

The Month in Brief

COST OF LIVING INDEX NUMBER

The Bombay working class cost of living index number for December 1949 with average prices for the year ended June 1934 equated to 100 was 308. The Ahmedabad working class cost of living index number for December 1949 with the average prices for the year ended July 1927 equal to 100, was 241. The Sholapur working class cost of living index number for December 1949 with the average prices for the year ended January 1928 equal to 100, was 215, while the Jalgaon working class cost of living index with the average prices for the month of August 1939 equal to 100, was 432.

INDUSTRIAL DISPUTES

During December 1949, there were 36 strikes involving 21,956 workers and a time loss of 73,726 working days as compared to 36 disputes in November 1949 involving 22,828 workers and a time loss of 39,638 man-days. In December 1948, there were 53 industrial disputes, involving 24,363 workers with a time loss of 108,813 man-days. Further particulars of industrial disputes are given at pages 622-625 of this issue.

ABSENTEEISM

During December 1949, 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 12.92 per cent. as against 13.43 per cent. in the previous month for further details, see pages 626-627 of this issue.

COTTON MILL PRODUCTION

During November 1949, cotton mills in Bombay City produced 3,15,07,000 lbs. of yarn and 2,57,35,000 lbs. of woven goods and those in Ahmedabad produced 1,39,52,000 lbs. of yarn and 1,13,62,000 lbs. of woven goods. The total production of cotton yarn and piece goods for the whole of the State amounted to 5,11,96,000 lbs. and 4,12,82,000 lbs. respectively. During the same period cotton mills in Bombay City produced 1,21,88,000 yards of cloth and 1,10,00,000 yards in Ahmedabad 6,11,00,000 yards while the total production for the State amounted to 17,92,20,000 yards.

B.S. Sawani

Current Notes

GOVERNMENT DECIDE TO TAKE OVER SHOLAPUR MILLS—SPECIAL ORDINANCE ISSUED

In August 1949, the Sholapur Spinning & Weaving Co., Ltd., of Sholapur in the Bombay State closed down. This is one of the largest cotton textile mills in the country. The closure of the Mill has, therefore, affected the production of cotton textiles and caused the unemployment of a very large number of industrial workers, says a Press Note issued by the Press Information Bureau, Government of India.

The Press Note states, in accordance with the provisions of the Indian Companies Act, the Government of Bombay caused an investigation to be made into the affairs of the Company. This investigation has shown that the affairs of the Company have been seriously mismanaged by the present Board of Directors and the Managing Agents, and that such mismanagement has led to the closure of the Mill.

A technical examination of the Mill indicated that a large part of the Mill could be worked economically and with profits, provided that the affairs of the Company were conducted on sound lines. Much of the production lost through the closure of the Mill can be restored and many of the workers can be re-employed, if this part of the Mill is re-opened and the Company managed on sound lines.

The history of the past few years as indicated by the results of the inquiry conducted under the order of the Government of Bombay shows that the present management of the Company cannot be depended on to manage its affairs well so that production in the Mill can be maintained. The procedure under the existing law does not provide a method by which the present difficulties can be removed quickly and efficient and economic management of the Mill can be restored.

A representative section of the share-holders of the Company has sought the intervention of the Government in these circumstances for securing the re-opening of the Mill and its better management. The Standing Committee of the Central Advisory Council of Industries has also recommended the intervention of the Government in the particular circumstances of this case.

For some time, concern has been felt among various sections of the public regarding the closure of important units of production or under-production due to mismanagement of the affairs of industrial concerns. There is a growing volume of responsible public opinion that the law should be amended to provide for the intervention of the Government in such cases of mismanagement. The general policy which the Government should adopt in such cases is a matter for careful consideration.

But the Government of India are satisfied that in the particular circumstances of the Sholapur Spinning & Weaving Co. Ltd., intervention is both justified and necessary for the maintenance of production and industrial employment and in the interest of the share-holders themselves. The Government of Bombay have also concurred in this view.

The Governor-General has accordingly promulgated an Ordinance, the Sholapur Spinning & Weaving Company (Emergency Provisions) Ordinance, 1950. The Ordinance is of particular application to the Sholapur Spinning & Weaving Co. Ltd. It provides for the issue of an order by which the present Board of Directors can be dissolved, the contract with the Managing Agents terminated and a new Board of Directors can be appointed by the Government.

Powers under the Ordinance have been delegated to the Government of Bombay, who will exercise these powers under such directions as may be issued by the Government of India from time to time. The Government of Bombay will issue the necessary orders and appoint a new Board of Directors, who will immediately take all necessary steps for re-opening a part of the Mill. The date of re-opening will be announced by the new Board of Directors in due course.

EMPLOYMENT TRAINING AND YOUTH EMPLOYMENT SERVICE

“Although Employment Exchanges have come into being as a result of the war and they have since been continued, there remains much to be done in giving them a proper shape and status in the social and economic life of the country.” This is revealed in the Statement of Objects and reasons to a Bill* to make provision for employment and training for employment and to establish a comprehensive youth employment service.

The Statement continues, “In the second place, there is a great need of increased facilities of training in the various arts, crafts and industries. Although the Ministry of Labour is attending to this, there is lack of co-ordination between this Ministry and Ministry of Education. In fact, the Ministry of Education appears to have nothing to do with this matter. The Bill, therefore, seeks to remedy this unsatisfactory state of affairs. The third object in view is to place greater emphasis on this important work and to arouse governmental as well as popular interest.”

The Bill, which is called the Employment and Training Bill, requires the Ministries of Labour and Education (a) to provide facilities and service for the purpose of assisting persons to select to fit themselves for and to obtain and retain, employment suitable to their age and capacity; (b) to assist employers to obtain suitable employees; and (c) generally to promote employment in accordance with the requirements of the community so as to attain thereby a higher standard of living for the whole community.

ADVISORY COMMITTEES

The Ministries concerned may, for the purpose of advising and assisting them in the discharge of their functions, appoint such separate or joint Advisory Committees as they may think fit, for the whole of India or any part thereof. The Ministries are also empowered to make regulations as to the constitution and functions of these Advisory Committees.

* The Gazette of India, Part V, dated December 24, 1949.

EMPLOYMENT EXCHANGES

The Ministry of Labour may establish and maintain in such places as it thinks fit Employment Exchanges, that is to say offices or places for the collection and furnishing of information either by the keeping of registers or otherwise, respecting persons who seek to engage employees and persons who seek employment.

No person shall be disqualified or otherwise prejudiced in respect of facilities provided at any Employment Exchange on account of his refusal to accept employment found for him through an Employment Exchange if the ground of his refusal is that a trade dispute which affects the trade exists or that the wages offered are lower than those current in the trade in the district where the employment is found.

INDUSTRIAL DISPUTES (APPELLATE TRIBUNAL) BILL

A Bill* to provide for the establishment of an Appellate Tribunal in relation to industrial disputes has been recommended for consideration by the Governor General who has also given his previous sanction to the introduction of the Bill in the Constituent Assembly of India (Legislative).

The working of the Industrial Disputes Act, 1947, which introduced for the first time the principle of adjudication, had revealed the need for a Central Appellate Authority which, by its decisions, would co-ordinate the activities of the large number of Industrial Tribunals set up by the Central and Provincial Governments.

Some Tribunals had been known to take divergent views on important issues such as profit sharing, retirement benefits, etc. Industrial undertakings with branches in more than one Province, and particularly those that employed transferable staff on all India basis, had to face anomalies and complications arising out of the varying decisions of Tribunals in different provinces. As a result, there had been persistent demand for some time past for the setting up of an Appellate Tribunal and the Bill sought to meet this demand.

Provisions relating to the Appellate Tribunal were being included in the proposals separately under consideration for revising the law relating to labour relations and trade unions. But it would naturally

* The Gazette of India, Part V, December 17, 1949.

be some time before the necessary legislation was passed. It was increasingly felt that the setting-up of an Appellate Tribunal could not be postponed any longer without serious detriment to the usefulness of the Labour Relations Machinery and consequent deterioration in the relations between employers and workers. It was proposed accordingly to undertake separate legislation which would remain operative till such time as the new law relating to labour relations and trade unions came into force.

LABOUR APPELLATE TRIBUNAL

The Labour Appellate Tribunal will consist of a Chairman and such number of other members as the Central Government may find it necessary to appoint. The Chairman and members will be persons generally of the status of High Court Judges. The jurisdiction of the Tribunal will extend over all Industrial Tribunals, industrial Courts, Labour Courts, Wage Boards, etc., in the country, whether constituted under Central or Provincial enactment. Appeals will lie to the Tribunal only in matters involving substantial questions of law, or wages, bonus, contribution paid or payable by the employer to any pension fund or provident fund, gratuity payable on discharge, classification by grades and retrenchment of workmen. The Tribunal is competent to appoint assessors to advise them in any proceedings. The Chairman of the Appellate Tribunal will constitute as many Benches of Appellate Tribunal as may be necessary, each Bench consisting of not less than two members.

POWERS AND PROCEDURE

The Appellate Tribunal has the same powers as are vested in a Civil Court when hearing an appeal, and the provisions of the Code of Civil Procedure, 1908, apply to all proceedings before the Appellate Tribunal. It may dismiss an appeal, if in its opinion, there is no sufficient ground for proceeding with the same.

The Appellate Tribunal may confirm, vary or reverse the award or decision appealed from and where the award or decision is reversed or varied the decision of the Appellate Tribunal shall state the reliefs to which the appellant is entitled.

FILING OF APPEALS

An appeal to the Appellate Tribunal should be preferred within thirty days from the date of the publication of or making the award or decision. The Appellate Tribunal may entertain the appeal after the expiry of thirty days, if it is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time. Where an appeal is preferred, the Appellate Tribunal may stay the implementation of the award or decision or any part thereof for such period and on such conditions as it thinks fit. The decision of the Appellate Tribunal is enforceable on the expiry of thirty days from the date of its pronouncement.

AWARD OR DECISION OF INDUSTRIAL TRIBUNALS

• The award or decision of any Industrial Tribunal shall be enforceable on the expiry of thirty days from the date of publication of the award or decision, where such publication is provided by the law under which that award or decision is made, or from the date of making the award or decision, where there is no provision for such publication.

During the period of thirty days allowed for filing of an appeal before the Appellate Tribunal or during the pendency of such appeal, the employer concerned is prohibited to alter, to the prejudice of the workmen concerned in such appeal, the conditions of service applicable to them immediately before the filing of such appeal; or discharge or punish, whether by dismissal or otherwise, any workmen concerned in such appeal save with the express permission in writing of the Appellate Tribunal.

Strikes and lock-outs are also prohibited during the thirty days allowed for the filing of an appeal and during the pendency of the same before the Appellate Tribunal. A strike or lock-out shall be illegal if it is declared, commenced or continued in contravention of the above provision.

PENALTIES

Any workman who commences, continues, or otherwise acts in furtherance of a strike which is illegal, is punishable with imprisonment for a term which may extend to one month, or with fine which may extend to fifty rupees or with both. Any employer who commences, continues, or otherwise acts in furtherance of a lock-out which is illegal is punishable with imprisonment extending to one month or with fine upto one thousand rupees or with both.

Any person who instigates or incites others to take part in, or otherwise acts in furtherance of, an illegal strike or an illegal lock-out, is punishable with imprisonment for six months or with a fine extending to one thousand rupees, or with both.

110TH SESSION OF THE ILO GOVERNING BODY, MYSORE—3-7 JANUARY 1950

The 110th Session of the Governing Body of the I.L.O. was held at Mysore, from 3rd to 7th January 1950. Mr. S. Lall, Chairman of the Governing Body presided. The Labour Ministers of India and Burma attended the session by special invitation.

Mr. S. Lall, speaking at the opening session emphasised the need for I.L.O. to tackle Asia's problems. He stated: "In Asia, the toughest problems still await solution. Asia is a challenge to the I.L.O. If we fail in Asia, we shall fail everywhere. For this reason, I regard the holding of this session in Mysore as an event of considerable significance, both for the I.L.O. and for Asia."

Referring to the work of the I.L.O. he enumerated the various committees set up to study special problems and its attempt to lay down minimum standards in the interests of workpeople and improve

labour management relations. Of the heavy agenda facing the session, Mr. Lall referred to the two world-important problems, viz., freedom of association and unemployment, and advocated prolonged study and determined action in both these matters if social justice was to be achieved.

MR. JAGJIWAN RAM'S ADDRESS

Mr. Jagjiwan Ram, Minister for Labour, Government of India, addressing the opening meeting expressed the hope that the session of the Governing Body will bring the I. L. O. closer to Asia and Asia closer to the I. L. O., thereby contributing in ample measure towards the promotion of peace and goodwill throughout the world. He was glad to find that the I. L. O. was now seriously directing its attention to Asia and her problems. Regional activities were necessary if local requirements were not to be overlooked. But regional activities must be carried on within the international framework because all people must co-operate for the solution of the problems of want and poverty and not only those who are afflicted. The I. L. O., he stated, would have to demonstrate to the people of Asia that it was willing and able to contribute substantially towards the solution of their special problems.

INTERNATIONAL FACT-FINDING AND CONCILIATION COMMISSION ON FREEDOM OF ASSOCIATION

The Governing Body approved the establishment of an International Fact-finding and Conciliation Commission on Freedom of Association. The purpose of the Commission will be to provide international supervision of the right to associate freely. The Commission will be composed of nine persons "chosen for their personal qualifications" who will "be expected to discharge their duties with complete independence." They will be chosen at the Governing Body's next session in March 1950 at Geneva.

Establishment of the Commission was approved in principle by the Governing Body at its last meeting at Geneva in June 1949. In August 1949, the U. N. Economic and Social Council requested the I. L. O. to proceed with the Commission's establishment on behalf of the United Nations as well as on behalf of the I. L. O. By its decision at this session, the Governing Body established the Commission on the I. L. O.'s behalf, and at the same time agreed that the new body should also act on behalf of the United Nations. The procedure under which the Commission will operate for the U. N. will be worked out in agreement with the U. N.

The terms of reference and procedure of the Commission as fixed by the Governing Body, defined the Commission as "essentially a fact-finding body." It was also authorised to discuss situations referred to it with the Government concerned "with a view to securing the adjustment of difficulties by agreement." The Commission will report to the Governing Body, which will then consider what further action should be taken in each case.

PARTICIPATION IN U. N. TECHNICAL ASSISTANCE PROGRAMME

The Governing Body decided that the United Nations should be informed that the I. L. O. would participate in the expanded programme of technical assistance for the economic development of under-developed countries under the conditions for this programme which were approved by the U. N. General Assembly at its recent session.

CONFERENCE ON MIGRATION QUESTIONS

The Governing Body approved a six-point agenda for a conference on migration questions and decided to convene it at Geneva in the latter half of April 1950. The meeting will discuss, among other questions, the "present position as regards current migration." It will also consider the "organisation necessary for migration both in countries of emigration and countries of immigration, including arrangements for determining availabilities and demands for foreign manpower, for the selection, movement, reception and settlement of migrants."

I. L. O. FELLOWSHIP

The Governing Body finalised the details of a \$ 75,000 programme of I. L. O. fellowships for 1950. The field of study for which fellowships are awarded include employment organisation, vocational training and guidance, social security administration, industrial relations, labour inspection and industrial health and safety and welfare. Two types of fellowships are contemplated. Eighteen will be of six-month duration and will be in different countries while 12 will be of three month course in Geneva. Of the former 15 are to be selected by the Governing Body on the nomination of tripartite sub-committees of the countries concerned. Three will be appointed from non-autonomous territories under the control of the U. K., France and the Netherlands, their nomination being by the Governments of these countries in consultation with representatives of workers and employers.

AGENDA FOR THE 1950 SESSION OF THE I. L. CONFERENCE

The Governing Body approved the recommendation of the 1949 general Conference that the question of industrial relations should be placed on the 1950 agenda for first discussion under the double discussion procedure. It was also decided to postpone until the 1951 conference consideration of the question of holidays with pay for agricultural labour. As a result, the 1950 agenda will include (a) the Director-General's report, (b) finance and budgetary questions, (c) information and report on the application of Conventions and Recommendations, (d) industrial relations, (e) equal remuneration for men and women workers for work of equal value, (f) agricultural labour—general report, (g) minimum wage regulation in agriculture and (h) vocational training of adults including disabled persons.

The Governing Body also decided to place the question of revising existing social security Conventions and Recommendations into a set of international minimum social standards, on the agenda of the 1961 general Conference.

NEW CHAIRMAN ELECTED

The session elected Senator Leon Eli Treclet, former Belgian Minister of Labour and Social Welfare, as chairman of the Governing Body of the ILO. He succeeds S. Lall, Secretary of the Indian Ministry of Labour.

ILO ASIAN REGIONAL CONFERENCE, NUWARA ELIYA, CEYLON—16-28 JANUARY 1950

The Asian Regional Conference of the ILO was held from 16th to 28th January 1950 at Nuwara Eliya, Ceylon. The meeting was attended by Government, employer and worker delegates from Afghanistan, Australia, Burma, Ceylon, China, France, United States of Indonesia, Netherlands, New Zealand, India, Pakistan, Philippines, Thailand and the United Kingdom. Nepal, SCAP (Japan) and the United States of America sent observers to the Conference.

The following questions were on the agenda of the Conference for discussion: labour inspection, provision of welfare facilities to labour, development of the co-operative movement, agricultural wages and incomes of primary producers, and organisation of manpower. It also discussed the report of the Director-General, which attempts a broad survey of the most important social and economic developments in Asia. Comprehensive reports have been prepared on each of these items to serve as bases of discussion. A brief summary of these reports is given below:

REPORT OF THE DIRECTOR-GENERAL

The Director-General's report contains a survey of recent social and economic trends in Asia. The report observes that the slow recovery of exports, the consequent exchange deficits and the resultant inability to import the goods necessary for economic development constitute one of the most disturbing features of the current economic situation in Asia. Urging a planned programme of action to improve directly the labour and social standards of Asian workers, the report points out that there is a possibility of conflict between such a programme and the need for capital investment. It says: "The problem is therefore to balance and co-ordinate these two programmes in such a way as to obtain the most desirable results both from the long-run and the short-run social point of view. A close integration and co-ordination of such social measures as, for instance, large-scale programmes of industrial housing, fundamental education, medical care facilities and environmental hygiene with projects of capital construction for purposes of economic development, seems especially necessary in order to ensure a proper balance in the allocation of resources between these two major categories of capital investment. Owing to the need for resources for the provision of more and better capital equipment, without which no major improvement in productivity and living standards can be achieved, there seems little practical possibility of adopting the various social measures all at once. The programme of social advancement of these countries must, therefore, be based upon the principle of selectivity and of progressive enforcement by successive stages." In this regard the best course of

action in the early stages of economic development, it suggests, "would seem to be to introduce first those measures which will raise the efficiency of labour most quickly and most effectively. There is, for example, a far more urgent need in Asian countries for regulating minimum wages of the worst exploited workers than for the introduction of paid vacations."

On the problem of population in Asia, the report warns that the population of Asia is growing so rapidly, that any programme of technical development for the area must be fast enough, not only to keep up with the population growth, but to exceed it by a substantial margin. The report observes "In some countries, as in India and Japan, the steady increase in population has forced the diversion of agricultural land from cash crops to food crops, and has even made it necessary to use scarce foreign exchange to finance imports of food. Further, the shifting patterns of world production and trade have adversely affected receipts from exports and have thus reduced the funds available for economic development. Ceylon, Indo-China, Indonesia and Malaya have been hard hit by low rubber prices; and the collapse of the market for natural silk, the wartime development of a substantial tin-smelting industry in the United States, the greatly increased production of fat and oils in North America and the emergence of alternative sources of supply of sugar have had an adverse effect on the economy of many Asian countries. Indeed, the slow recovery of exports, the consequent exchange deficits and the resultant inability to import the goods necessary for economic development constitute one of the most disturbing features of the current economic situation in Asia. Finally, in most countries, the mobilisation of savings for productive investment has been hindered by inflation and by uncertainties concerning government fiscal and economic policies."

Regarding industrial production the report says that the greatest increase has taken place in Japan where the index of industrial production rose almost by 14 points, or 34 per cent. from 1947 to 1948. But while Japanese industry registered substantial progress in 1948 it is still, except in the case of mining, considerably below pre-war levels. "In India", it observes, "in 1948 the rate of advance in industrial production was slower than in Japan, but the overall level appears to be above that of the pre-war period. Production of electric power in 1948 reached 4,575 million kilowatt hours, an increase of 81 per cent. over 1938. In the Philippines, too, the rehabilitation of industry appears to have proceeded fairly rapidly, with lumber production up to pre-war levels, electric power production in Manila double the pre-war figure, and coal production 25 per cent. higher than before the war. In other Far Eastern countries also, with the important exception of China, industrial and mining production has shown a general improvement, though not to the same extent as in Japan, India and the Philippines." The report observes that the shortage of food in food deficit countries, unsettled political conditions and other factors have resulted in a decline in the per capita calorie consumption of food in all countries in the region except Burma, Indo-China and Thailand.

LABOUR INSPECTION

The special need in Asian countries of awakening greater public interest in labour inspection in order to create a favourable atmosphere for the efficient discharge of inspectors' duties, is stressed by the Report on Labour Inspection. Backed by informed public opinion and receiving the close co-operation of workers' and employers' organisations, the labour inspector could play the role of a trusted adviser, rather than that of a policing officer, the report suggests. It also draws attention to the danger in Asian countries of women and young persons being driven to seeking employment in unregulated slum-industries, on account of the enforcement legislation for their protection in the larger industries. The report also contains short monographs on labour inspection in 14 of the countries represented at the Ceylon Conference.

LABOUR WELFARE

This report makes the suggestion that small industrial establishments should arrange for welfare facilities for their workers on a collective basis in the vicinity of their undertakings. After surveying the existing welfare services and amenities available to workers in Asian countries, the report concludes that their provision seems to have been dictated by deliberate planning. Workers in small industries are the least protected in respect of their working and living conditions and it is they who frequently have the greatest need of welfare measures. Where possible, welfare facilities should be provided for such workers by local authorities, the report suggests.

The report also discusses the need for legislative compulsion, the laying down and enforcement of minimum standards and the administration and finance of labour welfare facilities. Matters which require immediate attention include sanitary and medical facilities, educational facilities, workers' housing and other accommodation, canteens and other feeding arrangements, child care services and recreational services, the report adds.

DEVELOPMENT OF CO-OPERATION

The view that the co-operative movement in Asian countries had been too much thrown back upon itself in each country, province and village and lacked the invigorating flow of observation, experience, and information which come from frequent contact with people and institutions in neighbouring or distant co-operative movements, is expressed in this report on the development of the co-operative movement in Asia. "It may even be said," the report observes, "that nearly all the individual members lack the stimulus of feeling themselves part of a movement which covers the whole world and which, at the present time, probably comprises more than 150 million persons or families." For the exchange of goods and services, for practical information and close collaboration needed by the co-operative movement in Asia, it should establish direct and permanent relations with central co-operative or organisations in other parts of the world, the report adds.

The report also draws special attention to the need for co-operative education and training of co-operative leaders through co-operative courses in primary and secondary schools and study circles and gives examples of what is being done in other countries in this direction. It further suggests the increased participation in co-operative work of women, young persons and professional organisations.

AGRICULTURAL WAGES

The main conclusion of this report is that a rise in the level of productivity is a fundamental necessity, if the level of hired labourers' wages and of cultivators' earnings is to be raised. The level of a labourer's earnings, and the quantum of his employment are determined by the productive capacity of the holding on which he works whether as an independent or hired worker, the report observes. After surveying the existing low standards of wages and productivity in Asian agriculture the report focusses attention on possible lines of action for improving them in the future, including the raising of agricultural productivity through better techniques and efficient management, the proper training of workers for agriculture and rural industries, the implementation of land policies calculated to foster incentives to increased production and the taking of suitable legislative and administrative steps to ensure for hired labour adequate minimum wages in cash and in kind. In so far as wages are raised, wage payments regularised, payment in kind and the periodicity of payment controlled, rural indebtedness and virtual debt slavery is reduced, the report adds.

MANPOWER PROBLEMS

Two important aspects of manpower questions in Asian countries, employment service and technical and vocational training, are analysed in great detail in this report on the Organisation of Manpower. The public employment service must have a warm and human approach as well as technical efficiency in its operations and must work in the closest co-operation with the freely chosen representatives of workers and employers, if it is to function successfully, the report suggests. It points out that the success of the employment service is also closely linked with the regulation and abolition of indigenous systems of recruiting by jobbers and sardars and other fee charging agencies. As regards technical and vocational training, the shortage of materials and equipment is stated to be a main handicap, but industry should help in their provision without being allowed to exercise undue influence on training programmes. Attention is also drawn in the report to the importance of training instructors and ensuring for them suitable remuneration and status. It also suggests outlines of training programmes which Governments of Asian countries might profitably adopt.

The Bombay Working Class Cost of Living Index* for December 1949

A FALL OF TWO POINTS

In December 1949, the working class cost of living index number in Bombay City, on base July 1933 to June 1934 equal to 100, was 308, being two points lower than in the preceding month. As compared with August 1939, it was higher by 203 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry in Bombay.

The index number for the food group declined by four points to 375 owing to a fall in the prices of gram, gal, mutton, milk, chillies, brinjals and sweet oil.

There was a fall of two points in the fuel and lighting group from 296 to 294 owing to a fall in the price of charcoal.

The index numbers for the clothing and the miscellaneous groups have remained stationary at 307 and 285 respectively.

The fall of two points in the final index from 310 to 308 was due to a fall of four points in the food group and two points in the fuel and lighting 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	Nov. 1949	Dec. 1949
Food	47	112	379	375
Fuel and lighting	7	99	296	294
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	285	285
Total	89			
<i>Cost of Living Index Numbers</i>		105	310	308

* 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	Nov. 1949	Dec. 1949	Aug. 1939	Nov. 1949	Dec. 1949	
			Rs. a. p.	Rs. a. p.	Rs. a. p.				
...	Lb.	36	6 11 5*	23 13 1†	23 15 7†	128‡	355	357	
...	Paylee		4	0 6 1	1 15 7	1 15 0	125	519	510
...	...		1	0 4 11	2 14 7	2 12 0	121	947	995
...	...		1	0 1 6	0 8 10	0 7 3	144	589	483
sugar (gul)	Lb.	1	0 1 6	0 8 10	0 7 3	144	589	483	
r (refined)	...	5	0 2 2	0 7 0	0 7 0	112	323	323	
...	...	2	0 10 0	2 5 5	2 7 1	93	374	391	
dry—Bamlows	Dozen	3	0 1 1	0 3 6	0 3 6	115	323	323	
fresh—Bhing or palah	Each	1	1 1 10	2 4 0	2 4 0	118	202	202	
Prawns	Dozen	2	0 7 9	1 10 0	1 10 0	129	335	335	
Bamlows	...	2	0 2 4	0 6 3	0 6 3	114	268	288	
...	Lb.	5	0 4 6	1 2 10	1 2 2	107	419	404	
Seer	...	7	0 5 0	1 0 5	0 15 8	83	328	313	
...	Lb.	1	0 12 2	3 0 0	2 15 10	100	395	393	
Paylee	...	1	0 3 7	0 5 11	0 5 11	100	165	165	
...	Lb.	3	0 3 3	0 15 9	0 14 8	103	485	451	
...	...	...	0 1 6	0 9 11	0 10 7	117	661	706
...	...	2	0 2 2	0 12 1	0 12 0	138	558	554	
...	...	1	0 1 2	0 4 8	0 5 0	93	400	429	
...	...	1	0 0 8	0 3 11	0 3 10	75	463	575	
...	...	5	0 1 10	0 4 11	0 4 2	68	268	227	
...	...	5	0 1 2	0 4 7	0 4 6	92	393	386	
coconut oil	Half-seer	2	0 2 8	1 0 10	1 1 11	97	631	672	
...	...	2	0 2 1	0 14 5	0 13 10	108	692	664	
...	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	133	
Total—All Food		100							
Total—All Food Articles						112	379	375	

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Nov. 1949	Dec. 1949	Aug. 1939	Nov. 1949	Dec. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Fuel and Lighting—Charcoal	28 Lbs.	30	0 8 11	2 2 0	2 1 0	100	381	370
Firewood	...	52	0 4 9	0 13 6	0 13 6	96	284	284
Kerosene oil	Bottle	18	0 1 10	0 3 4	0 3 6	105	182	191
Matches	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting			....	....	....	99	296	294
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 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
Khans	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	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	...	225	225
Soap (washing)	Bar	9	0 6 7	1 2 6	1 2 5	77	281	280
Medicine	Bottle of mixture.	3	0 8 0	0 12 0	0 12 0	100	150	150
Supari	Lb.	25	0 5 0	1 11 5	1 11 4	120	548	547
Bidis	Bundle of 25	22	0 1 0	0 2 6	0 2 6	100	250	250
Travelling to and from place native	...	27	0 4 11	0 6 0	0 6 0	95	122	122
Newspaper	Copy	1	0 0 9	0 1 0	0 1 0	67	133	133
Total—Miscellaneous		100						
Index Number—Miscellaneous			....	....	....	...	...	...

