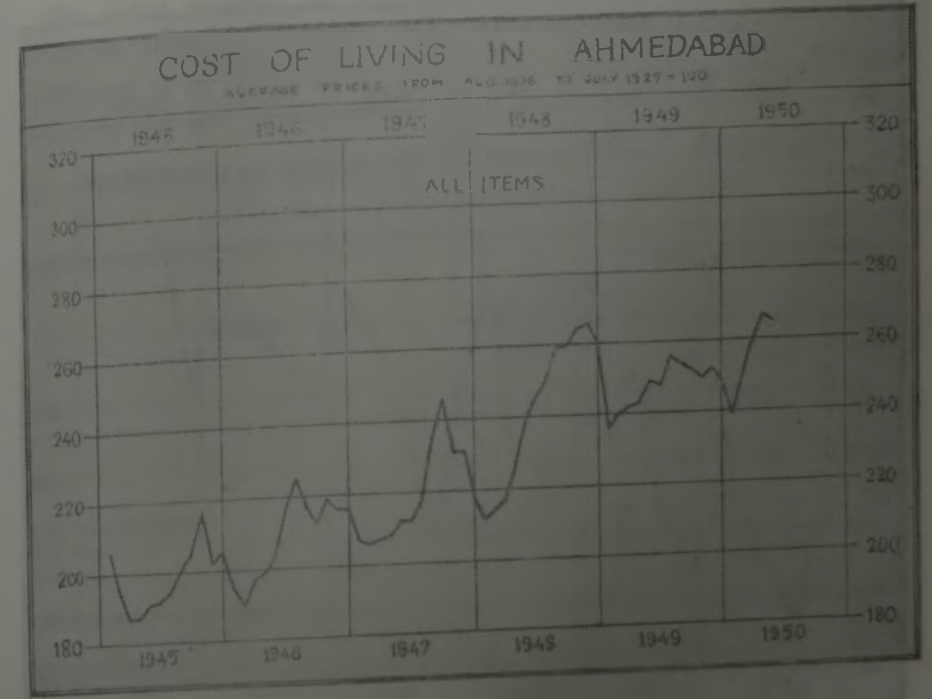
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	271	254	254	253	255	263	271	281	287	281	284	285	286
1946	317	285	288	294	297	299	318	334	332	339	327	341	350
1947	344	328	320	328	329	330	342	336	355	382	373	356	351
1948	348	322	323	326	330	328	352	351	365	370	362	363	382
1949	366	365	352	365	354	355	361	364	372	373	374	379	375
1950	..	378	369	361	370	380	..	..	..	..	..	..	..



Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Clothing—								
Dhotis	Pair	16	3 14 6	8 0 11	8 0 11	36	206	206
Coating	Yard	18	0 13 6	2 1 7	2 1 7	77	249	249
Shirting	"	24	0 8 3	1 6 11	1 6 11	90	278	278
Coth for capcoers	"	7	0 8 7	1 4 10	1 4 10	56	243	243
	Each	17	1 7 4	6 15 3	6 15 3	61	477	477
Coth for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312
Khans for chobls	"	10	0 13 3	1 10 3	1 10 3	73	198	198
Total—Clothing		100						
Index Number—Clothing						63		
Home-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107		
Index Number—Home-rent						107	107	107
Miscellaneous								
Inds	Bundle of 250	71	0 1 0	0 3 0	0 3 0	100	300	300
Soup	Bar	29	0 4 6	1 3 0	1 3 0	100	422	422
Total—Miscellaneous		100						

WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—ALL ITEMS
 (Base : August 1926 to July 1927 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	199	206	195	187	187	191	192	195	201	205	217	202	205
1946	209	195	190	197	190	204	217	225	217	212	219	216	216
1947	219	207	206	207	208	212	212	218	235	246	231	231	218
1948	243	212	214	217	226	239	245	251	259	260	264	266	261
1949	248	236	240	242	243	240	248	256	254	252	250	252	248
1950	239	239	250	200	207	265	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

(Average prices from August 1926 to July 1927=100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Clothing—								
Dhotis	Pair	16	3 14 6	8 0 11	8 0 11	36	206	206
Coating	Yard	13	0 13 6	2 1 7	2 1 7	77	249	249
Shirting	"	24	0 8 3	1 6 11	1 6 11	90	278	278
Cloth for trousers	"	7 8	0 8 7	1 4 10	1 4 10	56	243	243
Sarees	Each	17	1 7 4	6 15 3	6 15 3	61	477	477
Cloth for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312
Khans for chollas	"	10	0 13 3	1 10 3	1 10 3	73	198	198
Total—Clothing		100						
Index Number—								
Clothing						68	291	291
House-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107
Index Number—								
House-rent						107	107	107
Miscellaneous								
Bidis	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300	300
Soap	Bar	29	0 4 6	1 3 0	1 3 0	100	422	422

JULY, 1950

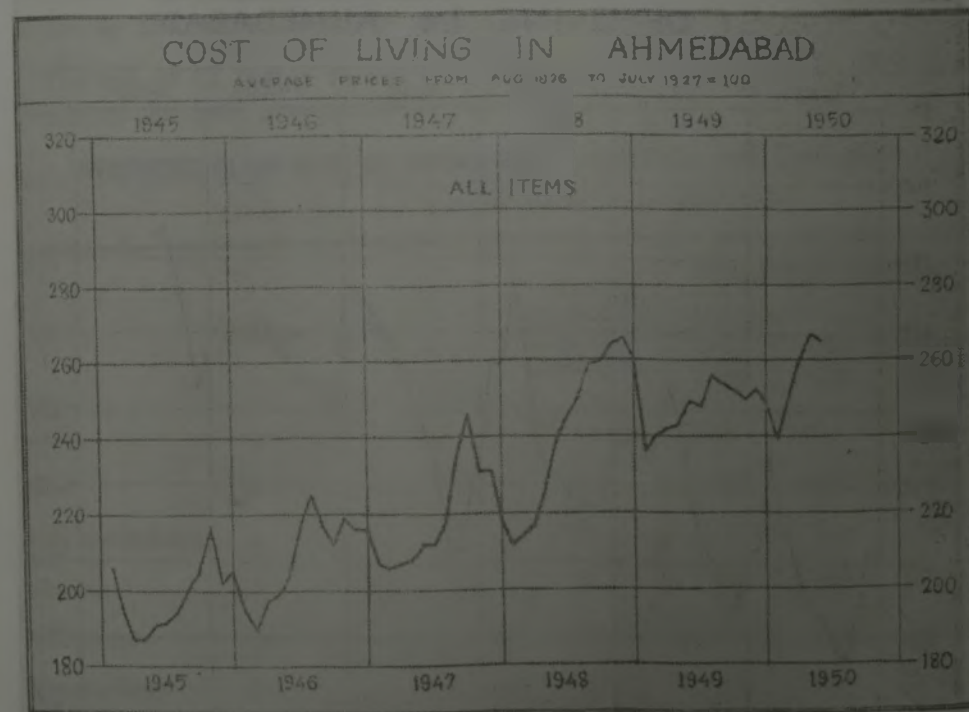
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Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—ALL ITEMS

(Base: August 1926 to July 1927=100)

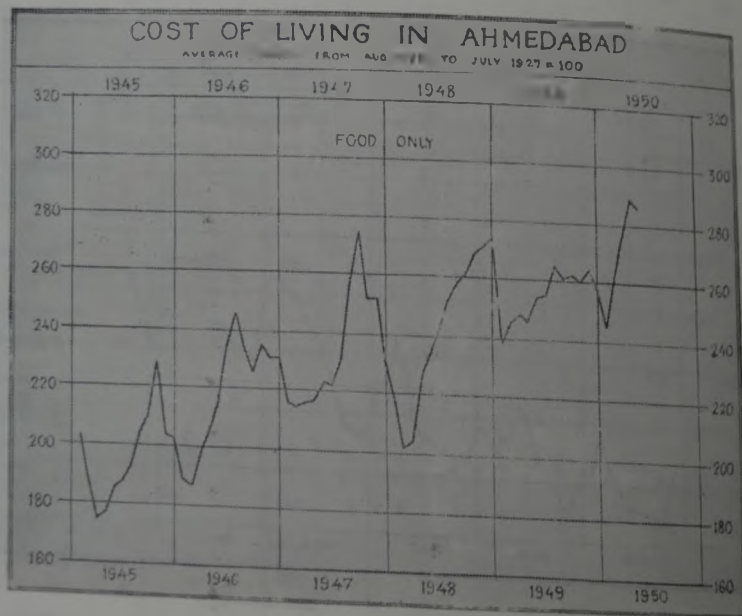
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	199	206	195	187	187	191	192	195	201	205	217	202	205
1946	209	195	190	197	199	204	217	225	217	212	219	216	216
1947	219	207	206	207	208	212	212	218	235	246	231	231	218
1948	243	212	214	217	226	230	245	251	250	260	264	266	261
1949	248	236	240	242	243	240	248	256	254	252	250	252	252
1950	..	239	250	260	267	265	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—FOOD ONLY

(Base: August 1926 to July 1927=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	197	203	185	175	177	185	188	193	204	210	229	204	209
1946	219	189	187	198	206	215	234	246	234	226	235	231	231
1947	234	216	215	216	217	223	222	231	258	275	252	252	231
1948	243	218	202	204	226	234	242	252	258	261	268	271	274
1949	255	238	245	248	246	254	255	265	261	232	200	264	258
1950		245	262	277	289	286							


The Sholapur Working Class Cost of Living Index* for May 1950
A FALL OF TWELVE POINTS

In May 1950, the working class cost of living index number in Sholapur (on base February 1927 to January 1928 equal to 100), was 289, being 12 points lower than in the preceding month; it was 216 points higher as compared with August 1939, which is the pre-war month. The index relates to the standard of life ascertained during the 1925 family budget enquiry at Sholapur.

The index number for the food group receded by 18 points to 289, owing to less off-takes of rice, wheat and bajri in the ration and a fall in the average prices of rice, wheat, turdal and onions.

There was a fall of 12 points in the fuel and lighting group to 350 due to a fall in the price of firewood.

The index number for the clothing group remained stationary at 296.

The index number for the miscellaneous group advanced by two points to 351 owing to a rise in the price of hair oil (cocoanut oil).

The fall of 12 points in the final index to 289 was due to a fall of 18 points in the food group and 12 points in the fuel and lighting group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

(Average prices from February 1927 to January 1928=100)

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Apr. 1950	May 1950
Food	49	68	307	289
Fuel and lighting	10	86	362	350
Clothing	12	63	296	296
House-rent	6	107	107	107
Miscellaneous	6	72	340	351
Total ..	83			
Cost of Living Index Numbers		73	301	289

* Details regarding the scope and content of composition of the index will be found at pages 34-36 of the September 1949 issue of the Indian Statistician.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR
(Average prices from February 1927 to January 1928=100)

LARGUN GAZETTE

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer†	56	9 5 1‡	29 2 2‡	26 5 6‡	68†	313	283
Wheat	Do.†							
Jowari	Do.†							
Gram	Do.†	2	0 2 0	0 7 6	0 7 2	83	375	358
Turdal	Do.†	6	0 3 1	0 7 8	0 7 4	57	249	238
Sugar (refined)	Do.†	1	0 5 4	0 14 3	0 14 3	91	267	267
Raw sugar (gul)	Do.†	2	0 3 6	0 14 8	0 14 10	100	419	424
Tea	Lb.	1	1 2 5	2 8 0	2 8 0	57	217	217
Beef	Seer†	1	0 4 0	1 0 0	1 0 0	100	400	400
Mutton	Do.†	8	0 3 1	1 14 0	1 14 0	74	371	371
Milk	Do.†	6	0 4 0	0 10 8	0 10 8	75	267	267
Ghee	Do.†	1	1 7 7	4 15 0	5 0 0	76	335	339
Salt	Do.†	1	0 1 0	0 1 6	0 1 6	100	150	150
Chillies	Do.†	2	0 10 4	1 15 9	2 0 0	77	307	310
Onions	Do.†	4	0 1 3	0 1 11	0 1 0	40	153	140
Potatoes	Do.†	2	0 2 5	0 6 0	0 6 0	83	248	248
Sweet oil	Do.†	6	0 8 6	1 13 4	1 13 4	47	345	345
Total—All Food		100						
Index Number—All Food Articles								
						68	307	299
Fuel and Lighting—								
Firewood	Indian Maund.	86	0 14 5	3 8 0	3 5 9	83	388	373
Kerosene oil	Bottle	12	0 2 0	0 3 7	0 3 9	100	179	188
Matches	Dozen boxes.	2	0 2 8	0 9 0	0 9 0	125	338	338
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting								
						86	362	350

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR—contd.
(Average prices from February 1927 to January 1928=100)

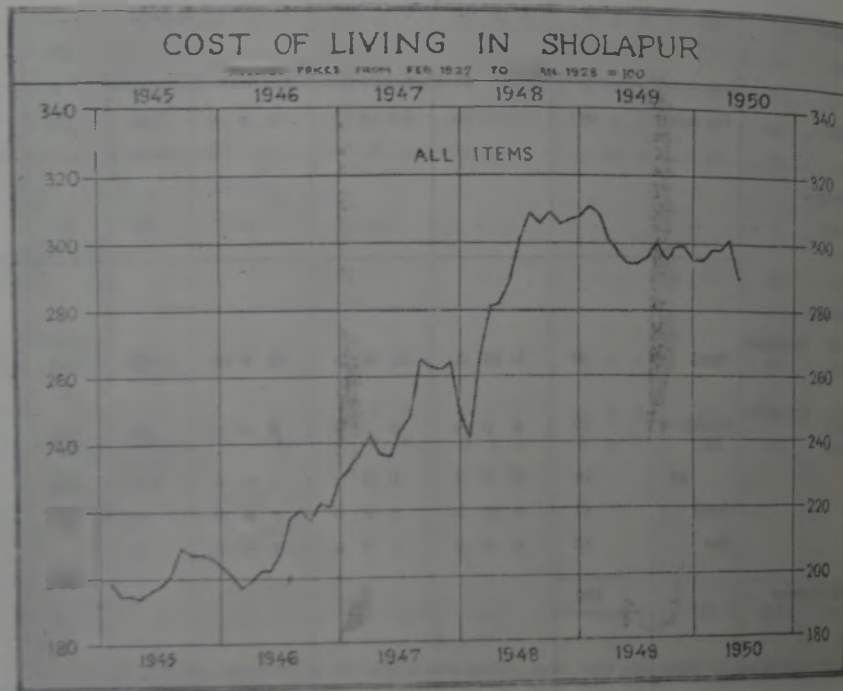
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Apr. 1950	May 1950	Aug. 1939	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Clothing—								
Dhotis	Pair	16	3 2 11	5 15 11	5 15 11	116	188	188
Costing	Yard	3	0 6 7	0 15 0	0 15 0	61	228	228
Shirting	Do.	24	0 5 0	0 10 11	0 10 11	54	218	218
Cloth for trousers	Do.	2	0 6 0	0 12 3	0 12 3	63	204	204
Sarees	Each	45	2 3 7	8 0 0	8 0 0	67	360	360
Khans	Yard	10	0 3 11	1 0 0	1 0 0	57	409	409
Total—Clothing		100						
Index Number—Clothing								
						63	296	296
House-rent*								
	Per month	100	2 6 0	2 8 8	2 8 8	107	107	107
Index Number—House-rent								
						107	107	107
Miscellaneous—								
Hair oil (coconut oil)	Seer‡	9	0 11 1	2 8 0	2 9 10	47	361	377
Bkls tobacco (including)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
Pan	50	10	0 0 6	0 2 6	0 2 6	100	500	500
Supari	Seer||	41	0 12 5	2 8 0	2 8 0	60	322	322
Soap	Bar	13	0 8 9	1 2 0	1 2 0	50	206	206
Total—Miscellaneous		100						
Index Number—Miscellaneous								
						86	362	350

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—ALL ITEMS

(Base: February 1927 to January 1928 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	201	199	195	195	194	196	198	201	209	207	207		
1946	211	201	197	199	202	202	207	218	220	217	222	221	223
1947	248	233	237	242	237	236	243	248	265	263	262	264	249
1948	292	241	265	281	282	289	301	309	306	309	306	307	308
1949	299	311	309	301	297	294	294	296	300	295	299	296	296
1950	..	295	298	298	301	289	..	..	..	..	..	..	..

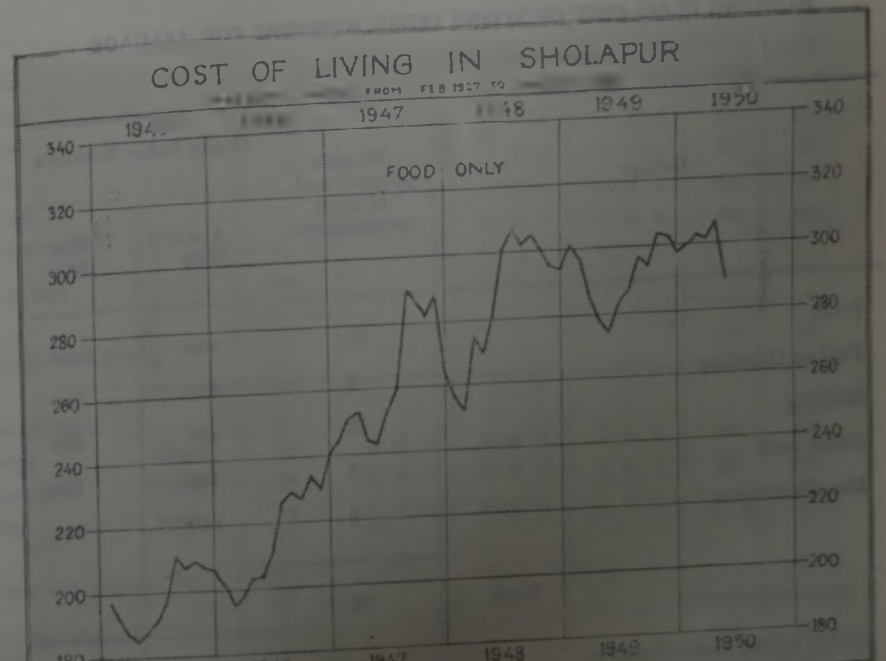


Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—FOOD ONLY

(Base: February 1927 to January 1928 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	198	197	192	187	185	188	191	197	211	207	209	207	206
1946	217	201	195	198	203	204	211	226	229	227	234	230	240
1947	263	245	251	253	244	243	253	260	290	286	282	288	264
1948	286	256	252	275	269	281	301	307	302	305	300	295	294
1949	292	301	297	285	278	274	283	287	297	294	304	303	298
1950	..	300	303	302	307	289	..	..	..	..	..	..	..



The Jalgaon Working Class Cost of Living Index* for May 1950

A FALL OF ONE POINT

In May 1950, the working class cost of living index number for Jalgaon City, on base: August 1939 equal to 100, was 421 being one point lower than in the preceding month. The index relates to the standard of life ascertained during the October 1937 family budget enquiry at Jalgaon.

The index number for the food group advanced by one point to 449 owing to a rise in the prices of raw sugar (gul), milk, chillies, potatoes and sweet oil.

The index number for the fuel and lighting group receded by 23 points to 398 owing to a fall in the prices of firewood and kerosene oil.

The index number for the clothing group rose by four points to 432 owing to a rise in the price of khans.

There was a fall of two points in the miscellaneous group to 647 due to a fall in the price of hair oil (Cocoonut oil).

The fall of one point in the final index to 421 was due to a fall of 23 points in the fuel and lighting group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

(Average prices for August 1939 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Apr. 1950	May 1950
Food	57	448	449
Fuel and lighting ..	8	421	398
Clothing	12	428	432
House-rent	9	100	100
Miscellaneous	6	649	647

1950, 1950

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

(Average prices for August 1939 = 100)

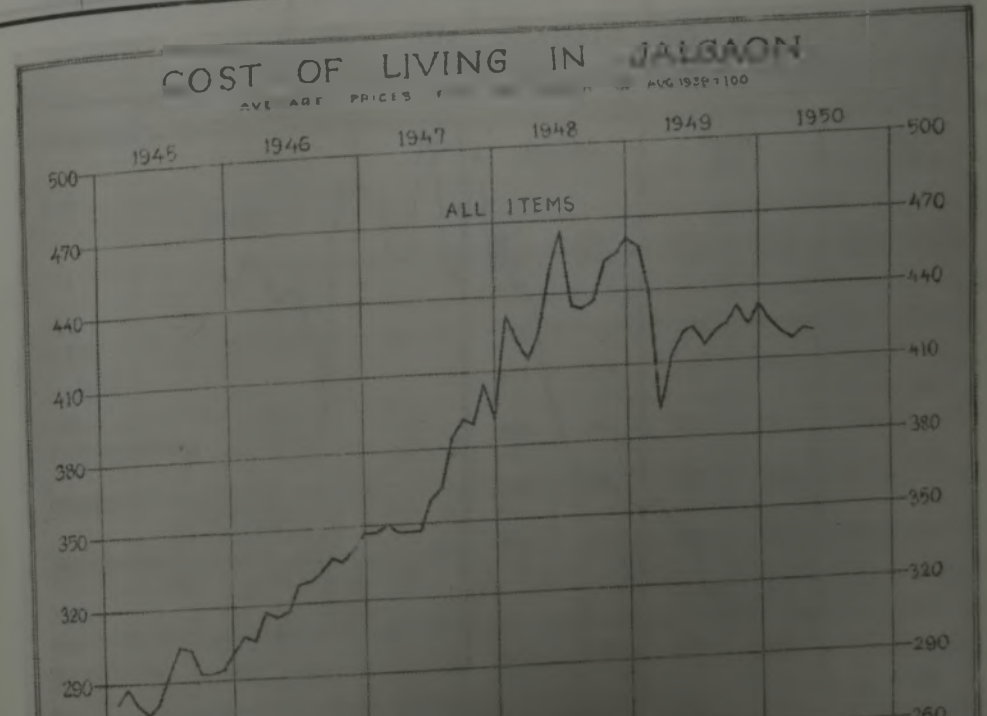
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	Apr. 1950	May 1950	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Wheat	Seer	46	6 13 4*	26 5 6†	25 8 10†	386	374
Jowari	"						
Bajri	"						
Pulses—							
Tur dal	Chawthal	6	0 11 6	3 12 3	3 12 3	524	524
Gram dal	"	3	0 12 0	3 12 5	3 13 1	503	509
Sugar (Refined)	Seer	3	0 4 11	0 13 0	0 13 0	264	264
Raw Sugar (Gul)	"	2	0 3 7	0 14 1	0 15 10	393	442
Tea	1/8 Lb.	1	0 1 3	0 4 11	0 4 11	393	393
Mutton	Seer	5	0 8 0	2 0 0	2 0 0	400	400
Milk	"	8	0 3 0	0 13 4	0 14 0	444	467
Ghee	"	5	1 4 8	8 3 2	8 0 10	635	623
Salt	"	1	0 1 9	0 1 10	0 1 10	165	165
Chillies	"	5	0 5 6	2 6 0	2 7 1	691	711
Turmeric	"	1	0 4 8	1 7 0	1 6 8	493	486
Potatoes	"	5	0 1 9	0 5 9	0 6 3	262‡	214‡
Onions	"	1	0 0 4	0 1 3	0 0 11	375	275
Sweet oil	"	7	0 3 4	1 12 0	1 13 5	840	888
Tea (Ready made)	Cup	1	0 0 6	0 2 0	0 2 0	400	400
Total—All Food		100					
Index Number—All Food						448	449
Fuel and Lighting—							
Firewood	Maund	74	0 8 5	2 10 3	2 8 0	502	475
Kerosene oil	Bottle	23	0 2 0	0 3 9	0 3 6	188	175
Matches	Box	3	0 0 4‡	0 0 9	0 0 9	200	200
Total—Fuel and Light-							

LABOUR GAZETTE
WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON
 (Average prices in August 1939 = 100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	Apr. 1950	May 1950	Apr. 1950	May 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Clothing—							
Dhotis	Pair	16	1 12 6	7 8 0	7 8 0	421	421
Coating	Yard	11	0 3 9	0 13 0	0 13 0	347	347
Shirting	"	17	0 4 2	0 13 9	0 13 9	330	330
Cloth for trousers	"	4	0 3 10	1 1 9	1 1 9	463	463
Sarees	Each	42	2 2 11	10 14 0	10 14 0	498	498
Khans	"	10	0 4 0	0 15 6	1 1 0	388	425
Total—Clothing		100					
Index Number—Clothing			....	....	....	428	432
House-rent	Per month	100	2 3 3	2 3 3	2 3 3	100	100
Index Number—House-rent			....	....	....	100	100
Miscellaneous—							
Barber	Shave	30	0 1 0	0 3 0	0 3 0	300	300
Soap	Bar	16	0 5 1	1 3 2	1 3 2	377	377
Hair oil (Cocunut oil)	Seer	9	0 4 4	2 10 9	2 9 4	987	954
Pan	100	10	0 0 0	0 10 11	0 10 11	2183	2183
Supari	Seer	10	0 6 9	3 1 4	3 2 0	731	741
Chewing tobacco	½ Seer	7	0 2 0	0 12 0	0 12 0	600	

WORKING CLASS COST OF LIVING INDEX—JALGAON—ALL ITEMS
 (Average prices in August 1939 = 100)

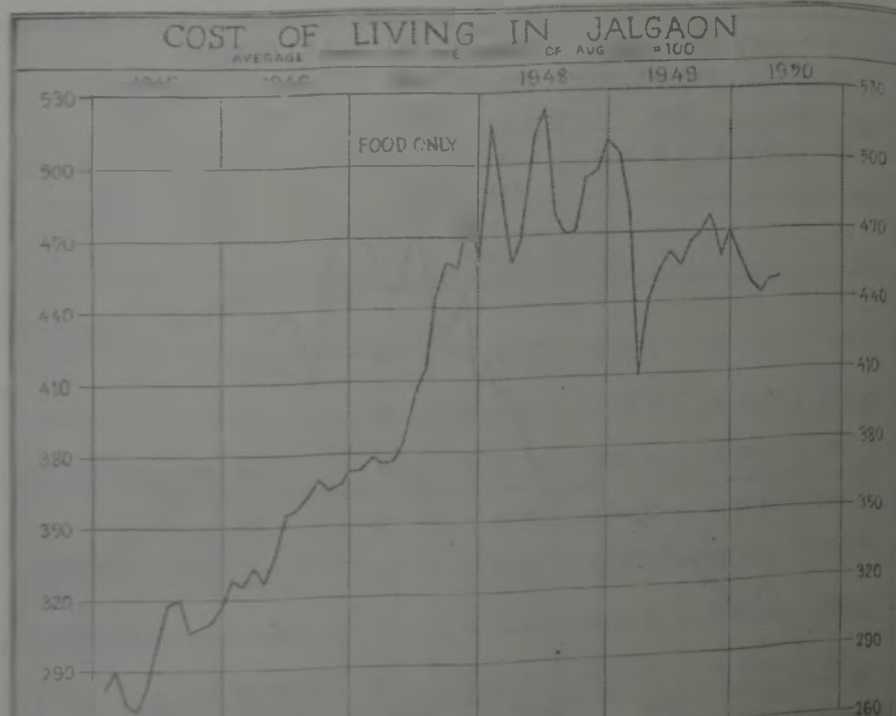
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	328	307	306	317	315	317	327	329	332	337	336	341	347
1947	369	347	350	347	347	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	435	434	437	452	456	461
1949	425	458	441	391	412	422	424	417	422	425	432	424	432
1950		425	421	418	422	421	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—JALGAON—FOOD ONLY

(Average prices in August 1939=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	299	282	290	275	273	284	302	318	320	306	308	310	314
1946	350	328	325	333	327	338	355	357	362	369	365	367	372
1947	417	373	378	376	376	385	403	415	445	450	457	481	480
1948	490	518	484	458	469	510	523	478	470	471	493	496	509
1949	462	504	484	409	442	453	461	456	465	469	476	459	470
1950	--	458	448	443	448	440	--	--	--	--	--	--	--



Cost of Living Index Numbers for Industrial Workers in India

The following table gives the working class cost of living index numbers† for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur, Madras and Kanpur during April and May 1950:—

Cost of Living Index Numbers for Industrial Workers in India for the months of April and May 1950

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	Apr. 1950	May 1950	Apr. 1950	May 1950	Apr. 1950	May 1950	Apr. 1950	May 1950
Food	370	380	289	286	307	289	448	449
Fuel and lighting	288	288	282	282	362	350	421	398
Clothing	307	307	291	291	296	296	428	432
Miscellaneous	297	295	335	335	349	351	649	647
Rent	100	100	107	107	107	107	100	100
Cost of living	307	312	267	265	301	289	422	421

Groups	Nagpur*		Madras (e)		Kanpur (d)	
	Apr. 1950	May 1950	Apr. 1950	May 1950	Apr. 1950	May 1950
Food	375	379	352	352	458	461
Fuel and lighting	295	295	430	435	354	370
Clothing	341	341	297	296	475	475
Miscellaneous	515	515	274	275	406	406
Rent			179	179	197	197
Cost of living	367	370	320	321	420	423

(a) Average prices from July 1933 to June 1934 = 100. (b) Average prices from August 1926 to July 1927 = 100. (c) Average prices from February 1927 to January 1928 = 100. (d) Base: August

The Nagpur cost of living index number, on base : August 1939 equal to 100, was 370 in May 1950, being three points higher than in the preceding month. The index number for the food group rose by four points to 379 ; while the index numbers for the fuel and lighting, the clothing and the miscellaneous groups remained unchanged at 295, 341 and 515 respectively.

The Madras Cost of Living index number, with the average prices for the year ending June 1936 equal to 100, was 321 in May 1950, being one point higher than in the preceding month. The index numbers for the food group and house rent remained unchanged at 352 and 179 respectively ; those for the fuel and lighting and the miscellaneous groups rose by five and one points to 435 and 275 respectively ; while the index number for the clothing group fell by one point to 296.

In May 1950, the Kanpur Cost of Living index number, on base : August 1939 equal to 100, was 423, being three points higher than in the preceding month. The index numbers for the food, the fuel and lighting and the miscellaneous groups rose by 3, 16 and 1 points to 461, 370 and 406 respectively ; while the index numbers for the Clothing group and house-rent remained unchanged at 475 and 197 respectively.

The following table* shows the cost of living index numbers for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur, Madras and Kanpur on base : August 1939 as 100 :—

Month and Year	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Madras	Kanpur
May 1949 ..	291	341	403	422	377	327	482
June ..	286	340	403	424	379	329	483
July ..	288	351	405	417	378	327	486
August ..	201	348	411	422	378	327	488
September ..	291	345	404	425	381	327	484
October ..	292	342	410	432	381	330	464
November ..	295	345	410	424	377	333	451
December ..	293	341	404	432	386	334	432
January 1950 ..	294	327	404	425	366	328	424
February ..	290	342	408	421	366	334	426
March ..	284	356	408	418	366	332	426
April ..	292	366	412	422	367	327	420
May ..	297	363	396	421	370	328	423

* Since October 1947, a uniform base period, viz., August 1939 has been adopted for the numbers given in the above table.

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE BOMBAY STATE DURING MAY 1950

Disputes in May 1950	33
Work-people involved	8,226
Working days lost	50,653

NUMBER AND MAGNITUDE

There was little change in the number of industrial disputes and the resulting time loss, as compared to April 1950 but the number of workers involved declined by about 17.5 per cent. However, both the number of workers involved and the number of man-days lost were far less than in May 1949.

Figures for the month under review show 33 disputes in progress involving 8,226 workers and a time loss of 50,653 man-days as compared to 30 disputes in April 1950 with 9,964 workers and a time loss of 53,852 working days. In May 1949, there were 36 disputes involving 23,298 workers and a time loss of 249,038 man-working days.

The word "dispute"* in the official sense means an interruption of work and it is here used in that sense as virtually synonymous with "strike".

Twenty-five disputes involving 6,845 workers were actually recorded during the month, while 8 disputes involving 1,381 workers were carried over from the previous month. Of the 33 strikes in progress in May 1950, 10 were in the Textile industry, 8 in the Engineering, while the remaining 15 disputes were in other industries. The disputes in the Textile industry affected nearly 45 per cent. of the total workers involved and accounted for about 29 per cent. of the total time loss.

* In compiling statistics of industrial disputes, however, only disputes involving ten or more persons and of not less than 24 hours' duration are included except when the number of working days lost is more than 100.

The following table gives an analysis of industrial disputes by groups of industries:—

Industry Group	No. of disputes in progress in May 1950			No. of work-people involved in all disputes in progress in May 1950	Aggregate duration in working days of all disputes in progress in May 1950
	Started before beginning of May	Started in May	Total		
Textiles		10	10	3,686	14,693
Engineering	3	5	8	3,171	30,367
Transport ...				.....	.....
Miscellaneous	5	10	15	1,369	5,583
Total May 1950	8	25	33	8,226	50,653
Total April 1950	9	21	30	9,964	53,852
Total May 1949	4	32	36	23,298	249,035

Analysing the disputes according to localities 18 of the 33 disputes in progress during the month under review were in Bombay City, three at Poona, two at Bhandup (Thana District) and one each at Ahmedabad, Sholapur, Surat, Baroda, Malad and Juchendra (Thana District), Cambay, Petlad, and Kapadwanj (Kaira District) and Yeola (Nasik District).

Eleven of the total disputes in existence in May 1950 arose over questions of "pay and allowances," 4 related to "bonus issues," 11 to questions of "retrenchment and grievances about personnel" and 5 to "leave and hours of work," while the remaining 2 disputes were due to "other causes."

As many as 20 disputes lasted less than a week—most of them from 1 to 3 days only. About 66 per cent. of the total workers involved were in these brief stoppages. Of the 24 disputes that terminated during the month under review, 4 disputes affecting 12.4 per cent. of the total workers were settled in favour of the workers, 17 in favour of the employers, one was a compromise settlement, while the result of the remaining two disputes was indefinite. Nine disputes were recorded as unterminated at the end of the month.

The highest peak (4,243,194) in respect of the number of working days lost through strikes in the State since April 1921 was reached in May 1923. The lowest level reached was in December 1927, when no strikes were reported and in September 1940 when no working days were lost in industrial disputes. The nearest approach to this was in February 1931, when only 108 working days were lost.

PROGRESS OF IMPORTANT INDUSTRIAL DISPUTES

BOMBAY

Shri Ramkrishna Fine Art Litho Works.—The strike in Shri Ramkrishna Fine Art Litho Works (reported earlier) was in progress at the beginning of May 1950. The strike and picketing continued. From May 15, the management started engaging new hands according to their requirements and by 23rd May the Press was working with 26 new hands. The management had dispensed with the services of the strikers in accordance with the notice put up by them on April 21, 1950. The strikers, therefore, accepted their outstanding wages on May 20 and discontinued the picketing of the press. From May 23 the press resumed normal working with new hands. The strike has, therefore, been treated as having ended on that date. The strike thus ended unsuccessfully for the workers causing a loss of about 1,100 man-working days.

Kamani Engineering Corporation Ltd. & Kamani Metal & Alloys Ltd., Kurla.—The strike in the above concerns involving 950 workers (reported previously) continued during the month under review. On May 3, the management put up a notice stating that they were compelled to keep the factory closed till such time as the majority of the strikers did not resume or until the management were in a position to work the factories with workers recruited on new basis. The notice further stated that when the factory restarted working, the recruitment of workers would be afresh and old workers would not necessarily have the right to reinstatement. The management then started recruitment of new hands and by the end of the month both the concerns worked with about 150 new hands. Meetings of the strikers were held under the auspices of the Metal Mazdoor Sabha when the strikers were exhorted to continue the strike till their demands were granted. The strike thus continued into the next month without any appreciable change in the situation. During the month under review, the strike in both the undertakings together accounted for a loss of about 22,000 man-days to the industry.

Morarji Goculdas Mills.—In accordance with an agreement reached with the representatives of the Rashtriya Mill Mazdoor Sangh, the management of the Morarji Goculdas Mills introduced single roving system in the Carding Department in place of double roving system by eliminating some intermediary process some two months ago. Due to this system the wages of some 22 workers of the Carding Department of both the shifts decreased from about Rs. 55 to about Rs. 39 per month. The concerned workers, therefore, represented to the management for increasing their wages. The management, however, did not agree as the workers were being paid according to the Standardisation Award. This caused some discontent among the workers who, it is alleged, resorted to slow-down Tactics. The management, therefore, served some 22 workers of the Carding Department with notices on May 12 and 20 requiring them to show improvement in their work before May 27 failing which their services would be dispensed with.

As a protest against this action of the management 11 workers Carding Department of the second shift stopped work on May nearly 45 minutes earlier than the scheduled closure time. On May 22, all the 1,200 workers of the Carding Department out of the total shift complement of 3,506 workers joined the strike at 7 a.m. However when the Labour Officer of the mill explained to the workers that strike was illegal, all the strikers of the first shift resumed work at 10 a.m. on the same day. The strikers of the second shift also followed suit and the strike ended.

Industrial & Engineering Works.—The strike in the Vasa Industrial and Engineering Works which commenced on April 11 1950 over the workers' demand for the reinstatement of the discharged workers and which involved all the 246 workers of the factory, was in progress during the month under review. On April 17, management had notified to the strikers that they should resume work before 3 p.m. on April 18 or else they would be dismissed from 19th April. Following this notice 26 out of 246 strikers resumed work. On May 13 and 14 strikers received their wages for the month of April. Some of the strikers who had resumed duty previously again joined the strike. The management, therefore, started employing new hands. A few strikers also resumed work. At the end of the month the factory worked with 25 old and 13 new hands and the strike thus continued into the next month.

CAMBAY (KAIRA DISTRICT)

Shree Subh Laxmi Cotton Mills.—All the 1,200 workers of Shree Subh Laxmi Cotton Mills resorted to strike on May 12 demanding wages as per standardization of wages with retrospective effect from 1948. The management of the mills filed an application in the Labour Court at Ahmedabad to get the strike declared illegal. The strike, however, continued till 25th May on which date the workers called off the strike and resumed work unconditionally. The man-days lost due to this strike amounted to 13,200.

EMPLOYMENT SITUATION IN MAY 1950

THE TEXTILE INDUSTRY

The statistics of absenteeism in the Textile Industry in the State of Bombay are compiled from the returns made by the mills in five important textile centres of the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh.

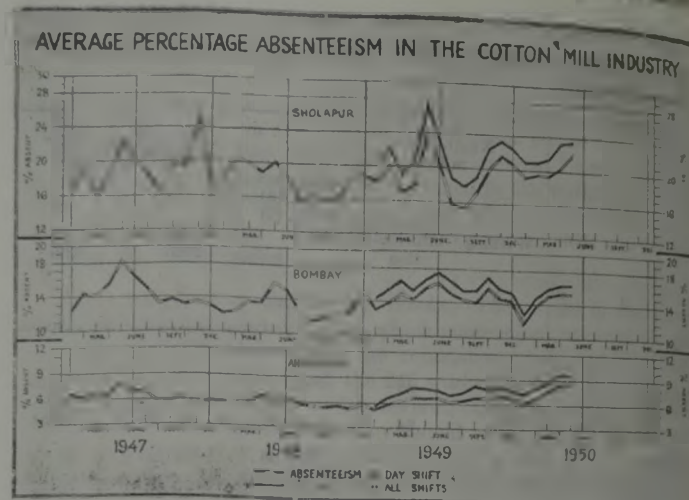
Returns were received from 134 or 99.26 per cent. of the 135 mills reported as working at these centres during May 1950. The supply of labour was reported as adequate by a majority of the mills. The absenteeism in the textile industry in these centres amounted to 14.28 per cent. as against 14.28 per cent. of the previous month.

The following table shows average percentages of absenteeism at the five centres for the month of May 1950 on the basis of information for all working shifts

Centre	Number of mills		of Col. (3) to Col. (2)	Average percentage of absenteeism in	
	Working	Furnished information		April 1950	May 1950
1	2	3	4	5	6
Bombay	63	62	98.41	16.29	16.42
Ahmedabad	64	64	100.00	9.65	9.64
Sholapur	5	5	100.00	23.28	23.51
Viramgaum	1	1	100.00	10.79	12.68
East Khandesh	2	2	100.00	16.14	12.86
All Centres	135	134	99.26	14.28	14.18

The statistics of absenteeism compiled by the Office of the Deputy Commissioner of Labour (Information) up to December 1948 related to the absenteeism for day-shift only. Since January 1949 all the working shifts in mills are being covered in calculating the absenteeism. For purpose of maintaining a comparable basis the statistics of absenteeism relating only to the day-shift are also compiled for the month and given in the following table :—

Centre	Average percentage of absenteeism in	
	April 1950	May 1950
Bombay	15.33	15.30
Ahmedabad	8.42	8.51
Sholapur	20.40	22.02
Viramgaum	10.79	12.68
East Khandesh	15.41	12.86
All Centres	13.11	13.04



THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in the representative workshops was 22·86 per cent. as against 19·86 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 15·82 in the Chief Engineer's Department and 10·21 among the monthly paid labourers employed in the Port Trust Docks.

WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR MAY 1950

One hundred and sixty-one cases were disposed of in the State during May 1950, under the Workmen's Compensation Act, 1923, 22 less than in the preceding month. All the cases were disposed of by the Commissioner for Workmen's Compensation, Bombay.

Sixty-six cases were in the Textile Industry, 27 in the Engineering Industry, 41 in the Transport Services and the remaining 27 cases were in the other groups of industries.

There were 50 proceedings under the Act. Compensation was awarded in 48 cases while the remaining two cases were dismissed. Of the 111 cases of registration of agreements 104 were registered while registration for the remaining 7 cases was refused.

The following table classifies these cases, according to the nature of employment, proceedings and registration of agreements in May 1950

Nature of employment	Proceedings					Registration of agreements			Grand total
	Com-pensa-tion awarded	Dis-missals	With-drawals	Recov-ery	Reviews and other miscellaneous applica-tions	Total	Agree-ments regis-tered	Regis-tration refused		Total
<i>Group II—Secondary Production—</i>									
Textile Industry ..	7	..	..	..	..	1	54	5	59
Engineering ..	..	..	..	..	..	7	18	..	20
Metals ..	1	..	..	..	..	1	1	..	1 2
Food, Drink and Tobacco	2	..	..	..	..	2	4	..	4 6
Chemicals	1	..	..	..	..	1	5	..	5 6
Paper and Printing	..	..	..	..	..	..	2	..	2 2
Wood working and Furniture	1	..	..	..	..	1	..	..	2 3
Building and Roads	1	..	..	..	..	1	1	..	1 2
Miscellaneous	1	..	..	..	..	1	1	..	1 2
<i>Group III—Services</i>									
Transport	24	2	..	..	..	26	15	..	15 41
Communications	2	..	..	..	..	..	..	..	..
Public Administration	1	..	..	..	..	1	1	..	1 1
Total ..	48	2	..	..	..	50	104	7	111 161

COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sums was Rs. 65,859 as against Rs. 65,208 in the previous month.

There were 21 proceedings in respect of fatal accidents, 24 of permanent partial disablement and 5 of temporary disablement.

The following table classifies these proceedings according to the nature of injuries and the total amount of compensation awarded:—

Nature of injuries	Original claims for compensation					No. of withdrawal cases	No. of dismissed cases	No. of recovery cases	Reviews and other miscellaneous applications	Grand total
	Settled in favour of applicants									
	By lump sums		By instalments							
	No. of cases	Total amount	No. of cases	Total amount of instalments (monthly)	Total No. of cases					
		Rs. a. p.		Rs. a. p.						
Fatal	21	48,250 0 0	..	..	21	..	..	..	..	21
Permanent total disablement	..	..	..	..	..	..	..	..	..	..
Permanent partial disablement	22	16,943 5 0	..	..	22	..	2	..	..	24
Temporary disablement	5	665 5 0	..	..	5	..	..	..	..	5
Total	48	65,858 10 0	..	..	48	..	2	..	..	50

REGISTRATION OF AGREEMENTS

All the 111 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 56,820 as against Rs. 43,566 in the previous month.

NIGHT SHIFTS IN THE COTTON MILLS IN THE STATE

At the beginning of June 1950, there were 66 mills in Bombay City and 60 in Ahmedabad working night shifts. The number of men doing night work was 83,014 and 47,511 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st May 1950, there were 593 unions in the Bombay State registered under the Indian Trade Unions Act, 1926. The following ten unions were registered during the month:—

1. *Garlick and Company's Staff Union, Bombay.*—(Registered on 3rd May 1950). *President*—Shri Mahomed Moosa Munshi; *General Secretary*—Shri Roger N. Correa; *Secretary*—Shri Everett K. D'Costa; *Treasurer*—Shri Pranalal Chunilal Laiwalla.

2. *Nasik Jilla Press Kamgar Union.*—(Registered on 6th May 1950). *President*—Shri Vasant Narayan Naik; *General Secretary*—Shri Baboo Madhavrao Pawar; *Secretary*—Shri S. M. Jagtap; *Treasurer*—Shri Nivrutti Rangnath Joshi.

3. *Small Shop-Keepers' Association, Bombay.*—(Registered on 12th May 1950). *President*—Shri Narayan Shankar Naik; *General Secretary*—Shri Sakharam Vinayak Joglekar; *Treasurer*—Shri A. P. Paranjpay; *Adviser*—Shri S. H. Jhabwala.

4. *Rander Municipal Kamdar Mandal.*—(Registered on 13th May 1950). *President*—Shri Niranjan Rajaram Shastri; *Secretary*—Shri Badrinath Amrataram Bhatt; *Joint Secretary*—Shri Gulam Mohamed M. Bhaimiya; *Treasurer*—Shri Sanmukharam Purushottam Pathak.