The average monthly expenditure on cereals during the 1932-33 Family Budget Enquiry as adjusted to the ... period. ...

Index Number—Miscellaneous ...

WORKING CLASS COST OF LIVING INDEX—BOMBAY—ALL ITEMS

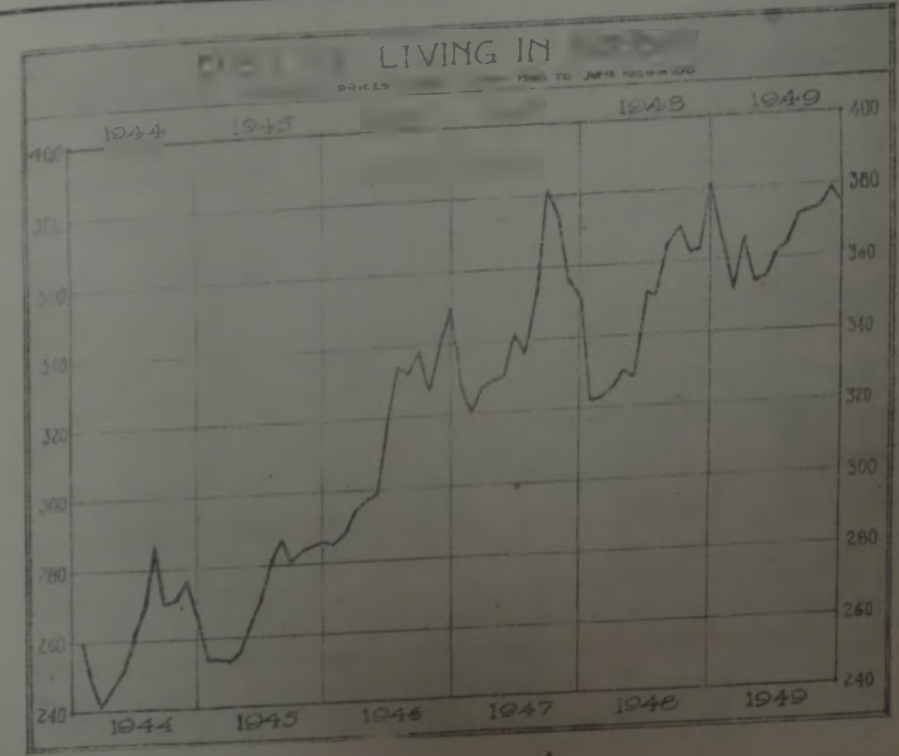
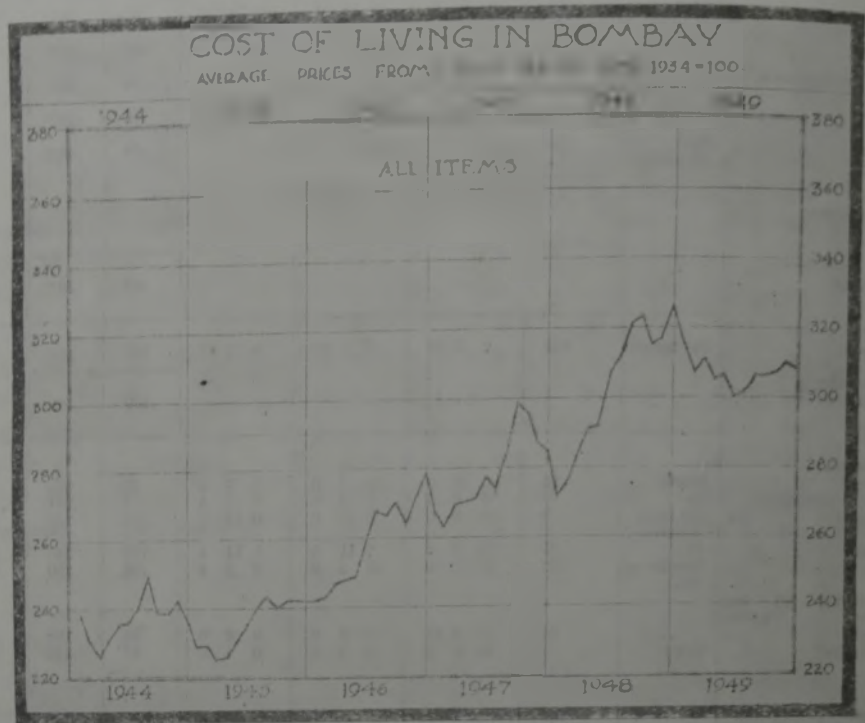
(Base July 1933 to June 1934 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	237	234	230	226	231	235	236	241	250	239	239	242	236
1945	235	229	229	225	226	230	235	240	243	240	242	242	241
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	284
1948	303	271	276	284	291	292	307	312	321	323	315	317	328
1949	307	316	307	311	305	300	300	302	306	306	307	310	308

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.
1944	263	260	249	241	247	252	261	270	287	270	271	277	267
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	361
1948	348	322	323	326	330	328	352	351	366	370	362	363	382
1949	366	365	352	365	354	355	361	364	372	373	374	379	376



A RISE OF TWO POINTS

In December 1949, the cost of living index number for the working classes in Ahmedabad City, on base : August 1926 to July 1927 equal to 100, receded by three points to 249. As compared with August 1939, it was higher by 176 points. The index relates to the standard of life ascertained during the 1926 family budget enquiry at Ahmedabad.

The index number for food articles declined by six points to 258 owing to a fall in the prices of gul, milk, potatoes and sweet oil.

The index number for the fuel and lighting group fell by one point to 303 owing to a fall in the price of castor oil ; while the index numbers for the clothing and the miscellaneous groups remained unchanged at 291 and 335 respectively.

The fall of three points in the final index from 252 to 249 was due to a fall of six points in the food index.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Nov. 1949	Dec. 1949
Food	58	65	264	258
Fuel and lighting	7	77	304	303
Clothing	10	68	291	291
House-rent	12	107	107	107
Miscellaneous	4	100	335	335
Total				
<i>Cost of Living Index Numbers</i>		73		

* Details regarding the scope and method of compilation of the index will be found at pages 1616-18 of the August 1948 issue of the *Labour Gazette*.

	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity					Index Numbers	
			Year ended July 1927	Nov. 1949	Dec. 1949	Aug. 1939	Nov. 1949	Dec. 1949	
			Rs. a. p.	Rs. a. p.	Rs. a. p.				
<i>Food Articles—</i>									
Rice	Lb.	52							
Wheat	" "		10 11 6*	22 14 6†	22 14 10†	59‡	214	214	
Dali	" "								
Mungdal	Seer	2	0 3 6	0 10 2	0 0 8	71	200	276	
Tural	" "	5	0 3 4	0 8 0	0 8 2	70	240	245	
(Mungdal)	" "	2	0 5 8	0 13 10	0 14 4	85	244	258	
Rawasgar (gul)	" "	2	0 4 9	0 15 4	0 12 4	96	323	260	
Tea	Lb.	1	1 0 0	2 7 4	2 8 8	63	246	254	
Salt	Seer	1	0 1 0	0 1 0	0 1 0	100	100	100	
Mutton	Lb.	3	0 5 4	1 0 0	1 0 0	75	300	300	
Milk	Seer	4	0 4 0	0 9 2	0 8 0	67	229	200	
Ghee	" "	12	1 13 10	6 6 4	6 6 4	60	343	343	
Potatoes	" "	8	0 2 10	0 10 10	0 10 0	82	362	353	
Dry chilies	" "	4	0 9 2	2 9 10	1 13 6	60	456	822	
Sweet oil	" "	3	0 10 8	1 13 2	1 10 8	56	273	260	
Sweetmeats (chavanas)	" "	1	0 8 10	1 14 0	1 14 0	60	340	340	
Total—All Food		100							
<i>Index Number—</i>									
All Food Articles						65	264	258	
<i>Fuel and Lighting—</i>									
Firewood	Indian Maund	78	0 15 2	3 2 0	3 2 0	77	330	330	
Kerosene oil	Small bottle	11	0 1 2	0 1 10	0 1 10	70	157	157	
Castor oil	Seer	8	0 8 0	1 6 2	1 5 8	67	277	271	
Matches	Two boxes	3	0 0 8	0 1 6	0 1 6	100	225	225	
Total—Fuel Lighting		100							
<i>Index Number—</i>									
Fuel and Lighting						77	304	303	

* The average monthly expenditure on cereals during the 1926 Family Budget Enquiry as adjusted to the base period.

† Current expenditure on cereals. The expenditure is calculated on the basis of the quantities and prices of the different cereals sold in shops run by authorised retail dealers in working class localities and by employers of labour.

‡ The weighted average of index numbers for different cereals.

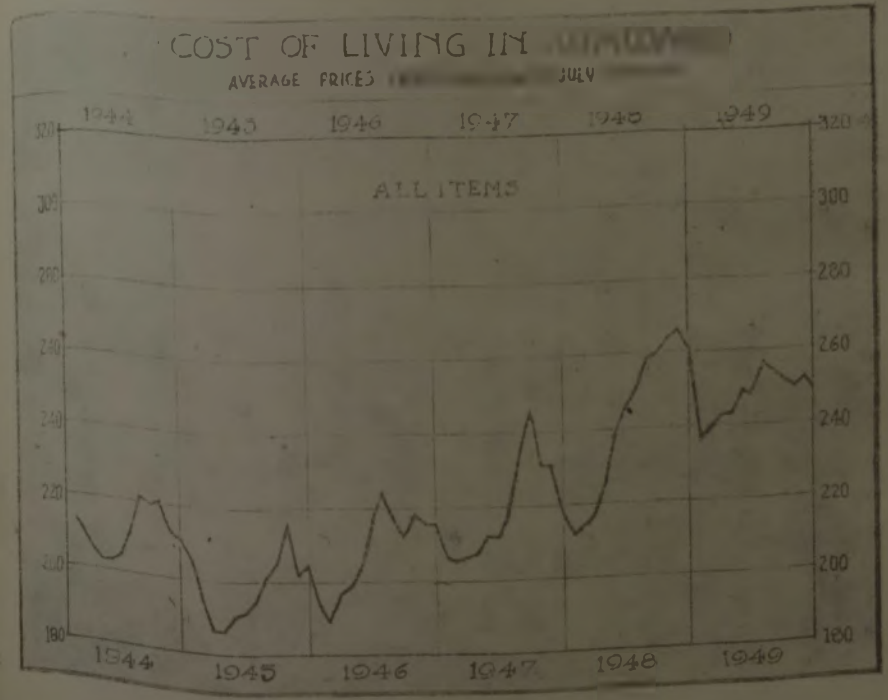
(Average prices from August 1926 to July 1927=100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	Nov. 1949	Dec. 1949	Aug. 1939	Nov. 1949	1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Shoes	Pair ..	16	3 14 6	8 0 11	8 0 11	36	208	206
Matting	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
Yarn for trousers	..	7	0 8 7	1 4 10	1 4 10	56	243	243
Yarn for shirtings	..	17	1 7 4	6 15 3	6 15 3	61	477	477
Yarn for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312
Yarn for cholis	..	10	0 13 3	1 10 3	1 10 3	73	198	198
1—Clothing		100						
2—Number—Clothing		....				68	291	291
House-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107
3—Number—House-rent						107	107	107
4—Miscellaneous								
5—Number—Miscellaneous							335	335

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.
1944	212	214	210	206	203	203	205	211	222	220	221	218	211
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	239	245	251	259	260	264	266	261
1949	....	236	240	242	243	249	248	256	254	252	260	252	249



The rise of seven per cent. in house-rent has been ascertained by conducting a special rent enquiry at Ahmedabad between July and November 1949.

FEB., 1950

The Sholapur Working Class Cost of Living Index* for December 1949

A FALL OF FOUR POINTS

In December 1949 the working class cost of living index number in Sholapur City, on base February 1927 to January 1928 equal to 100, was 295, being four points lower than in the preceding month and 222 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 five points to 298 owing to a decrease in the prices of rice and wheat in the month and a fall in the average prices of rice, turdal, gul and sweet oil.

The index number for the fuel and lighting group declined by five points to 335 owing to a fall in the prices of firewood and kerosene oil.

The clothing index fell by one point to 280 owing to a fall in the price of saree.

There was a fall of five points in the miscellaneous group from 337 to 332 due to a fall in the prices of hair oil, supari and soap.

The fall of four points in the final index, from 299 to 295 was due to a fall of five points each in the food and the fuel and lighting groups.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Nov. 1949	Dec. 1949
Food	40	68	303	298
Fuel and lighting ...	10	86	390	385
Clothing	12	63	281	280
House-rent	6	107	107	107
Miscellaneous	6	72	337	332
Total ...	83			
Cost of Living Index Numbers	.....	73	299	295

*Details regarding the scope and method of compilation of the index will be found at pages 34-36 of the September 1948 issue of the *Labour Gazette*.

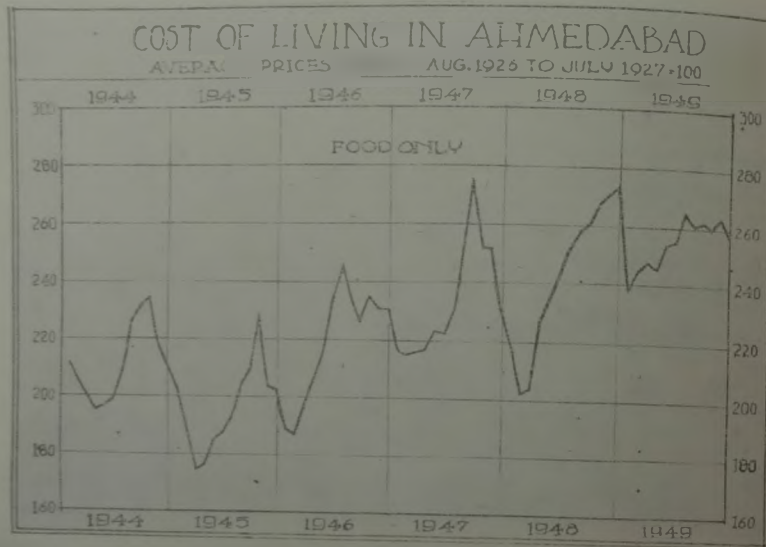
LABOUR GAZETTE

Cost of Living Series

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.
1944	212	212	206	200	195	197	199	209	226	232	235	218	211
1945	197	203	188	175	177	185	188	193	204	210	220	204	208
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	268	261	268	271	274
1949	299	238	245	248	246	254	255	265	261	262	260	264	258



WORKING CLASS COST OF LIVING INDEX - SHOLAPUR
(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		
			Jan. 1927	Jan. 1928	Dec. 1927	Aug. 1928	Nov. 1949	Dec. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer †	56	9 5 1½	26 3 0½	25 8	68½	281	274
Do. †	Do. †							
Wheat	Do. †	2	0 2 0	0 8 3	0 8 9	83	413	436
Gram	Do. †	6	0 3 1	0 10 1	0 9 9	81	327	316
Tur dal	Do. †	1	0 5 4	0 15 0	1 0 0	91	281	300
Sugar (refined)	Do. †	2	0 3 0	0 14 10	0 12 8	100	424	364
Raw sugar	Do. †	1	2 5	2 6 0	2 7 0	57	206	214
Tea	Lb.	1	0 4 0	1 0 0	1 0 0	100	400	400
Beef	Seer †	8	0 8 1	1 14 0	1 14 0	74	371	371
Mutton	Do. †	0	0 4 0	0 10 8	0 10 8	75	267	287
Milk	Do. †	2	1 7 7	5 5 10	5 3 4	78	364	363
Ghee	Do. †	1	0 1 0	0 1 8	0 1 7	100	167	158
Salt	Do. †	2	0 10 4	1 9 3	1 10 8	77	244	258
Chillies	Do. †	4	0 1 3	0 3 7	0 4 0	40	287	320
Onions	Do. †	2	0 2 5	0 8 2	0 9 9	83	338	408
Potatoes	Do. †	6	0 8 0	2 0 0	1 12 4	47	276	333
Sweet oil	Do. †							
Total—All Food		100						
Index Number—All Food Articles						68	303	291
Fuel and Lighting—								
Firewood	Indian Maund.	88	0 14 5	3 12 0	3 11 7	83	416	418
Kerosene oil	Bottle	12	0 2 0	0 4 3	0 3 9	100	213	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	390	386

† Equivalent to new Bombay seer (measure) in the case of food grains, salt, milk and sweet oil and 80 tolas weight in the case of food grains and salt have been halved to make them comparable with each of the remaining items. The basic price of food grains and salt in Sholapur in 1927 was Rs. 10. Since September 1947, the basic price of food grains and salt has been halved to Rs. 5.00.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Jan. 1927	Jan. 1928	Dec. 1927	Aug. 1928	Nov. 1949	Dec. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Books	Do.	16	3 2 11	5 15 11	5 15 11	69	188	188
Do.	Do.							
Do.	Do.	3	0 6 7	0 15 0	0 15 0	61	228	228
Coating	Do.	24	0 5 0	0 10 11	0 10 11	54	218	218
Shirting	Do.	2	0 6 0	0 12 3	0 12 3	63	204	204
Do.	Do.							
Do.	Each	45	2 3 7	7 4 0	7 3 3	67	326	324
Sarees	Do.	10	0 3 11	1 0 0	1 0 0	57	409	409
Khans	Do.							
Total—Clothing		100						
Index Number—Clothing						63	281	280
House-rent	Per month	100	2 6 0	2 8 8	2 8 8	107	107	107
Total—House-rent						107	107	107
Index Number—House-rent						72	337	332
Miscellaneous								
Hair oil (coconut oil)	Seer ‡	9	0 11 1	2 9 10	2 8 1	111	377	362
Bkds (including tobacco)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
Pan	50	10	0 0 6	0 1 0	0 1 6	100	200	300
Sugar	Seer	41	0 12 5	2 12 4	2 8 6	80	857	326
Soap	Bar	13	0 8 9	1 3 0	1 2 7	50	217	212
Total—Miscellaneous		100						
Index Number—Miscellaneous						72	337	332

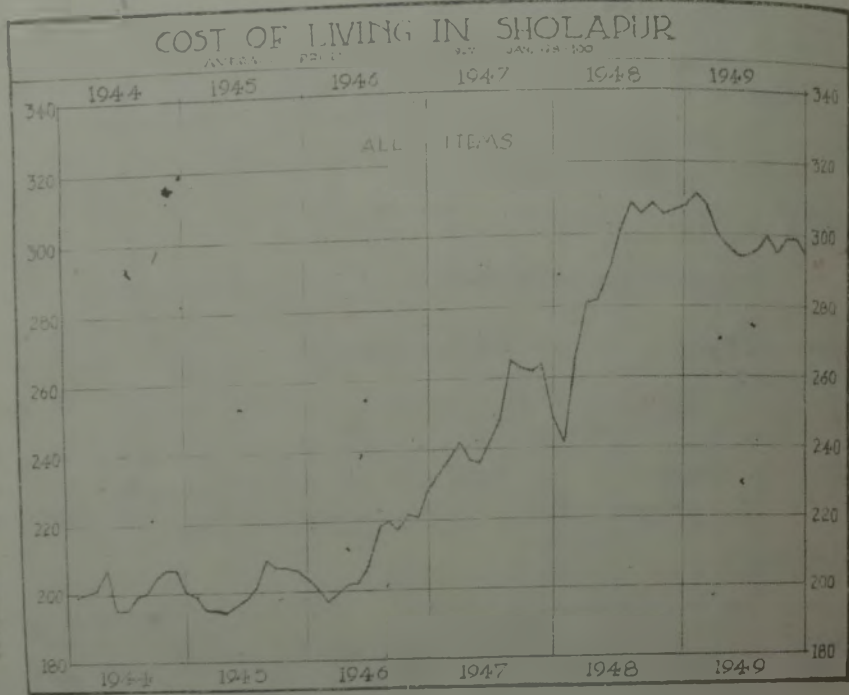
* The rise of seven per cent. in house-rent has been ascertained by conducting a survey of the rents of 100 houses in Sholapur. ‡ Equivalent to new Bombay seer (measure). § Equivalent to 80 tolas.

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.
1944	201	199	200	201	207	195	185	190	200	205	207	207	209
1945	201	199	195	195	194	196	198	201	200	207	207	206	204
1946	211	201	197	199	202	202	207	218	220	217	222	229	229
1947	248	233	237	242	237	236	243	248	265	263	262	264	249
1948	292	241	265	281	282	289	301	300	306	309	308	307	308
1949	299	311	309	301	297	294	294	296	300	295	299	299	295

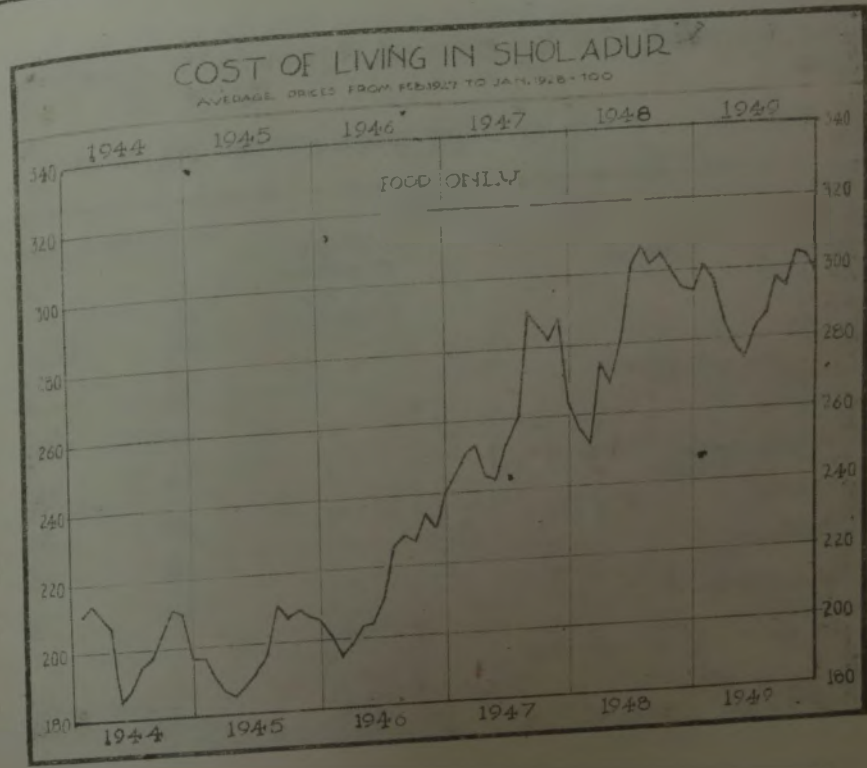


Cost of Living Series

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.
1944	202	211	214	210	207	185	188	195	197	204	211	210	197
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



The Jalgaon Working Class Cost of Living Index* for December 1949

A RISE OF EIGHT POINTS

The working class cost of living index number for Jalgaon City during December 1949, on base: August 1939 equal to 100, was 432, being eight points higher 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 11 points to 470 owing to greater off-take of rice and wheat in the ration and a rise in the average prices of rice, wheat, sugar and onions.

The index number for the fuel and lighting group rose by one point to 436 owing to a rise in the price of kerosene oil.

The index number for the clothing group remained stationary at 432.

There was a rise of 18 points in the miscellaneous group from 541 to 559 due to a rise in the price of pan.

The rise of eight points in the final index from 424 to 432 was due to a rise of 11 points in the food group and 18 points in the miscellaneous group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Nov. 1949	Dec. 1949
Food	57\	459	470
Fuel and lighting ...	8	435	436
Clothing	12	432	432
House-rent	9	100	100
Miscellaneous	6	541	559
Total ...	92		
Cost of Living Index Numbers ...	.....	424	432

* Details regarding the scope and method of compilation of the index will be found on pages 1120-21 of the June 1949 issue of the *Labour Gazette*.

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	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
<i>Food Articles—</i>			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Rice	Seer	18	8 13 4 ^o	24 9 4	27 0 3	360	395
Wheat	"						
Jowari	"						
Bajri	"						
<i>Pulses—</i>							
Tur dal	Chawthal	6	0 11 0	4 5 2	4 3 10	601	590
Gram dal	"	3	0 12 0	4 5 1	4 4 0	576	567
<i>Other food Articles—</i>							
Sugar (Refined)	Seer	3	0 4 11	0 14 5	0 15 6	293	315
Raw Sugar (Gul)	"	2	0 3 7	0 14 8	0 11 1	409	300
Tea	1/8 Lb.	1	0 1 8	0 4 0	0 5 0	380	400
Mutton	Seer	5	0 8 0	2 0 0	2 0 0	400	400
Milk	"	8	0 3 0	0 12 10	0 12 10	428	428
Onion	"	5	1 4 8	5 15 0	5 13 5	462	452
Salt	"	1	0 1 9	0 2 11	0 2 6	167	143
Chillies	"	5	0 5 6	2 9 2	2 7 4	748	715
Turnips	"	1	0 4 8	1 7 5	1 7 6	502	504
Potatoes	"	5	0 1 9	0 9 11	0 11 2	304	382
Onions	"	1	0 0 4	0 5 5	0 6 7	1625	1975
Sweet oil	"		0 3 4	1 11 6	1 10 1	825	783
Tea (Ready made)	Cup	1	0 0 6	0 2 0	0 2 0	400	400
Total—All Food		100					
Index Number—All Food						459	470
<i>Fuel and Lighting—</i>							
Firewood	Md.	74	0 8 5	2 12 0	2 11 9	523	520
Kerosene oil	Bottle	28	0 2 0	0 3 0	0 3 0	175	188
Mattels	Box.	3	0 0 4 $\frac{1}{2}$	0 1 0	0 1 0	267	267
Total—Fuel and Lighting		100					
Index Number—Fuel and Lighting						435	436

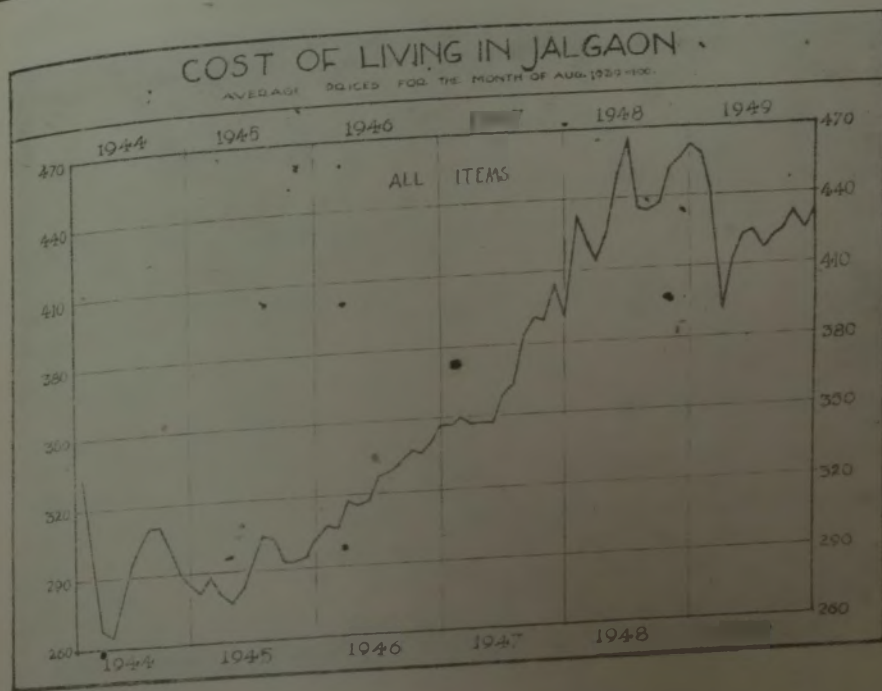
* The average monthly expenditure on cereals during the October 1937 family budget enquiry as adjusted to the basic period.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
..	Pair	16	1 12 6	7 8 0	7 8 0	421	421
..	Yard	11	0 3 9	0 13 0	0 13 0	347	347
..	"	17	0 4 2	0 13 9	0 13 9	330	330
..	"	4	0 3 10	1 1 9	1 1 9	463	463
..	Each	42	2 2 11	11 0 0	11 0 0	504	504
..	"	10	0 4 0	1 0 0	1 0 0	400	400
..	..	100					
..	..	..	....	....	....	432	432
..	Per month	100	2 3 3	2 3 3	2 3 3	100	100
..	..	..	....	....	....	100	100
..	Shave	30	0 1 0	0 3 0	0 3 0	300	300
..	Bar	16	0 5 1	1 3 5	1 3 4	382	380
..	Seer	9	0 4 4	2 7 10	2 8 0	919	923
..	100	10	0 0 6	0 5 10	0 6 9	1167	1350
..	Seer	10	0 6 9	2 15 2	2 15 0	699	696
..	1/2 Seer	7	0 2 0	0 12 0	0 12 0	600	600
..	Bundle of 25	18	0 0 8	0 2 11	0 2 11	438	438
..	..	100					
..	..	..	....	....	....	541	559

WORKING CLASS COST OF LIVING INDEX - JALGAON

(Average prices in August 1939 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	295	335	301	268	265	277	295	304	311	311	301	291	286
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	326	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

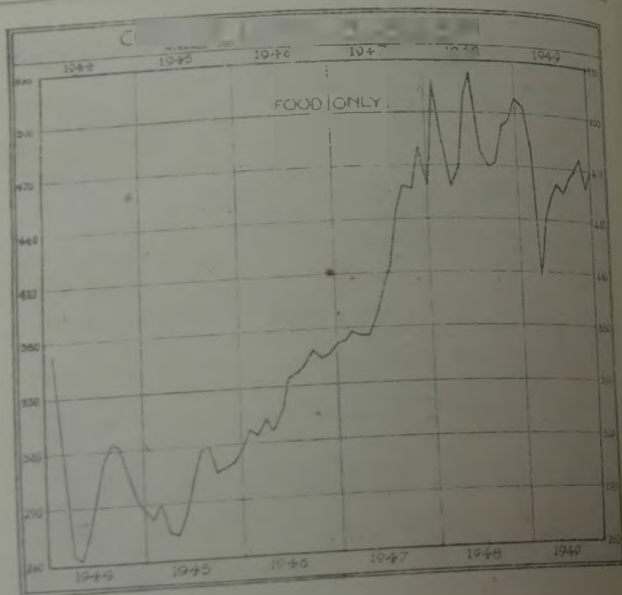


Cost of Living Series

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.
1944	303	278	320	265	262	277	295	313	324	322	308	294	307
1945	290	282	290	275	273	284	302	318	320	306	308	310	323
1946	350	328	325	323	327	338	355	367	362	369	365	367	372
1947	417	373	378	376	376	385	403	415	445	459	457	481	438
1948	490	518	484	455	469	510	523	478	470	471	493	495	500
1949	462	504	484	409	442	453	461	458	465	469	478	469	470



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, Solapur, Jalgaon, Nagpur, Madras and Kanpur during November and December 1949.