5. *Gumusta Union, Alibag.*—(Registered on 23rd May 1950). *President*—Shri J. H. Joshi; *General Secretary*—Shri P. G. Patil; *Secretary*—Shri V. C. Patil; *Treasurer*—Shri R. D. Patil.

6. *Mission Primary And High School Workers' Union, Poona.*—(Registered on 25th May 1950). *President*—Shri G. T. Barse; *General Secretary*—Shri S. Dhariraym; *Secretaries*—Shri Hari Keru Alhat; Shrimati Anandibai A. Pathare; *Treasurer*—Shri Aba Bapoo Sagar.

7. *R. M. I. Employees' Union, Andheri.*—(Registered on 26th May 1950). *President*—Shri Ramchandra N.; *General Secretary*—Shri P. N. Pandey; *Secretary*—Shri B. Cornello; *Treasurer*—Shri Sadanand Pandey.

8. *The National Union of Commercial Employees, Bombay.*—(Registered on 26th May 1950). *President*—Shri Purshottam Thakkar; *General Secretary*—Shri R. S. Thonsekar; *Secretaries*—Shri A.R. Jadhav, Shri V. R. Gupte; *Treasurer*—Shri D. A. Chandawarkar.

9. *Pen Manufacturing Workers' Union, Bombay.*—(Registered on 30th May 1950). *President*—Shri Indravadan Oza; *General Secretary*—Shri Vasudeo Raval; *Secretaries*—Shri D. Subramaniam, Shri D. S. Prakasham; *Treasurer*—Shri Sobharam Upadhaya.

10. *Guledgad Municipal Employees' Association*.—(Registered on 31st May 1950). *President*—Shri P. R. Koulgud; *General Secretary*—Shri S. C. Kalburgi; *Secretary*—Shri R. J. Parvatikar; *Treasurer*—Shri H. G. Gudadari.

The total number of registered Trade Unions on 31st May 1950, was 603.

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

REGISTRATION OF UNIONS

(1) The Registrar, Bombay Industrial Relations Act, 1946, has, on the 22nd May 1950, registered the Textile Labour Union, Cambay, as a Representative Union under section 14 of the Act for the Cotton Textile Industry in the local area of Cambay Taluka.

(2) The Registrar, Bombay Industrial Relations Act, 1946, has, on the 3rd June 1950, registered the Surat Silk Textile Labour Union, Surat, as a Representative Union, under section 14 of the Act for the Silk Textile Industry in the local area of the Chorashi Taluka excluding Surat Municipal Borough.

* * * * *

(1) The Registrar, Bombay Industrial Relations Act, 1946, has, on the 24th May 1950, entered the Surat Silk Textile Labour Union, Surat, in the approved list of unions for the Silk Textile Industry in the local area of Chorashi Taluka excluding Surat Municipal Borough, under section 23 (1) of the Act.

(2) The Registrar, Bombay Industrial Relations Act, 1946, has, on the 15th June 1950, entered the Rashtriya Hosiery Workers' Union, Poona, in the approved list of unions for the Hosiery Textile Industry in the local area of Poona City Municipal Borough, Poona Suburban Municipal Borough, Poona Cantonment and Haveli and Indapur Talukas of Poona District, under section 23 (1) of the Act.

(3) The Registrar, Bombay Industrial Relations Act, 1946, has, on the 16th June 1950, entered the Majoor Mahajan Mandal, Baroda, in the approved list of unions for the Cotton Textile Industry in the local area of the Baroda City, under section 23 (1) of the Act.

* * * * *

THE BELAPUR KAMGAR UNION

On an application from the Belapur Kamgar Union, the Registrar, Bombay Industrial Relations Act, 1946, has registered the Union under the new name, namely, "Sakhar Kamgar Sabha, Shrirampur" on the 18th May 1950.

TRADE CONDITIONS IN AHMEDABAD

The quantity of cotton piece goods despatched by rail from Ahmedabad, during May 1950, was 174,000 maunds as against 90,000 maunds during April 1950 and 84,000 maunds during March 1950. The cumulative total for the five months ended 31st May 1950, comes to 627,000 maunds as against 996,000 maunds for the corresponding period of the year 1949.

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

NOTIFICATIONS

No. 717/48, dated 17th May 1950.—In exercise of the powers conferred by section 113 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Schedules I and III to the said Act as follows, namely:—

In item 9 of Schedule I and item 7 of Schedule III, for the word "stoppages" the word "closures" shall be substituted.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

* * * * *

No. 550/48, dated 27th May 1950.—In exercise of the powers conferred by sub-section (4) of section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to direct that all the provisions of the said Act shall apply, with effect from the 15th June 1950, to the industries specified below in the local area of Baroda City

(a) all concerns, using power and employing twenty or more workers, which are engaged in spinning wool and/or worsted and in all processes incidental or supplemental thereto;

(b) all concerns, using power and employing twenty or more workers, which are engaged in woollen and/or worsted weaving and in all the processes incidental thereto with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than 50 per cent. of wool and/or worsted;

(c) all concerns, using power and employing twenty or more workers, which are engaged in wool and/or worsted knitting or the manufacture of wool and/or worsted hosiery with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than fifty per cent. of wool and/or worsted;

(d) all mechanics' shops attached to, and all dyeing, bleaching and printing departments in any of the concerns falling under clauses (a), (b) or (c).

By order of the Governor of Bombay

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

* * * * *

No. 298/48, dated 3rd June 1950.—In pursuance of clause (23) of section 3 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Government Notification, Labour Department, No. 1237/46, dated the 19th November 1948, as follows, namely:—

In the said Notification, for entry No. 111, the following entry shall be substituted, namely:—

“ 111. Akkalkuwa Taluka

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

* * * * *

No. 298/48-I, dated 3rd June 1950.—In exercise of the powers conferred by sub-section (2) of section 6 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Government Notification, Labour Department, No. 1237/46-III, dated the 19th November 1948, as follows, namely:—

In the Schedule appended to the said Notification, in entry No. (1) column 2, for the words “ Mewas Area ” the words “ Akkalkuwa Taluka ” shall be substituted.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

* * * * *

No. 298/48-II, dated 3rd June 1950.—In exercise of the powers conferred by sub-section (1) of section 8 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of

Bombay is pleased to amend Government Notification, Labour Department, No. 298/48, dated the 12th September 1949 as shown below, namely:—

In the Schedule appended to the said Notification, in entry No. 4, column 2, for the words “ Mewas Area ” the words “ Akkalkuwa Taluka ” shall be substituted.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

No. 298/48-III, dated 3rd June 1950.—In exercise of the powers conferred by section 9 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947) the Government of Bombay is pleased to amend Government Notification, Political and Services Department, No. 1237/46-II, dated the 24th September 1947, as shown below, namely:—

In the schedule appended to the said Notification in entry No. (3), column 2, for the words “ Mewas Area ” the words “ Akkalkuwa Taluka ” shall be substituted.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

No. 298/48, dated 20th June 1950.—In exercise of the powers conferred by sub-section (1) of section 5 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to appoint Shri D. G. Kale, Assistant Commissioner of Labour (Administration), Bombay, to be the Registrar of Unions for the whole of the State of Bombay with effect from 17th June 1950.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

CONSTITUTION OF JOINT COMMITTEES

Government Order No. 979/46, dated 25th May 1950.—Whereas an application has been made to the Government of Bombay by the Ahmedabad Electricity Employees' Union, Ahmedabad, under sub-section (1) of section 48 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), (hereinafter referred to as the said Act);

Now, therefore, the Government of Bombay is pleased—

- (a) under sub-section (1) of section 48 of the said Act to direct that a Joint Committee shall be constituted for the following undertaking, namely, the Ahmedabad Electricity Company Ltd., Ahmedabad and
- (b) under sub-section (1) of section 49 of the said Act to specify a period of one month from the date of this Order, as the period within which the Ahmedabad Electricity Employees' Union, Ahmedabad and the Ahmedabad Electricity Company Ltd., Ahmedabad shall nominate and appoint the members of the Joint Committee.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

Government Order No. 979/46, dated 27th May 1950.—Whereas an application has been made to the Government of Bombay by the Rashtriya Girni Kamgar Sangh, Poona, under sub-section (1) of section 48 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), (hereinafter referred to as the said Act);

Now, therefore, the Government of Bombay is pleased—

- (a) under sub-section (1) of section 48 of the said Act to direct that a Joint Committee shall be constituted for the following undertaking, namely, the Vijay Textiles Ltd., Poona and
- (b) under sub-section (1) of section 49 of the said Act to specify a period of one month from the date of this Order, as the period within which the Rashtriya Girni Kamgar Sangh, Poona, and the Vijay Textiles Ltd., Poona, shall nominate and appoint the members of the Joint Committee.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government,
Labour and Housing Department.

TIME LIMITS FOR CONCILIATION PROCEEDINGS

Government Order No. 1237/46, dated 19th June 1950.—In exercise of the powers conferred by sub-section (1) of section 62 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947) and in supersession of

Government Order, Labour Department, No. 1237/46, dated the 3rd March 1948, the Government of Bombay is pleased to fix for each stage of the conciliation proceedings provided for under chapter X of the said Act mentioned in column I of the Schedule hereto appended, the time limit specified opposite thereto in column II of the said Schedule.

Schedule

I State of conciliation proceedings	II Time limit
(1) Holding of the conciliation proceedings under section 56.	Within 10 days from the date on which the dispute is entered in the register under section 55.
(2) Close of the proceedings before the Conciliator.	Within 9 days from the date on which the proceedings are held under section 56, after excluding the period of extension mutually agreed to by the parties under sub-section (2) of section 62.
(3) Submission of a report under sub-section (1) or (2) of section 58, as the case may be.	Within 2 days from the last day on which conciliation proceedings are held.
(4) Forwarding of the report under sub-section (3) of section 58.	Within 2 days from the date of the submission of the report under sub-section (1) or (2) of section 58, as the case may be.
(5) Publication of the report under sub-section (4) of section 58.	Within 7 days of the submission of the report under the proviso to sub-section (2) or under sub-section (3) of section 58.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to the Government of Bombay,
Labour and Housing Department.

WORKERS' LITERACY BOARDS AT SHOLAPUR AND JALGAON

Government Resolution, Labour and Housing Department, No. 771/46, dated 22nd June 1950.—Government is pleased to direct that the Workers' Literacy Boards at Sholapur and Jalgaon, constituted under Government Resolution, Labour Department, No. 771/46, dated 24th June 1948, should be continued for a period of three months with effect from the 24th June 1950, pending further orders.

By order of the Governor of Bombay,

S. R. DESAI,
for Secretary to the Government of Bombay,
Labour and Housing Department.

FOREIGN

SOVIET INDUSTRIALISATION

I. *Introduction.* An intense controversy raged among the leading economists of the Soviet Union during the latter half of the twenties on the question as to the appropriate tempo of the planned industrialisation and the final outcome of the debate was the formidable programme of the Five Year Plans. Among the contributions to the controversy, that of Eugeni Preobrazhenski one of the leading spokesmen of the left wing opposition stands unexcelled.

II. *"The Goods Famine"*—The tempo of increase in industrial output slowed perceptibly in 1925 as compared with 1924 although it still remained at the respectable level of 30 per cent. per annum. At the same time industrial commodity markets showed considerable strain and widespread shortages appeared which became known in Soviet economic literature as "the goods famine".

This famine was to Preobrazhenski, an accentuated expression of deep seated maladjustments in the structure of Soviet economy.

The disparity between supply and demand.—According to him the shortages of the present were, to a large extent the results of enforced prodigality of the past. In the period of "war communism" normal capital formation was interrupted wholly "We did not accumulate—the best thing we could do was to use up our resources as economically as possible." The process continued in the early years of NEP either in the form of an all-out "auction sale" of industrial commodities regardless of costs or by using amortization quotas for the purpose of wage increases and replenishment of stocks. The October revolution had ended the traditional system of rent payments, and agricultural taxes in 1924-25 were less than one-third of the pre-war level. The effect was that the demand for industrial commodities and for products of interpeasant enterprise increased. Productive capacity had, therefore, to be maintained over and above the pre-war level in order to cope up with the increased effective demand. Failure to accomplish this would have resulted in a recurrence of the "goods famine" a few years hence just as the failure to make sufficient provision for capital maintenance in the past made inevitable the present "goods famine". This was the point at which Preobrazhenski hammered incessantly from that time.

Peasants' freedom of choice. The reduction in the burden of compulsory payments not only increased the demand of peasants for industrial goods at a given level of agricultural marketable surplus but also influenced decisively the volume of this surplus by making it to a much greater extent dependent upon peasants' willingness to trade. This was what Preobrazhenski had in mind when he stated that "as a result of the decrease in forced sales, the peasantry now enjoys a much greater freedom in the choice of the time and of the terms at which to dispose of its own surpluses."

III *Over-population.*—As one of the basic conditions of equilibrium of Soviet economy, Preobrazhenski listed "the gradual absorption of the surplus population of the country." The stubborn persistence of large scale unemployment a decade after the revolution was in his view the result of the inability of the industry to absorb labour reserves which had been inherited from the agrarian structure of the old regime or to turn out for them in a short period of time the tools to work with; and the same limitations made it impossible to offset the labour displacing effects of technological improvements and organisation of a production process for which the backwardness of the country left so much room. His conclusion was emphatically stated: "All attempts to solve the unemployment problem in a radical way lead to the problem of accumulation." Industrialisation spearheaded by the expansion of the capital goods sector would attract a large part of surplus labour from the land.

At the same time, it would more than outweigh the displacement effect of labour-saving innovations by letting out the productive capacity expand to a level which would permit a rapid increase in the volume of employment despite the reduction of the amount of labour per unit of output.

IV. *The Law of "Primitive Socialist Accumulation"*—"An exchange of a smaller quantum of labour of one economic system (socialism) for the greater quantum of another economic system (capitalism)" has to be secured if a rapid advance from a low initial level were to be made. This was actually what the famous "law of primitive socialist accumulation" amounted to. It stood for the whole set of devices which in various ways served one purpose—to bring about "within the limits of what is economically possible and technically feasible" a shift of productive resources from the private to the socialised sector over and above the share the latter could obtain as a result of the operation of the law of value in a competitive market.

The Socialist Protectionist.—Preobrazhenski advocated great efforts to attract foreign investment and was prepared to let it bear interest at a rate above the normal. The burden of such payment he argued would certainly be much less than the new values which would be added to the fund of "socialist accumulation". The Soviet economy, however, had to bear the full brunt of its own re-equipment since foreign capital failed to flow on a large scale.

The major aim of 'Socialist protectionism' as advocated by him was to import more of those machines whose domestic production was less advantageous under the then existing economic conditions. The real peril consisted, from his own view point, less in the possible effects of foreign competition than in the certainty that an adjustment of the composition of foreign supplies to the voluntary preferences of the population would reduce the amount of capital goods to a level which would imply stagnation, if not actual capital consumption under the specific conditions of Soviet industry of that period. To stave off this

danger foreign trade monopoly had to be used consistently for securing an indisputable priority of replacement and expansion needs in total volume of Soviet imports. The reintegration of Soviet economy in the system of world division of labour would then be secured and a shift of resources from western capitalism towards Soviet socialism would be achieved, with the domestic private sector footing the bill.

Taxation by Price.—Preobrazhenski did not, to be sure, renounce direct taxation as an instrument of the redistribution of income in favour of socialist industry. On the contrary, he wanted it to be used to the limit together with discriminatory measures in the field of railway rates, credit and the like. Taxation through price, however, was in his view the most effective single device—both because of the “extreme convenience of collection which did not require a penny for the special fiscal apparatus” and for reasons of Political Expediency. “The way of direct taxation is the most dangerous way leading to a break with the peasants.”

V. *The Preobrazhenski Dilemma.*—Preobrazhenski had shown with unsurpassed clarity that the increase in the peasants’ propensity to consume was the most important single stimulant to “non-autonomous” investment; and he even foresaw the danger of a peasants’ strike in view of the lag in industrial supply. Such an event could materialise in a period when peasants were expected to get fewer industrial goods and at the same time to give up more of the produce than before. They would respond to the attempt at an increased squeeze by withdrawing from the market and thus would kill industrial expansion by cutting off supplies of food and indirectly of foreign capital goods bought from the proceeds of agricultural exports, or else by forcing the state to capitulate they would impose an increase in food prices and let the inflation start from this side. The cure would prove deadlier than the disease. This was in effect the points which the opponents were making.

Preobrazhenski struggled desperately for a way out of this dilemma. He tried to minimise the danger of high industrial prices by pointing out that the prevailing low wholesale prices were of no benefit to the peasants in any event. “When the wholesale price does not reflect the real scarcity situation,” he argued, “the private trader on whom the peasants had to rely to a greater extent than the city population, corrects the price in his own favour.” To this, his opponents replied that “even if it were true that an upward price adjustment would not affect peasants it would affect the workers and the inflationary pressure would start from the side of wages.”

VI. *The solution of Preobrazhenski Dilemma.*—It was not difficult for Preobrazhenski’s opponents to prove that the “super-industrialist” way was leading to an impasse. Increase in consumption consequent upon the change in income structure called for increases in supply but the run-down condition of the equipment and lack of adequate reserve capacities made such increases unpractical except by large increases

in the volume of capital construction; the “complementarity” factor dramatized even more the magnitude of this needed expansion. But the same circumstances which pushed towards a large volume of investment placed obstacles in its way. Thus scarcity of equipment permitted investment to proceed on desired lines at the expense of consumption while the equalization of income left little room either for voluntary savings to match the rise in investment expenditures or for luxury consumption to be cut down, and any attempt sufficiently to override the voluntary propensity to consume would be certain to boomerang with drastic effects. The high rate of growth was a necessity but at the same time a threat. The adherents of the majority had therefore no right to celebrate a victory. It was for them to find a third alternative. This was in fact the sustained effect of Preobrazhenski’s challenge. Subsequent events in Soviet economic policy, if considered under the head of the “history of ideas” could be conveniently viewed as alternative attempts to solve the “Preobrazhenski Dilemma.”

The first “Five Year Plan” proclaimed as its objective an expansion in investment goods designed to double the fixed capital of the economy and at the same time a marked increase in per capita consumption. In the process of fulfilment however, the first part of the programme was pushed through unwaveringly at the expense of the second.

Whatever one might think about the rationality of the chosen tempo in terms of efficiency the explosive potentialities which Preobrazhenski and his opponents had anticipated were effectively extinguished. The wholesale collectivisation of agriculture did away with the peasants’ “freedom to choose the time and terms at which to dispose of the surpluses.” It was now for the state to set these terms and determine the rate of present saving. The suppression of the limited independence of trade unions ended the possibility of organised opposition by the worker against the fall in real wages; another “barrier to the tempo of socialist accumulation” was thus disposed of. The “Goods Famine” ceased to be a source of danger which might culminate in peasant supply strikes and in political upheaval. The desires to utilise these opportunities for technological improvement and to provide a firm foundation for collective form of ownership, both pushed to an extreme by the drive to build up the power of the totalitarian state could now assert themselves freely. The “minimum” of wants could be asked to wait a little longer. (*Quarterly Journal of Economics*, February 1950.)

Conciliation and Arbitration

NOTIFICATIONS

The memoranda of settlements recorded by the Registrar Industrial Relations Act, 1946, in exercise of the powers conferred on him under section 58 (1) of the Bombay Industrial Relations Act and Rule 65 of the Bombay Industrial Relations Rules, 1947, are produced below :

No. 101/50, dated 28th February 1950

Names of Parties

(1) Representing Employers —

Mr. J. G. Rebello, Labour Officer, Lalbhai Tricunlal Mills Ltd., Ahmedabad.

(2) Representing Employees —

Textile Labour Association, Ahmedabad. (Mr. J. G. Parmar).

Short recital of Case

On the 17th November 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to close Dori Section and reduce one worker. Failing agreement, "N" form was sent to the Conciliator on the 24th November 1949. Conciliation proceedings were held on 1st December 1949, 8th December 1949, 19th December 1949, 29th December 1949, 11th January 1950, 24th January 1950 and 31st January 1950, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may close Dori Section and reduce the strength of Waste Department by one by discharging juniormost worker.

(2) The discharged worker shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.

(3) The name of the discharged worker shall be put on the Badli list.

(4) This Settlement shall not prejudice the rights of the discharged worker for his Leave with Wages and Bonus for 1949.

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(5) This Settlement shall come into effect from 7th February 1950.

J. G. Rebello,

Labour Officer,
Lalbhai Tricunlal Mills Ltd., Ahmedabad.

J. G. Parmar,

for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHOTIA,

Conciliator.

31st January 1950.

No. 102/50, dated 26th February 1950

Names of Parties

(1) Representing Employers —

Mr. O. M. Mehta, Secretary, Ahmedabad Jupiter Spinning, Weaving and Manufacturing Co. Ltd., Ahmedabad.

(2) Representing Employees —

Textile Labour Association, Ahmedabad. (Mr. M. B. Joshi).

Short recital of Case

On the 19th December 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce the strength of the Bleached Folding Department by 15 for want of work. Failing agreement, "N" form was sent to the Conciliator on the 2nd January 1950. Conciliation proceedings were held on 13th, 23rd, 25th and 31st January 1950, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) Since the Mill has discontinued manufacturing handkerchiefs, the strength of the Bleached Folding Department may be reduced by 7, by discharging juniormost Folders, subject to the condition that a Bleached Folder to be discharged shall not have put in more than 5 years' service.

(2) The discharged Bleached Folders shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.

(3) The names of the discharged Bleached Folders shall be put on the Badli list.

(4) This Settlement shall not prejudice the rights of the discharged Bleached Folders for their Leave with Wages and Bonus for 1949.

(5) The Mill not press the reduction of 8 more Bleached Folders for the present.

(6) This Settlement shall come into effect from 7th February 1950.

(Illegible)

Secretary,
Ahmedabad Jupiter Spinning, Weaving
and Manufacturing Co. Ltd., Ahmedabad.

M. B. Joshi,
for Secretary,
Textile Labour Association, Ahmedabad

G. K. DHUTIA,
Conciliator.

31st January 1950.

No. 103/50, dated 28th February 1950

Names of Parties

- (1) Representing Employers—
Mr. R. P. Nagarwadia, Manager, Ajit Mills Ltd., Ahmedabad.
- (2) Representing Employees—
Textile Labour Association, Ahmedabad. (Mr. J. G. Parmar).

Short recital of Case

On the 10th December 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to stop 5 Weft Frames and reduce 10 Weft Piecers and 5 Doffers in each shift. Failing agreement, "N" form was sent to the Conciliator on the 19th December 1949. Conciliation proceedings were held on 29th December 1949, 11th January 1950 and 16th January 1950, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

- (1) The management may close 3 Weft Machines daily by turn in each shift and thereby may not provide work to a maximum of 6 Weft Piecers and 3 Doffers daily in each shift.
- (2) The Weft Piecers and Doffers shall be given preference as Badli to other badli workers.
- (3) This Settlement shall not prejudice the rights of the Weft Piecers and Doffers for their Leave with Wages and Bonus for 1949.

(4) This Settlement shall come into effect immediately.

R. P. Nagarwadia,
Manager,
Ajit Mills Ltd., Ahmedabad.

J. G. Parmar,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator.

16th January 1950.

No. 106/50, dated 28th February 1950

Names of Parties

- (1) Representing Employers—
Mr. K. K. Tripathi, Manager, Girdhardas Harivallavdas Mills Ltd., Ahmedabad.
- (2) Representing Employees—
Textile Labour Association, Ahmedabad. (Mr. G. G. Kagzi).

Short recital of Case

On the 24th January 1950, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce one Drawing Tenter. Failing agreement, "N" form was sent to the Conciliator on the 1st February 1950. Conciliation proceedings were held on the 10th February 1950, on which date, a Settlement on the following terms was reached.

Terms of Settlement

- (1) The management may reduce the strength of Drawing Tenters by one, by discharging a junior-most Drawing Tenter.
- (2) The discharged Drawing Tenter shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.
- (3) The name of the discharged Drawing Tenter shall be put on the Badli List.

(4) This Settlement shall not prejudice the rights of the disaffected Drawing Tenter for his Leave with Wages and Bonus for 1948.

(5) This Settlement shall come into effect from 1st February 1950.

K. K. Tripathi,
 Manager,
 Giribardas Harivallabdas Mills Ltd., Ahmedabad

G. G. Kagzi,
 for Secretary,
 Textile Labour Association, Ahmedabad.

G. K. DRUTIA,
 Conciliator.

10th February 1950.

No. 110/50, dated 8th March 1950

Names of Parties

(1) Representing Employers

Mr. Miya Mahomed Haji Pirmahomed, Partner, Aziz Silk & Cotton Factory, Gulambaba Mill Compound, Station Road, Surat.

(2) Representing Employees :-

Mr. Ishwarlal C. Desai, President, Surat Silk Mill Workers' Union, Zampa Bazar, Viramgami Moholla, Surat.

Short recital of Case

On 31st December 1949, the Government Labour Officer, Surat, gave a notice of change in the form "L" as representative of employees to the management of Aziz Silk and Cotton Factory, Surat, demanding Bonus for the year 1948. As no agreement was possible between the parties, the report in form "N" was sent to the Conciliator on 14th January 1950.

As the Surat Silk Mill Workers' Union was in the meanwhile declared a Representative Union for the Silk Textile Industry for the local area of Surat Municipal Borough, it was requested to represent the employees in the dispute in place of the Government Labour Officer, Surat.

Conciliation proceedings were held on 24th January, 4th February and 13th February 1950 on the last of which dates a settlement on the following terms was reached.

Terms of Settlement

(1) The Aziz Silk and Cotton Factory, Surat, shall pay to all the employees whether at present in the employment or not, a Bonus for the year 1948 equivalent to 1½ months' wages exclusive of dearness and other allowances (but inclusive of 12½ per cent. paid by way of compensatory allowance for shortage of hours of work) on the following conditions :-

(a) Employees who have worked for 75 or more working days shall be paid full Bonus under clause (1) above.

(b) Those employees who have worked for less than 75 but more than 32 working days shall be paid 50 per cent. of the Bonus payable under the above clause, while employees who have worked for less than 32 days shall not be paid any Bonus.

(c) Persons dismissed for misconduct in 1948 shall not be entitled to any Bonus under this settlement.

(d) Maternity leave enjoyed by women workers during the period shall be treated as presence for the purpose of calculating amount of Bonus.

(e) Employees hereby agree not to demand any additional Bonus for 1948.

(2) Those employees who are eligible for Bonus and who are not in the employment on 1st February 1950 will register their claims in writing for Bonus on or before 15th April 1950 after which no claim will be entertained. Such claimants will be paid within one month from the date of their applications.

(3) Bonus shall be paid in one lump sum and in cash on or before 15th April 1950.

Miya Mahomed Haji Pirmahomed,
 Partner, Aziz Silk & Cotton Factory,
 Surat.

Ishwarlal C. Desai,
 President,
 Surat Silk Mill Workers Union,
 Surat.

S. P. JOSHI,
 Conciliator.

Dated 13th February 1950.

No. 111/50, dated 8th March 1950

Names of the Parties

Representing Employer :-

Mr. H. N. Sengupta, Manager, Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon.

Mr. J. T. Patil, Labour Officer, Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon.

Representing Employees:—

Mr. Bhausing Mansaram Patil, President, Girni Kamgar Union Chalisgaon.

Short recital of Case

On 18th December 1949, the Mill Manager, the Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, gave a notice of change in form "K" proposing to abolish some vacant posts in Carding, Dyeing and Warping Departments respectively. Failing agreement, report in form "N" was sent to the Conciliator on 25th December 1949. Conciliation proceedings were held on 28th January 1950 when the parties agreed to settle the dispute on the following terms.

Terms of Settlement

1. The Union hereby agrees that the posts which have been mentioned in the annexure to the Notice of Change dated 18th December 1949 should be abolished by the management.
2. The Management shall fill these posts from the retrenched employees as and when such possibility arises.
3. This settlement shall come into effect with immediate effect.

(Signed) Bhausing Mansaram Patil,
(28th January 1950)

for the Girni Kamgar Union, Chalisgaon.

(Signed) H. N. Sengupta,
(28th January 1950)

Manager,
for the Chalisgaon Shri Laxmi
Narayan Mills Co. Ltd., Chalisgaon.

(Signed) J. T. Patil,
(28th January 1950)
Labour Officer.
(Signature of the Parties.)

(Signed) L. C. JOSHI,
(28th January 1950)
Conciliator.

No. 112 50, dated 8th March 1950

Names of Parties

(1) Representing Employers—

Mr. K. N. Paulin, Chief Engineer & Manager, Ahmedabad Electricity Co. Ltd., Ahmedabad.

(2) Representing Employees—

Ahmedabad Electricity Employees' Union, Ahmedabad (Mr. C. G. Shah).

Short recital of Case

On the 22nd December 1949, the Company gave a notice of change in form "K" to the Ahmedabad Electricity Employees' Union, Ahmedabad, as a Representative Union stating that it desired to introduce four shift rota instead of three at Sabarmati Power Station and transfer some of the employees from Shahpur Sub-station to Sabarmati Control Room. Failing agreement, "N" form was sent to the Conciliator on the 30th December 1949. Conciliation proceedings were held on 13th January, 21st January, 31st January and 3rd February 1950, on the last of which dates, a Settlement on the following terms was reached.

Terms of Settlement

- (1) The Company shall introduce four groups instead of three as at present for shift working at Sabarmati Power Station, out of which three groups shall work as regular shift workers, while the 4th group shall be the spare group to work in the day shift only. The shift workers shall be changed over in rotation every week and the Company shall arrange group working in such a way that every group works as a spare group in the day shift continuously for one month after every three months.
- (2) All the shift employees working at the switchboard at Shahpur Station, which shall hereafter be classified as non-attended Sub-station shall be transferred to Sabarmati Control Room. The employees thus transferred, shall be entitled to Cycle Allowance of Rs. 7-8-0 per month till residential quarters are allotted to them at Sabarmati.

- (3) This Settlement shall come into effect from 15th March 1950.

K. N. Paulin,
Chief Engineer & Manager,
Ahmedabad Electricity Co. Ltd., Ahmedabad.

C. G. Shah,
Secretary,
Ahmedabad Electricity Employees' Union, Ahmedabad.

G. K. DHUTIA,
Conciliator.

3rd February 1950.

Names of Parties

Representing Employer—

- (1) Mr. M. M. Amin, Manager, New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia (W.K.).
- (2) Mr. V. G. Karnik, Labour Officer, New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia (W.K.).

Representing Employees

Mr. V. V. Nene, General Secretary, Rashtriya Mill Mazdoor Sangh, Dhulia (Representative Union).

Short recital of the Case

On 24th December 1949 the Manager, the New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia, gave a notice of change in form "K" to the General Secretary, Girmi Kamgar Union, Dhulia, stating that the management desire to stop One Finishing Machine in the Finishing Department. As a result five workers would be retrenched. Failing agreement, a report in "N" form was sent to the Conciliator of the Local Area of Dhulia Municipal Borough. Conciliation proceedings were held on 4th February 1950 when the parties agreed to settle the dispute on the following terms :—

Terms of Settlement

- (1) The management may stop one Finishing Machine in the Finishing Department and absorb five juniormost workers of this department affected by this change as substitutes in Dyeing Department without affecting the continuity of their service.
- (2) The workers concerned will be given first preference if and when the finishing machine in question is restarted.
- (3) This change comes into operation with immediate effect.

M. M. Amin
Manager.

V. V. Nene,
General Secretary,
The Rashtriya Mill Mazdoor Sangh,
Dhulia (W. K.)
(Representative Union).

V. G. Karnik,
Labour Officer,
The New Pratap Spinning, Weaving
and Manufacturing Co. Ltd., Dhulia
(W. K.).

L. C. JOSHI
Conciliator.

Dhulia, 4th February 1950.

Names of Parties

Representing Employer—

- (1) Mr. M. M. Amin, Manager, the New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia (W.K.).
- (2) Mr. V. G. Karnik, Labour Officer, the New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia (W. K.).

Representing Employees

Mr. V. V. Nene, General Secretary, Rashtriya Mill Mazdoor Sangh, Dhulia (W.K.) (Representative Union).

Short recital of the Case

On 31st December 1949 the Manager, the New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia, gave a notice of change to the General Secretary, Girmi Kamgar Union, Dhulia, stating that the management desire to combine Khatas Nos. 10, 11, 12 of the Weaving Department which have 26, 28, 26 looms respectively into two khatas of forty looms each. The change is to be effected into both the shifts. Failing agreement a report in "N" form was sent to the Conciliator of the Local Area of Dhulia Municipal Borough. Conciliation Proceedings were held on 4th February 1950 when the parties agreed to settle the dispute on the following terms :—

Terms of Settlement

That the management may combine Khatas Nos. 10, 11, 12 of Weaving Department which have 26, 28, 26 looms respectively and form two khatas of forty looms each. It should, however, be seen that no permanent operative working in the Mill at present loses his employment while effecting this change.

This settlement will come into operation with immediate effect in both the shifts.

M. M. Amin,
Manager.

V. G. Karnik,
Labour Officer,
The New Pratap Spinning, Weaving
and Manufacturing Co. Ltd.,
Dhulia (W. K.).

V. V. Nene,
General Secretary,
Rashtriya Mill Mazdoor Sangh, Dhulia
(Representative Union).

L. C. JOSHI,
Conciliator.

Dhulia, 4th February 1950.

No. 115/50, dated 8th March 1950

Names of Parties

Representing Employer—

Mr. D. B. Kale, Mill Labour Officer, the Gendalal Mills Ltd., Jalgaon.

Representing Employees

- (1) Mr. H. R. Kolte, Vice-President of the Rashtriya Girni Kamgar Sangh, Jalgaon.
- (2) Mr. D. G. Bhat, General Secretary of the Rashtriya Girni Kamgar Sangh, Jalgaon.

Short recital of the Case

On 9th December 1949 the Mill Manager of the Gendalal Mills Ltd., Jalgaon, gave a notice of change in form "K" to the elected representatives of occupational group "J" proposing abolition of one post of Nowghani from the Mechanic Department for want of work. Failing agreement a report in "N" form was sent to the Conciliator by the management. Conciliation proceedings were held on 27th December 1949, 10th January 1950 and 13th February 1950 on the last of which dates the Mill Management and the Rashtriya Girni Kamgar Sangh, Jalgaon, which was in the meantime registered as a Representative Union for the Cotton Textile Industry in the local area of Jalgaon Municipal Borough, agreed to settle the dispute on the following terms:—

Terms of Settlement

- (1) The parties hereby agree to abolish the post of Nowghani mentioned in the annexure attached to the notice of change dated 9th December 1949 with immediate effect.

H. R. Kolte,
D. G. Bhat,

for the Rashtriya Girni Kamgar Sangh, Jalgaon.

D. B. Kale,
for the Gendalal Mills, Ltd., Jalgaon.

L. C. JOSHI,
Conciliator.

13th February 1950.

No. 117/50, dated 8th March 1950.

Representing Employers—

Mr. B. P. Battiwala, Standards Engineers, the Svadeshi Mills Co. Ltd., Kurla.

Representing Employees—

Mr. D. R. Chitnis, General Secretary, Kurla Girni Kamgar Sangh, Kurla.

Short recital of the Case

On 1st December 1949, the management gave a notice of change to the Kurla Girni Kamgar Sangh to the effect that they proposed to reduce the number of clerks in the grain shop from 16 to 10 as a result of re-organisation of work. As there was no agreement, "N" form was sent to the Conciliator on 4th January 1950. Conciliation proceedings were held on 24th January, 6th and 16th February 1950 and the following settlement was reached.

Terms of Settlement

The total number of clerks engaged in the grain shop of the Svadeshi Mills Co. Ltd., Kurla, shall be reduced from 16 to 14 with effect from 1st March 1950.

D. R. Chitnis,
General Secretary,
Kurla Girni Kamgar Sangh, Kurla.

B. P. Battiwala,
Standards Engineer Svadeshi Mills Co. Ltd., Kurla.

(Signatures of the Parties).

A. C. AMDEKAR,
Conciliator.

16th February 1950.

No. 132/50, dated 8th March 1950

Names of the Parties

Representing Employers—

Mr. A. Samson, Labour Officer, Hind Mills Ltd., Parel, Bombay 13.

Representing Employees—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay. (Representative Union.)

Short recital of the Case

The Manager, Hind Mills Ltd., Bombay, gave a notice of change to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, on 5th January 1950 proposing to reduce about 317 employees from the Reeling, Yarn Bundling and Baling Departments of the Mills including certain clerical staff. No agreement was reached between the parties and a report in form "N" was sent to the Conciliator on 14th January 1950 and registered on 19th January 1950. Conciliation proceedings were held in this Office on 25th January, 1st and 6th February 1950 and the following settlement was reached:—

Terms of Settlement

It is hereby agreed that—

- (1) All the employees working in the Reeling, Yarn Bundling and Baling Departments of the Mills will be played off.
- (2) All the employees in the Departments covered by the notice of change except Mazdoors and Sweepers will get 10 working days in a month; the Mazdoors and Sweepers will get 13 days of work in a month.
- (3) Four posts of clerks in the Departments covered by the notice of change will be abolished.
- (4) Of the four persons who are holding the posts of clerks, two will be absorbed as clerks and two will be transferred as ticket boys.
- (5) This agreement comes into effect immediately.
- (6) Future vacancies in the Departments covered by the notice of change will not be filled in.

N. S. Deshpande,
P. P. Kulkarni,
Secretary,
Rashtriya Mill Mazdoor Sangh, Bombay
(Representative Union).

A. Sampson,
Labour Officer,
Hind Mills Ltd., Bombay.

(Signatures of the Parties.)

H. G. ABHYANKAR,
Conciliator.

6th February 1950.

No. 133/50, dated 8th March 1950

Names of Parties

Representing Employers—

Mr. A. Sampson, Labour Officer, Edward Textiles Ltd., Bombay.

Representing Employees—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh
(Representative Union), Bombay.

Short recital of the Case

On the 27th December 1949, the management gave a notice of change in form 'K' to the Rashtriya Mill Mazdoor Sangh (Representative Union), Bombay, stating that they desired to install new ring frames in place of the 8 mules on the first floor and hence retrench 25 workers in each shift from that Department. Failing agreement, "N" form was sent to the Conciliator on the 6th January 1950. Conciliation proceedings were held on the 25th January, 6th and 13th February 1950 on the last of which dates a settlement on the following terms was reached.

Terms of Settlement

- (1) When the process of dismantling the 8 mules referred to in the notice of change begins it shall be open to the management to play off all the employees of the mule department in rotation provided that they shall be given work for at least 14 days in a month.
- (2) As and when the new ring frames are erected the required number of employees suitable for employment on the new ring frames shall be absorbed from the employees of the mule department.
- (3) The management shall not engage new employees in the mule department as long as the system of playing off referred to in clause (1) above is continued.
- (4) This settlement shall come into effect immediately.

N. S. Deshpande,
Secretary,
Rashtriya Mill Mazdoor Sangh, Bombay.

A. Sampson,
Labour Officer,
Edward Textiles Ltd., Bombay.

Signatures of the Parties

R. J. TAMBOLI,
Conciliator.

13th February 1950.

No. 141/50, dated 8th March 1950

Names of Parties

- (1) Representing Employers—
Mr. K. G. Jani, Manager, Kismat Silk Mills, Ahmedabad.
- (2) Representing Employees—
- 1 Mr. Abdul Rehman Abdul Hamid,
 - 2 Mr. Noor Mohmed Gul Mohmed,
 - 3 Mrs. Punabai Ganapat,
Elected Representatives of employees of Kismat Silk Mills, Ahmedabad.

Short recital of the Case

On the 28th January 1950, the management gave a notice of change in form "K" to the Elected Representatives of employees of Kismat Silk Mills, Ahmedabad, stating that they desired to change the Wage Period from weekly to fortnightly. Failing agreement, "N" form was sent to the Conciliator on the 10th February 1950. Conciliation proceedings were held on 22nd February 1950, on which date, a Settlement on the following terms was reached.

Terms of Settlement

- (1) It is hereby agreed that the present system of making payments on each Saturday for a Wage Period of six days shall be changed and payment shall be made on each alternate Saturday for a Wage Period of 12 days.
- (2) This Settlement shall come into effect from 25th February 1950 and the first payment (for the period from 25th February 1950 to 10th March 1950) shall be made on the 11th March 1950.

K. G. Jani,
Manager,
Kismat Silk Mills, Ahmedabad.

- (1) (Illegible),
(2) (Illegible),
(3) Thumb impression of the left hand of Punabai Ganapat,
Elected representatives of employees of Kismat Silk Mills, Ahmedabad.

G. K. DHOTIA,
Conciliator.

22nd February 1950.

ARBITRATION UNDER SECTION 73-A OF THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

The following references have been received for the arbitration of the Industrial Court :

1. Reference No. (IC) 102 of 1950. The dispute between the Textile Labour Association, Ahmedabad, and the Nagri Mills Ltd., Ahmedabad, relating to reduction of three Folders and one Mukadam.
2. Reference No. (IC) 103 of 1950. The dispute between the Surat Electricity Co. Ltd., Surat, and the Surat Electricity Company's Staff Union, Surat, relating to two months bonus for 1949.
3. Reference No. (IC) 104 of 1950.—The dispute between the Surat Silk Mill Workers' Union, Surat, and the Keshav Silk Factory, Surat, relating to bonus for 1949.
4. Reference No. (IC) 105 of 1950.—The dispute between the New Maneckchowk Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to changing the designation of Head Stamper and Assistant Stamper.
5. Reference No. (IC) 106 of 1950.—The dispute between the Sarangpur Cotton Mills Co. Ltd., No. 2, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of Doffing Mukadams.
6. Reference No. (IC) 107 of 1950.—The dispute between the Silver Cotton Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to abolition of a post of Jobber.
7. Reference No. (IC) 108 of 1950.—The dispute between the Silver Cotton Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 10 Paharawalas.
8. Reference No. (IC) 109 of 1950.—The dispute between the Surat Silk Mill Workers' Union, Surat, and the Surat Silk Weaving Factory, Surat, relating to 12½ per cent. increase in basic wage.
9. Reference No. (IC) 110 of 1950.—The dispute between the Surat Silk Mill Workers' Union, Surat, and the Surat Silk Weaving Factory, Surat, relating to bonus for the year 1948.

SUBMISSIONS UNDER SECTION 58 (6) OF THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

No. 363 50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 26th day of May 1950 registered the following submission entered into, between the Gendalal Mills Ltd., Jalgaon and the Rashtriya Girni Kamgar Sangh, Jalgaon, agreeing to refer the dispute in relation to the demand made by the union in form "L" dated 22nd February 1950 to the arbitration of the Labour Court.

SUBMISSION

The parties agree to refer the demand made by the Rashtriya Girni Kamgar Sangh (Representative Union), Jalgaon, in the "L" form dated the 22nd February 1950 to the arbitration of the Labour Court under sub-section (6) (a) of Section 58 of the Bombay Industrial Relations Act.

(Signed) D. G. Bhat,
General Secretary,
The Rashtriya Girni Kamgar
Sangh, Jalgaon.

(Signed) (Illegible),
Labour Officer,
The Gendalal Mills Ltd., Jalgaon.

(Signed) T. D. SAPRE,
Conciliator.

Jalgaon, 29th April 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 26th May 1950.

* * * * *

No. 367/50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 3rd day of June 1950 registered the following submission entered into, between the management of Bishen Silk Mills, Bhandup and the elected representatives of its employees agreeing to refer the dispute regarding bonus for the period from October 1948 to December 1949 and dear food allowance to the arbitration of the Industrial Court, Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "L" dated 28th February 1950 given by the elected representatives of employees of the Bishen Silk Mills, Bhandup to the Bishen Silk Mills, Bhandup making the demands as stated in the Annexure "A" below and the subsequent "N" form dated 9th March 1950 forwarded to the Conciliator, it is hereby agreed between the management and the elected representatives of the employees of the Mills that the said dispute be referred to the arbitration of the Industrial Court, under Section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

1. *Bonus*.—The employees have suffered and are suffering as a result of their wages falling far below the living wage standard and inadequate Dear Food Allowance. The wages received by the workers fall far short of the living wage standard for the prices prevailing in the year 1948-49. On the other hand the Silk Textile Industry, including your factory, has made some profits during these years.

The employees, therefore, demand that they should be given an adequate and unconditional lump allowance, i.e., Bonus for the period from October 1948 up to December 1949 equal to 4 months' wages earned during that period exclusive of any Dear Food Allowance paid to make up the deficit in the living wage. The amount should be paid in one instalment on or before the 31st March 1950.

2. *Dear Food Allowance*.—As the wages paid to the employees are too meagre considering the increasing cost of living, the employees desire that they should be paid Dear Food Allowance as per Cost of Living Index Number on the Sliding Scales recommended by the Millowners' Association, Bombay. The Dear Food Allowance should be paid with retrospective effect from the 1st June 1949.

(Signed) Gurucharansingh,
The Manager,
The Bishen Silk Mills, Bhandup.

(Signed) Bhagvandas Sharma,
(Signed) Ilshi Bux Amir,
(Signed) G. S. Gangadhar,
(Signed) Laxman Pandurang,
Elected representatives of
employees of the Bishen Silk
Mills, Bhandup.

(Signatures of the Parties)

(Signed) L. C. JOSHI,
Conciliator.

18th April, 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

* * * * *

No. 371/50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 3rd day of June 1950 registered the following submission entered into, between the Bombay Electric Supply and Transport Undertaking of the Bombay Municipality in the industry engaged in the supply of electrical energy and the B. E. S. T. Workers' Union, Bombay agreeing to refer the dispute regarding the proposed strict enforcement of the procedure laid down in Standing Order 20-A of the Company's Standing Orders to the arbitration of the Industrial Court, Bombay.

under Section 58 (6) of the Bombay Industrial
Relations Act, 1946

With reference to the notice of change in form "K" dated 2nd February 1950 given by the management of the B. E. S. & T. Undertaking of the Bombay Municipality in the industry engaged in the supply of electrical energy to the B. E. S. T. Workers' Union, Bombay, the Representative Union for the industry making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 11th February 1950 forwarded to the Conciliator, it is hereby agreed between the management and Union that the said dispute be referred to the arbitration of the Industrial Court, under section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

Standing Order 20-A reads as follows:—

"20A. Disciplinary Action.