Cost of Living Index Numbers for Industrial Workers in India for the months of November and December 1949.

Groups	Bombay (a)		Ahmedabad (b)		Solapur (c)		Jalgaon (d)	
	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
Food	379	375	264	258	303	298	459	470
Fuel and lighting	296	294	304	303	390	385	435	436
Clothing	307	307	291	291	231	230	432	432
Miscellaneous	285	285	335	335	337	332	541	559
Rent	100	100	107	107	107	107	100	100
Cost of living	310	308	252	249	299	295	424	432

Groups	Nagpur (d)		Madras (e)		Kanpur (d)	
	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
Food	389	374	368	369	495	463
Fuel and lighting	297	297	401	402	468	456
Clothing	325	316	308	308	480	478
Miscellaneous	515	515	266	266	388	388
Rent	175	175	175	175	197	197
Cost of living	366	326	326	327	482	482

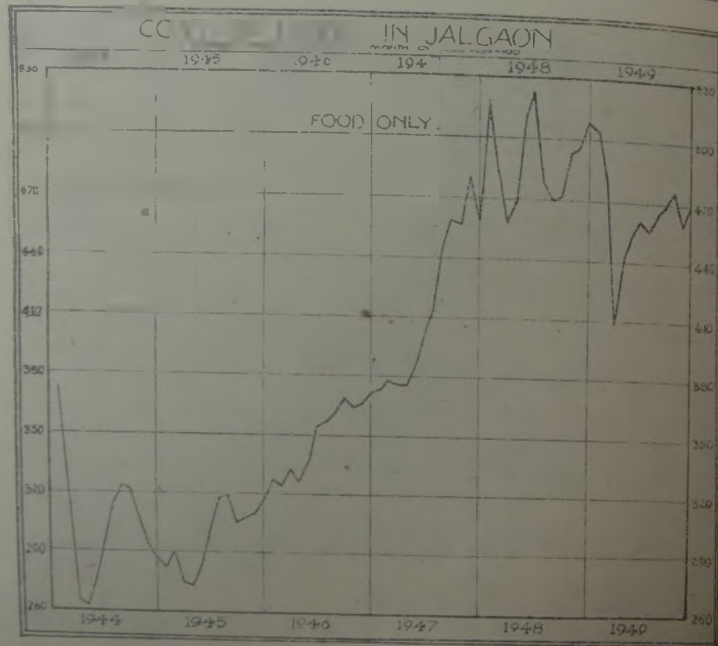
Index number series from Annual 1926 to 1949. For details see the issue of the Labour Gazette.

Cost of Living Series

LABOUR GAZETTE

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.
1944	303	373	320	285	262	277	295	313	324	322	308	294	287
1945	299	282	290	275	278	284	302	316	320	306	308	310	316
1946	350	325	326	333	327	338	355	367	362	389	365	367	372
1947	417	873	878	376	370	385	403	416	445	459	457	481	459
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	474	459	470



APR. 1950

Cost of Living Index Numbers for Industrial Workers in India

The following table gives the working class cost of living index number for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur, Madras and Kanpur during November and December 1949—
Cost of Living Index Numbers for Industrial Workers in India for the months of November and December 1949.

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
Food	370	375	284	258	303	298	459	470
Fuel and lighting	296	294	304	303	390	385	425	426
Clothing	307	307	291	291	291	280	432	432
Miscellaneous	286	285	335	335	337	332	541	569
Rent	100	100	107	107	107	107	100	100
Cost of living	310	308	252	249	299	295	424	432

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)	
	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949	Nov. 1949	Dec. 1949
Food	389	374	368	369	495	465
Fuel and lighting	297	297	401	402	468	456
Clothing	325	325	316	303	480	478
Miscellaneous	515	515	266	266	388	388
Rent	175	175	175	175	197	197
Cost of living	377	366	326	327	451	482

The figures are based on the following data: Bombay, Ahmedabad, Sholapur, Kanpur, Madras and Nagpur—1949. The figures are based on the following data: Bombay, Ahmedabad, Sholapur, Kanpur, Madras and Nagpur—1949. The figures are based on the following data: Bombay, Ahmedabad, Sholapur, Kanpur, Madras and Nagpur—1949.

The Nagpur cost of living index number, on base : August 1939 to 100, was 366 in December 1949, being 11 points lower than in the preceding month. The food index fell by 15 points to 374, while the index numbers for the fuel and lighting, the clothing and the miscellaneous groups remained unchanged at 297, 325 and 515 respectively.

The Madras cost of living index number, with the average prices for the year ending June 1936 equal to 100, was 327 in December 1949 being one point higher than in the preceding month. The index numbers for the food and the fuel and lighting groups rose by one point each to 369 and 402 respectively and those for the miscellaneous group and house rent remained unchanged at 266 and 175 respectively; while the index number for the clothing group fell by eight points to 308.

In December 1949, the Kanpur cost of living index number, on base : August 1939 equal to 100, was 432, being 19 points lower than in the preceding month. The index numbers for the food, the fuel and lighting and the clothing groups declined by 30, 12 and 2 points to 465, 456 and 478 respectively, and those for the miscellaneous group and house-rent remained unchanged at 388 and 197 respectively.

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

Month and Year	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Jubbulpore		
December 1948 ..	310	358	422	461	389	413	329	468
January 1949 ..	301	323	426	458	380	398	331	500
February	292	329	423	441	374	391	331	518
March	298	332	412	391	374	393	333	...
April	290	333	407	410	376	...	327	661
May	291	341	...	422	377	...	327	482
June	286	340	403	424	379	...	329	...
July	288	351	405	417	78	..	327	464
August	291	...	411	422	378	..	327	488
September	281	345	...	425	381	...	327	484
October	292	342	410	432	381	..	330	464
November	285	345	410	424	377	..	333	461
December	293	341	404	432	366	..	334	432

Labour Courts

REVIEW OF DECISIONS FOR THE QUARTER ENDING SEPTEMBER 30, 1949

The first review of Labour Court Decisions for the quarter ending March 1948 was published in the May 1948 issue of the *Labour Gazette* which review contains, among other things, details regarding the functions of these Courts. Such reviews for the subsequent quarters have been published in the August 1948, November 1948, March 1949, July 1949 and October 1949 issues of the *Labour Gazette*. The present review gives details of these decisions for the quarter ending 30th September 1949.

DETAILS OF APPLICATIONS FILED AND DECIDED

Between 1st July 1949 and 30th September 1949, the total number of applications filed was 500 of which 97 were from Bombay, 325 from Ahmedabad, 65 from Sholapur and 13 from Jalgaon. Three hundred and fifty-nine applications were pending on 1st July 1949. Of these 439 applications for the third quarter of 1949, 466 were decided during the quarter and the remaining 393 were pending on 1st October 1949.

The number of applications filed, decided and pending are set forth in the following table according to centres :—

	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st July 1949	43	281	25	10	359
Filed between 1st July 1949 and 30th September 1949	97	325	65	13	500
Decided between 1st July 1949 and 30th September 1949	93	307	49	17	466
Pending on 1st October 1949	...	290	41	6	393

Of the 466 applications decided during the quarter ending 30th September 1949, 30 were filed by employers and 436 by and on behalf of employees. Of these 466 applications, 30 related to legality or otherwise of strikes and lockouts, and 141 to illegal changes. Discharge from service and reinstatement and payment of compensation accounted for 146 applications while the remaining 149 were due to other causes such as changes desired by employees, provision of amenities, interpretation of awards, compensation for stoppages, etc.

The following table classifies the applications decided at the four centres by causes :—

Centre	Number of applications by causes				Total
	Illegal strikes and lockouts	Illegal change	Discharge and reinstatement	Others	
Bombay	15	15		63	93
Ahmedabad	6	101	135	65	307
Sholapur	8	13		20	49
Jalgaon	1	12	3	1	17
Total	30	141	146	149	466

Forty-eight decisions were in favour of employers, 52 in favour of workers, 184 resulted in mutual settlement due mainly to the good offices of the Labour Court Judges, 95 were dismissed and 85 were withdrawn. The results of two cases in Ahmedabad are uncertain.

The following table gives a synoptic view of these decisions by centres :—

Centre	Decisions						Total
	In favour of		Resulting in				
	Employers	Employees	Mutual settlement	Dismissal	Withdrawal	Uncertain	
Bombay	16	11		56	10		93
Ahmedabad	12	28	183	28	54	2	307
Sholapur	19	7	..	3	20	..	49
Jalgaon	1	6	1	8	1	..	17
Total	48	52	184	95	85	2	466

The details of complaints filed at and decided by the Labour Courts (under criminal jurisdiction) and the number of complaints pending are set forth in the following table :—

Number of complaints	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st July 1949	4			2	12
Filed between 1st July 1949 and 30th September 1949	2	17	1	1	21
Decided between 1st July 1949 and 30th September 1949	3	12		2	17
Pending on 1st October 1949	3	11	1	1	16

BOMBAY

The first* and second Labour Courts Bombay were instrumental in deciding 93 applications 15 of which related to illegal strikes and lockouts. Eleven cases were decided in favour of employees and 16 in favour of employers. Fifty-six cases were dismissed and 10 withdrawn by the parties after settlement between the parties had been reached.

DISCHARGE AND REINSTATEMENT

Application No. 115 of 1949 was filed by one Jayanti Prasad Mangal, an ex-employee of the Madhowji Dharamsi Mfg. Co., Ltd., Bombay, praying for a declaration that the order discharging him from service was illegal and/or improper, that the said action amounts to an illegal change and for reinstatement. The applicant alleged that on the 25th January 1949, he was served with a charge-sheet calling upon him to give an explanation at 10 a.m. the next day for being suspected of being involved in a theft case. The enquiry was duly held and the applicant continued to work in the Mill till 14th February 1949. About that date the opponents served the applicant with a notice of discharge under Standing Order No. 19 (a), the order stating that though reasons for the discharge had been recorded, they could not be given in the order as they were of an inculminating nature. The opponents in a written statement contended that the applicant's services had been terminated after having given him every opportunity to explain the circumstances alleged against him.

The facts of the case were,—on 23rd January 1949, the applicant who was working in the 3rd shift from 12 mid-night to 8 a.m. came to the Mill at about 8-15 p.m. that being the prevailing practice. At about 9, one Gokarna Singh, a worker in the opponent Mill and a room-mate

* The first Labour Court has not been working since August 1949.

of the applicant came to see him at the Mill. The applicant went out to see him and soon after his return there was a theft in the Mill. A bundle of cloth was thrown out from the Mill and the applicant along with the other watchmen went to the scene of the theft but the thief could not be found. Though the applicant stated that Gokarna Singh had not come to the Mill, evidence proved the contrary. The Manager further stated that because an outsider had come to see the applicant and immediately thereafter there was a theft, he suspected the applicant of having been involved in the theft.

According to the Court, "suspicion to warrant a discharge must be based on reasonable and sufficient grounds and mere statement by the manager that he had suspicions about the applicant being involved in the theft, when, as in the present case, there are no valid and sufficient grounds for such suspicions, cannot be regarded as sufficient to warrant a discharge." The enquiry was most perfunctory and the discharge order improper. The applicant was directed to be reinstated.

"No question of any illegal change by the employer or of allowing a change desired by the employee can arise in a case of voluntary abandonment of service by an employee", observed the Judge, Second Labour Court, Bombay, referring to an application (*No. 119 of 1949*), filed by an employee of the Jodhpur Commercial Bank Ltd., Mandvi, for reinstatement and compensation.

On 20th January 1949, the applicant applied for 2 months' leave which was refused on the ground that he had no leave to his credit. On 5th February 1949, he put in a fresh application, after having destroyed the previous one, which again was refused. The applicant thereupon decided to take the leave in spite of the refusal and after having obtained employment elsewhere, requested his agent not to take any steps and issue any orders. On behalf of the applicant it was argued that as no order had been passed either of discharge or dismissal and as no notice pay was given as required by Standing Order 20, the order is not of discharge but dismissal and so the procedure under Standing Order 21 ought to have been followed that therefore he should be reinstated and paid the actual loss in salary. According to the Court, however, an applicant who at every third reply at the cross-examination had to admit his previous reply as false, and who denied his own handwriting, could not be inflicted on the bank again and "having left the services of his own accord, he could not be allowed to turn and ask the Court to put him back to his original position or make any other grievance." The application was dismissed with the remarks "that an attempt to get something from the old employer at the hands of the Court would not be allowed."

DISCHARGE AND REINSTATEMENT

Application *No. 160 of 1949* was filed by Mohamed Kasam Magdumbux, an employee of the Hirjee Mills Ltd., Bombay against his discharge under Standing Order 19 (a), for habitual low production, inefficiency and absence from duty.

From the applicant's record of service, the Court found that each absence had been completely and satisfactorily proved by the applicant to be an absence for substantial reasons. As regards efficiency, though the question was felt to be a matter for determination by the Mill authorities, yet, the Court held that being a jobber the main test of his efficiency though not a conclusive one is his average production. In the present case, the applicant's production is below the average and as compared to all other jobbers it is almost the lowest throughout and as stated in application *No. 122 of 1949*,

"To my mind less production, even though for a long time, cannot be considered to be habitual negligence. If it is continuous, even then, it would depend on one's individual capacity, supply of materials, efficiency of the machine and so many other physical as well as personal factors."

Though it could be made a ground for discharge, the Court held that since in this case, the disparity was not very great, it should not be made a ground for completely throwing him out of service, and the case called for lesser punishment especially since the other ground given was not a correct reason at all.

The order of discharge was allowed to stand subject to the company paying the worker compensation to the extent of 14 days' wages.

ILLEGAL STRIKE

The Madhewji Dharamsi Manufacturing Co. Ltd., Bombay, filed an application *No. 136 of 1949* for a declaration that the cessation of work resorted to by the workers both in the day and night shifts working in the Weaving, Spinning and Finishing Departments on the 1st and 2nd July was illegal. The workers of the first shift worked upto 3-30 p.m. instead of 4 p.m. and workers of the second shift worked upto 12 mid-night instead of 1 a.m. and they further alleged that the workers resorted to this cessation with a view to compelling the Management to accede to their demand for immediate reversion to the schedule of timings which prevailed prior to the introduction of "staggering of hours" system. The opponents contended that the agreement relating to the staggered hours was to remain in force for six months ending 30th June 1949 and on 1st July 1949, the agreement having automatically come to an end, the workers worked according to the usual hours of work. There was, therefore, no cessation of work. From the evidence produced, it was clear that the Management had put up a notice on the 2nd June 1949, specifying the hours of work for the Mill in the month of July, and on finding that the workers were not willing to work according to the staggered hours of work, the Management had sent for and explained to the representatives of the workers, the difficulties in the way of reverting to normal timings, notwithstanding which the workers resorted to the said cessation. According to the Court, the cessation was illegal, for if the workers desired any change in the hours of work, they should have given a notice of change to the employer, as "hours of work" constitutes one of the items in Schedule II of the Bombay Industrial Relations Act.

The Popular Silk Mills Ltd., Bombay filed an application (No. 153 of 1949) against their 1st and 2nd shift workers, alleging that they resorted to a cessation of work, on 11th May 1949, with a view to compelling the Management to accede to their demand for 3 months' bonus for the year 1948. The demand had been referred for conciliation, and conciliation proceedings had not been completed by the 11th of May. The cessation therefore amounted to a strike within the meaning of that term as defined in the Bombay Industrial Relations Act.

It was contended on behalf of the opponents that a report of the Industrial Dispute was sent to the Conciliator on 11th April 1949, and that under Section 62 the conciliation proceeding should be deemed to have been completed on the date on which the period of one month expired. Hence the strike would not be illegal under Section 97 (1) (e). After the employees of the day shift had resorted to a cessation of work on 11th May 1949, the Manager of the Mills put up a notice, part of which said, "The workers are asked to resume work within 24 hours, i.e., before the 1st shift commencing on Thursday 12th instant, failing which the Management will be forced to take necessary action as it deems fit." Relying on this passage the opponents argued that the Management had given assurance that if the workers resume work within 24 hours from the posting of the notice, no action would be taken against them. As the workers had resumed work at the starting time of the shifts on 12th May, the application was not maintainable and should not be entertained. As regards this argument the Court referred to the case in application No. 219 of 1943 where, it was observed,

"I am surprised that an argument is made that the opponents resumed work because of an understanding alleged to have been given to them by the Manager that he would not proceed against them under the Bombay Industrial Disputes Act in case they went back to work. I do not see how such an understanding can alter the merits of the case.....The said cessation amounted to an illegal strike. That being so, the application is granted and it is declared that the strike.....was an illegal strike." It was held therefore that the present application was maintainable.

As for the first contention, Section 55 of the Bombay Industrial Relations Act lays down that on receipt of the report, the Conciliator shall forthwith enter the industrial dispute in the register kept for the purpose, and that the conciliation proceedings shall be deemed to have commenced from the date of such receipt. The present dispute was entered in the register on 18th April 1949 which held the Judge, "must be assumed to be the date of the receipt of the report by the Conciliator." None of the requirements mentioned in Section 63 having been satisfied on or before the 11th May 1949, the conciliation proceedings cannot be said to have terminated on or before 11th May 1949. "The strike was therefore illegal under section 97 (1) (e) of the Bombay Industrial Relations Act."

"Before concluding," added the Judge, "I would however like to state that the applicant Mill company should, in spite of the declaration that I am granting on this application, abide by the assurance given in the notice dated 11th May 1949, not to take any action if the employees resumed work within 24 hours, as the employees did resume within the stipulated time. Such action on their part would ensure good relations between the parties."

AHMEDABAD

In all, 307 applications were decided by the Labour Court, Ahmedabad, out of which 101 applications related to illegal changes effected by employers, 135 to discharge from service, reinstatement and payment of compensation, and 6 to illegal strikes and lockouts, while the remaining 65 were filed for other reasons. Unlike in the case of Bombay, 183 applications ended in mutual compromise between the parties, 28 were dismissed and 54 withdrawn by the applicants. Of the remaining 40 applications, 28 ended in favour of employees and 12 in favour of employers. The results of two cases were uncertain.

ILLEGAL CHANGES

On behalf of the Stamping Department of the Surat Cotton Spinning and Weaving Mills Co. Ltd., the Surat Textile Labour Union filed an application, No. 349 of 1949, stating that in the months of March, April, May and June 1949 the opponents had committed an illegal change by reducing the number of workers in the said department. It was alleged on behalf of the opponent that the opponent engaged as many substitutes as were available and if the full complement of 27 could not be maintained on certain dates in the said months, it was due to non-availability of labour. The Mills would suffer by having a smaller number of workers and they did their best to maintain the proper number. The Court found that during the said months a smaller number of workers had been engaged only on certain days, i.e., 3 days in March, 1 day in April, 8 days in May and 2 days in June, and that on these days the number of workers less was not more than 3. On other days in those months the full complement did work. "If, on the particular dates, the workers engaged were less by one, two or three, it cannot be said that the object was to effect a reduction of a permanent or semi-permanent character. Any such contingency as one or two members being absent is bound to occur occasionally due to shortage or non-availability of labour, and in the absence of some more definite evidence it would not be proper to rush to the conclusion that this amounts to a reduction in the number of workers," said the Judge. Under Item I of Schedule II of the Bombay Industrial Relations Act, such reduction must be intended to be of a permanent or semi-permanent character, and in the absence of some cogent evidence of circumstances providing any such intention, the Court was unable to hold that the opponent had committed any illegal change by reducing the number of workers.

The Rohit Mills Ltd., Ahmedabad, entered into a settlement with the Textile Labour Association under which 12 of their employees were discharged. These employees alleged (in application No. 95 of 1949

that when they were in the employment of the Mills they were not paid the amount due under the Award. The Mills had therefore committed an illegal change. The opponents contended that the rates were properly and legally fixed and no illegal change was committed. Further as these applicants were legally and properly discharged they had no *locus standi* to file this application which was also time-barred. They asked that the latter issues should be settled first. The applicants argued that term No. 3 of the settlement reserved their right to arrears of pay, etc. It read as follows :—

“ This settlement shall not prejudice the rights of discharged workers for arrears of pay and dearness allowance, if any, bonus for the year 1948, and holidays with pay.”

The Judge observed, “ It is true that the right to arrears is not prejudiced but the term does not confer any status on the workers which they cannot have under the Law. Under the existing Law the worker has to proceed against the employer in such a case either through the Representative Union or the Labour Officer. If the term is construed as conferring a right to file an application, the term would be invalid because in that case the term would be conferring a right which by implication is not given by Law, and the term would give jurisdiction to the Court. Jurisdiction cannot be conferred in such a manner.” On account of this, none of the terms of the settlement could entitle the applicants to file this application. As the applicants did not fall within the definition of the term “ employee ” as given under Section 3 (13), they had no *locus standi* to file the application which was hence dismissed.

Kishan Nannu, an employee of the Vivekanand Mills Co. Ltd., Ahmedabad, filed in application against the said Mills through the Textile Labour Association. He stated that on the 1st of April 1949 he was served with an externment order by the District Magistrate and so could neither attend to work nor go to the Mills to take leave. He applied orally through a representative and then sent an application for leave in writing. When allowed to come to the city he reported for duty but was served with a show-cause notice and was not allowed to resume his duties. Thus his services were terminated without following the procedure laid down in the Standing Orders. The opponents' case was that they could not intimate to him that his leave was not granted because his address was not known. When he appeared to reply to the show-cause notice he did not produce his externment order. As he remained absent without leave he lost his lien. It was decided that the opponents had not followed the proper procedure under the Standing Orders as no order either of discharge or dismissal was served on the employee as required by Standing Orders Nos. 19 and 22. Further, there was no question of overstaying leave as covered by Standing Order No. 11. The dismissal was therefore an illegal change under section 46 (2) and (4) of the Bombay Industrial Relations Act.

“ It may be added ”, remarked the Judge, “ that the opponents' action seems to be absolutely unjustifiable. Kishan Nannu says that he was arrested when he was near the Mill. In his application

(for leave) he has clearly stated that he was externed by the order of the District Magistrate..... Moreover, he remained absent only for about 20 days..... It should be noted that it is not even alleged in this case that the externment order was passed because of some misbehaviour in or near the mill premises. Looking to all these circumstances, I think that the opponents' action in not granting the leave and condoning the absence without leave are absolutely unjustifiable. I hold therefore that this is a fit case in which the illegal change should be asked to be withdrawn.” The opponent was directed to pay the operative his wage, from the date on which he appeared for duty to the date of this order, as compensation.

Mohanlal Khimandas, working on the colour machine in the Ramkrishna Mills Co., Ltd., Ahmedabad, submitted (in application No. 121 of 1949) that by his transfer to the post of a doffer, his original pay of Rs. 17-8-0 per *hapta* was reduced to Rs. 12-15-0, per *hapta*. This reduction in his wage in this manner amounted to an illegal change.

The opponent submitted that the applicant was transferred because of a resolution passed unanimously in the Joint Committee, and that by the transfer the applicant's wages were not affected and so no illegal change was committed. The Court found on examination that the applicant was getting Rs. 28 per month and not Rs. 35 as stated in his application, and that his wages were not affected by his transfer. The applicant further contended that while working on the colour machine he was entitled to get Rs. 35 per month which he did not get, and that by the transfer he would be entitled to less. As regards this the Court held that the question was irrelevant in this case as the application was filed on the allegation that a change had been made in the industrial matter specified in Schedule II item 9 and not on the allegation that the opponent contravened or failed to carry out the terms of an Award, which would constitute an entirely different cause of action than the one on which this application was made.

“ Of course ” observed the Judge, “ very strict technicalities should not be observed in these Courts, but even then I do not think that this question can be decided on the basis of an entirely different cause of action without the pleadings being amended and without an opportunity being given to the other side to submit their contentions in that behalf.” In this case, an application to amend the pleadings was not given and so the point, whether or not the opponents committed an illegal change by paying Rs. 28-0-6 to the applicant before his transfer, was not decided.

As no change was made in the wages of the applicant by his transfer, it was held that no illegal change had been committed by transferring him to the post of a doffer. Further, the opponents were entitled to transfer the workers within their departments. There was not enough work for two persons on the machine on which the applicant was working, and the applicant was the junior of the two workers who worked on that machine. Hence it was held that it was not proper to order the retransfer of the applicant to his original post.

SHOLAPUR

Out of the 49 applications dealt with by this Court, 13 related to illegal changes, 8 to illegal strikes, 8 to discharge and reinstatement and 20 to other causes including mostly changes desired by employees. Of these 49 applications, 19 were decided in favour of employers, 7 in favour of employees, 3 were dismissed and the remaining 20 were allowed to be withdrawn.

CHANGES DESIRED BY EMPLOYEES

Six employees of the Sholapur Spinning and Weaving Co. Ltd., Sholapur, filed an application (No. 25 of 1949), praying for a change in their designations. The applicants contended that they were working as Beam Distributors in the above Mills, but that they had been wrongly designated as a result of which they had suffered loss in wages which they were entitled to get under the Award in References 10 and 11 of 1946. In the absence of a standardisation of musters, the Judge had to rely solely on the evidence produced to find out whether the duties performed by the applicants were covered by the particular designations. From this evidence, it was clear that only two of the applicants were responsible for the distribution of beams while the remaining four applicants were merely the assistants of the beam distributors. It was therefore awarded that only the said two applicants should be designated as beam distributors, and that they should be paid the prescribed wages for that post with retrospective effect as directed in the Industrial Court Award in Reference Nos. 10 and 11 of 1946.