Except in cases of offences of a petty nature, an alleged offender shall be informed in writing of the offence and the date and time at which the case will be disposed of, which date shall not be less than two days after the service of the notice. At the hearing of the case the accused may be represented by the Company's Labour Officer on prior request or, if the offence is such that in the opinion of the officer who will hear the case the guilt of the accused would result in an order of dismissal, by one union official or other representative.

An employee may be suspended pending the hearing of the case but if found not at fault such suspension shall not involve any loss of wages.

An order of dismissal shall only be passed by the Head of the Department and the employee shall have the right of appeal to the General Manager, which right shall be exercised within seven days (inserted as per I. D. Letter No. ALG. 33/45, dated 3rd January 1945)."

Notwithstanding the explicit terms of the Standing Order quoted above, employees who are likely to be dismissed for any reason whatsoever have usually had their cases represented by more than one person, whether union official or others, at the enquiry into the alleged offences. This practice, even though occasionally adopted, is opposed to the provisions of Standing Order 20-A and has led to further unreasonable demands by the Union in regard to the procedure to be followed in cases of disciplinary action.

In view of the above, it is our intention henceforth, to strictly enforce the procedure laid down in Standing Order 20-A. In this connection your attention is particularly drawn to the portions underlined in the following extract from the Standing Order 20-A.

"At the hearing of the case the accused may be represented by the Company's Labour Officer on prior request or, if the offence is such that in the opinion of the officer who will hear the case the guilt of the accused would result in an order of dismissal, by one union official or other representative."

As in the past, and in accordance with Standing Order 20-A, the representative of the accused employee may be either a Union official or any other person, employee or non-employee, but not both. In case of employee of the Undertaking (whether a Union official or not) appears as the representative of the alleged offender, and in that case only, such employee representative (and one only) will be permitted to draw pay for the time spent by him in connection with the particular enquiry. In other words, we are not prepared to pay, for the time spent as representative of an alleged offender, for more than one employee. It is open to a delinquent to have as his representative any one (but not more than one) of the following persons:—

- (1) a Union official who is not an employee of the Undertaking,
- (2) a Union official who is an employee of the Undertaking,
- (3) an employee of the Undertaking who is not a Union official,
- (4) an outsider who is neither a Union official nor an employee of the Undertaking.

(Signed),
General Manager,
B. E. S. T. Undertaking,
Bombay Municipality.

(Signed),
General Secretary,
B. E. S. T. Workers' Union,
Bombay.

(Signed) A. C. AMDEKAR,
Conciliator.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, 3rd June 1950.

* * * * *

No. 372/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947 I have on this 3rd day of June 1950 registered the following submission entered into between the Bombay Electric Supply and Transport Undertaking of the Bombay Municipality in the industry engaged in the public passenger transport services by omnibus or tram and the B. E. S. T. Workers' Union, Bombay, agreeing to refer the dispute regarding the proposed strict enforcement of the procedure laid down in the Standing Order 20-A of the Company's Standing Orders to the arbitration of the Industrial Court, Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "K" dated 2nd February 1950 given by the management of the B. E. S. & T. Undertaking of the Bombay Municipality in the industry engaged in the public passenger transport services by omnibus or tram, to the B. E. S. T. Workers' Union, Bombay, the Representative Union for that industry, making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 13th February 1950 forwarded to the Conciliator, it is hereby agreed between the management and the Union that the said dispute be referred to the arbitration of the Industrial Court, under section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

Standing Order 20-A reads as follows:—

20-A. *Disciplinary Action.*

Except in cases of offences of a petty nature, an alleged offender shall be informed in writing of the offence and the date and time at which the case will be disposed of, which date shall not be less than two days after the service of the notice. At the hearing of the case the accused may be represented by the Company's Labour Officer on prior request or, if the offence is such that in the opinion of the officer who will hear the case the guilt of the accused would result in an order of dismissal, one Union official or other representative.

An employee may be suspended pending the hearing of the case but if found not at fault such suspension shall not involve any loss of wages.

An order of dismissal shall only be passed by the Head of the Department and the employee shall have the right of appeal to the General Manager, which right shall be exercised within seven days (inserted as per I. D. Letter No. ALG. 33/45, dated 3rd January 1945)."

Notwithstanding the explicit terms of the Standing Order quoted above, employees who are likely to be dismissed for any reason whatsoever have usually had their cases represented by more than one person whether Union official or others, at the enquiry into the alleged offences. This practice, even though occasionally adopted, is opposed to the provisions of Standing Order 20-A and has led to further unreasonable demands by the Union in regard to the procedure to be followed in cases of disciplinary action.

In view of the above, it is our intention, henceforth, to strictly enforce the procedure laid down in Standing Order 20-A. In this connection, your attention is particularly drawn to the portions underlined in the following extract from the Standing Order 20-A.

At the hearing of the case the accused may be represented by the Company's Labour Officer on prior request or, if the offence is such that in the opinion of the officer who will hear the case the guilt of the accused would result in an order of dismissal by one Union official or other representative."

As in the past, and in accordance with Standing Order 20-A the representative of the accused employee may be either a Union official or any other person, employee or non-employee, but not both. In case an employee of the Undertaking (Whether a Union official or not) appear as the representative of the alleged offender, and in that case only, such employee representative (and one only) will be permitted to draw pay for the time spent by him in connection with the particular enquiry. In other words, we are not prepared to pay, for the time spent as representative of an alleged offender for more than one employee. It is open to a delinquent to have as his representative any one (but not more than one) of the following persons—

- (1) a Union official who is not an employee of the undertaking;
- (2) a Union official who is an employee of the undertaking;
- (3) an employee of the Undertaking who is not a Union Official;
- (4) an outsider who is neither Union official nor an employee of the Undertaking.

(Signed) (Illegible),
General Manager,
B. E. S. T. Undertaking,
Bombay Municipality.

(Signed) (Illegible),
General Secretary,
B. E. S. T. Workers' Union, Bombay.

(Signatures of the parties)

(Signed) A. C. AMDEKAR,
Conciliator.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 3rd June 1950.

* * * * *

No. 381/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 7th day

of June 1950 registered the following submission entered into, between the Bombay Electric Supply and Transport Undertaking of the Bombay Municipality (Industry:—The conduct and maintenance of public passenger transport services by omnibus or tram) and the B. E. S. T. Workers' Union, Bombay agreeing to refer the dispute regarding grant of annual increments on the usual dates, house rent allowance to certain categories of employees etc. to the arbitration of the Industrial Court Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "L" dated 30th November 1949 given by the B. E. S. T. Workers' Union (representative union) to the Bombay Electric Supply and Transport Undertaking Bombay Municipality, Bombay (Industry: The conduct and maintenance of public passenger transport services by omnibus or tram) making the demands as stated in the Annexure "A" below and the consequent "N" form dated the 8th December 1949 sent to the Conciliator it is hereby agreed between the management and the Union that the said dispute be referred to the arbitration of the Industrial Court, Bombay.

Annexure "A"

1. The scheduled employees should be given wage increase to compensate for the loss of bonus equal to two months' salary per year. The increase should be given with effect from 7th August 1947.

2. Those employees whose salaries were reduced or otherwise adversely affected by the revision of 1st April 1948 should be given suitable increments in salary. Effect should be given to this from 1st April 1948.

3. Those employees whose salaries were revised with effect from 1st April 1948 should be given their annual increments on the usual dates on which they used to receive their annual increments prior to the revision. Effect should be given to this from 1st April 1948.

4. Adjustments should be made in the salaries of the clerical staff so as to remove existing anomalies by placing each employee in a position corresponding to his length of service.

5. A House Rent Allowance of Rs. Ten per month should be paid to the employees in the grades C10, C9 and C8.

6. Dearness allowance should be paid to employees when they are on special leave.

(Signed) Illegible,	(Signed) Illegible,
Dy. General Manager,	General Secretary,
B. E. S. & Transport Undertaking,	B. E. S. T. Workers' Union,
Bombay Municipality,	Bombay.
Bombay.	

(Signatures of the parties)

(Signed) R. J. TAMBOLI,
Conciliator.

18th/20th February 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 7th June 1950.

* * * * *

No. 382/50. In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 7th day of June 1950 registered the following submission entered into, between Bombay Electric Supply and Transport Undertaking of the Bombay Municipality (Industry:—The supply of electrical energy) and the B. E. S. T. Workers' Union, Bombay, agreeing to refer the dispute regarding grant of annual increments on the usual dates, house rent allowance to certain categories of employees etc. to the arbitration of the Industrial Court, Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "L" dated 5th January 1950 given by the B. E. S. T. Workers' Union (Representative Union), to the Bombay Electric Supply & Transport Undertaking, Bombay Municipality, Bombay (Industry:—The Supply of electrical energy) making the demands as stated in the Annexure "A" below and the consequent "N" form dated 16th January 1950 sent to the Conciliator it is hereby agreed between the management and the Union that the said dispute be referred to the arbitration of the Industrial Court, Bombay.

Annexure "A"

1. The Scheduled employees should be given wage increase to compensate for the loss of bonus equal to two months' salary per year. The increase should be given with effect from 7th August 1947.

2. Those employees whose salaries were reduced or otherwise adversely affected by the revision of 1st April 1948 should be given suitable increments in salary. Effect should be given to this from 1st April 1948.

3. Those employees whose salaries were revised with effect from 1st April 1948 should be given their annual increments on the dates on which they used to receive their annual increments prior to the revision. Effect should be given to this from 1st April 1948.

4. Adjustment should be made in the salaries of the clerical staff so as to remove existing anomalies by placing each employee in a position corresponding to his length of service.

5. A House Rent Allowance of Rs. 10 per month should be paid to the employees in the grades C10, C9 and C8.

6. Dearness allowance should be paid to employees when they are on special leave.

(Signed) Illegible,

Deputy General Manager,
B. E. S. & Transport Undertaking,
Bombay Municipality,
Bombay.

(Signed) Illegible,

General Secretary,
B. E. S. T. Workers' Union, Bombay.

(Signatures of parties)

(Signed) R. J. TAMBOLI,
Conciliator.

18th 20th February 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 7th June 1950.

* * * * *

No. 412/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 27th day of June 1950 registered the following submission entered into, between the Swastik Textile Mills Ltd.'s Dyeing and Bleaching Works, Chembur, Bombay and the elected representatives of employees agreeing to refer the dispute regarding the payment of bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "L" dated 22nd April 1950 given by the elected representatives of employees of the Swastik Textile Mills Ltd.'s Dyeing and Bleaching Works, Chembur, Bombay to the Manager, Swastik Textile Mills Ltd.'s Dyeing and Bleaching Works,

Chembur, Bombay, making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 2nd May 1950 forwarded to the Conciliator, it is hereby agreed between the management and the elected representatives of employees of the Works that the said dispute be referred to the arbitration of the Industrial Court, under section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

Whereas the basic wages of the workers in the Textile Processing Industry at Bombay fall short of the living wage standard, and

Whereas the dearness allowance granted to them does not fully neutralise the increased cost of living; and

Whereas the Textile Processing factories in the City have secured large profits in the year 1949.

Therefore, all employees in your mill demand that an unconditional and adequate lump allowance as bonus for the year 1949, equivalent to twenty-five per cent. (25 %) of the total wages earned by them during the year January 1949 to December 1949, be given to them.

(Signed) Shri Pandurang Krishna,
(Signed) Shri Pandurang Balu,
(Signed) Shri Rama Laxman,
(Signed) Shri Kashinath Vithoo.

for Swastik Textile Mills Ltd.'s
Dyeing and Bleaching Works,
Chembur, Bombay.

(Signed) Illegible,
Secretary.

(Signed) L. C. JOSHI,
Conciliator.

1st June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 27th June 1950.

* * * * *

No. 432/50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 7th day of July 1950 registered the following submission entered into, between the Raja Raghunathrao Mills, Bhore and the elected representatives of employees agreeing to refer the dispute regarding dearness allowance, bonus for the year 1949, etc., to the arbitration of the Industrial Court, Bombay.

Submission under Section (6) of the Bombay Industrial
Relations Act, 1946

With reference to the Notice of change in form "L" given by the Elected Representatives of M/s. The Raja Raghunathrao Mills, Bhor, (The Maharashtra Textiles Ltd.) to the Management of the Mills on 2nd March 1950 making the demands shown in the Annexure (reproduced below) and the subsequent "M" form sent to the Conciliator on 15th March 1950, it is hereby agreed between the parties that the dispute be referred to the Industrial Court, Bombay for its arbitration.

ANNEXURE

Demands

1. Dearness allowance should be paid to the workers of this Company according to the Food Index Number in Sholapur (or as is paid to the workers in Sholapur). Effect of this should be given from January 1949.

2. When the Mill is closed in short of cotton yarn, dearness allowance should be given to the workers.

3. Bonus (for the year 1949) should be given equal to the 11 months earnings of the employees worked in 1949.

4. Wages should be increased according to the following:—

	Rs.	a.	p.	
1. <i>Sizing :</i>				
Front Sizer	60	0	0	
Back Sizer	45	0	0	
Temporary (<i>Badly</i>)	40	0	0	
Temporary (<i>Badly</i>) Sizers	40	0	0	
Assistant Sizers ...	38	0	0	
Helper Sizer	30	0	0	
2. <i>Drawing :</i>				
Drawer	20	0	0	} Adults
Reacher	23	0	0	
Drawer	25	0	0	
Reacher	23	0	0	
3. <i>Winding :</i>				
Pirn Winding	30	0	0	
Grey Winding (on high speed).	30	8	0	
Grey Winding (on slow speed).	28	8	0	
4. <i>Warping :</i>				
Warper	30	0	0	
5. <i>Folder :</i>				
Head Folder	33	5	0	
Assistant Folder ...	30	0	0	
Helper	26	0	0	

6. <i>Stamping and Packing :</i>	Rs.	a.	p.	
Stamper	28	0	6	} One man does the work of a stamper and Packer so allowance should be paid.
Packer	40	0	0	
7. <i>Weavers :</i>				
One Loom $7\frac{1}{2}/36$ $7/48$ pick pies per yard.				
Two looms (small) $5/48$ pick pies per yard.				
Two looms (big) $7/48$ pick pies per yard.				
8. <i>Firemen :</i>				
Firemen	42	4	0	
Boiler Attendant ...	60	2	0	
9. <i>Carpenter :</i>				
Carpenter	60	0	0	(one man does the work of a carpenter and fitter).
10. <i>Sweeper</i>	26	0	0	
11. <i>Office Boy</i>	26	0	0	
12. <i>Gate-Keeper and Watchman</i>	26	0	0	
13. <i>Beam Carrier :</i>				
Sizers do the work of a beam carrier so allowance should be given to them.				
	Rs.	a.	p.	
14. 1. Sizing to Vahi Phani	0	2	0	
2. Vahi Phani to Weaving	0	4	0	
3. Warping to Sizing	1	8	0	per four beams.
15. <i>Weaving West Room Jobber</i>	50	0	0	

(Signed) Illegible,

for the Raja Raghunathrao Mills, Bhor,
(the Maharashtra Textiles Ltd.)

Director Proprietors.

1. (Signed) A. G. Ranalekar,
2. (Signed) G. G. Sutar,
3. (Signed) M. V. Purohit,
4. (Signed) Dinkar Nathu Dal,
5. (Signed) Hari Tukaram Khandale.

Elected representatives of the Raja
Raghunathrao Mills, Bhor.

(Signed) L. C. JOSHI,
Conciliator.

10th June 1950.

Assistant Registrar,
Bombay Industrial Relations Act,
Bombay, dated 7th July 1950.

No. 433/50.—In exercise of the powers conferred under section 66 (3) of the Bombay Industrial Relations Act, 1947 and Rule 10 of the Bombay Industrial Relations Rules, 1947, I have on the 10th day of July 1950 registered the following submission entered into between Shri Laxmi Textile Mills Ltd., Bhor and the elected representatives of the employees agreeing to refer the dispute regarding *bonuses for the years 1948 and 1949, etc. to the arbitration of the Industrial Court, Bombay.*

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1947

With reference to the Notice of Change in form "L" (District Poona) to the Management of the Mills on 13th March 1950, and the demands shown in the Annexure (reproduced below) and subsequent "N" form sent to the Conciliator on 26th March 1950, it is hereby agreed between the parties that the dispute is referred to the Industrial Court, Bombay for its arbitration.

ANNEXURE

Demands

1. Dearness allowance should be paid to the workers of this Company according to the Food Index Number in Sholapur (or as it may be fixed by the Government) to the workers in Sholapur).

2. (a) Bonus (for the year 1948) should be paid equal to 4½ months' earnings of the employees worked in 1948.

(b) Bonus (for the year 1949) should be paid equal to 4½ months' earnings (including dearness allowance) of the employees worked in 1949.

3. (a) Temporary workers who worked more than three months should be posted as permanent.

(b) The workers in Reeling and Bundling departments should be posted as a permanent.

4. Wages should be increased according to the following

I. Mixing Department

	Rs.
(a) Willow Men	26
(b) Mixing (Women)	20
(c) Blow Room Sider	28

II. Carding

(a) Lane Men or Card tenter	30
(b) Grinders	40

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III. Ring

	Rs.
(a) Sider (147 spindles)	35
(b) Doffer	26
(c) Tarwala	26
(d) Sider (196 spindles)	40

IV. Reeling

	Rs. a. p.	Per Reel.
20 count	0 0 9	" "
16 count	0 1 0	" "
30 count	0 0 9	" "
Reeling Sweeper	20 0 0	

V. Bundling

Bundling	30 0 0
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VI. Frame

	Rs. a. p.	Per hank.
(a) Slubbing Tenter	0 4 3	" "
(b) Inter Tenter	0 4 9	" "
(c) Roving Tenter	0 5 6	" "
(d) Drawing	0 4 0	" "

VII. Workshop

Increase Rs. 5 for every worker.

VIII. Gate Keeper

Gate Keeper	Rs. 26
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IX. Oiler

Oiler	Rs. 45
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X. Jobber

Increase Rs. 5 for every jobber.

	Rs.
XI. Assistant Roller Coverer	35
XII. Roller Coverer	65
XIII. Head Fitter } Assistant Fitter. }	10 Rs. Increase.
	Rs. a. p.
XIV. Electric Wiremen	50 0 0
XV. Office Boy	26 0 0
XVI. Cobbler	27 0 0
Pinjara (Women)	20 0 0
Pinjara (Rope Drawer)	34 0 0
Trebling Winding	29 0 0

Boiler Department

Increase Rs. 5 for every worker.

for Shri Laxmi Textile Mills Ltd.

(Signed) Illegible,
General Manager.

1. (Signed) G. B. Dabhade.
2. (Signed) B. G. Kanade.
3. (Signed) G. M. Sangle.
4. (Signed) Parshuram Pawar.
5. (Signed) Shankar Maruti Shinde.

Elected representatives of the
Employees of the Shri Laxmi
Textile Mills Ltd., Bhor.

(Signed) L. C. JOSHI,
Conciliator.

10th June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, 7th July 1950.

* * * * *

No. 436/50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 7th day of July 1950 registered the following submission entered into between the Standard Dyeing and Bleaching Works, Chembur and the elected representatives of employees agreeing to refer the dispute regarding the payment of bonus for the year 1949 to the arbitration of the Labour Court, Bombay.

*Submission under Section 58 (6) of the Bombay Industrial
Relations Act, 1946*

With reference to the notice of change in form "L" dated 22nd April 1950 given by the elected representatives of employees of the Standard Dyeing and Bleaching Works, Chembur, to the Manager, Standard Dyeing and Bleaching Works, Chembur, making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 2nd May 1950 forwarded to the Conciliator it is hereby agreed between the management and the elected representatives of employees of the Works that the said dispute be referred to the arbitration of the Labour Court, Bombay, under Section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

Whereas the basic wages of the workers in the Textile Processing Industry at Bombay fall short of the living wage standard, and

Whereas the dearness allowance granted to them does not fully neutralise the increased cost of living; and

Whereas the Textile Processing factories in the City have secured large profits in the year 1949,

Therefore, all employees in your Works demand that an unconditional and adequate lump allowance as bonus for the year 1949, equivalent to twenty-five per cent. (25 per cent.) of the total wages earned by them during the year January 1949 to December 1949, be given to them.

for Standard Dyeing and Bleaching Works,
Chembur,

(Signed) V. R. Gani,
Manager.

1. Left hand thumb impression of
Buddasingh Birdrasingh,
2. (Signed) Mahadeo Ratna,
3. (Signed) Sarju Lahari,
4. Left hand thumb impression of Soma
Ganoo.

Elected representatives of employees of the
Standard Dyeing and Bleaching Works,
Chembur.

(Signed) L. C. JOSHI,
Conciliator.

16th June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, 7th July 1950.

* * * * *

No. 437/50.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 7th day of July 1950 registered the following submission entered into between the Jamnadas Dyeing and Bleaching Mills, Bombay and the elected representatives of employees agreeing to refer the dispute regarding the payment of bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

Submission under Section 58 (6) of the Bombay Industrial Relations Act, 1946

With reference to the notice of change in form "L" dated 22nd April 1950 given by the elected representatives of employees of the Jamnadas Dyeing and Bleaching Mills, Bombay, to the Manager, Jamnadas Dyeing and Bleaching Mills, Bombay, making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 2nd May 1950 forwarded to the Conciliator it is hereby agreed between the management and the elected representatives of employees of the mills that the said dispute be referred to the arbitration of the Industrial Court, under section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

Whereas the basic wages of the workers in the Textile Processing Industry at Bombay fall short of the living wage standard, and

Whereas the dearness allowance granted to them does not fully neutralise the increased cost of living; and

Whereas the Textile Processing factories in the City have secured large profits in the year 1949.

Therefore, all employees in your mill demand that an unconditional and adequate lump allowance as bonus for the year 1949, equivalent to twenty-five per cent. (25 per cent.) of the total wages earned by them during the year January 1949 to December 1949, be given to them.

for Jamnadas Dyeing and Bleaching Mills,
(Signed) Illegible,
Manager.

1. (Signed) R. G. Kulkarni,
2. (Signed) Dhondu Balkrishna,
3. Left hand thumb impression of Ramrup Rampadarath.

(Signed) L. C. JOSHI,
Conciliator.

Dated 13th June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, 7th July 1950.

* * * * *

AWARDS PUBLISHED UNDER THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

The awards in the following disputes have been published in the Bombay Government Gazette :—

Names of Parties	Subject	Date of Award
1. Mahendra Silk Mills, Ahmedabad, And Its employees (Mutual settlement.)	Bonus for 1948	B. G. G., Part I-L, dated 18th May 1950, pages 2145-2147.
2. The New Shorrock Spg. & Wvg. Co. Ltd., Nadiad, And The Textile Labour Union, Nadiad.	Introduction of the system of paying off.	B. G. G., Part I-L, dated 18th May 1950, pages 2147-2148.
3. The New Shorrock Spg. & Wvg. Co. Ltd., Nadiad, And The Textile Labour Union, Nadiad.	Reduction of 21 workers.	B. G. G., Part I-L, dated 18th May 1950, page 2149.
4. The New Shorrock Spg. & Wvg. Co. Ltd., Nadiad, And The Textile Labour Union, Nadiad.	Reduction of 135 workers.	B. G. G., Part I-L, dated 18th May 1950, page 2150.
5. Gopal Mills Co. Ltd., Broach, And The Textile Labour Union, Broach.	Reduction of 31 employees.	B. G. G., Part I-L, dated 18th May 1950, page 2151.
6. Gopal Mills Co. Ltd., Broach, And The Textile Labour Union, Broach.	Reduction of 161 employees.	B. G. G., Part I-L, dated 18th May 1950, page 2152.
7. Abdul Samad Haji Lal Mohamed Weaving Factory, Bhiwandi, And Parashuram Hari Kale and 4 others. (Final Award.)	Minimum wage, standardization, dearness allowance, bonus, etc.	B. G. G., Part I-L, dated 18th May 1950, pages 2153-2155.

Names of Parties	Subject	Date of Award
8. Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. (Mutual Settlement.)	Reduction of Doffers	B. G. G., Part I-L, dated 25th May 1950, pages 2246-2247.
9. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And Its employees.	Payment of half a day's wages and dearness allowance and reinstatement of 212 workers.	B. G. G., Part I-L, dated 25th May 1950, pages 2248-2255.
10. The Sarangpur Cotton manufacturing Co. Ltd., No. 1 Mill, Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of one Janadar and seven Pehri-walas.	B. G. G., Part I-L, dated 25th May 1950, pages 2256-2258.
11. The Khandesh Spg. Wvg. Mills Co. Ltd., Jalgaon. And The Rashtriya Girmi Kamgar Sangh, Jalgaon. (Mutual Settlement).	Increasing of Double sides in the Ring Department from 15 to 50.	B. G. G., Part I-L, dated 25th May 1950, pages 2258-2260.
12. The Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, And The Girmi Kamgar Union, Chalisgaon.	Abolition of Reeling and Bundling Departments.	B. G. G., Part I-L, dated 25th May 1950, page 2261.
13. The Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, And The Girmi Kamgar Union, Chalisgaon.	Payment of wages according to the Standardization Award.	B. G. G., Part I-L, dated 25th May 1950, pages 2263-2264.
14. The Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. (Withdrawn.)	Reduction of 24 Winders.	B. G. G., Part I-L, dated 25th May 1950, page 2266.
15. The Textile Labour Association, Ahmedabad, And The Sarangpur Cotton Manufacturing Co. Ltd.,	Review of the award dated 13th January 1950 in Submission (IC) Nos. 31 and 32 of 1949.	B. G. G., Part I-L, dated 1st June 1950, pages 2371-2374.

Names of Parties	Subject	Date of Award
16. The Kalyan Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Review of the award dated 29th June 1949 in Submission No. 5 of 1948.	B. G. G., Part I-L, dated 1st June 1950, pages 2378-2382.
17. The Rashtriya Mill Mazdoor Sangh, Parol, And The Millowners' Association, Bombay.	Modification of the Standardization Award dated 31st May 1947.	B. G. G., Part I-L, dated 1st June 1950, pages 2389-2393.
18. The Textile Labour Association, Ahmedabad, And The Silver Cotton Mills Co. Ltd., Ahmedabad.	Contract for ration shop and discharge of four workers.	B. G. G., Part I-L, dated 1st June 1950, pages 2402-2404.
19. The New India Dyeing & Printing Works, Bombay, And Its employees.	Bonus for 1946-47 and 1947-48.	B. G. G., Part I-L, dated 1st June 1950, pages 2405-2406.
20. The National Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. (Supplementary Award.)	Review of the Award dated 29th June 1949 in Submission No. 5 of 1948.	B. G. G., Part I-L, dated 15th June 1950, pages 2574-2578.
21. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 8 doffers in each shift.	B. G. G., Part I-L, dated 22nd June 1950, pages 2680-2681.
22. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 26 workers from the Engineering Department.	B. G. G., Part I-L, dated 22nd June 1950, pages 2681-2683.

Industrial Disputes Act, 1947

ADJUDICATION UNDER SECTIONS 10 (1) AND 10 (2) OF THE INDUSTRIAL DISPUTES ACT, 1947

The Government of Bombay has referred 27 disputes to the adjudication of the Industrial Tribunals under section 10 (1) of the Industrial Disputes Act, 1947 :—

1. *Shri D. G. Kamerkar*—

(i) *No. 9426/34, dated 21st June 1950.*—The dispute between the Mazagaon Dock Limited, Bombay, and the workmen (other than clerical employees) employed under it, regarding bonus for the half year ending 30th September 1949.

2. *Shri M. C. Shah*—

(ii) *No. 1096/48, dated 27th May 1950.*—The dispute between May and Baker Limited, Bombay, and the workmen employed under it, regarding pay scales, dearness allowance, bonus, leave rules, gratuity, unemployment allowance, etc.

(iii) *No. 438/48, dated 29th May 1950.*—The dispute between Alaka Talkies, Poona and the workmen employed under it, regarding pay scales, dearness allowance, leave rules, provident fund, etc.

(iv) *No. 1117/48, dated 14th June 1950.*—The dispute between Messrs. Volkart Brothers, Bombay, and the workmen employed under it, regarding reinstatement, compensation, etc.

(v) *No. 1158/48, dated 16th June 1950.*—The dispute between Messrs. Warner Brothers First National Pictures, Inc., Bombay and the workmen employed under it, regarding bonus for 1948-1949.

(vi) *No. 1090/48, dated 23rd June 1950.*—The dispute between Messrs. Spence Limited, Bombay and the workmen employed under it, regarding dearness allowance, scales of pay and bonus.

3. *Shri Salim M. Merchant*—

(vii) *No. 1127/48, dated 26th May 1950.*—The dispute between the Vijay Glass Works, Mazagaon, Bombay, and the workmen (other than clerical staff) employed under it, regarding provident fund, leave rules, scales of pay, bonus, dearness allowance, etc.

(viii) *No. 1106/48, dated 26th May 1950.*—The dispute between Messrs. Jashawantilal Kantilal, Bombay, and the workmen employed under it, regarding bonus, privilege leave, dearness allowance and gratuity.

(ix) *No. 1077/48, dated 2nd June 1950.*—The dispute between the New Bombay Dyeing and Printing Works, Bombay, and the workmen employed under it, regarding reinstatement, bonus, gratuity, provident fund, leave rules, dearness allowance, scales of pay, union recognition, etc.

(x) *No. 1142/48, dated 9th June 1950.*—The dispute between Messrs. Narrandas Manordas Precious Metal Refinery, Tardeo, Bombay, and the workmen employed under it, regarding bonus for the year 1948-49.

(xi) *No. 1085/48, dated 12th June 1950.*—The dispute between Dr. Kulkarni's Laboratories, Bombay, and the workmen employed under it, regarding bonus, gratuity, etc.

(xii) *No. 2097/46, dated 12th June 1950.*—The dispute between the Anrit Banaspati Company Limited, Mazagaon, Bombay, and the workmen employed under it, regarding union recognition, wages, dearness allowance, leave rules, provident fund, gratuity, bonus, etc.

(xiii) *No. 735/48, dated 21st June 1950.*—The dispute between the Bombay Metal Press Company, Bombay, and the workmen employed under it, regarding minimum basic wage, scales and grades, leave rules, provident fund, bonus, etc.

(xiv) *No. 1144/48, dated 22nd June 1950.*—The dispute between Mira Chemical Works, Chinchpokli, Bombay, and the workmen employed under it, regarding dear food allowance, provident fund, gratuity and bonus.

(xv) *No. 453/48, dated 24th June 1950.*—The dispute between G. G. Dandekar, Machine Works Limited, Bhiwandi (Thana District), and the workmen employed under it, regarding bonus, medical aid, canteen, etc.

4. *Shri I. G. Thakore*—

(xvi) *No. 943/48-II, dated 29th May 1950.*—The dispute between the Indian Hume Pipe Co. Ltd., Bombay, and the workmen (daily rated) employed under it at its factory at Wadala, Bombay, regarding wages, leave rules, provident fund, gratuity, bonus, etc.

(xvii) *No. 1098/48, dated 29th May 1950.*—The dispute between Messrs. Panchal Iron Works, Tardeo Road, Bombay, and the workmen employed under them, regarding minimum basic wage, dearness allowance, leave rules, provident fund, bonus, etc.

(xviii) *No. 1102/48, dated 30th May 1950.*—The dispute between the Hind Cycles Limited, Bombay, and the workmen (monthly salaried staff) employed under it, regarding dearness allowance, gratuity, scales and grades, bonus, etc.

(xix) *No. 1094/48, dated 1st June 1950.*—The dispute between certain bidi establishments at Poona and the workmen respectively employed under them, regarding wages, holidays, maternity leave, etc.

(xx) *No. 1054/48, dated 2nd June 1950.*—The dispute between Sam Rustom and Company, Bombay, and the workmen employed under it, regarding revision of grades, dearness allowance, leave rules, provident fund, gratuity, bonus, etc.

(xxi) *No. 1039/48, dated 9th June 1950.*—The dispute between the Wolverhampton Works Company Limited, Bombay, and the workmen employed under it, regarding dearness allowance.

5. Shri P. S. Bakhle—

(xxii) No. 785/48, dated 29th May 1950.—The dispute between the Hindustan Vanaspati Manufacturing Company Limited, Bombay, and the workmen employed under it, regarding reinstatement of two discharged workers and payment of compensation.

(xxiii) No. 1097/48, dated 31st May 1950.—The dispute between Messrs. H. I. Dixon & Co. Ltd., Bombay, and the workmen employed under them, regarding compensation to retrenched workers, re-employment, pay in lieu of earned leave, etc.

(xxiv) No. 103/48, dated 2nd June 1950.—The dispute between the Kirloskar Brothers Limited, Kirloskarwadi, and the workmen employed under them, regarding gratuity, grades and scales, provident fund, leave rules, etc.

(xxv) No. 12/48, dated 9th June 1950.—The dispute between the Zandu Pharmaceutical Works Limited, Bombay, and the workmen (clerks, chemists and technical assistants) employed under it, regarding pay scales, dearness allowance, bonus, gratuity, etc.

(xxvi) No. 985/48, dated 14th June 1950.—The dispute between the Holland and Company, Bombay, and the workmen (other than clerical staff) employed under it, regarding compensation and bonus.

6. Shri P. D. Vyas—

(xxvii) No. 1110/48, dated 2nd June 1950.—The dispute between the Jagdish Straw Products Limited, Ahmedabad, and the workmen employed under it, regarding dearness allowance.

The following 3 disputes were referred to the Industrial Tribunals under Section 10 (2) of the Industrial Disputes Act, 1947

1. Shri P. S. Bakhle—

(i) No. 761/48, dated 9th June 1950.—The dispute between the Kolhapur Ajra Motor Service Limited, Laxmipuri, Kolhapur, and the workmen (Drivers, Cleaners and Conductors) employed under it, regarding bonus, etc.

2. Shri P. D. Vyas—

(ii) No. 1175/48, dated 14th June 1950.—The dispute between the Bombay Garage (Ahmedabad) Limited, Ahmedabad, and the workmen employed under it, regarding reinstatement of certain employees.

(iii) No. 2419/46, dated 23rd June 1950.—The dispute between the Ahmedabad Manufacturing and Calico Printing Company Limited (Chemical Division), Ahmedabad, and the workmen employed under it, regarding bonus for the year 1948.

AWARDS PUBLISHED UNDER THE INDUSTRIAL DISPUTES ACT, 1947

The awards in the following concerns have been published in the *Bombay Government Gazette* :—

Name of the Concern	Subject	Date of Award
1. The Jam-e-Jamshed Press, Bombay.	Wage scales, dearness allowances, gratuity, bonus, conveyance allowance, etc.	<i>B. G. G.</i> , Part I-L, dated 18th May 1950, pages 2067-2082.
2. Messrs. Mackinnon Mackenzie & Co., Bombay.	Salary scales, bonus, leave rules, dearness allowance, etc.	<i>B. G. G.</i> , Part I-L, dated 18th May 1950, pages 2084-2101.
3. The Mazgaon Tin Factory, Bombay. (Mutual Settlement.)	Compensation for retrenchment, recruitment, etc.	<i>B. G. G.</i> , Part I-L, dated 18th May 1950, pages 2102-2105.
4. The Jayant Metal Manufacturing Co., Bombay. (Mutual Settlement.)	Bonus, provident fund, minimum basic wages, etc.	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2179-2182.
5. The Indian Vegetable Products Ltd., Bombay. (Supplementary Award.)	Interpretation of the award in AJ-IT 28 1948.	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2183-2186.
6. Tata Oil Mills Co. Ltd., Bombay.	Bonus for 1948-49	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2187-2194.
7. The Mazagaon Dook Ltd., Bombay.	Discharge of 251 rivetters, etc.	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2195-2200.
8. Malleable Iron & Steel Castings Co. Ltd., Bombay.	Bonus, leave rules, dearness allowance, provident fund, etc.	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2201-2207.
9. Triangular Motors Ltd., Bombay. (Part I of the Award.)	Bonus	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2209-2214.
10. The Mazagaon Dook Ltd., Bombay.	Breach of the award of Shri Wassoodeo, etc.	<i>B. G. G.</i> , Part I-L, dated 25th May 1950, pages 2215-2221.

Name of the Concern	Subject	Date of Award
11. Blue Star Industries Ltd., Bombay.	Bonus for 1948-49	B. G. G., Part I-L, dated 25th May 1950, pages 2284-2289
12. The Ogale Glass Works, Ltd., Ogalewadi.	Minimum wage, dearness allowance, revision of scales and bonus.	B. G. G., Part I-L, dated 1st June 1950, pages 2296-2320.
13. Messrs. Thacker and Co. Ltd., Bombay.	Bonus, wages, dearness allowance, leave rules, provident fund, union recognition, gratuity, etc.	B. G. G., Part I-L, dated 1st June 1950, pages 2322-2350.
14. D. Pudumjee Paper Mills, Bombay.	Union recognition, wages, dearness allowance, bonus, provident fund, gratuity, etc.	B. G. G., Part I-L, dated 1st June 1950, pages 2351-2355.
15. The Indian Radio and Cable Communications Co. Ltd., Bombay. (Mutual Settlement.)	Gratuity	B. G. G., Part I-L, dated 1st June 1950, pages 2420-2441.
16. (i) The Western India Vegetable Products Ltd., Oil Section, Amalner.		
(ii) Agia Singh Taralchand Singh of Amalner,		
(iii) The Ruia Oil Mills, Amalner,		
(iv) Seth Ramchandra Bhau Oil Mills, Amalner,	Minimum wages, dear- ness allowance, bonus, etc.	B. G. G., Part I-L, dated 1st June 1950, pages 2442-2449.
(v) Bijaram Dedraj Oil Mills, Amalner,		
(vi) Onkar Kaniram Oil Mills, Amalner.		

Name of the Concern	Subject	Date of Award
17. The Bombay Match Works, Kurla. (Mutual Settlement.)	Unemployment benefit ..	B. G. G., Part I-L, dated 8th June 1950, pages 2478-2482.
18. The Alook Ashdown & Co, Ltd., Bombay.	Bonus for 1948	B. G. G., Part I-L, dated 8th June 1950, pages 2540-2546.
19. The Bombay Film Laboratories Limited, Bombay. (Mutual Settlement.)	Bonus for 1948	B. G. G., Part I-L, dated 15th June 1950, pages 2555-2558.
20. Amalgamated Chemicals & Dyestuffs Co. Ltd., Bomb. v.	Reinstatement of two female workers.	B. G. G., Part I-L, dated 22nd June 1950, pages 2614-2626.
21. (i) Shri Kashinath Prabhu Hingmare, Shetpal, Pandharpur.		
(ii) Shri Ramchandra Maruti Nevale, Shet- pal, Pandharpur.		
(iii) Shri Ramchandra Maruti Doko, Meth- vade, Pandharpur.	Daily wages and bonus from the year 1944.	B. G. G., Part I-L, dated 22nd June 1950, pages 2627-2645.
(iv) Shri Nivriti Gyanoba Watharkar, Methvade, Pandharpur.		
(v) Shri Jagannath Punekar, Methvade, Pandharpur.		
(vi) Shri Sidu Sakharam Pawar, Santpeth, Pandharpur (Tapkir Karkhandars.)		
22. Garlick and Company, Bombay.	Gratuity	B. G. G., Part I-L, dated 22nd June 1950, pages 2647-2654.
23. The Godrej Soaps Ltd., Bombay.	Bonus for 1948-49, leave gratuity, provident fund etc.	B. G. G., Part I-L, dated 22nd June 1950, pages 2655-2666.
24. The Eastern Chemical Co, (India) Bombay. (Supplementary Award.)	Clarification of award dated 19th October 1949.	B. G. G., Part I-L, dated 22nd June 1950, pages 2688-2690.

Adjudication Awards

1. THE BOMBAY GAS COMPANY, BOMBAY

Certain demands relating to retrenchment, etc., in the dispute between the Bombay Gas Co., Bombay and the workmen employed under it were disposed of by Shri I. G. Thakore, Industrial Tribunal, by an award published on 8th December 1949. The award in respect of the remaining demands relating to pay scales, bonus etc., was published on 11th May 1950.

The Engineering Workers' Union on behalf of the workmen demanded that the existing system of scales and grades should be revised and a new scheme be introduced based on a minimum basic pay of Rs 40 for 26 working days. The Union held that the minimum of Rs. 30 for textile workers was rather low and it pointed out that the Rau Court of Enquiry had fixed Rs. 35 as the minimum wage. Even this recommendation was not proper for it was based on the assumption of 3 consumption units in a working class family whereas subsequent enquiries by Government revealed that the average family consisted of 4 or 5 consumption units.

According to the Tribunal, the demand for Rs. 40 as the minimum wage was "pitched too high for a utility concern." The Tribunal referred to the minimum of Rs. 30 fixed for textile workers in Bombay and to the recommendation of the Standardization Committee fixing Rs. 30 as the minimum for an unskilled worker in the engineering industry. The Tribunal, therefore, held that unskilled (male) workers should be given a wage scale of Rs. 1-2-6-As. 1-Rs. 1-10-6. As regards female mazdoors, the Tribunal considering the fact that women were not as useful or serviceable as men to this concern, awarded Rs. 1-2-6- $\frac{1}{2}$ As.—Rs. 1-6-6 to them. The following table sets out in detail the wages prevailing, the scales demanded and those awarded to different categories of workmen in the concern :—

TABLE "A"

Serial No.	Classification Designation	Wage-scale prevailing	Wage-scale demanded	Wage-scale Awarded	Remarks
1	<i>Grade A</i> Female Coolies	Rs. 20—as. 8—Rs. 32	Rs. 1-3-0—as. 1—Rs. 2	Rs. 1-2-6—as. $\frac{1}{2}$ —Rs. 1-6-6.	Those coolies of workers who are not to get anna extra as their basic wages.
2	Water Boys (under 18)	Rs. 26—as. 8—Rs. 32	Rs. 1-8-0—as. 1—Rs. 2	Rs. 1—as. $\frac{1}{2}$ —Rs. 1-2-0.	
3	<i>Grade B</i> Male Coolies	Rs. 30—as. 8—Rs. 35	Rs. 1-8-0—as. 1—Rs. 2	Rs. 1-2-6—as. 1—Rs. 1-10-6.	Same as Male permanent coolies.
4	Temporary Coolies	Rs. 28—till made permanent.	Rs. 1-8-0—as. 1—Rs. 2	Rs. 1-2-6—as. 1—Rs. 1-10-6.	
5	Water Boys (adults)	Rs. 26—as. 8—Rs. 32	Rs. 1-8-0—as. 1—Rs. 2	Rs. 1-2-6—as. 1—Rs. 1-10-6.	Do.
6	Sweeper	Rs. 30—Rs. 1—Rs. 35 2 years	Rs. 40—Rs. 1—Rs. 50	Rs. 1-2-6—as. 1—Rs. 1-10-6.	Awarded extra as. 2 per day in basic wages.
7	Gardener	Rs. 30—as. 8—Rs. 35	Rs. 40—Rs. 1—Rs. 50	Rs. 1-2-6—as. 1—Rs. 1-10-6.	
8	<i>Grade C</i> Fuse men	Rs. 1-4-0—as. 1—Rs. 1-12-0.	Rs. 1-12-0—as. 2—Rs. 2-12-0.	Rs. 1-6-0—as. 1 $\frac{1}{2}$ —Rs. 2-2-0.	

Classification Designation	Wage-scale prevailing	Wage-scale demanded	Wage-scale Awarded	Remarks
<i>Grade C—contd.</i>				
Sponary Dresser	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Men	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Hammermen	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Laboratory Sampler	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Motor Cleaners	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Foremen	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Eightmen	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Watchmen	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	
Assistant of all trades ...	Rs. 1-4-0—ass. 1— Rs. 1-12-0.	Rs. 1-12-0—ass. 2— Rs. 2-12-0.	Rs. 1-6-0—ass. 1½— Rs. 2-2-0.	

... Pumpers	Rs. 1-8-0—ass. 2—Rs. 2-4-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-8-0.	Rs. 1-8-0—ass. 2— Rs. 2-8-0.	
... Firemen	Rs. 1-4-0—ass. 2—Rs. 2-4-0. <u>2 years</u>	Rs. 3—ass. 2—Rs. 4	Rs. 1-8-0—ass. 2— Rs. 2-8-0.	
... Meter Attendants.	Rs. 1-8-0—ass. 2—Rs. 2-4-0. <u>2 years</u>	Staff List Clerical Grade ...	Rs. 1-8-0—ass. 2— Rs. 2-8-0.	
... Attendants II.	Rs. 1-8-0—ass. 2—Rs. 2-4-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-8-0—ass. 2— Rs. 2-8-0.**	**Existing extra allowance continue with the additional granted under the Award
<i>Grade E</i>				
... House Attendants II.	Rs. 1-10-0—ass. 2—Rs. 2-10-0. <u>2 years</u>	Staff List Junior Clerk	Rs. 1-10-0—ass. 2— Rs. 2-10-0.	
... Inspectors.	Rs. 1-4-0—ass. 2—Rs. 2-8-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-10-0—ass. 2— Rs. 2-10-0.*	*The Company to investigate whether these two work independently of each other which case both should given this wage-scale.
... Painters	Rs. 1-8-0—ass. 2—Rs. 2-8-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-10-0—ass. 2— Rs. 2-10-0.	
... Repairers	Rs. 1-4-0—ass. 2—Rs. 2-8-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-10-0—ass. 2— Rs. 2-10-0.	
... Painters	Rs. 1-8-0—ass. 2—Rs. 2-8-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-10-0—ass. 2— Rs. 2-10-0.	
... Repairers	Rs. 1-4-0—ass. 2—Rs. 2-8-0. <u>2 years</u>	Rs. 2-8-0—ass. 2½— Rs. 3-12-0.	Rs. 1-10-0—ass. 2— Rs. 2-10-0.	