In application No. 64 of 1949, the applicant, Ratnakar Devidas Bijoor, an employee of the Imperial Bank of India (Poona Branch), contended that the order of warning passed under Standing Order No. 23 was illegal and improper. The applicant alleged that he had been a permanent employee in the service of the Bank for 12 years and that he had been elected as the Honorary General Secretary of the All India Imperial Bank of India Staff Federation which had resulted in the applicant's being placed in the bad books of the officials. At the time when the question of the nationalisation of the Imperial Bank of India Ltd., was being publicly mooted, the Federation had taken up the question and the applicant in his capacity as the Hon. General Secretary issued a Press communique, on the deliberations of the Conference at Delhi which communique was published in several papers. This roused the ire of the officials who issued a memo. to the applicant warning him for the responsibility of the statement in question appearing in Press, and informing him that "it was tantamount to taking part in politics, thereby contravening the terms of his service, and that it was considered by the Bank to be prejudicial to the interests of the Bank." He was also informed that a suitable note of the delivery of the warning had been made in his record of service. The applicant approached the opponent under Section 42 (1) of the Bombay Industrial Relations Act praying that the warning being irregular and *ultra vires* should be set aside. This request being turned down, the applicant filed the present application.

During the course of proceedings, it was urged on behalf of the opponents that this Court had no jurisdiction in view of the fact that during the pendency of this application the Industrial Disputes (Banking

and Insurance (Cos.) Ordinance, 1949, had been promulgated. The Judge in referring to clause 5 of the Ordinance stated that the ordinance referred only to references while the present dispute is only an application under Section 78 of the Bombay Industrial Relations Act and the Ordinance does not state that such pending applications should abate by virtue of the Ordinance. The opponents have stated that the warning given was under Standing Order No. 21 of the Model Standing Orders for the Banking Industry, by which order "doing any act or engaging in any business prejudicial to the interests of the Bank" is a misconduct, and the act complained of in this case was the issuing of a Press communique in his capacity as the General Secretary of the Federation and on the express direction of the Council of Federation. Observed the Judge, "we cannot lose sight of the fact that the applicant did not issue the Press communique in his individual capacity but as the General Secretary of the All India Imperial Bank of India Staff Federation. An employee is entitled to be an officer or member of an organisation the object of which is to secure better industrial conditions. An employer cannot punish such an employee for being an office-bearer. If he does that it amounts to victimization under Section 101 of the Bombay Industrial Relations Act. Thus the applicant could not be prevented from working as the Hon. General Secretary of the Federation. After granting such right the employer cannot prevent him from carrying on his legitimate duties as the office-bearer unless such duties are in direct breach of the established law of the country." Once this has been established, "the responsibility of releasing the Press communique at the express direction of the Council of Federation does not devolve on the applicant individually, virtually it is a statement issued by the Council of Federation. The applicant only did the executive act and acted as mouthpiece of the Federation." That being so, it cannot be said that he did any act which was prejudicial to the interest of the opponent Bank and it was held that the applicant was not guilty of the alleged misconduct. The order of warning was declared to be both illegal and improper.

ILLEGAL CHANGE

Four employees of the Sholapur Spinning and Weaving Co. Ltd., Sholapur, filed an application No. 133 of 1949 praying that the opponent Co. had committed an illegal change by not paying workers their wages within the stipulated time. The opponent whilst admitting the late payment contended that it was not covered by item 9 of Schedule II of the Bombay Industrial Relations Act.

According to the Judge, the opponent had committed an illegal change in as much as it had failed to pay workers their wages for June before 10th July 1949.

JALGAON

Seventeen cases were decided by this Court during the quarter. One application filed by employers against illegal strike resulted in their favour. Of the remaining 16 applications, 12 related to illegal changes, 3 to discharge and re-instatement and one related to holidays with pay. Six applications were decided in favour of the workers, 1 resulted in mutual agreement, eight were dismissed by the Court and one was withdrawn.

ILLEGAL STRIKE

The New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia, filed an application (*No. 17 of 1949*) for a declaration that the cessation of work by the employees of the mill on 26th May 1949 and from 15th June 1949 constituted an illegal strike and an illegal stoppage within the meaning of Sections 97 and 97A, respectively, of the B. I. R. Act. The applicants alleged that the said strike was aided, assisted and instigated by the Dhulia Girni Kamgar Union, Dhulia. The Union on behalf of the workmen argued that the cessation was by way of protest against the Government of Bombay which had announced 391 as a wrong cost of living index number for the month of March 1949. They stated that it was staged so as to induce the said Government to get an elected enquiry committee appointed for the purpose of ascertaining the rates of definite articles and correcting the index figures. The opponents contended that the cessation of work was spontaneous thus repudiating the company's allegation that it was the result of the workers acting in combination and that the workers resorted to a cessation under a common understanding.

Referring to this allegation of the Co., the Judge, Labour Court, Jalgaon, remarked, "it is impossible to believe that each one of the workers stopped work one after the other without any concerted action on their part. Admittedly the stoppage of work was meant as a protest and there should not have been almost simultaneous stoppage of work unless the workers had resolved through their leader that they must stop work on that morning. Therefore, the stoppage was due to concerted action on the part of the opponent employees."

Referring to the onus of proof as to a concerted refusal or a refusal under a common understanding the Judge recalled application *No. 65 of 1947* wherein it had been stated, "when, as in the present case, a large number of employees remain absent or refuse to work either simultaneously or in quick and close succession, a presumption would arise that the absence or refusal was the result of a concerted or common understanding. The employees must then rebut such presumption by proving the absence of such concerted or common understanding." Under section 97A of the B. I. R. Act a stoppage shall be illegal if it is commenced with a view to compelling the Provincial Government or any public servant to take or abstain from taking any particular course of action in regard to an industrial matter. According to the Judge, this stoppage was clearly illegal since it was resorted to with a view to securing from the Bombay Government an increase in the cost of living index number as a means to increased dearness allowance.

The employees in this dispute, held the Judge, were bound by the Award of the Industrial Court in submission No. 1 of 1946 and the Co. has been paying dearness allowance in accordance with the terms of the Award. So long as that was being done, the employees could have no legitimate cause to cease work and to cause loss to their employer in breach of the said Award. The cessation of work was, therefore, declared to be an illegal strike.

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE STATE

Disputes in December 1949	36
Work-people involved	21,956
Working days lost	73,726

NUMBER AND MAGNITUDE

The number of work-stoppages resulting from industrial disputes recorded for the month of December 1949 was the same as for the previous month but the resulting time loss was 86.0 per cent. greater than that for November 1949. The number of disputes, wage earners affected and man-days lost were, however, far less than the corresponding figures for December 1948.

Figures for the month under review show 36 disputes in progress involving 21,956 workers and a time loss of 73,726 man-working days as compared to 36 disputes in November 1949 with 22,828 workers and a time loss of 39,638 man-days. The corresponding figures for December 1948 were 53 disputes involving 34,363 work-people with a time loss of 108,813 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". A dispute as counted by the Office of the Deputy Commissioner of Labour (Information) is an interruption of work involving ten or more persons and of not less than twenty-four hours' duration except when the number of working days lost is more than 100.

Of the 36 disputes in progress during December 1949, 16 occurred in the Textile industry, 4 in the Engineering, one in the Transport, while the remaining disputes were in other industries. The disputes in the Textile industry alone affected more than 59 per cent. of the total workers involved and accounted for about 70.2 per cent. of the time loss resulting from all disputes.

Twenty-six disputes involving 15,909 workers were actually recorded during the month, while ten disputes involving 6,047 workers continued from the previous month. Twenty-one or more than half of the total disputes lasted less than a week—most of them 1 to 3 days only. About 64.2 per cent. of the total workers involved were in these brief stoppages.

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

Industry Group	Number of disputes in progress in December 1949			Number of work-people involved in all disputes in progress in December 1949	Aggregate duration in working days of all disputes in progress in December 1949
	Started before beginning of December	Started in December	Total		
Textiles	3	13	16	12,999	51,759
Engineering	1	3	4	3,291	2,372
Transport ...	...	1	1	155	231
Miscellaneous	6	9	15	5,511	19,285
Total, December 1949..	10	26	36	21,956	73,726
Total, November 1949.	7	39	36	22,828	39,639
Total, December 1948.	11	42	53	34,363	108,812

Analysing the disputes according to localities, 22 of the 36 disputes recorded for the month, were in Bombay City, two at Dharangaon (East Khandesh District) and one each at Thana, Surat, Ahmednagar, Baroda Kirkee (Poona District), Jalgaon (East Khandesh District), Billimora (Surat District), Kopargaon (Ahmednagar District), Manmad (Nasik District), Nipani (Belgaum District), Pandharpur (Sholapur District) and Banhatti (Bijapur District).

Eight of the total disputes in existence during December 1949 arose over questions of "pay and allowances", 18 related to grievances about "personnel", 2 to "leave and hours of work"; demand for "bonus" was responsible for only one dispute while the remaining seven disputes were due to "other causes".

Of the 25 disputes that terminated during the course of the month, 5 resulted in favour of the workers, 15 in favour of the employers, 2 ended in compromise settlements, while the result of the remaining 3 disputes was indefinite.

The highest peak (4,243,194) in respect of the number of working days lost through strikes in this State since April 1921 was reached in May 1928. 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

The Coorla Spinning and Weaving Mills Limited.—The strike of workers of the Ring Department which had commenced from November 28, 1949 (reported earlier) was in progress at the beginning of December 1949. Due to the strike other departments could not work and the management kept the mill closed from November 30, 1949. All the workers resumed work on December 12, following the directive of the Industrial Court that the workers should resume work forthwith. The total time loss as a result of this strike and the subsequent closure was about 30,000 man-days.

Deepak Silk Mills—Protesting against the discontinuance of the system of supplying bobbins at the looms, 33 weavers out of total complement of 99 workers of the first shift resorted to strike on December 2, 1949. 33 weavers of the second shift also joined the strike on the same day. On 3rd December 1949, the management closed down the entire mill temporarily in view of the continuance of the strike of the weavers. As a result, 93 other workers from both the shifts were rendered idle. The mill thus remained closed for 10 days. The strike, however, terminated on 13th December 1949 with unconditional return of workers. The strike and the subsequent closure were responsible for a time loss of about 1,500 man-days to the industry.

The Colaba Land and Mill Co. Ltd.—Protesting against the promotion of a jobber in the Ring Department to the post of Head Jobber, 253 workers from the Ring Department out of 380 (total complement of day shift is 1,772) resorted to stay-in-strike at 2-30 p.m. on December 19. The management immediately warned the strikers that their strike was illegal and they should resume work forthwith. The strikers paid no heed to the warning. The remaining 127 workers from the Ring Department and 197 workers of the Carding and Frame Departments of the day shift also joined the strike on the next day followed by 340 workers of the Ring Department of second shift, thus bringing the total number of strikers to 917. Due to the strike the management closed down the mill in both the shifts as a result of which about 2,100 workers were rendered idle from both the shifts. All the strikers, however, resumed work unconditionally on 22nd December and the strike ended causing a loss of about 4,400 man-days.

New City of Bombay Manufacturing Co. Ltd.—Ninety-six doffer boys out of the total night shift complement of 827 workers struck work on 21st December protesting against the alleged retrenchment of 16 doffer boys and demanding recruitment of 16 doffer boys for help. The management put up a notice declaring the strike illegal and asking the strikers to resume work immediately failing which disciplinary action would be taken against them. The notice, however, had no effect on the strikers. On 22nd December, 96 doffer boys from dayshift

also joined the strike with the result that 325 workers from the Spinning Department of the day shift were thrown out of work. Due to the strike the management closed down the entire mill on December 23, with the result that about 2,150 workers were affected. The mill remained closed up to 28th December when the management notified that the strike was declared illegal by the Labour Court. On 29th December only 11 doffer boys resumed work and consequently the day shift worked partially with 885 hands. The strike in the night shift continued. The mill was kept closed by the management for stock-taking on 30th December 1949. The strike was in progress at the end of the month.

Mazgaon Dock Ltd.—On 29th November 1949, the management of the Mazgaon Dock Ltd. had put up on the notice board a copy of their letter in reply to the Dockyard Labour Union's demand for fixing a common weekly holiday for both the workshop men and those working in the docks. In the course of this reply the management stated that the Union was not a representative body of the dock workers. The Union protested against these remarks and gave a call to the workers to observe a token strike on December 5 to show their solidarity and the strength of the Union. Accordingly all the 2,190 workers from both the shifts resorted to strike on the morning of 5th December 1949. Messrs. M. Harris and Shanti Patel, President and General Secretary of the Union, along with strikers saw the manager and demanded that another notice be put up withdrawing the earlier remarks against the Union. The management later put up a notice explaining the remarks in the previous notice. The management also stated that it had no intention of depriving operatives of a common holiday. On this and some other assurances given to workers, all the strikers resumed work on the next day and the strike ended with a time loss of 2,190 man-days.

BILLIMORA (SURAT DISTRICT)

Gaekwad Mills Ltd.—Following the demand for the payment of bonus for the year 1948, the total complement of 2,591 workers from all the three shifts of the above mill resorted to a sit-down strike on 7th December 1949. The Government Labour Officer, Surat, who visited the concern on the same day, explained to the workers that the matter regarding their bonus was already before the Industrial Court and they should resume work immediately. Following his advice, all the workers resumed work as usual on the next day and the strike ended.

KOPARGAON (AHMEDNAGAR DISTRICT)

Kopargaon Town Municipality—All the 45 sweepers of the Kopargaon Municipality resorted to strike on December 28, 1949, demanding increase in their pay by Rs. 10 per month and reinstatement of 10 discharged sweepers. Some strikers were reported to have tendered their resignations. The Municipal authorities engaged some substitutes in their places and directed the Mang Garudis employed by them to assist the new sweepers in their work. The strike was in progress at the end of the month under review.

EMPLOYMENT SITUATION IN DECEMBER 1949

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 in the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh.

Returns were received from 129 or 96·27 per cent. of the 134 mills reported as working at these centres during December 1949. The supply of labour was reported as adequate by a majority of the mills. The average absenteeism in the textile industry in these centres amounted to 12·92 per cent. as against 13·43 per cent. in the previous month.

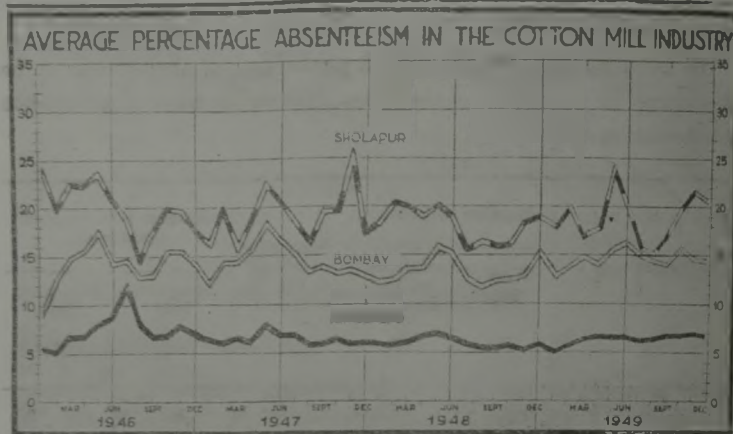
The following table shows average percentages of absenteeism at the five centres for the month of December 1949 on the basis of information for all working shifts :—

Centre	Number of mills		Percentage of Col. (3) to Col. (2)	Average percentage of absenteeism	
	Work-ing	Furnish-ed in-formation		November 1949	December 1949
(1)	(2)	(3)	(4)	(5)	(6)
Bombay ..	64	60	93·75	15·77	15·33
Ahmedabad ...	61	60	98·36	8·12	7·71
Sholapur ...	5	5	100·00	23·27	22·50
Viramgaum ..	1	1	100·00	8·69	8·94
East Khandesh ..	3	3	100·00	11·98	10·68
All Centres ...	134	129	96·27	13·43	12·92

The statistics of absenteeism compiled by the Directorate 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

dayshift are also compiled for the month and given in the following table :—

Centre	Average percentage of absenteeism in	
	November 1949	December 1949
Bombay	14.58	14.45
Ahmedabad	6.91	6.76
Sholapur	21.54	20.69
Viramgaum	8.69	8.94
East Khandesh	11.98	10.58
All Centres	12.15	11.90



(The chart represents the absenteeism for dayshift only.)

THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in representative workshops was 13.84 per cent. as against 14.19 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 11.75 in the Chief Engineer's Department and 8.35 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR DECEMBER 1949

Two hundred cases were disposed of in the State during December 1949 under the Workmen's Compensation Act, 1923, 33 more than in the preceding month. The Commissioner for Workmen's Compensation, Bombay, disposed of 191 of these cases.

Hundred and sixteen cases were in the Textile Industry, 23 in the Engineering Industry, 36 in the Transport Services and the remaining 25 cases were in other groups of industries.

There were 90 proceedings under the Act. Compensation was awarded in 79 cases, 8 cases were dismissed while 3 cases were in respect of reviews and other miscellaneous applications. Of the 110 cases of registration of agreements 95 were registered while registration for the remaining 15 cases was refused.

The following table classifies these cases according to the nature of employment proceedings and registration of agreements in December 1949 —

Nature of employment	Proceedings					Registration of agreements			Grand total
	Com-pen-sation awarded	Dis-missals	With-drawals	Reco-very	Reviews and other miscellaneous applications	Total	Agree-ments regis-tered	Regis-tration refused		Total
<i>Group II—Secondary Production</i>									
Textile Industry ..	38	3	..	..	..	41	65	10	75
Engineering ..	6	1	..	..	1	8	12	3	15
Metals ..	..	..	..	..	..	..	1	..	1
Food, Drink and Tobacco	4	1	..	..	..	5	3	1	4
Chemicals ..	2	..	..	..	..	2	1	..	1
Paper and Printing	..	..	..	..	..	..	2	..	2
Wood Working and Furniture ..	..	..	..	..	..	..	1	..	1
Building and Roads	2	..	..	..	..	2	1	..	1
Miscellaneous	2	..	..	..	1	3	..	..	3
<i>Group III—Services</i>									
Transport	22	3*	..	..	1	26	9	1	10
Public Administration	3	..	..	..	..	3	..	..	3
Total ..	79	8	..	..	3	90	95†	15	110

*In one of these cases amount of Rs. 1,000 was granted to the employer.

†Three of these cases were registered as modified agreements.

also joined the strike with the result that 325 workers from the Spinning Department of the day shift were thrown out of work. Due to the strike the management closed down the entire mill on December 23, with the result that about 2,150 workers were affected. The mill remained closed up to 28th December when the management notified that the strike was declared illegal by the Labour Court. On 29th December only 11 doffer boys resumed work and consequently the day shift worked partially with 885 hands. The strike in the night shift continued. The mill was kept closed by the management for stock-taking on 30th December 1949. The strike was in progress at the end of the month.

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The following table shows average percentages of absenteeism at the five centres for the month of December 1949 on the basis of information for all working shifts :—

Centre	Number of mills		Percentage of Col. (3) to Col. (2)	Average percentage of absenteeism	
	Working	Furnished information		November 1949	December 1949
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All Centres	134	129	96·27	13·43	12·92

The statistics of absenteeism compiled by the Directorate 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

COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sums was Rs. 84,811 as against Rs. 65,605 in the previous month.

There were 25 proceedings in respect of fatal accidents, 53 of permanent partial disablement and 8 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
	Bottled 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	22	48,330 0 0	2	40 0 0	24		3*		2	25
Permanent total disablement.										
Permanent partial disablement.	40	35,384 2 0			40		4			53
Temporary disablement.	0	1,006 14 0			6		1		1	8
Total	77	84,811 0 0	2	40 0 0	70		8		3	90

*In one of these cases amount of Rs. 1,800 refunded to the employer.

REGISTRATION OF AGREEMENTS

All the 110 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 46,173 as against Rs. 41,766 in the previous month.

NIGHT SHIFTS IN THE COTTON MILLS IN THE STATE

At the beginning of January 1950, there were 65 Mills in Bombay City and 56 Mills in Ahmedabad working night-shifts. The number of men doing night work were 85,384 and 44,538 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st December 1949, there were 483 unions in the Province of Bombay registered under the Indian Trade Unions Act, 1926. The following twenty-one unions were registered during the month of December 1949 :

(1) *Bombay Dock Tally Clerks' and Allied Staff Union*.—(Registered on 2nd December 1949). *President*—Mr. Purushottam S. Thakkar; *General Secretary*—Mr. A. Abraham; *Joint Secretaries*—Messrs. S. B. Shaikh, S. K. Hussain; *Treasurer*—Mr. N. V. Kondekar; *Organizing Secretary*—Mr. Vasant R. Savant.

(2) *Bombay Wood Mazdoor Sabha*.—(Registered on 2nd December 1949). *President*—Mr. K. K. Khadilkar; *General Secretary*—Mr. S. S. Tawde; *Secretaries*—Messrs. Dinanath Jagannath Mantri; Pandharinath Namdeo Shahapura; *Treasurer*—Mr. Ragho Tukaram Mestry.

(3) *Bhor Industries Kamgar Union, Bhor*.—(Registered on 2nd December 1949). *President*—Mr. B. B. Bapat; *General Secretary*—Mr. M. M. Shedge; *Secretaries*—Messrs. B. J. Taru, G. R. Shetye; *Treasurer*—Mr. N. D. Dhavale; *Legal Adviser*—Mr. Vasantrao Naik.

(4) *Mill Mazdoor Sabha, Sidhpur*.—(Registered on 3rd December 1949). *President*—Mr. Pratap Keshavlal Shah; *General Secretary*—Mr. Babu K. Jani; *Assistant Secretaries*—Messrs. Shivaram Madhavdas Patel, Dalatsinha Vasaji; *Treasurer*—Mr. Krunalal Bhatt.

(5) *Race Course Workers' Union*.—(Registered on 7th December 1949). *President*—Mr. Jamil Turk; *General Secretary*—Mr. S. D. Sanzagar; *Secretaries*—Messrs. George J. Joseph, S. R. D'Souza; *Treasurer*—Mr. E. K. Maske.

(6) *Mill Jobbers', Fitters' and Mahinadars' Sabha, Ahmedabad*.—(Registered on 9th December 1949). *President*—Mr. Brahmakumar R. Bhatt; *General Secretary*—Chhotubhai Surti; *Joint Secretaries*—Messrs. Lalshanker Kameshwar Joshi, Beni Master Panchu; *Treasurer*—Mr. Hariprasad Ochchhavlal.

(7) *Ahmedabad Textile Technicians' and Officers' Union, Ahmedabad*.—(Registered on 9th December 1949). *President*—Mr. S. R. Vasawada; *Secretaries*—Messrs. K. M. Dave, I. G. Mehta; *Treasurer*—Mr. V. T. Kachhy.

(8) *Mithagar Kamgar Sangha, Peta Uran.*—(Registered on 9th December 1949). *President*—Mr. Vishnu Vithal Kotkar; *General Secretary*—Mr. Vishnu Ganesh Rahalkar; *Secretaries*—Messrs. Rama Chango Bhoir, Kolsha Mahadhia Patil; *Treasurer*—Mr. Vasuntrao Keshav Pansare.

(9) *Rastriya Municipal Majdur Sangh, Hubli.*—(Registered on 12th December 1949). *President*—Mr. M. P. Waichal; *General Secretary*—Mr. Ramachandra Anant Padki; *Treasurer*—Mr. Fakirappa Honnappa Yargunti.

(10) *Brick Workers' Union, Ahmedabad.*—(Registered on 13th December 1949). *President*—Mr. Somnath P. Dave; *Secretary*—Mr. Chandulal G. Shah; *Joint Secretary*—Mr. Bhanuprasad R. Mehta; *Treasurer*—Mr. V. T. Kachhy.

(11) *The Whiteaway Laidlaw & Co. Ltd. Employees' Union, Bombay.*—(Registered on 14th December 1949). *President*—Mr. F. M. Pinto; *General Secretary*—Mr. S. Venkataram; *Treasurer*—Mr. D. Menezes.

(12) *Bus Kamgar Sabha, Poona.*—(Registered on 14th December 1949). *President*—Mr. Shridhar Purushottam Limaye; *General Secretary*—Mr. Govind Balwant Dingre; *Joint Secretaries*—Messrs. Vithal Dattatraya Patwardhan, Vanesh Shivram Marne; *Treasurer*—Mr. Shivram Piloba Dixit.

(13) *The Engineering Mazdoor Sabha, Ahmedabad.*—(Registered on 15th December 1949). *President*—Mr. Jayanti G. Dalal; *General Secretary*—Mr. Babu K. Jani; *Assistant Secretary*—Mr. Bhagwandas Vallbbhai; *Treasurer*—Mr. Jayanti Thakore.

(14) *The Chemical Mazdoor Sabha, Ahmedabad.*—(Registered on 16th December 1949). *President*—Mr. Jayanti G. Dalal; *General Secretary*—Mr. Babu K. Jani; *Assistant Secretary*—Mr. Babu Rao Gopal; *Treasurer*—Mr. Jayanti Thakore.

(15) *Sthanik Swaraj Kamagar Mandal.*—(Registered on 21st December 1949). *President*—Mr. Shankar Nathaji Rajpute; *General Secretary*—Mr. Hukumchand Chandgi; *Secretaries*—Messrs. Kamal Pandurang Dandekar, Ranga Kambale; *Treasurer*—Mr. Babu Appa Chavan.

(16) *Nasik District Government Godowns Hamal Union.*—(Registered on 21st December 1949). *President*—Mr. Bhagoji Ravji Pawar; *General Secretary*—Mr. Shankar Govind Jadhav; *Joint Secretary*—Mr. Khandu Sayaji Jagdhap; *Treasurer*—Mr. Ranu Anaji Ghorpade

(17) *State Transport Kamgar Sabha.*—(Registered on 21st December 1949). *President*—Mr. Narayan Ganesh Gore; *General Secretary*—Mr. Mohan Dharin; *Joint Secretaries*—Messrs. Ram Ghorpade, Appa Kulkarni; *Treasurer*—Mr. Vasant Kale.

(18) *Municipal Workers' Union, Sholapur.*—(Registered on 23rd December 1949). *President*—Mr. B. S. Chanshetti; *General Secretary*—Mr. Banwari Mangat; *Joint Secretary*—Mr. Bhima Vishram; *Treasurer*—Shrimati Ratanbai Duda.

(19) *Bombay Safe and Steel Cabinet Manufacturers' Employees' Union.*—(Registered on 24th December 1949). *President*—Mr. Mohanlal P. Parikh; *General Secretary*—Mr. Vadilal M. Panchal; *Joint Secretary*—Mr. Kishan Ramji; *Treasurer*—Mr. Gyanu Rawaji.

(20) *The Surat Silk Textile Labour Union.*—(Registered on 28th December 1949). *President*—Mr. Ishwarlal G. Desai; *General Secretary*—Mr. Harihar Shivprasad Thakore; *Secretary*—Mr. Ganpatram T. Zaveri; *Treasurer*—Mr. Abdealli Haidarbhai.

(21) *Power House Kamgar Union, Ahmednagar.*—(Registered on 29th December 1949). *President*—Mr. B. N. Nisal; *General Secretary*—Mr. L. D. Gandhi; *Joint Secretaries*—Messrs. A. T. Ukhade, K. D. Puppal; *Treasurer*—Mr. S. B. Dandavate.

The total number of registered unions on 31st December 1949 was 504.

* * * * *

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

REGISTRATION OF UNIONS

In exercise of the powers conferred on the Registrar, Bombay Industrial Relations Act, 1946, under section 16 (3) of the Act, the Raastriya Mill Mazdoor Sangh, Dhulia, was registered on 25th January 1950, as a Representative Union for the Cotton Textile Industry in the local area of Dhulia Girni Kamgar Unions, Dhulia.

* * * * *

TRADE CONDITIONS IN AHMEDABAD

DECEMBER 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during December 1949, was 127,000 maunds as against 135,000 maunds during November 1949 and 170,000 maunds during October

1949. The cumulative total for the year ending 31st December 1949, comes to 2,041,000 maunds as against 1,818,000 maunds for the corresponding year of the year 1948.

* * * *

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

NOTIFICATION

No. 1237/46, dated 4th January 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 shown below namely :—

In the said Notification after entry No. 284 the following entry shall be inserted

“ 285 Dangs Taluka

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

* * * *

BOMBAY INDUSTRIAL RELATIONS (AMENDMENT) ACT, 1949

NOTIFICATION

No. 1237/46, dated 11th January 1950.—In exercise of the powers conferred by sub-section (1) of section 92 of the Government of India Act, 1935, the Government of Bombay is hereby pleased to direct that the Bombay Industrial Relations (Amendment) Act, 1949 (Bom. LV of 1949), shall apply to the partially excluded areas in the Province of Bombay.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATIONS

No. 575/46, dated 19th December 1949.—Whereas by Government Notification, Political and Services Department, No. 575/46, dated the 3rd January 1948, an Industrial Tribunal consisting of one person only, namely, Mr. Mukund Khanderao Trilokekar, M.A., LL.B., has been constituted for the adjudication of industrial disputes in relation to which the Central Government is not the appropriate Government in accordance with the provisions of the Industrial Disputes Act, 1947.

And whereas the services of the said Mr. Mukund Khanderao Trilokekar have ceased to be available ;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 8 of the said Act, the Government of Bombay is pleased to appoint Mr. Salim M. Merchant, B.A., LL.B., in place of the said Mr. Mukund Khanderao Trilokekar.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

* * * *

No. 575/46, dated 24th December 1949.—In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (XIV of 1947), the Government of Bombay is pleased to amend the Industrial Disputes (Bombay) Rules, 1947, as follows, namely :—

In sub-rule (2) of rule 27 of the said Rules—

(a) in column 3 against item No. 3 the words “ Kaira, Panchmahals, Broach and Surat, Baroda ” shall be deleted ;

(b) after item No. 5, the following item shall be added namely

6. Assistant Commissioner of Baroda.	Districts of Baroda,
Labour (Administration),	Kaira, Panch-
Baroda.	mahals, Broach
	and Surat.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

WORKMEN'S COMPENSATION ACT, 1923

Application No. 1586/B. 69 of 1948

Laxmibai widow of Govind Surya, Kumbharli, Taluka
Chiplun, District Ratnagiri ... Applicant;
(Representative—Mr. D. S. Marathe of the Rash-
triya Mill Mazdoor Sangh).

against

Messrs. Seksaria Cotton Mills, Ltd., Delisle Road,
Parel, Bombay ... Opposite Party.
(Pleader—E. M. Alvares, M.A., LL.B., Advocate,
High Court).

Claim—Rs. 3,500-0-0.

This is a case under the workmen's Compensation Act.

Applicant who is the widow of the deceased workman Govind alleges as follows: Govind had been employed by the opposite party as an oilman or oiler. On 6th July 1948, Govind was employed in his usual duties. When he was putting a belt on the line shaft, he suddenly felt pain in his chest. He was immediately removed to the Dispensary of the Mill but he died there soon after. This accident has, therefore, arisen out of and in the course of employment. Opposite party is therefore liable to pay compensation. The wages were in the group of Rs. 100-200. Compensation, therefore, comes to Rs. 3,500 which the opposite party is liable to pay.

The opposite party replies as follows:—

The opposite party admits that the deceased Govind was working as an oiler on 6th July 1948, the day of his death. Opposite party denies that any injury was caused to him by accident or otherwise in the course of his duties. The cause of death was "Coronary Thrombosis" a natural cause as evidenced by the post-mortem examination held by the Police Surgeon. The opposite party denies that the deceased died due to physical exertion in the discharge of his duties. It is further submitted that the compensation, if any, would come to Rs. 3,000 and not Rs. 3,500 in view of the wages Rs. 80-100 the deceased was drawing during the previous 12 months, etc.

Issues

- (i) Whether the deceased Govind met with the fatal accident arising out of and in the course of employment?
- (ii) If so, what is the compensation due?

Findings

- (i) Yes.
- (ii) Rs. 3,000.

Reasons

Issue No. 1.—The deceased Govind was employed as an oiler. His duties were to oil the machines, tie the ropes to the shafts and to put on belts on the line shaft. This fact is proved by the evidence of one Waman Chavan who was working on the same machine where the deceased was working at the time of the accident on 6th July 1948. It is admitted by the opposite side that the deceased was actually working when he suddenly felt pain in his chest and when he was removed to the Mill Dispensary where he died immediately. There is therefore no question that the accident did arise out of employment. The learned advocate, however, urges that the fatal accident cannot be deemed to have arisen in the course of employment because the deceased was suffering from a heart complaint prior to the accident. It is, however, clear that nobody either the worker or the Mills knew of this fact, viz., that the deceased Govind was suffering from a heart complaint. The learned advocate urges that it is clear from the doctor's evidence that the deceased would have died of this heart complaint even if he were resting or sleeping, that the mere fact that Govind died when he was actually working should not be taken into consideration for assessing the liability for compensation. He further urges that the work is not the essence of the cause of death. Nor can it be considered as the sole cause of death. In support of his proposition he relies on *O'Hara v. Hayes*, 3 B. W. C. C., page 586, and the commentaries by Ayyar, Edition 1923, page 82, paragraph 14. He also relies on English Empire Digest, Supplement, Vol. I, 34, case No. 2710 (B) and case No. 2710 (C), page 35.

Mr. Marathe who appears for the Applicant relies on *Treloar v. Fremouth Docks and Engineering Co., Ltd.*, 26 B. W. C. C., page 214, and the several cases quoted by my learned predecessor Mr. Patkar in his judgment in the case of *Rajawantibai v. The Bombay Dyeing and Manufacturing Co., Ltd.*, reported in *Labour Gazette*, November, 1944, page 173. The English Rulings quoted and relied on by the learned Judge in the above case are: (1) *Clover, Clayton and Co., Ltd., v. Hughes*, 3 B. W. C. C., page 275, (2) *McFarlane v. Hutton Brothers*, 20 B. W. C. C., 222, (3) *James v. Patridge Jones*, 26 B. W. C. C., 277, (4) *Davies v. Kipond*, 25 B. W. C. C., page 47, (5) *Mitchell v. Palmer*, 27 B. W. C. C., page 159. All these rulings lay down the underlying principle as follows: "The Court should ascertain in each case whether it was the disease alone which caused the death or whether the work which the workman was doing helped in any MATERIAL DEGREE in causing the death. In all the cases abovementioned the deceased workmen were suffering from the disease of the heart from which the death might have resulted at any time; and yet the Court held that it must take into account of the EXCITING CAUSE HOWEVER SLIGHT IT MAY BE of the heavy work and the strain likely to be caused by it which may have ACCELERATED THE DEATH." In *James v. Patridge*, 26 B. W. C. C., page 277, the Court held as follows: "The Court ought to see whether the disease alone was the cause of death or whether both the disease as well as work together contributed to

cause the death. The Court must take into account the heavy or laborious work and the strain it would naturally cause and see whether both the physical strain as well as the disease so operated upon the condition of the body as to render the strain fatal."

In view of the above principles laid down it remains to be seen whether in the present case deceased Govind died of the heart disease alone or whether the strain of work also contributed to his death. I suffer from no misgivings in holding on the evidence on record that both disease and the strain of work brought about this fatal accident. It is in evidence, *vide* the statement of witness Waman Chavan who was an eye witness to the accident as he was working on the same machine when the deceased was doing his work that the deceased Govind felt pain in his chest while he was putting on a belt by standing on a plank which he reached by means of a ladder. If this was so, then it clearly follows that the strain of work was the immediate exciting cause of his death and that the heart trouble also contributed to that fatal end.

The medical officer who held the post-mortem examination has been examined in the case. He deposes that "Coronary Thrombosis" in this condition of the heart causes immediate death with some exertion, that the death will be earlier in the case of a man who exerts and who is suffering from a heart complaint. He further deposes that the manual work such as mill hand does is likely to hasten the death of this mill worker if he is already suffering from a heart disease. So, the mere fact that such a worker with a heart disease is likely to die even if he is resting or asleep would not favour opponent's theory when once it is proved that the deceased Govind felt pain in the chest while he was actually doing the manual labour of putting on a belt. In view of the evidence laid by Applicant and in view of the testimony of the medical officer it is abundantly clear that the immediate exciting cause of death was the labour which contributed to his death. The heart trouble also must have contributed to some extent at least to the cause of death. I, therefore, hold that both the disease and the work brought about this fatal accident. I, therefore, answer issue No. 1 in favour of Applicant.

Issue No. 2.—Wages are admitted by Mr. Marathe to be in the group of Rs. 80 to 100. The compensation, therefore, comes to Rs. 3,000 plus court fee of Rs. 6-12-0 plus Rs. 15 for the evidence of the medical officer plus Rs. 30 for legal costs. The whole claim comes to Rs. 3,051-12-0 which the opposite party is liable to pay.

Order

Opposite party do deposit a sum of Rs. 3,051-12-0 on or before 15th February 1949.

(Signed) V. R. MANGALVEDHEKAR,
Commissioner for Workmen's
Compensation, Bombay.

2nd February 1949.

APPEAL UNDER THE WORKMEN'S COMPENSATION
ACT, 1923

No. 254 of 1949

Messrs. Seksaria Cotton Mills, Ltd. (Original
Opponent) Appellant;

versus

Laxmibai w/o Govind Surya. (Original Applicant) ... Respondent.

Appeal against the decision of V. R. Mangalvedhekar, Esquire, Commissioner for Workmen's Compensation at Bombay in Application No. 1586/B69 of 1948.

Mr. A. G. Kotwal, Advocate for, the Appellant.

Mr. N. C. Shah with Messrs. Bhaishankar Kanga and Co., Attorneys,
for the Respondent.

Coram :—Bavdekar & Dixit, JJ.

26th September 1949.

Oral Judgment (per Dixit, J.):—This is an appeal under the Workmen's Compensation Act.

The respondent is the widow of one Govind Surya. Govind Surya had been employed by the appellant in their Mill and on 6th July 1948 Govind was doing his usual duties. The duties were to oil the machines, tie the ropes to the shafts and to put on belts on the line shaft. It appears that the Mill started working at 8 o'clock and Govind was doing the work assigned to him. It is said that the accident took place at about 7-45 a.m. It appears that Govind was suffering from a heart complaint prior to the accident and the cause of death is said to be "Coronary Thrombosis." In support of the respondent's claim reliance was placed upon medical evidence and the medical evidence was that the immediate cause of death was clotting of blood occurring in the artery which supplies blood to the heart. The doctor said that

the death would be earlier in the case of a man who exerts. There is no dispute that at the time Govind was doing the work assigned to him the accident occurred. But on behalf of the appellant Mr. Kotwal argues, relying upon Section 3 (1) of the Workmen's Compensation Act, that it cannot be said that the death was caused to Govind on account of any personal injury which was caused by accident. Now, we are unable to accept the contention that personal injury was not caused to Govind. But the question is whether the personal injury was caused as a result of accident. The learned Commissioner relied upon a number of rulings cited in the judgment and the question to be determined in the appeal is whether Govind died a natural death in consequence of the heart complaint from which he was admittedly suffering or whether the nature of the work he was doing accelerated or contributed to his death. Now, the finding of the learned Commissioner is that the strain of work was the immediate exciting cause of Govind's death and it may be that the heart trouble also contributed to the fatal end. As has been observed, the question whether the work had accelerated the death in any material degree is a question of fact and in this case the learned Commissioner found that the strain of work was the immediate exciting cause of Govind's death. If that is so, it seems to us that the injury was caused to Govind as a result of the accident. In these circumstances, the requirements of Section 3 (1) are satisfied. In our view, therefore, the learned Commissioner was right in finding that the accident occurred in the course of the employment and that Govind's widow was entitled to compensation. On that finding, it is not disputed that she is entitled to the amount claimed. The decision of the learned Commissioner is, therefore, right. The result is that the appeal fails and the same will be dismissed with costs.

By order of the Court,

(Signed) S. H. BELAVADI,
Deputy Registrar.

Foreign

UNIVERSITY EDUCATION FOR TRADE UNIONISTS IN THE U. K.

The vital importance of industrial progress to post-war Britain and the growth in the power and influence of her trade unions, has led several Universities to extend their study of industrial and labour problems, and to attempt to bring the experience of trade unionists to bear on economic and social theory.

On the workers' side, the multiplied responsibilities of Union leaderships and the complexity of economic, social and legislative situations has led trade unionists to a new appreciation of the value of the specialised and intensive training facilities of advanced educational institutions. A significant result of this closer interchange between Universities and Unions has been the development of various special courses for trade unionists in Britain's universities and technical colleges.

FINANCED BY SCHOLARSHIPS

In 1945, the London School of Economics, a London University college, after discussions with the Trades Union Congress, initiated a year's intensive full-time course for students drawn primarily from the labour movement. This course, covering trade union and industrial law, economic and social history, public administration and local government, and statistics, includes a weekly discussion on trade union problems in which trade union leaders sometimes take part. Most of the students are financed by trade union scholarships, and the whole course is supervised by a joint committee of the T. U. C. and the School.

The London School of Economics group remains small, but the course has been steadily patronised. The L. S. E. and Ruskin College, Oxford (which gives a two-year residential course in politics and economics) are, however, the only centres providing full-time courses for students from the labour movement—although unions have sent students to residential colleges for adult education, such as the Welsh Coleg Harlech and Hillcroft College for Working Women at Surbiton, near London, which also have university associations.

For the most part, trade union officers are too deeply committed to active work in their organisations to break away for long periods, and unions are hesitant to spend relatively large sums on individuals who are not bound to bring their knowledge back to the movement. Full-time maintenance for young unionists at these courses works out at about £350 a year each.

PART-TIME TRAINING

Later development, therefore, has tended along the line of part-time training of different kinds. Glasgow University, with T. U. C. support, for example, began a course of evening training to trade unionists in

the death would be earlier in the case of a man who exerts. There is no dispute that at the time Govind was doing the work assigned to him the accident occurred. But on behalf of the appellant Mr. Kotwal argues, relying upon Section 3 (1) of the Workmen's Compensation Act, that it cannot be said that the death was caused to Govind on account of any personal injury which was caused by accident. Now, we are unable to accept the contention that personal injury was not caused to Govind. But the question is whether the personal injury was caused as a result of accident. The learned Commissioner relied upon a number of rulings cited in the judgment and the question to be determined in the appeal is whether Govind died a natural death in consequence of the heart complaint from which he was admittedly suffering or whether the nature of the work he was doing accelerated or contributed to his death. Now, the finding of the learned Commissioner is that the strain of work was the immediate exciting cause of Govind's death and it may be that the heart trouble also contributed to the fatal end. As has been observed, the question whether the work had accelerated the death in any material degree is a question of fact and in this case the learned Commissioner found that the strain of work was the immediate exciting cause of Govind's death. If that is so, it seems to us that the injury was caused to Govind as a result of the accident. In these circumstances, the requirements of Section 3 (1) are satisfied. In our view, therefore, the learned Commissioner was right in finding that the accident occurred in the course of the employment and that Govind's widow was entitled to compensation. On that finding, it is not disputed that she is entitled to the amount claimed. The decision of the learned Commissioner is, therefore, right. The result is that the appeal fails and the same will be dismissed with costs.

By order of the Court,

(Signed) S. H. BELAVADI,
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PART-TIME TRAINING

Later development, therefore, has tended along the line of part-time training of different kinds. Glasgow University, with T. U. C. support, for example, began a course of evening training to trade unionists in

the Clyde industrial area. This runs for six months in each year and combines a three-year progressive course on economic and labour history, industrial relations and law, and political organisation, with a repeating annual series on economic theory, industrial organisation, and statistics, so that students can take either or both. The first response to the course, run by the University's Extra-Mural Committee, was so great that it had to be duplicated.

Next, Nottingham University instituted a year's course in trade union history, structure and policy, from which students could go on individually to study special subjects for which they felt a need.

The next move sprang from the increasing application of "scientific management" in Britain's industry, which made many trade unionists realise the importance of keeping abreast of managerial development.

Local union organisations in the North Western industrial region asked Manchester's College of Technology to arrange a discussion course for shop-stewards and workers' members of works committees. Later, a special course was added covering training in work study and rate-fixing for factory representatives of one of the big general workers' unions.

The Manchester example was followed by Birmingham's Central Technical College, which now organises three different courses for trade unionists. These include short and long part-time courses and a month's full-time course, each covering aspects of negotiating technique, wage systems and works organisation. Both the Manchester and Birmingham courses are partly conducted by ex-organisers of unions, and are watched over by union advisory committees.

INTERESTING DEVELOPMENTS

Two new and interesting developments are now projected in the North of England. At Durham—which is the centre of a great mining area—the University's Extra-Mural Board is now organising a special joint course for union members and its own students. For a short period, nominees of Miners' Lodges will join in classes, discussions and debates with students of social sciences, and will share their communal life. Manchester's adult education department will introduce in 1950 a three-month residential course for overseas students—principally from Scandinavia—of economic and labour questions. These students will be joined at every evening meeting by a similar number of Britain's working trades unionists.

Meanwhile, University staff and facilities are being drawn on for many educational functions of the Workers' Educational Association, and individual unions. Just how the new University efforts will settle down alongside the old-established labour and educational bodies remains to be seen, though the present interchange appears, in any case, to be proving its value to both the Universities and the Unions. (*British Information Services.*)

MEASUREMENT OF LABOR TURN-OVER

A MEASURE of the gross movement of workers into and out of employment status with individual firms is provided in the U. S. Labor Department's Bureau of Labor Statistics monthly series on labor turn-over. Transfers within the employment of the same firm, as from one department or plant to another, are not considered labor turn-over. For analysis, personnel actions covered by this series are broadly divided into accessions, or additions to employment, and separations, or terminations of employment. Separations are further classified according to type: Quits (or voluntary separations); and discharges, lay-offs, and miscellaneous separations (collectively called involuntary separations).

Accessions are all additions to the work force whether of new employees or of former employees after seven or more consecutive calendar days' absence. Such absence may be either authorized (such as after a lay-off) or unauthorized.

Quits are terminations initiated by employees because of acceptance of jobs elsewhere, dissatisfaction, return to school, marriage, maternity, ill health, or voluntary retirement where no pensions are provided by the different companies. Unauthorized absences of seven or more consecutive calendar days also are considered quits.

Discharges are terminations of employment initiated by management for such reasons as employees' incompetence, violation of rules, dishonesty, insubordination, laziness, habitual absenteeism, or inability to meet the organization's physical standards.

Lay-offs are terminations of employment lasting seven or more calendar days which are initiated by management without prejudice to the workers, because of lack of orders, shortage of materials, conversion of plant to new products, or introduction of improved machinery or processes. Suspensions of employment for less than 7 days and suspensions for inventory or vacation periods are not considered lay-offs.

Miscellaneous separations are terminations for other reasons, including permanent disability, death, retirement on company pension, or entrance into the armed forces.

Personnel actions during a calendar month are converted to a rate per 100 employees. Separate rates are computed for total accessions, total separations, and for each of the component separation items—quits, discharges, lay-offs, and miscellaneous separations. A single labor turn-over rate is not provided.

The number of personnel actions and of persons employed used in preparing labor turn-over rates cover all employees—administrative, office, and supervisory, as well as production workers—and permanent and temporary, full and part-time employees on any type of pay roll (daily, weekly, monthly, or other). The employment count refers to the number of such persons who were on the pay roll in the pay period ending nearest the 15th of the month.

In 1949, the Bureau prepared labor turn-over rates for 64 manufacturing industries, 19 major manufacturing industry groups, the durable and non-durable goods divisions, and for all manufacturing industries combined. In addition, rates were prepared for 7 selected non-manufacturing industries, mainly in the mining and public utilities groups.

Labor turn-over rates first were obtained in response to a demand from large manufacturers who were experiencing difficulty in maintaining a stable work force after World War I. Consequently, the subject was first studied in connection with the recruiting and handling of employees, and the net or replacement rate was emphasized as an index of management efficiency. Widespread use of improved personnel methods, including scientific aptitude and intelligence tests for prospective employees, exit interviews, pension plans, and employment guarantees under specified conditions in collective-bargaining agreements, have reduced turn-over rates in recent years to relatively low levels. Nevertheless, individual employers still use the rates for their particular industries as a yardstick of individual plant performance. By this means, they determine when a particular establishment's rates are excessive and therefore require special analysis and remedial measures.

Annual labor turn-over rates, which are sometimes computed by totaling the 12-monthly rates or by computing an equivalent annual rate from a single month's rate after making proper allowance for the length of the month, are valuable in calculating the cost of labor turn-over. But annual quit or separation rates computed in these ways are extremely difficult to interpret. For example, they often amount to over 50 per cent. and seem to indicate that over half the work force changed jobs during the course of the year; actually job changing probably is confined to a relatively small segment of employees. For certain purposes a more meaningful annual rate is the average of the 12-monthly rates.

Increasingly, labor turn-over rates are being used in over-all economic analyses to indicate the gross worker movements which underlie the net changes reflected in the employment series. As the two series are currently prepared, however (with different-sized samples, different industry coverage, definitions, etc.), the labor turn-over rates indicate the nature of employment changes only very roughly. In fact, a relatively high proportion of large firms in the turn-over sample may make the rates somewhat lower and more stable than they would be if smaller firms had greater representation. The reason is that large firms tend to be more affected by employment stabilizing influences—union agreements, facilities for screening applicants more scientifically widely marketed products, and so on—than small enterprises. For the same reason, caution should be used in applying the manufacturing turn-over rates to interpret employment changes in the non-manufacturing industries. In contrast to the manufacturing division, many major non-manufacturing groups (e.g. trade and service industries) have a large proportion of relatively small establishments and experience marked seasonal fluctuations.

LIMITATIONS OF THE SERIES

As indicated above, changes in the Bureau's employment series cannot be measured precisely by the labor turn-over data. The two series are not geared into the same period; the samples are not completely representative; the employment and industry coverage are not the same; and industry classifications are not identical.

The turn over sample covers for fewer establishments than the employment sample. Therefore, data are available for fewer individual industries in the labor turn-over series than in the employment series. Moreover, the latter covers the highly seasonal industries, as well as printing and publishing, and reflects the influence of work stoppages, which are eliminated entirely from the former.

Before the Standard Industrial Classification was adopted for both series, definition of individual manufacturing industries showed little comparability. Up to that time, the employment series was based on the Census of Manufactures industrial classification system and fixed product classification of firms, whereas the labor turn-over series used this system only until 1943. Thereafter, the Social Security Administration's industrial classification system and current product classification of firms were used for labor turn-over.

Since January 1943, the labor turn-over data have covered all employees. Although total employment has been available from the employment series for all manufacturing and major industry groups since 1939, it became available for individual industries only after the adoption of the Standard Industrial Classification.

In both series, employment is for the week ending nearest the 15th of the month, but the labor turn-over items refer to the calendar month. Consequently, labor turn-over measures change during a calendar month; the employment series reflects those from mid-month to mid-month.

SURVEY METHODS AND SOURCES

Information is collected each month, on a mail questionnaire which is sent to individual establishments. The questionnaire provides for reporting the total number of employees and the number of personnel actions occurring during the month, classified by type. In order to complete the count of employees entering and leaving the employment of the establishment, the number of transfers to and from other plants of the same firm is also recorded but they are not included in the tabulations. Separate data for women are obtained for total employment, total accessions, total separations, and quits.

Bureau turn-over rates are based upon experience in a sample group of establishments. For the most part, the sample of respondents represents the largest establishments in each industry plus a distribution

of medium and small-sized establishments. The approximate coverage of the sample for major groups is as follows :—

	Number of establishments in sample	Employment in reporting establishments	Per cent. of universe
All manufacturing	6,900	4,500,000	32
Durable goods ..	4,000	2,900,000	39
Non-durable goods	2,900	1,600,000	24
Metal mining ..	140	59,000	61
Coal mining— Anthracite	50	38,000	46
Bituminous ..	300	130,000	30
Communication— Telephone	(1)	516,000	90
Telegraph	(1)	41,000	63

(1) Data not available.

To prevent fluctuations of employment in highly seasonal industries from obscuring the turn-over characteristics of other industries, such lines of activity as fertilizer manufacturing in the chemical group and canning and preserving in the food group are excluded from the sample. Currently, printing and publishing are also excluded. Otherwise, all other manufacturing industries are represented although samples are too small to permit separate publication of each.

CALCULATION OF TURN-OVER RATES

Monthly labor turn-over rates are computed for individual industries by dividing the total number of personnel actions of each kind (accessions, quits, lay-offs, etc.) reported by the respondents in the sample by the total employment reported by these firms and multiplying the result by 100. For example, in the sample for industry A, the total number of employees who worked during or received pay for the week of June 12-18 was reported as 25,498. During the period June 1-30, in all the reporting firms in industry A, a total of 284 employees quit. From these figures, the quit rate of 1.1 per 100 employees is computed as follows

$$\frac{284}{25,498} \times 100 = 1.1$$

Through 1949, the industry classification system developed in 1942 by the Social Security Administration continued in use. By January 1950, however, the Standard Industrial Classification being adopted by Federal statistical agencies is to be substituted in the labor turn-over

series. Regardless of classification system, allocation of reporting establishments to the various industries is based upon major product or activity as measured by sales value in the preceding calendar year.

In computing labour turn-over rates for industry groups after the change to the Standard Industrial Classification in January 1950, the rates for individual industries are to be weighted by total employment in each industry. Under existing procedures (1949), the labour turn-over rates for industry groups are not weighted by employment except when unusual circumstances (such as a fire causing a complete shut-down) affect only one or a few plants in an industry. Under both new and existing classification systems, the rates for all manufacturing and durable and non-durable goods are obtained similarly, by weighting the industry group rates by employment.

To avoid distortion of the rates, the figures for individual plants are excluded from the computations for a given period if they are directly affected by a work stoppage at any time during the period. If a work stoppage is widespread and affects a substantial number of the reporting firms in an industry, rates for that industry are omitted.

General comparability of the sample is insured from month to month by telegraphic follow-up of any delinquent firms (particularly large ones which would have considerable influence on the rates). The publication of revised rates for the month preceding the current month also assures comparability of the sample, as most delinquent reports are received in time for inclusion in the revised rates. (*Monthly Labour Review*, October 1949).

PUBLIC HOLIDAYS IN CANADA

Some statutory provision concerning public holidays is made in Alberta, British Columbia, Manitoba, Newfoundland, Nova Scotia, Quebec and Saskatchewan.

British Columbia and Manitoba factories must be closed on public holidays, unless permission is given for employment. Shops in British Columbia must also be closed on holidays. In Newfoundland, shops must be closed on 8 public holidays if the area is proclaimed a shop-closing area.

"Public holiday" in British Columbia, for this purpose, includes Christmas, New Year's Day, Victoria Day, Dominion Day, Labour Day, Remembrance Day and any day declared to be a public holiday by Proclamation; also, in factories, either Good Friday or Easter Monday at the option of the employer, and in shops, Boxing Day (December 26), Good Friday and Thanksgiving Day. Boxing Day and Thanksgiving Day have been proclaimed each year.

In Manitoba, the same days are "holidays", Good Friday being mandatory, and Boxing Day and the King's Birthday specified in the Act.

Wages in relation to public holidays are dealt with under minimum wage laws in Alberta, Manitoba, Nova Scotia, Quebec and Saskatchewan.

Nova Scotia prohibits any deduction from the minimum weekly wage for women on account of a holiday. Alberta forbids any deduction for time not worked on a holiday when the employer's place of business is closed. In any minimum wage order the Board may provide that for work done on a holiday the over time rate must be paid.

In Manitoba, no employer may require any woman to work on a public holiday unless he has obtained a permit from the Minister of Labour. Public holidays include: New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and the hours from 9 a.m. to 1 p.m. on Remembrance Day. No reduction below the minimum weekly rate may be made from the wages of a full-time woman worker who does not work on the holiday. If such a worker works on a holiday she must be paid, in addition to the regular daily rates, a day's pay at not less than the minimum rate, or she must be granted a day off without loss of pay within seven days or at a later date by arrangement between the parties.

Saskatchewan provides for the same 8 holidays for both men and women, except that Remembrance Day is a full holiday. Full-time workers must be paid a full week's wages at the regular weekly rate if they do not work on a public holiday.

For work done on a holiday, full-time employees in all work-places except hotels, restaurants, hospitals, nursing homes and educational institutions must receive, in addition to the regular weekly wage, *time and one-half* the regular rate.

Workers in hotels, restaurants, hospitals, etc., who are required to work on a holiday must be paid, in addition to the regular weekly wages at their *regular* rate or may be granted equivalent time off at regular rates of pay within four weeks. Part-time workers are to be remunerated for work on a holiday in the same way as full-time workers and in the same proportion as the hours worked bear to the total number of working hours in the week in which the holiday occurs.