Classification Designation	Wage-scale prevailing	Wage-scale demanded	Wage-scale Awarded	Remarks
<i>Grade E—contd.</i>				
Meter Readers	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Staff List Junior Clerk	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Drillers II	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Road Repairers	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Appliance Inspectors ...	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Same as H. A. Inspectors Staff List.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Meter and Appliance Repairers II.	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
District Fitters II	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 4-0-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Service Layers II	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 4-0-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
Wiremen	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 1-10-0— <u>as. 2</u> — Rs. 2-10-0.	
<i>Grade F</i> Bricklayers II	Rs. 1-12-0— <u>as. 3</u> —Rs. 3-0-0 2 years	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
District Bricklayers	Rs. 1-8-0— <u>as. 2</u> —Rs. 2-8-0 2 years	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Turners II	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Spray Printers II	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Tinsmith II	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Carpenters II	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Motor Repairers and Electricians II.	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Fitters II	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Drillers I	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-8-0— <u>as. 2½</u> — Rs. 3-12-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Blacksmiths	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
Works Electrician	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
District Booster Attendants I.	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0. *	*Existing extra allowances continue with the addition granted under the Award.
Meter and Appliance Repairers I.	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-4-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	
District Fitters I	Rs. 1-14-0— <u>as. 3</u> —Rs. 3 2 years.	Rs. 2-12-0— <u>as. 3</u> — Rs. 4-12-0.	Rs. 2-2-0— <u>as. 2½</u> — Rs. 3-6-0.	

Classification Designation	Wage-scale prevailing	Wage-scale demanded	Wage-scale Awarded	Remarks
Grade F—contd				
Service Layers I	Rs. 1-14-0— <u>as. 3—Rs. 3</u> 2 years.	Rs. 2-12-0— <u>as. 3—</u> Rs. 4-12-0.	Rs. 2-2-0— <u>as. 2½—</u> Rs. 3-6-0.	
Grade G				
Bricklayers I	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—</u> Rs. 5-4-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Turners I	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—</u> Rs. 5-4-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Finamith I	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—</u> Rs. 5-4-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Carpenters I	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—</u> Rs. 5-4-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Motor Repairs and Electrician I.	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-8-0— <u>as. 4—</u> Rs. 5-8-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Fitters I	Rs. 3— <u>as. 2—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—</u> Rs. 5-4-0.	Rs. 3-6-0— <u>as. 3—</u> Rs. 4-2-0.	
Special		Staff List in the grade of—		
Work-Shop Chargemen Boiler Attendants.	Rs. 100—10—150 2 years.	Rs. 200—15—305	Rs. 125—5—165	(Monthly)
Works Governor House Attendants.	Rs. 2-8-0— <u>as. 2—Rs. 2-8-0</u> 2 years.	Staff List Senior Clerk...	Rs. 2-12-0— <u>as. 2½—</u> Rs. 3-12-0— <u>as. 3—</u> Rs. 4-1-0.	
Motor Drivers (Lorry)	Rs. 2— <u>as. 2—Rs. 3-12-0</u> 2 years. — <u>as. 2—Rs. 3-4-0</u>	Rs. 3-8-0— <u>as. 4—Rs. 5-4-0</u>	Rs. 60—5—100	To get Rs. 7 extra per month he has to do bill collecting work (Monthly).
Motor Drivers (Small cars).	Rs. 1-8-0— <u>as. 2—Rs. 2-4-0</u> 2 years.	Rs. 2-12-0— <u>as. 3—Rs. 4-4-0</u>	Rs. 50—3—74	Cleaners, Drivers, re-designated Motor Drivers (small cars) (Monthly)
Lamp Inspectors	Rs. 3-0-0— <u>as. 3—Rs. 4-2-0</u> 2 years.	Staff List Junior Clerk	Rs. 3-8-0— <u>as. 3—Rs. 4-10-0</u>	Existing additional allowances to continue.
Lamplighters	Rs. 30—1—40 2 years.	Rs. 1-12-0— <u>as. 2—</u> Rs. 2-12-0.	Rs. 33—1½—45	Existing additional allowances to continue. Monthly.
Mistries-Bricklayers, Carpenters.	Rs. 3-2-0— <u>as. 3—Rs. 4-4-0</u> 2 years.	Rs. 5-0-0— <u>as. 5—Rs. 6-4-0</u>	Rs. 3-8-0— <u>as. 3—</u> Rs. 4-0-0.	
Muccadam Coolie, Jamedar and Elevatormen.	Rs. 1-12-0— <u>as. 2—Rs. 2-4-0</u> 3 years.	Rs. 2-8-0— <u>as. 2½—</u> Rs. 3-12-0.	Rs. 1-12-0— <u>as. 2—</u> Rs. 2-6-0.	
Nephtha Plant Operator.	Rs. 2-12-0— <u>as. 2—Rs. 3-8-0</u> 2 years.	Not clear	Rs. 3-0-0— <u>as. 3—Rs. 4-2-0.</u>	
Female Muccadam	Rs. 1-4-0— <u>as. 2—Rs. 1-12-0</u> 3 years.	Rs. 1-12-0 to Rs. 2-12-0	Rs. 1-4-0— <u>as. 1½—</u> Rs. 1-13-0.	
Main Muccadam	Rs. 2-6-0— <u>as. 3—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—Rs. 5-4-0</u>	Rs. 2-8-0— <u>as. 2—Rs. 3-8-0.</u>	
W/Enginemen	Rs. 3-4-0— <u>as. 2—Rs. 4-4-0</u> 2 years.	Rs. 5-0-0— <u>as. 5—Rs. 6-4-0</u>	Rs. 3-8-0— <u>as. 3—</u> Rs. 4-10-0.	
Spray Painters I	Rs. 2-12-0— <u>as. 3—Rs. 3-8-0</u> 2 years.	Rs. 4-4-0— <u>as. 4—Rs. 5-4-0</u>	Rs. 3-0-0— <u>as. 3—Rs. 4-2-0.</u>	
Special (Retort House) Muccadams	Rs. 3-4-0— <u>as. 4—Rs. 4-4-0</u> 3 years.	Rs. 4-4-0— <u>as. 4—Rs. 5-4-0</u>	Rs. 3-4-0— <u>as. 3—Rs. 4-4-0.</u>	

Serial No.	Classification Designation	Wage-scale prevailing	Wage-scale demanded	Wage-scale Awarded	Remarks
	<i>Special (Retort House)</i> contd.				
71	C. M. Drivers	Rs. 2-8-0— <i>as. 4</i> —Rs. 3-8-0 <i>3 years.</i>	Rs. 3-12-0— <i>as. 3</i> — Rs. 4-14-0.	Rs. 3-12-0— <i>as. 11</i> — Rs. 3-13-0.	
72	Doormen	Rs. 2-8-0— <i>as. 2</i> —Rs. 2-14-0 <i>3 years.</i> — <i>as. 4</i> —Rs. 3-2-0 <i>3 years.</i>	Rs. 3-4-0— <i>as. 2</i> —Rs. 4-4-0.	Rs. 3-13-0— Rs. 3-7-0.	
73	Firemen	Rs. 2-5-0— <i>as. 2</i> —Rs. 2-11-0 <i>3 years.</i> — <i>as. 4</i> —Rs. 2-15-0 <i>3 years.</i>	Rs. 3-0-0— <i>as. 2</i> —Rs. 4-0-0.	Rs. 2-5-0— <i>as. 2</i> — Rs. 3-4-0.	
74	Cokomen	Rs. 1-12-0— <i>as. 2</i> —Rs. 2-2-0 <i>3 years.</i> — <i>as. 4</i> —Rs. 2-6-0 <i>3 years.</i>	Rs. 2-12-0— <i>as. 2</i> — Rs. 3-12-0.	Rs. 1-12-0— <i>as. 2</i> — Rs. 2-8-0.	
75	Kutcharawallas	Rs. 1-7-0— <i>as. 2</i> —Rs. 1-15-0 <i>3 years.</i>	Rs. 2-0-0— <i>as. 2</i> —Rs. 3-0-0.	Rs. 1-9-0— <i>as. 1</i> — Rs. 2-2-0.	
76	Dip-pipewallas	Rs. 1-6-0— <i>as. 2</i> —Rs. 1-14-0 <i>3 years.</i>	Rs. 1-12-0— <i>as. 2</i> — Rs. 2-12-0.	Rs. 1-8-0— <i>as. 1</i> — Rs. 2-1-0.	
77	C. Machine Cleaners	Rs. 1-6-0— <i>as. 2</i> —Rs. 1-14-0 <i>3 years.</i>	Rs. 1-12-0— <i>as. 2</i> — Rs. 2-12-0.	Rs. 1-8-0— <i>as. 1</i> — Rs. 2-1-0.	
78	Mattiwallas	Rs. 1-4-0— <i>as. 2</i> —Rs. 1-12-0 <i>3 years.</i>	Rs. 1-10-0— <i>as. 2</i> — Rs. 2-10-0.	Rs. 1-6-0— <i>as. 1</i> — Rs. 1-15-0.	
79	Retort Patcher	Rs. 1-4-0— <i>as. 1</i> —Rs. 1-12-0. <i>3 years.</i>	Rs. 1-10-0— <i>as. 2</i> — Rs. 2-10-0.	Rs. 1-8-0— <i>as. 1</i> — Rs. 2-1-0.	

All existing allowances to continue except as modified under this Award.

JULY, 1950

As regards the demand for point to point adjustment the Tribunal directed that adjustments should be made as follows:

(1) In respect of categories where the minimum of the old scale has been retained.

For less than 2 years' service	No increment.
For service of 2 complete years	One increment.
For service of 3 complete years but less than 6 years.	Two increments.
For service of 6 complete years and more.	Three increments.

(2) In respect of categories where the minimum of the old scale has been increased.

For less than one year's service	... No increment.
For service of one complete year but less than 5 years.	... One increment.
For service of 5 complete years and more.	Two increments.
For service of 10 complete years and more.	Three increments.

The service referred to here is the service with the present company.

According to the workers, bonus was essentially a deferred wage and since the workers received less than a living wage they were entitled to claim compensation in the form of bonus. Moreover, bonus according to the Union was correlated not to the profits made, but to what had been awarded to textile workers in Bombay City, as evident from the following figures.

Year	Gross profits made by the Bombay Gas Co. in the previous year	Quantum of bonus paid by the Co. in the year	Quantum of bonus paid in the year by the Textile Mills
1944	£ 1,28,498	1½ months' basic wages	2 months basic wages.
1945	£ 1,24,032	1½ months' basic wages plus one months' basic wages as Victory Bonus.	2 months' basic wages plus one month's wages as Victory Bonus.
1946	£ 1,15,746	1½ months' basic wages	2 months' wages.
1947	£ 1,05,877	2 months' basic wages plus 1 month's basic wage as Independence Bonus.	months' basic wages plus 1 month's basic wages as Independence Bonus.
1948	£ 79,062	14 per cent. of the total earnings.	2 months' basic wages i.e. 16 per cent. of total basic earnings.

Though the argument of the Union was to a certain extent true, the Tribunal held that it would not be justifiable to co-relate it to what has been paid to textile workers in entire disregard of the profits made by the Company during the year. The Tribunal, therefore, directed that these workers should be paid a bonus equivalent to 1/12th of their annual basic earnings during the year 1948 subject to the conditions specified by the Company at the time of granting the 1947 bonus.

On the question of sick leave, the Union held that the same should be allowed to be accumulated up to 6 months but the Tribunal held that accumulation up to 45 days only should be allowed. As regards the demand to allow conversion of sick leave available on half wages into leave for half the available period on full wages, the company contended that such commutation would open the door to abuses. The Tribunal however, finding that the variation sought for was in keeping with recent trends in awards given by Industrial Tribunals allowed the demand.

2. THANA MATCH WORKS, THANA

The award of Shri Salim M. Merchant, Industrial Tribunal in the dispute between the Thana Match Works, Thana, and the workmen employed under it over questions of increase in piece and time rates, increments casual leave, holidays etc. was published on 11th May 1950.

The Thana Match Workers' Union, on behalf of the workmen demanded that the time rates and piece rates of wages be so fixed that every worker gets at least Rs. 2 per day as against the Company's present rate of Re. 0-13-0 and Rs. 1-4-0 per day to an unskilled female and male worker respectively.

Out of about 150 workmen employed by the Company 115 are unskilled, the proportion of female to male workers being in the ratio of 4:5. Of the 5 skilled workmen, the lowest paid skilled workman gets a wage of Rs. 1 6-0 per day inclusive of dearness allowance and the highest paid gets wage of Rs. 2-8-0 per day also inclusive of dearness allowance. Out of the 35 skilled workers, three or four are females and 3 out of 13 departments in the Company work on piece work basis while the remaining are on daily wages. The piece rate workers are paid dearness allowance at the rate of Rs. 1-2-0 for every Re. 1-0-0 of wages earned. The Company contended that no increase in the above scales could be granted. The Tribunal, after drawing comparisons with the wages prevailing in concerns in adjoining areas held that from all considerations, the present wages were inadequate. With due consideration, however, for the present financial position of the Company, the Tribunal held that every female worker should get a minimum wage of Rs. 1-6-0 per day and a male worker Rs. 1-8-0 per day inclusive of dearness allowance.

As regards the demand for increments at the rate of As. 8 per day in the present rates of pay, the Tribunal adopted the suggestion of the Union that those who would under the award get a rise of more than

4 annas should not be granted any further increment but any workman who would get less than 4 annas by way of an increase under the award should get such increments as would result in his getting a total increase of four annas in his present wages. These scales were directed to be introduced with effect from 1st August 1949.

Though casual leave was granted as demanded i.e. 7 days in a year, the Tribunal granted 7 holidays with pay as against 9 demanded.

As regards the demand for compensation for unemployment, the Tribunal held that the same could not be granted in view of the poor financial position of the Company.

2. MESSRS. MACKINON MACKENZIE AND CO., BOMBAY

Salary scales, bonus for the years 1947-48 and 1948-49, leave dearness allowances, etc. were the main issues involved in the dispute between Messrs. Mackinnon Mackenzie and Co., Bombay and the workmen employed under it. The dispute was referred for adjudication to Shri D. G. Kamerkar, Industrial Tribunal whose award was published on 18th May 1950.

Messrs. Mackinnon Mackenzie and Co. are a private firm holding the managing agency of a number of ship-building and ship-repairing concerns, as also of certain jute mills, tea estates, collieries, textile mills, insurance companies and engineering firms in India. The different units of the firm carry on business independently of one another at important places like Bombay, Calcutta and Karachi. The Bombay Unit is concerned mainly with the managing agency of shipping companies and of ship-building and ship repairing companies.

In July 1946, the workmen made certain demands relating to minimum salary, grades of pay, increments, etc. In the course of conciliation proceedings a settlement was arrived at, which, was to last for a year. At the end of that period the workmen made certain fresh demands but conciliation proceeding having failed the dispute was referred for adjudication.

On behalf of the workmen it was contended that, the salary scale of electricians and drivers should be revised as follows:—

Electricians: Starting pay: Rs. 80-3-95 Rs. 3-8-0-130-
4-8-0-175 for 25 years.

Drivers: Rs. 75-2-8-100-3-130-4-150 for 25 years.

During the course of the conciliation proceedings the demand for fixing the grades and scales for the several categories had been discussed at length and Rs. 60 2-110 had been fixed as the scale for electricians and drivers. The Tribunal, therefore, held that unless a special ground was made out to unsettle what had been settled by collective bargaining it would be injudicious for it to alter a salary or a wage scale merely upon the lapse of the term to which the agreement related. The main ground on which the workers sought a revision was that the spread over was unduly long compared to that obtaining in Burma Shell Oil Storage

and Distributing Co. of India Ltd. the W. I. M. Co., the Imperial Chemical Industries etc. This the Tribunal held was just since it was necessary to conform to established standards in matters of wages etc, if discontent was to be avoided. The Tribunal therefore, fixed Rs. 60 3 75 4--95 -5 -110 as the grade for these two categories thus curtailing the spread over to 13 years from 25.

On the question of bonus for 1947-48 and 1948-49, the Tribunal held that the Company should pay to its employees, an additional bonus equal to a month's basic salary for 1947-48 and two months' basic salary as bonus for 1948-49.

The prevailing scale of dearness allowance in the Company which was fixed in October 1947 is as follows :

(1) Upto Rs. 100	...	Rs. 50	} For clerical staff.
(2) Between Rs. 101 and Rs. 150	...	Rs. 65	
(3) Rs. 151 and above	...	Rs. 85	
(4)	...	Rs. 35 flat for subordinate staff.	

The employees held that the amount of Rs. 50 should be enhanced to Rs. 65, Rs. 65 to Rs. 80 and Rs. 85 to Rs. 105 and a flat rate of Rs. 65 for the subordinate staff. The workmen urged that the cost of living index figure had risen from 279 in October 1947 to 297 in October 1948 and 302 in September 1949 and there was no indication of the index figure going down for some time to come. The Tribunal agreed with these contentions and fixed dearness allowance on the scale prescribed for employees of the British Insulated Callenders' Cables Ltd., which was as follows—

Bombay Working Class Cost of Living Index Number group 311-320

Pay Slab	Rate of dearness allowance when the Bombay Working Class Cost of Living Index is in the 311-320 group	Variation in the percentage in col. 2 to be allowed per 10 point movement in the index
Upto Rs. 100	65 per cent. of the basic salary or the textile scale whichever is higher.	Rs. s. p. 5 0 0
Rs. 101-200	20 per cent.	1 8 0
Rs. 201-300	15 per cent.	1 0 0
Rs. 301 and above	10 per cent.	0 12 0

The amount due according to the textile scale should be computed as for the actual number of days of the month, taking the textile rate as for 26 days only. The Tribunal also remarked that it was manifestly unfair not to allow dearness allowance for the days for which the employee received basic wages. The demands in respect of cumulative leave for 90 days and house rent allowance were rejected, the former on the ground that it was too excessive and the latter on the ground that house rent was one of the items taken into account in fixing the level of basic salary.

THE ALCOCK ASHDOWN & CO. LTD., BOMBAY

Bonus for the year ending 31st December 1948 was the main issue involved in a dispute between the Alcock Ashdown & Co. Ltd., Bombay and the workmen employed under it. The award of Shri Salim M. Merchant, Industrial Tribunal, in the said dispute was published on 8th June 1950.

The Engineering Mazdoor Sabha, which represents more than forty per cent. of the workmen of the Company, claimed on behalf of the workmen, a bonus equivalent to four months' wages with dearness allowance for the year 1948. It was contended by the Sabha that basic wages plus dearness allowance paid to workers fell short of the living wages. In support of this contention, it was argued that taking Rs. 55 as the monthly living wage at the cost of living index number of 106 in 1939 for a working class family consisting of three consumption units, each workman was entitled to a living wage of Rs. 157 per month at the average cost of living index number of 303 for 1948.

The demand for inclusion of dearness allowance in the calculation of bonus, was rejected. In this connection the Tribunal referred to the observation of Shri D. G. Kamerkar in AJ-IT 2 of 1949 as follows :—

"The demand in so far as it relates to including dearness allowance in calculation of bonus, must summarily be rejected as bonus has never been conceded by the Industrial Court or the Industrial Tribunals in this province as an additional wage."

Looking to the general soundness of the finances of the Company as revealed by its balance sheets and profit and loss accounts for the three years 1946, 1947 and 1948 and taking into account the fact that the amount of the dividends paid and the amount carried forward to the equalisation of dividend fund gives exactly the same figure which enabled the Company last year to give its shareholders the dividends of 17½ per cent. free of income tax, the Tribunal held that the Company should grant the same bonus which it granted in 1947 i.e., bonus equivalent to 2½ months' basic wages.

It was contended on behalf of the Company that the profits of the Company were not the same as that of 1947 and that the bonus equivalent to two months' wages paid by the Company for the year 1948 was adequate. The Company relied upon the award in the dispute between Ford Motor Co. Ltd., Bombay, and its workmen for the proposition that the quantum of bonus to be paid for any year should have a relationship to the profits available for distribution for that year. But the Tribunal observed that if the amount transferred to the equalisation of dividend fund were to be added to the net profits, the total net profit would come to the tune of nearly six lakhs, that the Company had made substantial provisions to its existing reserves and that it had paid to its share holders a dividend at the maximum rate permissible under the Limitation of Dividends Ordinance. In view of the above facts, the Tribunal directed the Company, to pay to each employee 1/3rd of the amount of bonus for the year 1948 in addition to what he had already been paid subject to the same terms and conditions.

Books, Publications And Reports

I. BOOKS

The following books were added to the Library during June 1950—

INDIAN ECONOMICS—

Costa, Da E. *The Economic Progress of Russia 1860 to 1948*. (Goodwill Mission Press Ltd., Delhi).

Costa, Da. E. *Devaluation. Forty Questions and Answers*. (Goodwill Mission Press Ltd., Delhi).

Jha, L. K. *India's Foreign Trade, Part I, Before Devaluation*. (The Hindustan Times Press, New Delhi).

Sovani, N. V. *Reports of the Commodity Prices Board*. (Gokhale Institute of Politics and Economics, Poona).

INDUSTRIES AND MANAGEMENT—

Aspley, J. C. *Handbook of Industrial Relations*. (The Dartnell Corporation, Publishers, London).

Samules, H. *Factory Law*. (Stevens and Sons Ltd., London).

Samules, H. *Industrial Injuries*. (Stevens and Sons Ltd., London).

LABOUR—

Smyth, R. C. *Bargaining with Organised Labour*. (Funk and Wagnalls Co., New York).

MISCELLANEOUS—

Wellock, W. *A Mechanistic or a Human Society*. (P. P. U. Bookshop, 6, Endsleigh St., London, W. C. 1).

Wellock, W. *Rebuilding Britain*. (Hallmark Books Ltd., 8, Cecil Court, London, C. 2).

Wellock, W. *Power or Peace*. (Peace News Ltd., Blackstock Road, London, N. 4).

Wellock, W. *The Third Way*. (Wilfred Wellock, 12 Victoria Avenue, Quinton, Birmingham, 32).

TRADE UNIONS—

Samules, H. *The Law of Trade Unions*. (Stevens and Sons Ltd., London).

II. PUBLICATIONS RECEIVED

The following publications were received in the Library during June 1950 :—

INDIA

Agricultural Situation in India.—Volume IV, No. 12. (Office of the Economic Adviser to the Govt. of India, New Delhi).

Capital.—Volume CXXIV, Nos. 3109-3110, 3112-3113. (Capital, 5, Mission Row, Calcutta).

Commerce.—Volume LXXX, Nos. 2054-2057. [F. Berton for Commerce (1935) Ltd., Royal Insurance Buildings, Churchgate Street, Bombay].