Quebec General Minimum Wage Order 4 has no provision for public holidays but some special orders require holidays to be observed or a punitive rate paid, e.g., cotton textiles 4 legal holidays or payment at 1-1/10 the rate, and silk textiles 6 holidays, but time lost for the observance of holidays (except Christmas and New Year's) may be made up by working at regular rates on the two Saturday mornings either before or after such holiday.

VOCATIONAL EDUCATION IN SWEDEN

Sweden possesses a whole system of vocational training schools, and this system, broadly speaking, is linked up to the ordinary schools for general education, i.e., the elementary school and the lower and upper secondary schools. Those institutions which require matriculation

as condition for entry—universities, high schools and professional training colleges—are dealt with in this section; the aim here is merely to present a synopsis of other vocational schools.

The municipal trade schools—at present numbering about 250, spread throughout the country—provide training for industry, commerce and domestic work, and accept both young people and adults. They arrange not only full-time courses but also evening courses with a few hours of class two or three times a week.

The most important of these full-time courses are run by workshop schools for industry and handicrafts—usually two-year and either two or four-year courses respectively, and by domestic and housewifery schools, whose courses usually last between six months and one year, or consist of one-year commercial courses. As a general rule the pupils in each of these courses are beginning students.

Evening courses in technical subjects are available for apprentice workers. There are general or comprehensive courses for beginners and more specific courses for advanced students. To be eligible for admission, applicants must, as a rule, be employed in one of the appropriate trades.

At some of the municipal trade schools, moreover, there are special courses for nursemaids, laundresses, seamen, etc.

Training for industry and handicraft is also provided by the central workshop schools (17 in number)—boarding-schools designed mainly to accommodate young people from rural districts—and by a number of private state-subsidized schools of roughly the same type as the municipal trade schools.

In the schools concerned with farming and farm management, young people from rural districts receive both theoretical and practical training. The usual course at these schools runs for 5 months in the winter, and pupils must have some practical knowledge of farm work before they are admitted. Altogether, there are some 50 farming schools and 40 schools dealing specifically with farm management. More comprehensive training in agricultural work may be obtained at the schools of agriculture, numbering eight, which provide either one-year or two-year courses. In common with many of the farm schools, the schools of agriculture also arrange special courses for cattlemen, tractor-drivers, motor-mechanics, and itinerant inspectors who work under the milk recording societies.

The dairy schools (numbering four, with one-year courses), schools of market gardening (five, with two-year courses), and schools of forestry (four, with one-year courses), train overseers, foremen, etc., for work in their respective fields.

In addition to these, there are other schools of the same type providing higher and more specialized training. The Alnarp Institute for the study of agriculture, dairy-farming and market gardening, for instance, provides research and training facilities comparable with those of Reading University in Great Britain.

Eligible pupils may enter any of the above-named schools on completing their elementary school education. Young people who have passed the Lower Certificate examination, or who possess corresponding qualifications, may choose to enter one of the following schools.

Engineers (apart from civil engineers) are trained at the technical Secondary schools (14 in number), which are divided into two groups: schools with two-year courses mainly devoted to professional training, and gymnasia with three-year courses and comprising both professional and general subjects. There are also a few special schools for technical training, for instance, the Textile Institutes, the School of Mines and the School of Art.

Correspondents, secretaries and other qualified office workers are trained in a two-year course at the commercial secondary schools (11 in number). Similar training is also given by some of the larger private commercial institutes, which are state-subsidized.

A considerable amount of vocational guidance and training is arranged within the framework of public institutions such as the State Labour Market Board and its local agencies, the postal and telegraphic services, the railway and the armed forces.

In 1942, a special state secondary school, called Forsvarets Laroverk was opened at Uppsala exclusively for regular personnel from the armed forces. Evolving from similar schools which existed prior to 1942, it now has about 800 students—all men from the ranks. It provides general education, including foreign languages, together with a number of courses in military subjects. The students are entitled to sit for the Lower Certificate examination or matriculation.

Merchant naval officers (ship's masters, engineers and mates) pass through one of the five schools of navigation, whose training course comprises several years' service at sea, and theoretical training at school—two terms for mates and engineers, and four terms for ship's masters and chief engineers.

Nurses and midwives receive their training at the schools of nursing (numbering 23) and midwifery institutions (2). The period of training for nurses is usually between 3 and 3½ years; that for midwives being 3½ years for a nurse and midwifery certificate, and 2 years for a midwifery certificate.

For designers and handicraftsmen there is one school in Stockholm and one in Gothenburg. Actors and actresses are trained at some of the largest theatres; musicians, singers and highly-qualified artists at the Academy of Music and the Academy of Art, both in Stockholm.

Finally, advanced training in the domestic field can be gained either through special courses for matrons of boarding schools and qualified housekeepers, or at the training colleges for teachers of cookery and farm management.

Teachers (apart from those at secondary schools, people's high schools and other institutions for advanced education) receive their training in training colleges. The training colleges for elementary school teachers (numbering 20) have a four-year course for pupils of Lower Certificate standard and a two-year course for matriculated students.

Most of the other training colleges—those for play and nursery school teachers, and for teachers of cooking and home economics, farm management, handicraft and weaving—run two-year courses based on the Lower Certificate examination. Teachers specializing in child welfare receive three years' training, and drawing masters about four years. Gymnastic instructors and music teachers attend special schools which furnish the equivalent of university education.

The three so-called social institutes, which broadly speaking are of university standard, train personnel for the state and municipal social welfare services and for similar appointments with private firms. The training course covers about two and a half years.

Social welfare and parish workers are also trained at the lay workers' institutions (there are separate institutions for male and female workers), and at a number of training institutes affiliated with certain organizations and movements.

Most of the vocational institutions named above provide free training, though some of the schools charge small fees, and a few of them more substantial ones. At nearly all schools, students without means or with only limited means can secure state scholarships which facilitate their studies considerably. All the institutions mentioned in this section are either state controlled or both state controlled and state subsidized. There are, of course, a number of private schools for vocational training, but they constitute an educational factor of minor importance in comparison with the work of institutions under state control. (*Education in Sweden*: The Swedish Institute.)

SWEDEX'S PRODUCTIVITY PROBLEMS

Swedish production while steadily rising still falls short of the volume necessary to sustain home consumption at the present level. Swedish costs of production are high and some reduction is desirable if the export objective is to be attained, though the problem has been eased since devaluation. And, as a corollary of both circumstances, a disinflationary policy is necessary to reduce the home demand, though this may result in some fall in the real standard of living.

Under the Five Year Plan prepared towards the end of 1948 (as an indication of how it was proposed to reach equilibrium in a balance of payment with the dollar area by 1952-53), national production is to be increased by about 10 per cent. by the latter year.

This increase is to come about through a rise in industrial productivity. Sweden has "full employment" at the present time, with little prospect of any large increase in the labour force over the next few years. In addition, the extent to which labour can be upgraded is now very limited. Between the wars there was a gradual drift of rural labour into the towns, and at the same time semi-skilled urban workers were trained in skills. This process cannot continue if Swedish agriculture is to retain the minimum necessary labour force and if a proper balance is to be maintained in the economy between less and more skilled workers.

High prices in Swedish industries in recent years have been encouraged by the high-cost atmosphere of war time—which Sweden as a neutral power with important basic products such as ore and timber to sell did not escape—and the sellers' market of the immediate post-war years. Inflation in the economy, with a comparatively high volume of output for the home market combined with the proceeds of profitable exports not balanced by a comparable value in imports, has confirmed the trend.

Sweden is well placed to embark on a programme of raising productivity. The industry of the country did not suffer the damage of war. It was in excellent condition at the outbreak of war; during the war, there was improvement and expansion. It is estimated that the productive capacity of the industry of the country as a whole doubled between 1929 and 1949. Even in 1939, the Swedish industrial plants were highly mechanised and up-to-date techniques of production engineering were widely applied. The Swedish Institute of Industrial Research was co-operating with manufacturers to improve the quality and performance of materials and the methods of manufacture.

Since the war, the leading industries have launched programmes of reconstruction, expansion and mechanisation. For instance, whole sections of the iron and steel industry are being completely reconstructed. New equipment has been installed—much of it from the United States, which is one reason for the large post-war deficit with the dollar area. The power resources of the country are being strengthened; abundant sources of hydro-electric power place Sweden in a favourable position to ensure ample horse-power to plants and factories. Swedish industrialists are studying the prospects for higher output through more standardisation and simplification. On this point, some time ago, Professor Ingvar Svennilson (Director of the Swedish Institute for Industrial,

Economic and Social Research) expressed the opinion that "within the industries working for the home market the specialisation and the mass production that goes with it, which are the pre-requisites for the introduction of modern highly mechanised methods of production and a simplification and cheapening of distribution, have not been carried far enough. The Swedish home market does not offer any very clear-cut differentiation between cheap mass production and distribution on the one hand, and the varied, but therefore also more expensive, quality products on the other."

The subject of industrial relations is being carefully studied. Co-operation by the trade unions with the Government is strong, and the relationship between employers and the unions is on the whole very good. A recent expression of this was the agreement concluded between the Confederation of Swedish Trade Unions and the Swedish Employers' Confederation to co-operate for greater efficiency and higher productivity in which it was set down that, "It is a common interest of the entire personnel of every enterprise to assist in making it truly competitive." Employers and trade union representatives are also working together to seek to make the benefits of scientific work study more widely available to industry.

Swedish industry is well organised for higher output with greater efficiency. But the problems of productivity are not confined to the spheres of physical production. Sweden, in common with other countries in Western Europe, has to take into account salesmanship among problems to be vigorously tackled. Earlier this year it was already clear that in some of the basic industries selling was becoming a more vital factor than production. Despite price reductions, exporters of pulp, for example, were finding it more and more difficult to market their products abroad. The American market was contracting and this was likely to aggravate the balance-of-payments difficulty. Sweden, like Britain, has begun to appreciate that in the phrase "selling for dollars" the key word is "selling"

The importance of maintaining, and, indeed, increasing export sales influences productivity from another angle. For some of the raw material of manufacturing industry (e.g., tinplate), Sweden depends on imports. There has been a danger ever since the end of the war that

import restrictions made necessary on account of the low volume of export trade might attack productivity at the raw material stage. This is a situation well understood in Britain, which must also safeguard its raw material supplies by higher exports to the dollar markets from which they are imported. Shortage of tinplate could reduce activity in the Swedish shipbuilding industry; shortage of imported paint could injure the output of the consumer goods industries.

The increase in exports which must take place hand in hand with an increase in industrial productivity cannot come about merely by a rise in the volume of output of traditional industries. Another aspect of Sweden's productivity problem is concerned with industrial diversification. The newer industries (and here again there is a ready parallel with the United Kingdom) must make headway in export markets, even though they are industries competing with long-established export industries of other countries. Among these newer industries are those making high quality steel, engineering products, office machinery and the processed products of such basic industries as timber and iron ore. Productivity in these industries, resulting in strongly competitive export prices, is more important than in the older industries and those (such as the textile industry) which produce mainly for the home market.

The home market is perhaps the key to all. It is recognised in Sweden that it has received a disproportionate share of total output in recent years, and that some diversion of goods to foreign markets is inevitable. Investments and strict budgetary control have been introduced, and in the past year have been effective in holding in check the inflationary trend. However, this policy has not prevented the need for a programme of import restrictions which has its dangers for industry. Where exports are slow to expand the coat is cut according to the cloth by import reductions. It is always preferable to balance payments at a high level by increasing exports to the point at which they match the volume of imports desired. In Sweden, as throughout Western Europe, a higher level of exports is sought as the only means of maintaining the present standard of living, and of postponing austerity beyond 1953. A higher level of exports is dependent upon the solution of productivity problems. When all is considered, Sweden is better placed than most countries to achieve a solution. (*The Statist*, December 10, 1949.)

Conciliation and Arbitration

NOTIFICATIONS

The memoranda of settlements recorded by the Registrar, Bombay Industrial Relations Act, 1946, in exercise of the powers conferred on him under section 58(I) of the Bombay Industrial Relations Rules, 1947, are reproduced below:—

BEFORE THE CONCILIATOR, Mr. G. K. DHUTIA

No. 295/49, dated 30th August 1949

Names of Parties

Representing Employers:—

Mr. N. M. Maniar, Labour Officer, Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad.

Representing Employees:—

Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case

On the 5th July 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 number of Toplawallas in the Spinning Department from 16 to 12. Failing agreement, "N" form was sent to the Conciliator on the 18th July 1949. Conciliation proceedings were held on the 1st August, 9th August, 12th August, 23rd August and 29th August 1949, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

(1) The management may reduce the total strength of Toplawallas by 4 by not filling in the vacancy caused by the resignation of Mr. Trikarn Vitthal and discharge the following Toplawallas after paying them compensation as mentioned against their names which shall not however form a precedent:—

Name	Compensation to be paid
(1) Mr. Mohan Sundra	month's wages including Dearness allowance.
(2) Mr. Jiva Thobhan	Do.
(3) Mr. Hema Uka	Do.

(2) The discharged Toplawallas shall be given preference as "Badlis" in filling in any vacancy.

(3) This Settlement shall not prejudice the rights of discharged Toplawallas for their Holidays with Pay and Bonus for 1949.

(4) This Settlement shall come into effect from the 1st September 1949.

N. M. Maniar,
Labour Officer,
Aryodaya Spg. & Mfg. Co. Ltd.,
Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
29th August 1949.

* * *

No. 322/49, dated 6th September 1949

Names of Parties

Representing Employers
Mr. N. M. Maniar, Labour Officer, Aryodaya Spg. & Mfg. Co. Ltd.,
Ahmedabad.

Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case

On the 26th August 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 100 looms and reduce 50 Weavers. Failing agreement, "N" form was sent to the Conciliator on the 2nd September 1949. Conciliation proceedings were held on the 5th and 6th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may — 44 looms of 32", 34" or 36" width and reduce Weavers, that are temporary and junior-most in each shift (total number being 44).

(2) The reduced workers shall be given preference as "badlis" and in filling in vacancies.

(3) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.

(4) This Settlement shall come into effect from the 12th September 1949.

N. M. Maniar,
Labour Officer,
Aryodaya Spg. & Mfg. Co. Ltd., Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
6th September 1949.

* * *

No. 326/49, dated 9th September 1949

Names of Parties

Representing Employers :—
Mr. B. N. Shah, Secretary, Rohit Mills Ltd., Ahmedabad.

Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar).

Short recital of the Case

On the 13th July 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 not to work 4 Ring Frames in 2nd and 3rd shifts and subsequently stop some of the Roving, Inter, Slubbing, Drawing, Combing, Sliver Lap and Ribbon Lap Machines and reduce in all 60 workers. Failing agreement, "N" form was sent to the Conciliator on the 26th July 1949. Conciliation proceedings were held on 3rd August, 10th August, 19th August, 24th August, 29th August, 31st August, 5th September, 7th September and 9th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may not work 4 Ring Frames of Howard and Bullough make in the 2nd shift and transfer 8 Ring Piecers and 3 Doffers from that shift to the 3rd shift. It shall be open to the management to reduce an equal number of Ring Piecers and 6 Doffers in the 3rd shift. The workers to be transferred to the 3rd shift and to be reduced from the 3rd shift, shall be juniormost in their respective category and shift.

(2) The Ring Piecers and Doffers to be reduced in the 3rd shift shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Millowners' Association, Ahmedabad, on the 7th September 1949.

(3) The management withdraws the remaining part of the Notice relating to stoppage of other machines and reduction of workers. This shall however, not prejudice the rights of the Mills to give a fresh notice for reduction.

(4) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.

(5) This Settlement shall come into effect from the 16th September 1949.

B. N. Shah,
Secretary,
Rohit Mills Ltd., Ahmedabad.

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

G. K. DHUTIA,
Conciliator,

9th September 1949.

Bombay, 13th September 1949.

* * * * *
No. 323/49, dated 2nd September 1949

Names of Parties

Representing Employers:—

Mr. I. H. Shah, Manager, Garden Silk Weaving Factory, Surat.

Representing Employees:—

Mr. C. J. Raval, Government Labour Officer, Surat.

Short recital of the Case

On the 12th August 1949, the Government Labour Officer, Surat, as an elected representative of employees of Garden Silk Wvg. Factory, Surat, gave a Notice of Change in form "L" to the management demanding Bonus for the year 1948. Failing agreement, "N" form was sent to the Conciliator on the 24th August 1949. Conciliation proceedings were held on 2nd September 1949, on which date, a Settlement on the following terms was reached:—

Terms of Settlement

(1) The management shall pay to all the employees whether at present in the employment or not, a Bonus for the year 1948, equivalent to 2½ months' wages excluding dearness and other allowances, subject to the following conditions:—

(a) 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.

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

(c) Bonus or *bohni* already paid shall be deducted from the Bonus payable.

(d) Persons dismissed for misconduct in 1948, shall not be entitled to any Bonus under this Settlement.

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

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

(2) Those employees that are not in the employment at present, shall register their claim for Bonus on or before the 31st October 1949, failing which they shall not be entitled to the same.

(3) Bonus shall be paid in one lump sum and in cash on or before 16th November 1949.

I. H. Shah,
Manager,
Garden Silk Wvg. Factory, Surat.

G. J. Raval,
Government Labour Officer, Surat.

G. K. DHUTIA,
Conciliator,
2nd September 1949.

* * * * *
No. 329/49, dated 2nd September 1949

Names of Parties

Representing Employers:—

Mr. J. J. Hathiwala, Partner, Hathiwala Silk Mills, Surat.

Representing Employees:—

Mr. C. J. Raval, Government Labour Officer, Surat.

Short recital of the Case

On the 12th August 1949, the Government Labour Officer, Surat, as an elected representative of employees of Hathiwala Silk Mills, Surat, gave a Notice of Change in form "L" to the management demanding Bonus for the year 1948. Failing agreement, "N" form was sent to the Conciliator on the 24th August 1949. Conciliation proceedings were held on 2nd September 1949, on which date, a Settlement on the following terms was reached:—

Terms of Settlement

(1) The management shall pay to all the employees whether at present in the employment or not, a Bonus for the year 1948, equivalent to 2½ months' wages excluding dearness and other allowances, subject to 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 60 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) Bonus or *bchni* already paid shall be deducted from the Bonus payable.

(d) Persons dismissed for misconduct in 1948, shall not be entitled to any Bonus under this Settlement.

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

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

(2) Those employees that are not in the employment at present, shall register their claim for Bonus on or before the 31st October 1949, failing which they shall not be entitled to the same.

(3) Bonus shall be paid in one lump sum and in cash on or before 15th November 1949.

J. J. Hathiwala,
Partner,
Hathiwala Silk Mills, Surat.

C. J. Raval,
Government Labour Officer, Surat.

G. K. DRUTIA,
Conciliator,

2nd September 1949.

No. 330/49, dated 2nd September 1949

Names of Parties

Representing Employers—
Mr. S. M. Hathiwala, for Partner, Hathiwala Textile Mills, Surat.

Representing Employees—
Mr. C. J. Raval, Government Labour Officer, Surat.

Short recital of the Case

On the 12th August 1949, the Government Labour Officer, Surat, as an elected representative of employees of Hathiwala Textile Mills, Surat, gave a Notice of Change in form "L" to the management demanding Bonus for the year 1948. Failing agreement, "N" form was sent

to the Conciliator on the 24th August 1949. Conciliation proceedings were held on 2nd September 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management shall pay to all the employees whether at present in the employment or not, a Bonus for the year 1948, equivalent to 2½ months' wages excluding dearness and other allowances, subject to the following conditions :—

(a) 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.

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

(c) Bonus or *Bohni* already paid shall be deducted from the Bonus payable.

(d) Persons dismissed for misconduct in 1948, shall not be entitled to any Bonus under this Settlement.

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

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

(2) Those employees that are not in the employment at present, shall register their claim for Bonus on or before the 31st October 1949, failing which they shall not be entitled to the same.

(3) Bonus shall be paid in one lump sum and in cash on or before 15th November 1949.

S. M. Hathiwala,
for Partner,
Hathiwala Textile Mills, Surat.

C. J. Raval,
Government Labour Officer, Surat.

G. K. DRUTIA,
Conciliator,

2nd September 1949.

No. 333/49, dated 14th September 1949

Names of Parties

Representing Employers :—
Mr. R. B. Patel, Manager, Mr. P. A. Thakore, Labour Officer,
Patell Mills Co. Ltd., Ahmedabad.

Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar.)

Short recital of the Case.

On the 4th August 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 5 Colour Winders, 1 Warper, 4 Doubling Tenters, 3 Doubling Winders and 1 Winding Basket Carrier for want of work. Failing agreement, "N" form was sent to the Conciliator on the 11th August 1949. Conciliation proceedings were held on 22nd August, 31st August and 14th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may reduce in the day shift 1 Warper and 2 Doubling Tenters. The workers to be reduced shall be juniormost in their respective categories.
- (2) It shall be open to the management to introduce the system of playing off in the Colour Winding Department and the number of workers that may be played off every day shall not exceed 5. This arrangement shall be temporary for a period of 3 months.
- (3) Reduced workers shall be paid compensation or Gratuity as per the Agreement reached between the Textile Labour Association and Millowners' Association, Ahmedabad, on the 7th September 1949.
- (4) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.
- (5) This Settlement shall come into effect from the 16th September 1949.

R. B. Patel,
Manager,
Patell Mills Co. Ltd., Ahmedabad.

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

G. K. DHUTIA,
Conciliator,

14th September 1949

No. 334/49, dated 14th September 1949

Names of Parties

Representing Employers :—

Mr. J. M. Dalal, Manager, Marsden Spg. & Mfg. Co. Ltd., Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 13th August 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 4 workers in the Cloth Department. Failing agreement, "N" form was sent to the Conciliator on the 23rd August 1949. Conciliation proceedings were held on the 1st and 14th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may reduce the total strength of the Two-part Folding Department by 1, Stamping Department by 1 and Cloth bailing press Department by 2 by discharging juniormost workers in the respective categories.
- (2) Reduced workers shall be paid compensation or Gratuity as per the Agreement reached between the Textile Labour Association and Millowners' Association, Ahmedabad, on the 7th September 1949.
- (3) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.
- (4) This Settlement shall come into effect from the 16th September 1949.

J. M. Dalal,
Manager,
Marsden Spg. & Mfg. Co. Ltd., Ahmedabad.

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

G. K. DHUTIA,
Conciliator,

14th September 1949.

No. 335/49, dated 13th September 1949

Names of Parties

Representing Employers :—

Mr. R. K. Mehta, Manager, Bharat Suryodaya Mills Co. Ltd.,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 23rd August 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 6 Oilers and 1 Fitter as the work has gone down due to placing an electric motor on individual ring frame machines in the Spinning Department instead of 100 H.P. Motor for all machines as at present. Failing agreement, "N" form was sent to the Conciliator on the 30th August 1949. Conciliation proceedings were held on 6th September, 10th September and 13th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce 2 Oilers in each shift (total 6) and 1 Fitter in the day shift in the Engineering Department by discharging, 6 juniormost Oilers and 1 juniormost Fitter. Juniority shall be decided from the workers of all the shifts together and it shall be open to the management to adjust Oilers and Fitters in each shift, if necessary, in view of this Settlement.

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

(3) This Settlement shall not prejudice the rights of the reduced worker's for their Holidays with Pay and Bonus for 1949.

(4) This Settlement shall come into effect from the 16th September 1949.

R. K. Mehta,
Manager,
Bharat Suryodaya Mills Co. Ltd., Ahmedabad.

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

G. K. DHUTIA,
Conciliator,
13th September 1949.

No. 336/49, dated 15th September 1949

Names of Parties

Representing Employers :—

Mr. K. K. Tripathi, Manager, Rajnagar Spg., Wvg. & Mfg. Co. Ltd.,
No. 2, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case

On the 25th August 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 11 Weft and Weaving Coolies in the Weaving Department. Failing agreement, "N" form was sent to the Conciliator on the 2nd September 1949. Conciliation proceedings were held on 15th September 1949, on which date, a Settlement on the following terms was reached.

Terms of Settlement

(1) The management may reduce 4 juniormost Weft coolies in the day shift in the Weaving Department.

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

(3) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.

(4) This Settlement shall come into effect from the 16th September 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg., Wvg. & Mfg. Co. Ltd. No. 2, Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
15th September 1949.

No. 337/49, dated 15th September 1949

Names of Parties

Representing Employers :—

Mr. K. K. Tripathi, Manager, Rajnagar Spg., Wvg. & Mfg. Co. Ltd.
No. 2, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case

On the 25th August 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 6 Toplawallas in Spinning Department. Failing agreement, "N" form was sent to the Conciliator on the 2nd September 1949. Conciliation proceedings were held on 15th September 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may reduce 3 juniormost Toplawallas in the day shift.
- (2) Reduced workers shall be paid compensation or Gratuity as per the Agreement reached between the Textile Labour Association, and Millowners' Association, Ahmedabad, on the 7th September 1949.
- (3) This Settlement shall not prejudice the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.
- (4) This Settlement shall come into effect from the 16th September 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg., Wvg. & Mfg. Co. Ltd. No. 2,
Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,

15th September 1949.

BEFORE THE CONCILIATOR, Mr. R. J. TAMBOLI

No. 338/49, dated 12th September 1949

Names of Parties

Representing Employers :—

Mr. N. V. Vora, Manager,
Mr. J. Pereira, Labour Officer,
Sassoon Spg. & Wvg. Co. Ltd., Bombay.

Representing Employees :—

Mr. V. R. Hoshing, Secretary, Rashtriya Mill Mazdoor Sangh,
Bombay.

Short recital of the Case

On the 22nd August 1949, the Management gave a notice of change to the Rashtriya Mill Mazdoor Sangh as a Representative Union in form "K" stating that they desired to eliminate the Roving process from 45 Roving Frames. Failing agreement "N" form was sent to the Conciliator on the 29th August 1949. Conciliation proceedings were held on 12th September 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

It is agreed that—

- (1) The management may eliminate the roving process by not filling up vacancies that may arise in the Roving Department in future.
- (2) The management shall offer the roving tenters and other workers permanent vacancies in the Speed Frames or other departments in the mill and such of the posts falling vacant as a result of the roving tenters or other workers accepting permanent vacancies shall not be filled till the working of all 45 roving frames is eliminated.
- (3) This Settlement shall come into force with immediate effect.

V. R. Hoshing,
Secretary,
Rashtriya Mills Mazdoor Sangh, Bombay.

N. V. Vora,
Manager,
Sassoon Spg. & Wvg. Co. Ltd., Bombay.

(Signatures of the Parties).

R. J. TAMBOLI,
Conciliator,

12th September 1949.

BEFORE THE CONCILIATOR, Mr. I. C. JOSHI

No. 342/49, dated 20th September 1949

Names of Parties

Representing Employers :—

Mr. Mohanlal Gokuldas Udeshi, Manager, Daulatram Dyeing & Bleaching Mills, Bombay.

Representing Employees :—

Mr. Anant Vinayak ;
 „ Jayshree Algoo ;
 „ Rambaran Jinhoo ;
 „ Ramkumar Ramjas ;
 „ Paul.

Short recital of the Case

On 7th July 1949, the elected representatives of employees of Daulatram Dyeing & Bleaching Mills, Bombay, gave a Notice of Change to the Manager of the Mills, stating that the employees in the mills should be given an unconditional lump allowance, equivalent to 3/8th of their basic earnings during the year 1948, as bonus for the year 1948. As no agreement was possible between the parties report in "N" form was sent to the Conciliator on 19th July 1949. This was registered on 21st July 1949. Conciliation proceedings were held on 2nd August 1949, 18th August 1949, 30th August 1949, 5th September 1949, 7th September 1949 and 20th September 1949, on the last of which dates, the parties arrived at a Settlement the terms of which are given below :—

Terms of Settlement

1. All employees, including *Badli* workers who have worked for more than 63 days during the year 1948 shall be paid 7/24th of their basic earnings during the year 1948 (3½ months' basic wages) as bonus.
2. Those employees who have worked for less than 63 days but more than 20 days shall be paid 50 per cent. of the bonus.
3. Those employees who have been dismissed in 1948 for misconduct under Standing Orders are not eligible for the bonus.
4. The bonus as stated above shall be paid to the employees in one lump sum on or before 20th October 1949.
5. Persons who are eligible for the bonus but who are not in the service of the mill on the date of payment of bonus shall be paid bonus in one lump sum on or before 31st December 1949, provided claims in writing are submitted to the Manager of the Mill on or before the 31st December 1949, after which no applications for bonus shall be entertained.

Representing Employers —

M. G. Udeshi,

Manager,

for Daulatram Dyeing & Bleaching Mills.

20th September 1949.

Representing Employees—

Anant Vinayak,
 Jayshree Algoo,
 Ramkumar Ramjas,
 L. H. T. I. of Rambaran Jinhoo.

(Signatures of the Parties)

L. C. JOSHI,
 Conciliator,

20th September 1949.

BEFORE THE CONCILIATOR Mr. B. N. DATA .

No. 343/49, dated 28th September 1949

Names of Parties

Representing Employers :—

Mr. J. J. Randeri, Spinning Master.
 Mr. K. Y. Nadkarni, Labour Officer, Phoenix Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of Case

On 25th August 1949, the Manager of the Phoenix Mills Ltd., Bombay sent a Notice of Change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay (representative of employees for the cotton textile industry), proposing to change the name of the Ring (Miscellaneous) Department to Spinning (Miscellaneous) Department and changing the designations of the various employees in the Ring (Miscellaneous) Department and transferring some of the employees in the Department to other

Departments. As no agreement was possible, "N" form was sent to the Conciliator on 4th September 1949. The dispute was entered in the register on 9th September 1949 and conciliation proceedings were held on the 13th September and 20th September 1949, on the last of which dates, an agreement was arrived at between the parties as mentioned below.

Terms of Agreement

It is agreed that--

(1) the Ring (Miscellaneous) Department shall be designated as Spinning (Miscellaneous) Department ;

(2) the Ring and Frame Wrapping Boys will be designated as Wrapping Boys. Out of the three Ring Roller Coverers and one Frame Roller Coverer, only two will be retained and they will be designated as (a) Head Roller Coverer, and (b) Assistant Roller Coverer ;

(3) the following three blank numbers (a) one Ring Roller Coverer, (b) Frame Roller Coverer and (c) Ring Roller Coverer Cooly, will be abolished ;

(4) the number of carpenters will be increased from one to two ;

(5) the following operations will be transferred from the Ring (Miscellaneous) Department to the various Departments as shown below

Blow Room Fitter	... 1	To be transferred as Fitter in Fly Frame Department.
Blow Room Fitter Cooly	1	To be transferred as Fly Frame Fitter Cooly.
Card Frame Fitter	... 1	To be transferred as Fly Frame Fitter.
Ring Erection Fitter	... 1	To be transferred as Ring General Fitter.
Ring Assistant Erection Fitter.	1	To be transferred as Ring Assistant General Fitter.
Ring Assistant Fitter	1	To be transferred to Ring as General Fitter Cooly.
Ring Fitter	... 1	To be transferred to Ring as Line Levelling Fitter.
Ring Assistant Fitter	... 1	To be transferred to Ring as Assistant Line Levelling Fitter.
Ring Assistant Fitter	1	To be transferred to Ring as Line Levelling Cooly.

Ring Temporary Fitter	1	To be transferred to Ring Line Levelling Fitter.
Ring Assistant Temporary Fitter.	1	To be transferred as Assistant Line Levelling Fitter.
Ring Temporary Fitter Cooly.	1	To be transferred as Line Levelling Fitter Cooly.
Ring Mochi	... 1	To be transferred to Ring Department.
Frame Mochi	... 1	To be transferred to Fly Frame Department.
Cleaners	... 8	To be transferred as Ring Frame Cleaners.

(6) all these transfers and changes in designations shall not adversely affect the continuity of service of the employees and their wages.

K. Y. Nadkarni,
Labour Officer,

N. S. Deshpande,
Secretary,

Phoenix Mills Ltd., Bombay. Rashtriya Mill Mazdoor Sangh,
20th September 1949. Bombay.

(Signatures of the parties)

B. N. DATAR,
Conciliator,

Bombay, 28th September 1949.

No. 344/49, dated 28th September 1949

Names of parties

Representing Employers :—

Mr. T. M. Gajeria, General Manager, Jubilee Mills Ltd., Bombay.

Representing Employees :—

Mr. P. P. Kulkarni, Secretary, Rashtriya Mill Mazdoor Sangh,
Bombay.

Short recital of the Case

On 29th July 1949 the Manager, Jubilee Mills Ltd., Bombay, gave a Notice of Change to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative union, stating that he proposed to reduce the strength of coolies in the Spg. Department from 12 to 6 and Wvg. Department from 5 to 2 in each shift, due to installation of a Goods Lifting Hoist. Failing agreement between the parties report in form "N" was sent to the Conciliator on 7th August 1949. Conciliation proceedings in the dispute were held on 18th August, 7th September and on 13th September 1949. An agreement has been reached between the parties, the terms of which are given below.

Terms of agreement

- 1 It is agreed that services of 6 Coolies in Spinning and 1 Cooly in Weaving Weft in each shift will be discontinued within 15 days of the starting of the mechanical hoist.
2. The Coolies so reduced will be offered jobs in the rest of the mills on unskilled occupations and will be made permanent preferentially.
3. Any of them willing to have jobs in other departments will be given facilities for same, and will be absorbed on permanent vacancies gradually.
4. Persons so absorbed will retain continuity of their services and will enjoy privileges as before.

P. P. Kulkarni,

Secretary,

Rashtriya Mill Mazdoor Sangh, Bombay.

13th September 1949.

T. M. Gajeria,

General Manager,

Jubilee Mills Ltd., Bombay.

(Signatures of the parties)

B. N. DATAR,

Conciliator,

14th September 1949.

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 293/49, dated 24th August 1949

Names of Parties

Representing Employers:—Mr. R. K. Mehta, Manager, Bharat Suryodaya Mills Co. Ltd., Ahmedabad.

Representing Employees:—The Textile Labour Association, Ahmedabad (Messrs. J. G. Parmar and N. M. Barot).

Short recital of the Case

On the 29th July 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 abolish the post of a cartman and subsequently discharge the cartman Mr. Vasram Moti. Failing agreement "N" form was sent to the Conciliator on the 7th August 1949. Conciliation proceedings were held on the 19th August and 24th August 1949, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

- (1) The management may abolish the post of a cartman in the day shift and discharge Mr. Vasram Moti who is holding the post, after paying him Rs. 165 as cash compensation.
- (2) This Settlement shall not prejudice the rights of the discharged cartman for his Holidays with Pay and Bonus for 1949.
- (3) This Settlement shall come into effect from the 25th August 1949.

R. K. Mehta,

Manager,

Bharat Suryodaya Mills Co. Ltd., Ahmedabad.

G. K. DHUTIA,

Conciliator,

24th August 1949.

(Signed) J. G. Parmar,

for Secretary,

Textile Labour Association, Ahmedabad.

No. 294/49, dated 29th August 1949

Names of Parties

- 1 Representing Employers :—Mr. V. S. Patel, Labour Advisor, Mr. K. D. Doctor, Spinning Master, Gujarat Spg. & Wvg. Co. Ltd. Ahmedabad.
- 2 Representing Employees :—Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case:

On the 16th July 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 38 workers in Spinning Department for want of work which was due to the Mills having switched over to finer counts. Failing agreement "N" form was sent to the Conciliator on the 26th July 1949. Conciliation proceedings were held on the 3rd August, 12th August, 23rd August, 24th August and 29th August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce the strength of the Spinning Department by 26 in the manner given below :—

(a) The posts of three Mixing Coolies and Bale Broker Tenters in the night shift and one Blow Room Machine Tenter in the day shift are vacant and may not be filled in.

(b) The following workers may be discharged after paying them compensation as mentioned against their names :—

Name	Designation	Compensation to be paid
1. Mr. Bhera Khangara...	Blow Room Machine Tenter (night shift).	One month's wages including dearness allowance.
2. Mr. Puran Chedu ...	Blow Room Machine Tenter (night shift).	Two months' wages including dearness allowance.
3. Mr. Vena Megha ...	Blow Room Machine Tenter (day shift).	1½ months' wages including dearness allowance.
4. Mr. Ismail Abdul ...	Blow Room Machine Tenter (day shift).	Two months' wages including dearness allowance.

Name	Designation	Compensation to be paid
5. Mr. Ganga Khyama ...	Killow Man (night shift).	One month's wages including dearness allowance.
6. Mr. Naran Gangaram ...	Thread Extractor (night shift).	One month's wages including dearness allowance.
7. Mr. Pita Hira ...	Thread Extractor (night shift).	One month's wages including dearness allowance.
8. Bai Dahi Pani ...	Reeler (day shift) ...	One month's wages including dearness allowance.
9. Bai Muli Ladu ...	Do. ...	Do.
10. Bai Dhuli Amba ...	Do. ...	Do.
11. Bai Mangu Taki ...	Do. ...	Do.
12. Bai Kakri Kankru ...	Do. ...	Do.
13. Bai Mani Manek ...	Do. ...	Do.
14. Bai Khani Gova ...	Do. ...	Do.
15. Bai Raji Suraj ...	Do. ...	Do.
16. Bai Kashi Nathi ...	Do. ...	Do.
17. Bai Magi Dhuli ...	Do. ..	Do.

(c) It shall be open to the management to transfer Mr. Sardulsing Sensing, Mixing Mukadam, Mr. Rama Khuma, Blow Room worker (day shift), Mr. Limbaji Khamaji, Roving West Tenter and Mesara. Nathu Dhuda and Hari Dhuda, Doubling Tenters, from their present jobs to some other jobs in the Spinning Department but they shall not be asked to do heavy manual work.

(2) The discharged workers shall be given preference as *Badlis* and in filling in any vacancy.

(3) This Settlement shall not prejudice the rights of discharged workers for their Bonus for 1949 and Holidays with Pay.

(4) This Settlement shall come into effect from the 1st September 1949.

V. S. Patel,
Labour Adviser,
Gujarat Spg. & Wvg. Co. Ltd., Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. Dhutia,
Conciliator,

29th August 1949.

BEFORE THE CONCILIATOR, Mr. B. N. DATAR

No. 314/49, dated 2nd September 1949

Names of Parties

Representing Employers. Mr. F. Whitehead, Director, Forbes Campbell & Co. Ltd., Agents, the Gokak Mills Ltd., Gokak.

Representing Employees.—Mr. Y. S. Arbhavi, President, Gokak Girani Rashtriya Mazdoor Sangh, Gokak.

Short recital of the Case

On 28th June 1949, the Gokak Girani Rashtriya Mazdoor Sangh, Gokak, sent a Notice of Change in form 'L' to the General Manager, Gokak Mills Ltd., Gokak, regarding the employees' demands for (1) inclusion of all the clerks on staff list, (2) no transfer without consent, etc. As no agreement was possible, "N" form was sent to the Conciliator on 12th July 1949. The case was brought on the register on 18th July 1949 and proceedings were held on 27th July, 29th July and 2nd September 1949 and on the last of these dates the following agreement was arrived at between the parties:—

Terms of Agreement

It is agreed that:—

Demand No. 1.—All those employees classed as clerks or semi-clerical in the Sholapur Award, will be similarly designated at Gokak Falls and will be included in the clerical or semi-clerical list. The grade for the semi-clerical to be as follows:—

Rs. 28—2—46—E.B.—Rs. 2½—66—3 75.

Demand No. 2.—Withdrawn.

Demand No. 3.—Both parties follow the Bombay Award.

Demand No. 4.—Both parties follow the Bombay Award in the case of A, B and C.

Demand No. 4(d)—is withdrawn.

Demand Nos. 5 & 6.—Withdrawn in full.

Demand No. 7.—Overtime will be paid in accordance with the Factories Act.

Demand No. 8.—Where any clerk acts in a higher post for a period of 15 days or more, he should be paid an acting allowance calculated at the rate of 50 per cent. of the difference between his own salary and the salary of the person for whom he acts, provided the latter belongs to a higher grade. Acting allowance will not be payable to clerks who officiate in posts in the same grade.

Demand No. 9.—In connection with the period of service qualifying an employee to receive the Company's Contribution to the Provident Fund both parties are prepared to abide by the Bombay Award.

The Demand relating to Gratuity is withdrawn.

Demand No. 10. Both parties abide by the Bombay Award.

Demand No. 11.—Both parties abide by the Bombay Award.

Demand No. 12.—The Management agree to pay a Bonus of 11 months including the three months' Bonus that has already been paid. The difference of half month's Bonus will be paid to the clerical employees by the list of October 1949.

Representing the Gokak Mills, Ltd. Representing the Gokak Girani Rashtriya Mazdoor Sangh.

(Signed) F. Whitehead,
Director,
Forbes Campbell & Co. Ltd.,
Agents: The Gokak Mills Ltd.

(Signed) Y. S. Arbhavi,
President.
2nd September 1949.

2nd September 1949.

B. N. DATAR,
Conciliator,

2nd September 1949.

BEFORE THE CONCILIATOR, DR. H. G. ABHYANKAR

No. 319/49, dated 7th September 1949

Names of Parties

Representing Employers:—Mr. H. P. Merchant, Manager, The Crown Spg. & Mfg. Co. Ltd., Bombay.

Representing Employees:—Mr. Jayavant, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short recital of the Case

On the 1st July 1949 the management gave a Notice of Change in form 'K' to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, that they desire to instal 108 automatic looms in place of 150 ordinary plain looms. As no settlement was possible 'N' form was

BEFORE THE CONCILIATOR, Mr. B. N. DATAR

No. 314 '49, dated 2nd September 1949

Names of Parties

Representing Employers.—Mr. F. Whitehead, Director, Forbes Campbell & Co. Ltd., Agents the Gokak Mills Ltd., Gokak.

Representing Employees.—Mr. Y. S. Arbhavi, President, Gokak Girani Rashtriya Mazdoor Sangh, Gokak.

Short recital of the Case

On 28th June 1949, the Gokak Girani Rashtriya Mazdoor Sangh, Gokak, sent a Notice of Change in form 'L' to the General Manager, Gokak Mills Ltd., Gokak, regarding the employees' demands for (1) inclusion of all the clerks on staff list, (2) no transfer without consent, etc. As no agreement was possible, "N" form was sent to the Conciliator on 12th July 1949. The case was brought on the register on 18th July 1949 and proceedings were held on 27th July, 29th July and 2nd September 1949 and on the last of these dates the following agreement was arrived at between the parties:—

Terms of Agreement

It is agreed that:—

Demand No. 1.—All those employees classed as clerks or semi-clerical in the Sholapur Award, will be similarly designated at Gokak Falls and will be included in the clerical or semi-clerical list. The grade for the semi-clerical to be as follows:—

Rs. 28—2—46—E.B.—Rs. 2½—66—3—75.

Demand No. 2.—Withdrawn.

Demand No. 3.—Both parties follow the Bombay Award.

Demand No. 4.—Both parties follow the Bombay Award in the case of A, B and C.

Demand No. 4(d)—is withdrawn.

Demand Nos. 5 & 6.—Withdrawn in full.

Demand No. 7.—Overtime will be paid in accordance with the Factories Act.

Demand No. 8.—Where any clerk acts in a higher post for a period of 15 days or more, he should be paid an acting allowance calculated at the rate of 50 per cent. of the difference between his own salary and the salary of the person for whom he acts, *provided the latter belongs to a higher grade.* Acting allowance will *not* be payable to clerks who officiate in posts in the same grade.

Demand No. 9.—In connection with the period of service qualifying an employee to receive the Company's Contribution to the Provident Fund, both parties are prepared to abide by the Bombay Award.

The Demand relating to Gratuity is withdrawn.

Demand No. 10.—Both parties abide by the Bombay Award.

Demand No. 11.—Both parties abide by the Bombay Award.

Demand No. 12. The Management agree to pay a Bonus of 4 months including the three months' Bonus that has already been paid. The difference of half month's Bonus will be paid to the clerical employees by the list of October 1949.

Representing the Gokak Mills, Ltd. Representing the Gokak Girani Rashtriya Mazdoor Sangh.

(Signed) F. Whitehead,
Director,
Forbes Forbes Campbell & Ltd.,
Agents: The Gokak Mills Ltd.

(Signed) Y. S. Arbhavi,
President.
2nd September 1949.

2nd September 1949.

B. N. DATAR,
Conciliator,

2nd September 1949.

BEFORE THE CONCILIATOR, DR. H. G. ABHYANKAR

No. 319 49, dated 7th September 1949

Names of Parties

Representing Employers:—Mr. H. P. Merchant, Manager, The Crown Spg. & Mfg. Co. Ltd., Bombay.

Representing Employees:—Mr. Jayavant, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short recital of the Case

On the 5th July 1949 the management gave a Notice of Change in form 'K' to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, stating that they desire to instal 108 automatic looms in place of 150 ordinary plain looms. As no settlement was possible 'N' form was

sent to the Conciliator on 15th July 1949. Conciliation proceedings were held on the 22nd July, 25th August and 2nd September on the last of which dates a Settlement on the following terms was reached:—

Terms of Agreement

- (1) It is agreed to dismantle 150 ordinary plain looms from the present Weaving Shed. In their place 108 automatic looms will be installed.
- (2) The permanent jobbers affected by this change will be absorbed on the permanent vacant numbers.
- (3) There will be no retrenchment as persons affected by the change will be absorbed on the permanent vacant numbers.
- (4) This agreement will come into force from 2nd September 1949.

G. K. Jayawant,
Secretary,
Rashtriya Mill Mazdoor Sangh,
Bombay.

H. P. Merchant,
Manager,
Crown Spg. & Mfg. Co. Ltd.,
Bombay.

(Signature of the Parties)

H. G. ABHYANKAR,
Conciliator,

2nd September 1949.

No. 316/49, dated 6th September 1949

Names of Parties

Representing Employers:—(1) Mr. R. B. Sulakhe, B.A., LL.B.
(2) Mr. G. D. Shejwalkar, Manager,
Lokamanya Mills, Barsi.

Representing Employees:—Mr. M. S. Supekar, President, Rashtriya
Girni Kamgar Sangh, Barsi.

Short recital of the Case

The Manager, Lokamanya Mills, Barsi, gave a Notice of Change on 21st August 1949 to the President, Rashtriya Girni Kamgar Sangh, the Representative Union, proposing retrenchment of ten employees

consequent on the stopping permanently of Winding of Yarn in Cones, as the Cone Winding machine is to be returned to the Southern Knitting Works, Poona, to whom, the machine belongs. Agreement was not reached and report in 'N' form was sent to the Conciliator on 30th August 1949. Conciliation proceedings were held at Sholapur on 6th September 1949 and the following agreement was reached:—

Terms of Settlement

- (1) The management may effect the change mentioned in the Notice of Change dated 21st August 1949, from the date the Cone Winding Machine is to be dismantled.
- (2) The management agree to give preference in re-employment to the retrenched employees whenever possible.
- (3) The management agree to give substitute employment to the retrenched employees whenever possible.

(Signed) G. D. Shejwalkar,
Manager,
Lokamanya Mills, Barsi.

(Signed) M. S. Supekar,
President,
Rashtriya Girni Kamgar Sangh, Barsi.

6th September 1949.

6th September 1949.

(Signed) R. B. Sulakhe.

(Signatures of the Parties)

H. G. ABHYANKAR,
Conciliator,

6th September 1949.

BEFORE THE CONCILIATOR Mr. B. M. DATAR

No. 320/49, dated 5th September 1949

Names of Parties

Representing Employers:—Mr. M. V. Vora, Manager, Sassoon Spg. & Wvg. Co. Ltd., Bombay.

Representing Employees:—Mr. V. R. Hoshing, Secretary, Rashtriya
Mill Mazdoor Sangh, Bombay.

Short recital of the Case

On 1st August 1949, the Manager of the Sassoon Spg. & Wvg. Co. Ltd., Bombay, gave a Notice of Change in form 'K' to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative Union, proposing to retrench

16 Cut-lookers from day shift and one Cut-looker from night shift of the Mill, as they were in excess of the Company's requirement according to the standard in vogue in other Cotton textile mills in Bombay. As no agreement was possible between the parties the report in form 'N' was sent to the Conciliator on 18th August 1949. This was registered on 22nd August 1949. Conciliation proceedings were held on 25th August and 5th September 1949, and on the last of these dates, the parties arrived at an agreement, the terms of which are given below:—

Terms of Agreement

Without prejudice to the contentions of the respective parties it is hereby agreed that—

(1) The strength of the Cut-lookers in the mill shall at present be 9 in the day shift and 7 in the night shift inclusive of Head Cut-looker, one in each shift.

(2) The strength of Cut-lookers in the day shift may be reduced to 7 by not filling up permanent vacancies, if and when they occur.

(3) The remaining 9 Cut-lookers will be absorbed as follows:—

(a) 1 as machine folder ;

(b) 2 as number markers ;

(c) 2 as folding coolies ;

(d) 1 as measurement ; and

the remaining 3 will be given *badli* cards and will be given first preference for *badli* work in the Folding Department and will be absorbed in permanent vacancies without any break in service.

(4) The 9 workers mentioned in clause (3) will be given preference to work as Cut-lookers, if and when vacancies arise in future.

(Signed) V. R. Hoshing,

(Signed) N. V. Vora,

Manager,
The Sassoon Spg. & Wvg.
Co. Ltd., Bombay.

Secretary,
Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of the Parties)

B. N. DATAR,
Conciliator,
Bombay, 5th September 1949.

No. 321/49, dated 5th August 1949

Names of Parties

Representing Employers :—Mr. S. B. Patel, Manager, New Union Mills Ltd., Bombay.

Representing Employees Mr. V. R. Hoshing, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short recapitulation of the Case

On 12th August 1949, the manager of the New Union Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, proposing to introduce the system of rationalisation in Frame Department by eliminating the Roving Process. As no agreement was possible between the parties, the report in form "N" was sent to the Conciliator on 19th August 1949. This was registered on 22nd August 1949. Conciliation Proceedings were held on 26th August and 5th September 1949 and on the last of these dates the parties arrived at an agreement, the terms of which are given below.

Terms of Agreement

It is agreed that—

(1) The management may eliminate the roving process by not filling up vacancies that may arise in the Roving Department in future.

(2) The management shall offer the roving tenters and other workers permanent vacancies in the Speed Frames or other departments in the mill and such of the posts falling vacant as a result of the roving tenters or other workers accepting permanent vacancies shall not be filled till the working of all 35 roving frames is eliminated.

(3) This agreement shall come into force with immediate effect.

(Signed) S. B. Patel,
Manager,
New Union Mills Ltd.
5th September, 1949.

(Signed) V. R. Hoshing,
Secretary,
Rashtriya Mill Mazdoor Sangh.
5th September 1949.

(Signed) B. N. DATAR,
Conciliator,
Bombay, 5th August, 1949.

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

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

- (1) Reference No. (I.C.) 1 of 1950.—The dispute between Ajit Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 13 workers.
- (2) Reference No. (I.C.) 2 of 1950.—The dispute between the Mahendra Silk Mills, Ahmedabad, and its employees, relating to bonus for the year 1948.
- (3) Reference No. (I.C.) 3 of 1950.—The dispute between Shri Jyoti Silk Weaving Works, Surat, and its employees relating to bonus for the years 1947-48 and 1948-49.
- (4) Reference No. (I.C.) 4 of 1950.—The dispute between the Ahmedabad Jyoti Silk Mills, Ahmedabad, and its employees, relating to bonus for the year 1948.
- (5) Reference No. (I.C.) 5 of 1950.—The dispute between the Raja Bahadur Motilal Mills Ltd., Poona, and the Rashtriya Girm Kamgar Sangh, Poona, relating to the reduction of the number of workers.
- (6) Reference No. (I.C.) 6 of 1950.—The dispute between Kurla Girmi Kamgar Sangh, Kurla, and the Millowner's Association, Bombay, relating to bonus for the year 1949.
- (7) Reference No. (I.C.) 7 of 1950.—The dispute between the Rohit Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 5 workers.
- (8) Reference No. (I.C.) 8 of 1950.—The dispute between the Rohit Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 109 workers.
- (9) Reference No. (I.C.) 9 of 1950.—The dispute between the Rashtriya Girmi Kamgar Sangh, Jalgaon, and the Khandesh Spinning and Weaving Mills Co. Ltd., Jalgaon, relating to certain demands of the clerical employees.
- (10) Reference No. (I.C.) 10 of 1950.—The dispute between the Rashtriya Girmi Kamgar Sangh, Jalgaon, and the Gendalal Mills Co. Ltd., Jalgaon, relating to certain demands of the clerical employees.

REFERENCE UNDER SECTION 86-C OF THE BOMBAY
INDUSTRIAL RELATIONS ACT, 1946

- (i) No. 1968/46, dated 6th January 1950.—The dispute between the Simplex Mills Company Ltd., Bombay, and its employees, relating to the management's proposal to introduce double side working on counts 18s. and over and hence to reduce the number of workers in the Ring Spinning Department from 326 to 240, referred to the Wage Board for the Cotton Textile Industry, Bombay.
- (ii) No. 824/48, dated 7th January 1950.—The dispute between the Mahendra Silk Mills, Ahmedabad, and its employees, relating to minimum wage, dearness allowance, etc., referred to the Wage Board for the Silk Textile Industry, Bombay.

AWARDS PUBLISHED UNDER THE BOMBAY INDUSTRIAL
RELATIONS ACT, 1946

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

Names of Parties	Subject	Date of Award
The Mahendra Silk Mills, And Its elected representatives (Withdrawn).	Unemployment relief, re-employment, etc.	B. G. G., Part I-L, dated 29th December 1949, page 2530.
2. The Ahmedabad Kaiser- I-Hind Mills Co. Ltd., Ahmedabad. And The Textile Labour Asso- ciation, Ahmedabad (Mutual Settlement).	Reduction of 38 opera- tives.	B. G. G., Part I-L, dated 29th December 1949, pages 2531-2532.
3. The Ahmedabad Kaiser- I-Hind Mills Co. Ltd., Ahmedabad. And The Textile Labour Asso- ciation, Ahmedabad (Withdrawn).	Reduction of 2 workers.	B. G. G., Part I-L, dated 29th December 1949, page 2533.
4. The Ahmedabad Kaiser- I-Hind Mills Co. Ltd., Ahmedabad. And The Textile Labour Association, Ahmedabad (Mutual Settlement).	Reduction of 4 workers.	B. G. G., Part I-L, dated 29th December 1949, pages 2534-2535.
5. The Ahmedabad Mfg. Calico Printing Co. Ltd., Ahmedabad. And The Textile Labour Association, Ahmedabad (Withdrawn).	Reduction of 47 workers.	B. G. G., Part I-L, dated 29th December 1949, page 2536.
6. The Belapur Co. Ltd., and the Maharashtra Sugar Mills Ltd., And The Employees respec- tively employed under them.	Bonus for the year 1947-1948.	B. G. G., Part I-L, dated 29th December 1949, pages 2625-2640.
7. The Broach Fine Counts Spg. & Wvg. Co. Ltd., Broach. And The Textile Labour Union, Broach (Withdrawn).	Bonus for the year 194	B. G. G., Part I-L, dated 12th January 1950, page 74.

Names of Parties	Subject	Date of Award
8. The Gopal Mills Co. Ltd., Broach and the Broach Fine Counts Spg. and Wvg. Co. Ltd., Broach, And The Textile Labour Union, Broach.	Standardization of wages, dearness allowance, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 89-91.
9. The Niranjan Mills Ltd., Surat and the Surat Cotton Spg. & Wvg. Co. Ltd., Surat, And The Textile Labour Union, Surat (Mutual Settlement).	Standardization of wages, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 92-100.
10. The New Prabhat Silk Mills No. 2, Bombay, And The Workmen employed under it (Withdrawn).	Dearness allowance, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 102-103.
11. The B. E. S. T. Undertaking, Bombay, And The B. E. S. T. Workers' Union, Bombay.	Dearness allowance.	B. G. G., Part I-L, dated 12th January 1950, pages 103-108.
12. The Textile Labour Association, Ahmedabad, And The Becharidas Spg. & Wvg. Mills Co. Ltd., Ahmedabad (Part I of the award).	Reduction of Warpers, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 111-113.
13. Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad (Mutual Settlement).	Reduction of coal and ash carriers.	B. G. G., Part I-L, dated 12th January 1950, pages 126-127.
14. The Barai Spg. & Wvg. Mills Ltd., Barai and the Lokmanya Mills, Barai, And The Raahtriya Girmi Kamgar Sangh, Barai (Supplementary award).	Bonus for the year 1948.	B. G. G., Part I-L, dated 19th January 1950, pages 304-306.
16. The Vijay Textile Ltd., Poona, And The Raahtriya Girmi Kamgar Sangh, Poona (Supplementary award).	Application under section 95 (1) of the Bombay Industrial Relations Act, 1946, for review.	B. G. G., Part I-L, dated 26th January 1949, pages 384-385.