Eastern Economist.—Volume XIV, Nos. 20-23. (Eastern Economist Ltd., 52, Queens Way, New Delhi).

Economic Weekly.—Volume II, Nos. 20-24. (Editor, Economic Weekly, 13-15, Tamarind Lane, Fort, Bombay).

Employment News.—Volume V, No. 5. Bombay.

Engineer.—Volume XXVIII, Nos. 5-6. [The Mechanical Engineers' Association (India), Bombay].

Indian Journal of Commerce. Volume II, No. 9. (A. N. Agarwala, Allahabad University, Allahabad).

Indian Labour Gazette.—Volume VII, Nos. 9-10. (Labour Bureau, Ministry of Labour, Govt. of India, New Delhi).

Indian Railway Magazine.—Volume XXVI, No. 4. (Railway Users' Federation, Madras).

Indian Textile Journal.—Volume LX, No. 716. (The Indian Textile Journal Ltd., Bombay).

Indian Trade Journal.—Volume CLXXVII, Nos. 2282-2286. (Dept. of Commercial Intelligence and Statistics, India, Calcutta).

Journal of Commerce and Statistics.—Volume II, No. 7. (Bureau of Commercial and Intelligence and Statistics, Bombay).

Labour Law Journal.—Volume II, No. 6. (Shri R. Venkataraman, 1/1711, Roy Apettah High Road, Madras).

Labour Times.—Volume II, Nos. 14-15. (M. S. M. Railway Employees' Union, Perambur).

Mahratta.—Volume LXX, Nos. 21-24. (Poona).

Monthly Bulletin of Statistics U. P.—Volume IV, No. 4. (Superintendent, Printing and Stationery, Allahabad).

Monthly Survey of Business Conditions in India.—Volume 18, No. 4. (Office of the Economic Adviser to the Govt. of India, New Delhi).

Monthly Statistics of the Production of Selected Industries of India.—January-April 1950. (Ministry of Industry and Supply, New Delhi).

Mysore Labour Gazette.—Volume 11, No. 7. (Dept. of Labour, Govt. of Mysore, Bangalore).

Railway Herald.—Volume XXI, Nos. 42-45. (Editor, Railway, Motivilla, Thana, Bombay).

Reserve Bank of India, Bulletin.—May 1950. (Bombay).

Workers.—Volume 1, No. 9. (Office of the Hindustan Mazdoor Sevak Sangh, Congress House, Bombay 4).

FOREIGN

American Federationist.—Volume 57, Nos. 4-5. (President, A. F. of Labour, A. F. of L. Building, Washington I. D. C.).

American Journal of Sociology.—Volume LV, No. 6. (University of Chicago Press, U. S. A.).

American Sociological Review.—Volume 15, No. 2. (133 Hall of Graduates Student's, Yale University, New Haven, Conn.).

Board of Trade Journal.—Volume 158, Nos. 2781-2785. (H. M. Stationery Office, London).

- Bulletin of the Oxford University*—Volume 12, No. 4. *Institute of Economics* (Basil Blackwell, 49, Broad Street, Oxford).
- Coal*.—April—May 1950. (National Coal Board, London).
- Economist*.—Volume CLVIII, Nos. 5567-5570. (22, Ryder Street, James, London, S. W. 1).
- Economic Digest*.—Volume 111 No. 5. (Economic Digest, 18, South Street, London W. I.).
- Federal Reserve Bulletin*.—Volume 36, No. 4. (Federal Reserve Board, Washington).
- Harvard Business Review*.—Volume XXVIII, No. 3. Harvard University Press, Massachusetts).
- Industrial Court Awards*.—Nos. 2255-2256. (U. K.).
- Industrial Health Bulletin*.—Volume 5, No. 6. (Industrial Health Divisions of the Department of National Health and Welfare, Ottawa, Canada).
- Industrial Safety Survey*.—Volume XXVI, No. 1. (I. L. O. Geneva).
- Industry*.—Volume 18, Nos. 4-5. (2, Caxton Street, Westminster, S. W. 1).
- Industry and Labour*.—Volume 111, Nos. 9-10. (I. L. O. Geneva).
- International Free Trade Union, News*.—Volume 5, No. 6. (Free Trade Union Committee, N. Y. 19).
- International Labour Review*.—Volume LXI, No. 4. (I. L. O. Geneva).
- I. L. O. News, Service Geneva*.—Volume 111, No. 5.
- Journal of Textile Institute*.—Volume 41, No. 4. (St. Mary's Patronage, Manchester).
- Labour*.—Volume 12, No. 9. (Trades Union Congress, London S. W. 1).
- Labour Gazette*.—Volume L. No. 4. (Department of Labour, Canada, Ottawa).
- Labour Information Bulletin*.—April 1950. (U. S. Department of Labour, Washington 25, D. C.).
- Labour Research*.—Volume XXXIX, No. 5. (Research Department, London).
- Land Economics*.—Volume XXVI, No. 1. (Sterling Hall, University of Wisconsin, Madison 6, Wisconsin).
- Ministry of Labour Gazette*.—Volume LVIII, No. 5. (Ministry of Labour and National Service, Watford, Herts).
- Monthly Abstracts of Statistics*.—April 1950. (Census and Statistics Department, Wellington).
- Monthly Bulletin of Statistics U. N.*—Volume IV, No. 5. (United Nations, Lake Success, New York).
- Monthly Bulletin of Union, Statistics*.—Volume XXIX, No. 3. (Union of South Africa, Pretoria).
- Monthly Labour Review*.—Volume 70, No. 4. (U. S. Department of Labour, Washington).
- New Dawn*.—Volume 4, Nos. 9-10. (Union of Shop and Allied Workers, Manchester, 14).
- New Statesman and Nation*.—Volume XXXIX, Nos. 999-1003. (M. Dawson and Sons, England).

- New World News*.—Volume 6, No. 5. (4, Hays Mews, Berkeley Square, London).
- New Republic*.—Dated 17th April 1950 and 1st and 15th May 1950. (40, East 49 Street, New York, 17 N. Y.).
- New South Wales Industrial Gazette*.—Volume 94, No. 3. (Department of Labour and Industry and Social Welfare, Sydney).
- Statist*.—Volume 'LI, Nos. 3765-3768. (Ministry of Labour and National Service, London).
- Times Review of Industry*.—Volume 4, No. 40. (London).
- Textile Mercury*.—Volume 'XXII, Nos. 3187-3190. (Textile Mercury Ltd., Manchester).
- Textile Weekly*.—Volume 45, Nos. 1155-1157. (The National Federation of Textile Works Manager's Manchester).
- Two Minutes of Employment Facts*.—Dated 15th April 1950. (New Foundland).
- United Nations Bulletin*.—Volume VIII, Nos. 7-8. (Department of Public Information, United Nations, Lake Success).

III. REPORTS

The following reports were received in the Library during June 1950.

ARBITRATION—

Commonwealth Arbitration Reports: Volume 62, Part I, Pages 1-207. (Commonwealth Government Printer, Canberra.)

INDUSTRIES AND MANAGEMENT—

Collective Bargaining.....democratic labour relations by Richard Derrall.—(Free Trade Union Committee of the A. F. of Labour, Box 65, Station "G", New York, 19, N. Y., U. S. A.).

Grievance Machinery and the Shop Steward System.....the democratic revolution, by Richard Derrall.—(Free Trade Union Committee of the A. F. of Labour, Box 65, Station "G", 19, N. Y., U. S. A.).

INTERNATIONAL LABOUR OFFICE—

Action Against Unemployment.—(I. L. O., Geneva).

Vocational Training of Adults, Including Disabled Persons. Report IX (2): Part II: International Labour Conference, 33rd session, Geneva, 1950.—(I. L. O., Geneva).

Financial and Budgetary Questions. Report II: International Labour Conference, 33rd session, Geneva, 1950.—(I. L. O., Geneva).

Report of the Director-General, Report I: International Labour Conference, 33rd session, Geneva.—(I. L. O., Geneva).

Labour Problems in Agriculture, Report VI: International Labour Conference, 33rd session, Geneva, 1950.—(I. L. O., Geneva).

Record of Proceedings: International Labour Conference, 33rd session, San Francisco, 1948.—(I. L. O., Geneva).

LABOUR LEGISLATION—

Labour Legislation in U. S. A., U. S. S. R. and Japan, by Richard Derrall.—(Free Trade Union Committee, of the A. F. of Labour, Box 65, Station "G", New York, 19, N. Y., U. S. A.).

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN MAY 1950

Name and Address of Industry	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in dispute termination
	Directly	Indirectly	Began	Ended				
			1950	1950				
Man Mills Bombay.	546	..	2 May (11-35 a.m.)	2 May (3-30 p.m.)	Demand for reinstatement of a discharged spinning Line Jobber.	The strike ended in favour of the workers.	248	248
Anna Mills Baroda.	250	..	6 May	7 May	Protest against the alleged defect in the compressor which made service conditions intolerable.	The strike ended in favour of the employers.	250	250
Shalaxmi Cotton Mills Ltd., (Kaira District)	1,200	..	12 May	25 May	The strike following their dispute regarding payment as per standardisation of wages.	The strike ended in favour of the employers.	13,200	13,200
Silk Mill, Thana District	60	..	18 May	20 May	Demand for wages for the period the workers were ordered lay off due to defect in the oil engine.	The strike ended in favour of the employers.	120	120
Silk Mills,	39	..	21 May	24 May	Demand for withdrawal of discharge notices served on 13 weavers.	The strike ended in favour of the employers.	65	65
Gouldas Spinning Co. Ltd.,	1,211	..	21 May	22 May	Demand for withdrawal of notices served on some workers of the Carding Dept. requiring them to show improvement in their work.	The strike ended in favour of the employers.	451	451
Arayan Wvg. Mills, Surat.	54	..	22 May	23 May	Demand for reinstatement of discharged worker, an increase of 6 pies per yard in the basic wages and 100% dearness allowance.	The strike ended in a compromise.	108	108
Cotton Mill, Vadod.	288	..	24 May	25 May	Demand for immediate payment of dearness allowance for the month of April 1950.	The strike ended in favour of the workers.	144	144
Silk Mill, Bombay.	22	..	26 May		Protest against the increase in work-load caused by the reduction of one hand in the Sizing Beam Carrier Dept.	The strike continued	43	43
Silk Mills Bombay.	16	..	27 May		Demand for increase in their piece-rate wages.	The strike continued	64	64
Engineering								
Industrial Works, Bombay.	248	..	11 April		Demand for reinstatement of discharged workers.	The strike continued	..	..

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN MAY 1950—contd.

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the dispute or termination
	Directly	Indirectly	Began	Ended				
<i>Engineering—contd.</i>								
Kamani Engineering Corporation Ltd., Kurla, Bombay.	214	1	19 April		Demand for production bonus, dearness allowance on the lines of Textile workers, bonus equal to 4 months' wages inclusive of dearness allowance, supply of milk to the workmen working at the furnace, conveyance from and to the Railway Station, sick leave, etc.	The strike continued	4,755	
Kamani Metal & Alloys Ltd., Kurla, Bombay.	582	153	19 April		Demand for production bonus, dearness allowance on the lines of Textile workers, bonus equal to 4 months' wages inclusive of dearness allowance, supply of milk to the workmen working at the furnace, conveyance from and to the Railway Station, sick leave, etc.	The strike continued	17,381	
Mangam Tin Factory, Bombay.	97	..	1 May	2 May	Demand for holiday "May Day"	The strike ended in favour of the workers.	97	97
Standard Vacuum Oil Co., Bombay.	543	..	1 May	2 May	Demand for holiday "May Day"	The strike ended in favour of the workers.	543	543
Burmah Shell Oil Storage and Distributing Co. of India Ltd., Bombay.	974	..	1 May	2 May	Demand for holiday "May Day"	The strike ended in favour of the workers.	974	974
Caltex (India) Ltd., Bombay.	331	..	1 May	2 May	Demand for holiday "May Day"	The strike ended in favour of the employers.	331	331
Ruby Industries, Bombay.	100	..	23 May	24 May	Demand for holiday "May Day"	The strike ended in favour of the workers.	88	88
<i>Miscellaneous</i>								
Jawahar Bidi Works, Poona.	30	..	11 Mar		Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1,000 bids.	The strike continued	676	
Pawar Bidi Works, Poona.	30	..	14 Mar		Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1,000 bids.	The strike continued	665	
..... Bids	30	..	14 Mar		Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1,000 bids.	The strike continued	588	

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN MAY 1950 -contd.

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Working days lost during the month	Total number of working days lost in the dispute terminated
	Directly	Indirectly	Began	Ended				
contd.								
G. & T. Films Ltd., Andheri, Bombay.	51		3 April	11 May	Demand for (1) reinstatement of the discharged workers, (2) recognition of the Union and (3) payment of difference in wages from March 1949 to August 1949 as agreed upon by the Management.	The strike ended in favour of the employers.	459	1,709
Shri Ramkrishna Fine Art Litho Works, Bombay.	44		19 April	23 May	Demand for dearness allowance of Rs. 45, yearly increment, three months' wages as bonus, leave, etc.	The strike ended in favour of the employers.	653	1,093
Bombay Potteries & Tiles Ltd., Bombay.	100		1 May	2 May	Demand for holiday on "May Day".	The strike ended in favour of the employers.	100	100
Sholapur Tanneries Ltd., Sholapur.	52		1 May	13 May	Demand for withdrawal of discharge and Suspension notices issued to some workers on 30th April 1950.	The strike ended in favour of the employers.	431	431
Duleri & Co., Bombay.	76		11 May	12 May	Protest against the poor quality of eatables supplied in the canteen.	The strike ended in favour of the employers.	76	76
Juchendra Salt Pans, Juchendra (Thana District).	53		17 May	26 May	Demand for bonus for the year 1949-50.	The strike ended in favour of the employers.	81	81
Yeola Municipality, Yeola (Nasik District).	82		19 May	27 May	Protest against the non-payment of the arrears of wages.	The strike ended in favour of the workers.	115	115
Pioneer Rubber Mills Ltd., Bhandup (Thana District).	90		22 May	24 May	Demand for bonus, dearness allowance, increase pay and sick leave, etc.	The strike ended in favour of the employers.	180	180
Shree Ramkrishna Bleaching, Dyeing & Printing Works, Bhandup (Thana District).	11		23 May	23 May	Demand for withdrawal of the suspension order served on one of the employees.	The strike ended in favour of the employers.	44	44
Datar Match Factory, Petlad (Kaira District).	50	100	23 May		Protest against the Management's action in not allowing the late comers to work.	The strike continued	1,275	..
Bombay Stevedores Association, Bombay.	500		23 May	23 May	Demand to allow the six workers to work who were late by 20 minutes.	Indefinite	125	125
Three Bidi Factories, District).	61		23 May	31 May	Demand for increase in the rate of bidi making from Rs. 2-4-0 to Rs. 3 per 1,000 bidis.	Indefinite	122	122

RETAIL PRICES OF FOOD ARTICLES IN APRIL AND MAY 1950*

NOTE.—The figures in italics are index numbers of prices taking July 1914 prices as 100 in each case

Articles	Price per	April 1950				May 1950			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
<i>Cereals—</i>									
Rice	Maund	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 0 <i>473</i>	16 0 0 <i>217</i>	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	16 0 0 <i>217</i>
Wheat	..	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 4 <i>198</i>	12 1 2 <i>216</i>	12 4 11 <i>126</i>	18 4 0 <i>354</i>	13 5 4 <i>198</i>
Jowari	..	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	12 4 11 <i>359</i>	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 0 <i>464</i>	12 4 11 <i>359</i>
Bajri	..	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>214</i>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>
<i>Index No.—Cereals ..</i>	....	<i>236</i>	<i>204</i>	<i>390</i>	<i>255</i>	<i>235</i>	<i>294</i>	<i>390</i>	<i>255</i>
<i>Pulses—</i>									
Gram	Maund	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	1 12 5 <i>187</i>	28 9 1 <i>664</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	20 0 0 <i>548</i>
Turdal	..	22 3 7 <i>380</i>	26 10 8 <i>433</i>	24 8 6 <i>420</i>	21 5 4 <i>323</i>	30 12 4 <i>527</i>	24 9 10 <i>400</i>	24 8 6 <i>420</i>	22 13 0 <i>345</i>
<i>Index No.—Pulses ..</i>	....	<i>574</i>	<i>550</i>	<i>476</i>	<i>405</i>	<i>596</i>	<i>534</i>	<i>476</i>	<i>447</i>

LABOUR GAZETTE

<i>Other articles of food—</i>									
Sugar (refined)	Maund ..	35 2 8 <i>609</i>	40 0 0 <i>500</i>	35 8 10 <i>356</i>	35 8 11 <i>380</i>	35 2 8 <i>609</i>	40 0 0 <i>500</i>	35 8 10 <i>356</i>	35 8 11 <i>380</i>
Jagri (gul) ..	..	45 1 2 <i>527</i>	40 0 0 <i>973</i>	40 0 0 <i>515</i>	40 0 0 <i>570</i>	40 0 0 <i>467</i>	40 0 0 <i>973</i>	40 0 0 <i>515</i>	40 0 0 <i>570</i>
Tea	lb. ..	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>
Salt	Maund ..	5 4 2 <i>247</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 5 4 <i>177</i>	5 10 7 <i>266</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 1 3 <i>160</i>
Bees	Seer ..	1 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>	1 8 0 <i>464</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>
Nutten	..	2 4 0 <i>540</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>
Milk	Maund ..	35 2 8 <i>382</i>	24 9 10 <i>492</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>	35 2 8 <i>382</i>	24 9 10 <i>492</i>	26 10 0 <i>366</i>	40 0 0 <i>400</i>
Ghee	..	228 9 3 <i>450</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>	290 14 8 <i>573</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>
Potatoes	..	15 0 5 <i>335</i>	12 8 9 <i>330</i>	13 5 0 <i>333</i>	10 0 0 <i>297</i>	15 0 5 <i>335</i>	12 8 9 <i>330</i>	13 5 0 <i>333</i>	10 0 0 <i>297</i>
Onions	..	10 0 0 <i>644</i>	13 5 4 <i>667</i>	10 0 0 <i>400</i>	4 0 0 <i>200</i>	10 0 0 <i>644</i>	13 5 4 <i>667</i>	10 0 0 <i>400</i>	4 0 0 <i>200</i>
Coconut oil	..	91 6 10 <i>360</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	80 0 0 <i>285</i>	91 6 10 <i>360</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	88 4 2 <i>314</i>
<i>Index No.—Other articles of food</i>		<i>461</i>	<i>502</i>	<i>410</i>	<i>383</i>	<i>481</i>	<i>502</i>	<i>410</i>	<i>392</i>
<i>Index No.—All food articles (unweighted)</i>		<i>421</i>	<i>457</i>	<i>413</i>	<i>356</i>	<i>437</i>	<i>456</i>	<i>413</i>	<i>386</i>

JULY, 1950

* The sources of the price quotations used in this table are the Monthly Returns of Average Retail Prices Current supplied by the Director of Agriculture, Poona.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN BOMBAY, AHMEDABAD, SHOLAPUR AND JALGAON BY GROUPS

	Bombay (1)					Ahmedabad (2)					Sholapur (3)					Jalgaon (4)					
	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	
1939 Average	114	100	86	97	100	64	72	107	100	79	70	89	64	107	72	74	..	..	..	..
1945 "	371	247	257	223	235	197	220	107	240	196	198	335	141	107	215	201	299	321	340	100	365
1946 "	317	245	257	100	220	259	208	107	263	209	217	313	141	107	246	211	350	298	338	100	450
1947 "	344	244	262	100	252	279	234	107	287	219	293	350	141	107	313	248	417	286	342	100	475
1948 "	343	333	391	100	275	303	243	107	309	243	286	425	298	107	286	292	490	450	415	100	515
1949 "	306	306	345	100	281	307	285	107	332	248	292	408	316	107	337	293	462	434	432	100	531
1949																					
May	355	293	406	100	283	306	254	107	342	249	274	414	348	107	340	294	453	429	100	583	
June	361	293	308	100	284	300	255	107	342	248	283	434	311	107	343	294	461	431	100	540	
July	364	298	307	100	282	302	265	107	335	256	287	414	307	107	340	296	456	424	100	504	
August	372	293	307	100	283	306	281	107	335	254	297	409	297	107	341	300	465	421	100	505	
September	373	292	307	100	278	306	262	107	335	254	309	284	281	107	337	295	469	428	100	506	
October	374	293	307	100	282	307	280	107	335	250	304	300	281	107	338	298	476	429	100	533	
November	379	296	307	100	285	310	284	107	335	252	303	330	281	107	337	299	459	435	100	541	
December	375	294	307	100	285	308	283	107	335	249	288	355	280	107	332	293	470	436	100	559	
1950																					
January	378	294	307	100	283	309	245	107	335	239	300	366	284	107	340	295	483	438	100	571	
February	380	294	307	100	287	305	262	107	335	250	303	363	291	107	340	298	448	437	100	609	
March	361	292	307	100	296	302	277	107	333	260	302	363	296	107	333	298	443	436	100	610	
April	370	288	307	100	297	307	289	107	335	267	307	362	296	107	349	301	448	421	100	649	
May	360	286	307	100	295	312	286	107	335	265	289	350	296	107	334	280	449	432	100	647	

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for June 1950 with average prices for the year ended June 1934 equated to 100, was 571. The Ahmedabad working class cost of living index number for June 1950 with average prices for the year ended July 1927 equal to 100 was 559. The Sholapur working class cost of living index number for June 1950 with average prices for the year ended January 1928 equal to 100, was 583, while the Jalgaon cost of living index number for June 1950 with average prices for the month of August 1939 equal to 100 was 541.

INDUSTRIAL DISPUTES

During June 1950, there were 30 strikes involving 9,539 workmen and a time loss of 53,183 working days, as compared to 33 disputes in May 1950, involving 12,000 workmen and a time loss of 50,653 man-days. In June 1949, there were 39 disputes involving 32,857 workpeople and a time loss of 201,700 man-days. Further particulars of industrial disputes are given at pages 1424-1428 of this issue.

ABSENTEEISM

During June 1950, the average absenteeism in the textile industry in the important textile centres in the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh, amounted to 22.97 per cent. as against 14.19 per cent. in May 1950. For further particulars see pages 1429-1430 of this issue.

COTTON MILL PRODUCTION

During May 1950, cotton mills in Bombay City produced 15,302,000 lbs. of yarn and 25,091,000 lbs. of woven goods and those in Ahmedabad produced 15,302,000 lbs. of yarn and 12,500,000 lbs. of woven goods. The total production of cotton yarn and woven goods for the whole of the State amounted to 54,403,000 lbs. and 18,117,000 lbs. respectively. During the same period cotton mills in Bombay City produced 97,063,060 yards of woven goods and those in Ahmedabad 69,096,000 yards while the total production for the State amounted to 203,897,000 yards.

(1) Average prices from July 1933 to June 1934 = 100. (2) Average prices from August 1929 to July 1927 = 100. (3) Average prices for the month of August 1939 = 100. (4) Average prices from February 1927 to January 1928 = 100.