Arbitration Awards

1. THE BOMBAY ELECTRIC SUPPLY AND TRANSPORT UNDERTAKING, BOMBAY

The award of the Industrial Court, Bombay, in the dispute between the Bombay Electric Supply & Transport Undertaking, Bombay, on the question of dearness allowance was published on January 12, 1950.

The workmen demanded dearness allowance for those of the employees whose salaries range from Rs. 200 to Rs. 400 per month to be paid on a sliding scale and to be linked to the cost of living index figure.

The employees of the above Undertaking drawing a salary up to Rs. 200 per month are being paid dearness allowance on the Bombay Textile Millowners' scale and those employees drawing above Rs. 200 are paid at the following rates:—

Pay	Dearness allowance
Rs. 200 to Rs. 250	... Rs. 50
Rs. 251 to Rs. 300	... Rs. 60
Rs. 301 to Rs. 400	... Rs. 70

In other words, this scale corresponds to the Municipal scale and the Provincial Government scale. On the Government giving an increase of Rs. 10 per month in the dearness allowance of their clerical employees drawing a salary up to Rs. 250 the B. E. S. T. Undertaking also gave a similar increase with effect from 1st January 1949.

The Union's demand for linking the dearness allowance to the cost of living index number was urged with the view that such linking would ensure an even neutralisation in the cost of living as the index number fluctuated up or down and it was pointed out that the Central Pay Commission had accepted that principle in the course of their recommendations.

Though that is true it is equally important to note that the Central and Provincial Governments have not accepted the recommendation and have instead prescribed dearness allowance at fixed rates for

certain salary slabs, which do not fluctuate with the rise or fall in the cost of living index. The Bombay Municipality too is paying dearness allowance in the same manner and "it will be wholly invidious to award dearness allowance on a different basis to the present employees of the R. E. S. T. Undertaking who, since the Municipalisation of the Undertaking in August 1947, are the employees of the Bombay Municipal Corporation..... I am not aware of any precedent and none has been cited of dearness allowance being linked to the cost of living index number in Government or semi-Government bodies and in my opinion it will not be proper to introduce such a system in Municipal administrations. The comparative table of dearness allowance rates in certain firms in Bombay filed by the Union quotes the figures of allowances in the Tata Hydro Electric Co., Indian Vegetable Products and Volkart Bros., but apart from the incidence of the rates in none of these firms is dearness allowance linked to the cost of living." This part of the demand was therefore rejected.

With regard to the claim for an increase in the dearness allowance the Court felt that the fact should be kept in mind that there are similar employees of the Municipality and that no distinction should be drawn between one set of clerical employees and another set of the same employer. Further no revision of the rates was called for inasmuch as the cost of living in July was 302 while the same was 291 in April 1948 when the present scale of dearness allowance was fixed. In fact the increase till October 1949 from April 1948 could not be deemed to be substantial. As it is, after the demands were made, the employees drawing between Rs. 201 and Rs. 250 have been given an increase of Rs. 10 from 1st January 1949 in accordance with the increase given by Government to its employees. "A distinction ought to be drawn between industrial and trading concerns which work for profits and institutions like Municipalities and other semi-government bodies who do not work with that motive and it will not be proper to treat them on the same or similar footing for purposes of salary scales, dearness allowance, etc. payable to their employees." This demand was therefore rejected.

Industrial Disputes Act, 1947

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

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

1. Mr. D. G. Kamerkar—

(i) No. 974/48, dated 16th January 1950.—The dispute between the Hajee Alimahomed Hajee Bachooally Tin Factory, Bombay, and the workmen employed under it, regarding bonus, dearness allowance, leave rules, pay scales, etc.

(ii) No. 975/48, dated 17th January 1950.—The dispute between Messrs. Ambalal Punamchand Reshamwala, Bombay, and the workmen employed under it, regarding minimum basic wage, dearness allowance and bonus.

2. Mr. M. C. Shah—

(iii) No. 874/48, dated 22nd December 1949.—The dispute between the Mogul Line Limited, Bombay, and the workmen employed under it, regarding pay scales, bonus, gratuity, pension, provident fund, holidays, overtime, leave rules, etc.

3. Mr. Salim M. Merchant—

(iv) No. 818/48, dated 9th January 1950.—The dispute between the Ahmed Abdul Karim Brothers Limited, Ambernath and the Collector of Thana and Deputy Custodian of Evacuee Property on the one side and the workmen employed under the said concern on the other side, regarding provident fund and gratuity.

(v) No. 930/48, dated 9th January 1950.—The dispute between the Pandharpur Electric Supply Company, Pandharpur, and the workmen employed under it, regarding pay scales and reinstatement of discharged workers.

(vi) No. 2282/46, dated 12th January 1950.—The dispute between the Godrej Soaps Limited, Bombay, and the workmen employed under it, regarding bonus for the year 1948-49, leave rules, gratuity, provident fund, etc.

(vii) No. 125/48, dated 16th January 1950.—The dispute between the National Industrial Works, Bombay, and the workmen employed under it, regarding compensation to retrenched workers.

(viii) No. 701/48, dated 18th January 1950.—The dispute between the Bandra Municipality, Bandra, and the workmen employed under it in the Central Accounts and other Departments, regarding scales of pay, dearness allowance, house rent allowance, leave rules, gratuity, etc.

4. Mr. I. G. Thakore -

(i) No. 987/48, dated 20th January 1950.—The dispute between D. Pudumjee Paper Mills, Bombay, and the workmen employed under it, regarding union recognition, wages, dearness allowance, bonus, leave rules, provident fund, gratuity, etc.

(c) No. 736/48, dated 21st January 1950.—The dispute between the Vegetable Vitamin Foods Company Limited, Bombay, and the workmen employed under it, regarding pay grades for semi-skilled workmen.

(r) No. 1910/46, dated 23rd January 1950.—The dispute between the Standard Vacuum Oil Company, Bombay, and the workmen employed under it, regarding scales of pay, dearness allowance, leave rules, free medical aid, working hours, overtime, etc.

5. Mr. P. S. Bakhle -

(xii) No. 988/48, dated 16th January 1950.—The dispute between the Diamond Surgical Dressing Works, Bombay, and the workmen employed under it, regarding basic wage, dearness allowance, leave rules, gratuity, etc.

No. 832/46, dated 25th January 1950.—The dispute between the Firestone Tyre and Rubber Company of India Limited, Bombay, and the workmen employed under it, regarding bonus for the year 1949.

6. Mr. P. D. Vyas -

(xiv) No. 950/48, dated 12th January 1950.—The dispute between the Machinery Supplying Company, 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 Firestone Tyre & Rubber Co. of India Ltd., Bombay (Office Staff).	Bonus, gratuity, leave, etc.	B. G. G., Part I-L, dated 29th December 1949, pages 2458-2495.
2. The Royal Western India Turf Club Ltd., Bombay. (Supplementary Award).	Clarification of the award in the industrial dispute, dated 7th January 1949.	B. G. G., Part I-L, dated 29th December 1949, pages 2500-2503.

Name of the concern	Subject	Date of Award
3. Certain Bidi Employers at Nasik. (Mutual Settlement).	Wages, bonus, provident fund, gratuity, standing rules, etc.	B. G. G., Part I-L, dated 29th December 1949, pages 2504-2512.
4. The Tobacco Manufacturers (India) Ltd., Bombay. (Mutual Settlement).	Bonus, grades of pay, leave, etc.	B. G. G., Part I-J, dated 12th January 1950, pages 133-141.
5. The Mazgaon Tin Factory, Bombay.	Bonus, dearness allowance, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 141-156.
The Standard Vacuum Oil Co., Bombay.	Bonus for the years 1947-1949.	B. G. G., Part I-L, dated 12th January 1950, pages 157-164.
7. The General Motors India Ltd. (Office Staff).	Bonus for the year 1948.	B. G. G., Part I-L, dated 12th January 1950, pages 164-177.
8. The Caltex (India) Ltd., Bombay.	Bonus.	B. G. G., Part I-L, dated 12th January 1950, pages 178-181.
9. The Athenaeum Press, Girgaum, Bombay.	Wages, dearness allowance, bonus, etc.	B. G. G., Part I-L, dated 12th January 1950, pages 182-198.
10. (i) The Scindia Steam Navigation Co. Ltd., Bombay, (ii) The Bombay Steam Navigation Co. Ltd., Bombay, (iii) The Indian Co-operative Navigation and Trading Co. Ltd., Bombay, (iv) The Ratnagar Steam Navigation Co. Ltd., Bombay, (v) The Eastern Steam Navigation Co. Ltd., Bombay, (vi) The Air Services of India Ltd., Bombay, and (vii) The Bombay Office of the Bengal Burma Steam Navigation Co. Ltd.	Bonus for the year 1947-48.	B. G. G., Part I-L, dated 12th January 1950, pages 197-206.

Name of the concern	Subject	Date of Award
11. The Mahalaxmi Glass Works Ltd., Bombay.	Reinstatement, bonus, etc.	H. G. G., Part I-L, dated 19th January 1950, pages 216-217.
12. The Metro Theatre Ltd., Bombay.	Bonus.	H. G. G., Part I-L, dated 19th January 1950, pages 217-222.
13. Messrs. Mangaldas Jethabhai Iron and Brass Factory Nos. 1 and 2, Ahmedabad. (Mutual Settlement).	Bonus.	B. G. G., Part I-L, dated 12th January 1950, pages 222-224.
14. The Rubberex Industries Ltd., Bombay.	Minimum basic wage, dearness allowance, bonus, etc.	H. G. G., Part I-L, dated 12th January 1950, pages 225-238.
15. The Pioneer Chromate Works Ltd., Bombay. (Mutual Settlement).	Reinstatement, compensation, etc.	H. G. G., Part I-L, dated 19th January 1950, pages 246-251.
16. The Nadiad Borough Municipality, Nadiad.	Revised wage scales, dearness allowance, leave rules, etc.	B. G. G., Part I-L, dated 19th January 1950, pages 252-270.
17. The Ahmedabad Municipality, Ahmedabad.	Increased basic wage, etc.	H. G. G., Part I-L, dated 19th January 1950, pages 271-272.
18. The Standard Vacuum Oil Co., Bombay. (Supplementary Award).	Clarification of award in AJ-IT 22 of 1947.	H. G. G., Part I-L, dated 19th January 1950, pages 316-319.
19. The Film Centre, Bombay.	Scales of pay, dearness allowance, etc.	B. G. G., Part I-L, dated 19th January 1950, pages 320-332.
20. The Surat Borough Municipality, Surat.	Gratuity, etc.	H. G. G., Part I-L, dated 26th January 1950, pages 338-351.
21. The Dharamsi Morarji Chemical Co. Ltd., Bombay. (Mutual Settlement).	Wages, bonus, dearness allowance, leave rules, etc.	B. G. G., Part I-L, dated 26th January 1950, pages 352-358.
22. The Bijapur Motor Union, Bijapur.	Provident fund, bonus and leave.	H. G. G., Part I-L, dated 26th January 1950, pages 372-373.

Adjudication Awards

1. THE FAMOUS CINE LABORATORY, BOMBAY

The award of Mr. Salim M. Merchant, Industrial Tribunal in the dispute between the Famous Cine Laboratory, Bombay, and the workmen employed under it over questions of revision of pay scales, dearness allowance, standing orders provident fund, leave, gratuity, etc., was published on 22nd December 1949.

The Indian Motion Picture Employees' Union, on behalf of the workmen demanded that their present scales of pay should be revised and sought to justify their claim by showing that the scales of pay demanded by it were almost the same as those in force in the Bombay Film Laboratories Ltd., the two laboratories being argued to be comparable units in the film industry. After a careful consideration of all the arguments put forward by the Company and the Union, the Tribunal awarded the following wage scales to the various categories of employees of the Laboratory:—

Department and Categories	Scales of pay demanded by Union	Scales of pay awarded
	Rs.	Rs.
<i>Joining Department—</i>		
(1) Head of Department	250—15—360	175—15—340
(2) Negative and Positive Checker	75—10—145	70—10—120
(3) Knotcher	65—7½—110	65—7½—110
(4) Unit Head	65—7½—110	There is no Unit Head in this Department.
(5) Assistants	50—5—90	The Union admitted that there are no Assistants in this Department.
<i>Light Suggesting Department—</i>		
(1) Head of Department	265—15—350	150—15—300
(2) Assistants	65—7½—110	65—7½—110
<i>Developing Department—</i>		
(1) Supervisor	175—20—350	175—15—340

Department and Categories	Scale of pay demanded by Union	Scale of pay awarded
	Rs.	Rs.
(i) Positive Side		
(1) United Head	120-15-200	120-15-195
(2) First Assistant ..	65-7½-110	65-7½-110
(3) Second Assistant	50-5-90	40-5-60
(ii) Negative Side		
(1) Unit Head	150-15-300	150-15-140
(2) First Assistant ..	70-10-145	60-7½-110
(3) Second Assistant	50-5-90	40-5-60
Operators—		
Head Operator Senior	150-15-250	100-15-190
Operator .. Junior	120-10-200	75-10-125
Assistant Operator Senior Assistant	90-10-150	60-5-100
Junior Assistant Junior Operator Assistant	50-5-90	45-5-75
Apprentices		
Printing Department—		
(1) Head of Department	250-15-360	175-15-340
(2) Unit Head	150-10-250	125-10-225
(3) Senior Printer	100-10-200	100-10-200
(4) Junior Printer ..	75-7½-150	65-10-105
(5) Writer	50-5-90	40-5-60
Electricians—		
(1) Head	275-25-400	200-20-300
(2) Senior Assistant	110-10-250	100-15-190
(3) Junior Assistants	65-5-100	50-7½-95
Peons	40-3-70	30-2-50-1-65
Coolies	40-3-70	35-2½-50-2-70

Department and Categories	Scale of pay demanded by Union	Scale of pay awarded
Chemicals—		
Head	160-15-250	100-15-190
Assistant	65-7½-110	There is no category in this Company of Assistant in this Department.
(1) In Charge	120-10-200	Not pressed by Union.
(2) Assistants	75-10-145	75-10-125
(1) First Assistant ..	150-15-300 (Accountant).	150-15-300
(2) Second Assistant	120-15-300 (Typist and Clerk).	100-7½-145-10-175
(3) Third Assistant	75-10-175 (Telephone Operator and Time Keeper).	70-145
Clerk in-charge of raw stock	120-15-200	100-10-200

Regarding the claim for dearness allowance on the Bombay Millowners' rate, the Tribunal felt that the dearness allowance granted to the workmen since August 1948, viz., Rs. 35 per month to employees earning up to Rs. 149 per month and Rs. 30 per month to those earning more than Rs. 149 per month was adequate.

As against the Union's claim for a contribution of 8-1/3 per cent. of the salary or 16 pies in the rupee, towards the provident fund, the Tribunal felt that a contribution of 12 pies in the rupee of basic salary would be reasonable. The Company was directed to put into operation a scheme for provident fund with effect from 1st April 1950 and was directed to contribute at a rate equivalent to the one contributed by the employees.

The Union claimed one month's privilege leave with pay 15 days' sick leave with pay and 10 days' casual leave with pay for each employee who has put in a year's service. As against this the Tribunal awarded leave as follows—

(1) Fifteen days' privilege leave per year. Such leave can only be taken after completion of one complete continuous year of service and can be accumulated up to one year. The leave should be granted subject to the exigencies of the establishment.

(2) Fifteen days' sick leave subject to a certificate of a qualified duly appointed medical practitioner.

(3) Regarding ten days' casual leave in a year, every employee shall obtain previous permission for such leave. If, however, it is possible to obtain previous permission, the employee shall write to the employer giving reasons for his absence.

2. THE GENERAL MOTORS INDIA LTD., BOMBAY

The award of Mr. D. G. Kamerkar, Industrial Tribunal in the dispute between the General Motors India Ltd., Bombay, and the workmen employed under it over the question of bonus for 1948 was published on January 12, 1950.

In demanding a bonus equivalent to 4 months' basic wages plus dearness allowance, the workmen alleged that the Company had made enormous profits during the war and that even after the war, the Company had been making substantial profits, each succeeding year showing a large measure of return over the previous year. The workers, on the other hand, had hardly gained anything in proportion. Their wages had not increased commensurately with the prosperity of the company and the dearness allowance paid to them being inadequate to meet the rise in the cost of living, the real value of their wages had been much below the living wage standard based on prices prevailing in 1938 or at the cost of living index figure 105.

The Company, in reply stated that it has neither made enormous profits during the war years nor has it maintained that level of profits subsequent to the war and the average profits during the six years (1940 to 1945) was substantially less than that for the year 1939. It maintained that the salaries and wages paid to its employees are the highest in the automobile industry and with the increase of its business it had increased the total emoluments of its employees including the value of benefits available under its schemes, to 250 per cent. of what they used to be in 1938, besides providing employment to a considerably larger number of men. It denies further that its employees have materially contributed to the earning of its profits and it therefore repudiates the claim that the remuneration payable to the employees should be in proportion to the profits earned, and according to the Company the only gain which the employees are appropriately entitled to expect commensurate with the increase in the volume of the Company's business is increased employment and a reasonable increase in their emoluments which again they have already obtained and have been enjoying.

The Company further pointed out that as it has never in the past granted bonus as a term of employment but, invariably as an *ex-gratia* payment, a dispute regarding bonus could not amount to an industrial dispute and the Tribunal could therefore have no jurisdiction to adjudicate on it. The Tribunal in referring to this objection, pointed to the

observations of the Bombay High Court in the Indian Hume Pipe Company *versus* E. M. Nanavati wherein it had been stated the term "bonus" is used to describe "not only payments made out of grace, but also payments made because they are legally due and which the parties contemplate may not continue indefinitely and the payments may be legally due as an addition to wages because of a recompense, reward or remuneration for any labour or work done in the past." It was also pointed out that the actual existence of a contract express or implied in respect of such a payment is not a *sine qua non* for the arising of a trade dispute or an industrial dispute and a claim by the employees that there should be such a term as to payment incorporated in the terms of employment if rejected by the employer would raise a trade dispute within the meaning of that expression and a Tribunal would have jurisdiction to decide the dispute. It is enough to give jurisdiction to the Tribunal that the employees assert a right to such additional payment as either remuneration or reward for work already done under the contract of employment and on the refusal of the employer to concede such a right a dispute arises connected with a term of employment.

Proceeding to the question of the quantum of bonus, the Tribunal felt it would be fair in view of the profits made in the year 1947, to grant the employees bonus equal to 1/4th of their basic earnings during the year 1948. Though the Company did not deny its capacity to pay bonus, it must all the same bear a fair relation to the net profits carried during the year as also to the bonus awarded in the past. Textile operatives in Bombay and the employees of the Ford Motor Co. of India were paid a bonus equal to 4½ months' basic earnings; while the profits earned in the latter case may have justified the award of the said bonus, as regards textile workers, their level of wages, working conditions, amenities provided and the benefits available can hardly be compared to those available in General Motors India Ltd.

Further, it has been the practice of the Tribunals to relate bonus only to the basic earnings and not to dearness allowance also. As pointed out by the Industrial Court in its award regarding bonus to textile workers, once the quantum of bonus is determined by limiting it to a specific amount out of profits, it makes little difference whether the quantum to be granted to each individual is measured by basic earnings only or by basic earnings plus dearness allowance. If dearness allowance were to be included, there will have to be a corresponding reduction in that portion of the bonus which is granted by the measure of basic earnings.

As the Company had already paid a bonus equal to two months' basic earnings, it was directed to pay to each employee concerned only the difference between 1/4th of his basic earnings during the year and the amount already paid to him subject to the following conditions:—

- (1) that they had been on the pay roll at least 15 working days in 1948 and
- (2) that their basic salary was not in excess of Rs. 949 monthly.

Labour Legislation

INDUSTRIAL DISPUTES (BANKING AND INSURANCE COMPANIES) ACT, 1949

The Industrial Disputes (Banking and Insurance Companies) Ordinance, (No. VI of 1949) was published in *Labour Gazette*, May 1949. The following Act which received the assent of the Governor-General on the 14th December 1949 is reproduced below.

ACT No. LIV of 1949

An Act to provide for the adjudication of industrial disputes concerning certain banking and insurance companies.

WHEREAS it is expedient to provide for the adjudication of industrial disputes concerning banking and insurance companies having branches or other establishments in more than one Province.

It is hereby enacted as follows:—

1. *Short Title and Extent.*—(1) This Act may be called the Industrial Disputes (Banking and Insurance Companies) Act, 1949.

(2) It extends to all the Provinces of India.

2. *Definitions.*—In this Act, unless there is anything repugnant in the subject or context, the expressions “award”, “banking company”, “industrial dispute” and “insurance company” have the meanings respectively assigned to them in section 2 of the Industrial Disputes Act, 1947 (XIV of 1947), as amended by this Act.

3. *Amendment of section 2, Act XIV of 1947.*—In section 2 of Industrial Disputes Act, 1947 (hereinafter referred to as the said Act),—

(1) in sub-clause (i) of clause (a) for the words “a mine, oil-field” the words—“a banking or an insurance company, a mine, an oil-field” shall be substituted;

(2) after clause (b) the following clause shall be inserted, namely:—

“(bb) ‘banking company’ means a banking company as defined in section 5 of the Banking Companies Act, 1949 (X of 1949), having branches or other establishments in more than one Province, and includes the Imperial Bank of India”;

(3) after clause (k) the following clause shall be inserted, namely

“(kk) ‘insurance company’ means an insurance company as defined in section 2 of the Insurance Act, 1938 (IV of 1938), having branches or other establishments in more than one Province

4. *Prohibition of References by Provincial Governments of certain Industrial Disputes for Adjudication, Inquiry or Settlement.*—Notwithstanding anything contained in any other law, it shall not be competent for a Provincial Government or any officer or authority subordinate to such Government to refer an industrial dispute concerning any banking or insurance company, or any matter relating to such dispute, to any tribunal or other authority for adjudication, inquiry or settlement.

5. *Abatement of proceedings relating to disputes pending before Provincial Tribunals and reference of such disputes to Tribunals constituted by the Central Government.*—(1) Where under any law any

industrial dispute concerning any banking or insurance company or any matter relating to such dispute has, before the 30th day of April, 1949, been referred by a Provincial Government or any officer or authority subordinate to such Government to any tribunal or other authority for adjudication or settlement and any proceedings in respect of or arising out of such reference were immediately before that date pending before any tribunal or other authority, then on the aforesaid date such reference shall be deemed to have been withdrawn and all such proceedings shall have abated.

(2) The Central Government shall, as soon as may be after the commencement of this Act, by order in writing, refer under section 10 of the said Act every industrial dispute to which the provisions of sub-section (1) apply to an Industrial Tribunal constituted under the said Act for adjudication.

6. *Powers of Central Government to refer disputes in respect of which awards or decisions have been made for readjudication.*—(1) Where any award or decision has been made in respect of any industrial dispute concerning any banking or insurance company by any tribunal or other authority constituted or appointed by a Provincial Government, or any officer or authority subordinate to such Government, then the Central Government may, notwithstanding that the said award or decision is in force, by order in writing refer under section 10 of the said Act the dispute or any of the matters in dispute to an Industrial Tribunal constituted under the said Act for readjudication and stay the implementation of the award or decision so made or of any part of such award or decision until the Industrial Tribunal to which the dispute or any of the matters in dispute is referred for readjudication has submitted its award or for such further period as the Central Government may consider necessary.

(2) After the Industrial Tribunal to which the dispute or any of the matters in dispute has been so referred for readjudication has submitted its award under sub-section (1) of section 15 of the said Act, the Central Government may, by order in writing, declare that the award or decision previously made in respect of such dispute by the tribunal or other authority constituted or appointed by the Provincial Government or any officer or authority subordinate to such Government or such part of that award or decision as may be specified in the order shall cease to be in operation.

7. *Repeal of Ordinance XXVIII of 1949.*—(1) The Industrial Disputes (Banking and Insurance Companies) Second Ordinance, 1949 (XXVIII of 1949) is hereby repealed.

(2) Notwithstanding such repeal, anything done or any action taken in the exercise of any power conferred by or under the said Ordinance shall be deemed to have been done or taken in the exercise of the powers conferred by or under this Act, as if this Act were in force on the day on which such thing was done or action taken.

K. V. K. SUNDARAM,
Secretary,
Ministry of Law.

Books, Publications and Reports

I. BOOKS

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

GENERAL—

The Constitution of India. Manager of Publications, New Delhi.

INDIAN ECONOMICS—

Dantwalla, M. L. *Indian Agriculture.* The National Information and Publications Ltd., Bombay.

Ramaswamy, T. N. *Rebuilding India.* Nand Kishore and Bros., Banaras.

II. PUBLICATIONS

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

INDIA

Agricultural Situation in India.—Volume IV, No. 8 (November 1949). (Office of the Economic Adviser to the Government of India, New Delhi).

Bombay Co-operative Quarterly.—Volume XXXIII, No. 3 (January 1950). (The Provincial Co-operative Institute, Bombay).

Bulletin of the Bureau of Economics and Statistics.—Volume II, No. 2 (October 1949). (Bureau of Economics and Statistics, Government of Bombay, Bombay).

Capital.—Volume CXXIV, Nos. 3089-3092. (Capital, 4 Lyons Range, Calcutta No. 1).

Commerce.—Volume LXXX, Nos. 2032-2036. (F. Berton Forn Commerce (1935) Ltd., Royal Insurance Buildings, Churchgate Street, Bombay).

Eastern Economist.—Volume XIV, Nos. 1-3. (Eastern Economist Ltd., 52, Queensway, New Delhi).

Economic Weekly.—Volume XII, Nos. 1-3. (Bombay).

Gazette of India, Part IV & Part V.—Pages 179-212, 479-648. (Government of India, New Delhi).

Indian Factories Journal.—Volume I, Parts VIII & IX (October and November 1949). (Company Law Institute of India, 17, Dr. Nair Road, Thyagarayanagar, Madras 17).

Indian Labour Gazette.—Volume VII, No. 5 (November 1949). (Labour Bureau, Ministry of Labour, Government of India, New Delhi).

Indian Railway Magazine.—Volume XXV, No. 12 (December 1949). (Railway Users' Federation, Madras).

Indian Textile Journal.—Volume IX, No. 711, (December 1949). (The Indian Textile Journal Ltd., Bombay).

Indian Trade Journal.—Volume CLXXVI, Nos. 2261-2264. (Department of Commercial Intelligence and Statistics, India, Calcutta).

India and Israel.—Volume 11, No. 7 (January 1950).

Journal of Commerce and Statistics.—Volume II, No. 3, (January 1950). (Bureau of Commercial and Intelligence and Statistics, Bombay).

Labour Law Journal.—Volume II, No. 1 (January 1950). (Sri R. Vankutaraman, 1/1711, Roy Apettah High Road, Madras).

Mahratta.—Volume LXX, Nos. 1-3 (Poona).

Monthly Bulletin of Statistics, U. P.—Volume III, No. 11 (November 1949). (Superintendent Printing and Stationery, Allahabad).

Monthly Survey of Business Conditions in India.—Volume 17, No. 11 (November 1949). (Office of the Economic Adviser to the Government of India, New Delhi).

Mysore Labour Gazette.—Volume II, Nos. 2-3 (November-December 1949). (Department of Labour, Government of Mysore, Bangalore).

New Democrat.—Volume XIX, No. 3 (December 1949). (Editor, I. V. Ferreira, 103, Hindu Colony, Bombay 14).

New India.—Volume XII, Nos. 28-30. (Central India, Printing and Litho Works Ltd., Nagpur).

Railway Herald.—Volume XXI, Nos. 21-23. (Editor, Railway Herald, Motivilla, Thana, Bombay).

Reserve Bank of India Bulletin.—Month November 1949. (Reserve Bank of India, Bombay).

Weekly Bulletin of Statistics.—Volume I, Nos. 57-61. (Office of the Economic Adviser to the Government of India, New Delhi).

FOREIGN

American Federationist.—November 1949. (London).

American Labour News.—Dated January 11th 1950. (United States Information Services, Bombay).

Board of Trade Journal.—Volume 157, Nos. 2760-2763. (H. M. Stationery Office, London).

Bulletin of the Oxford University, Institute of Statistics.—Volume 11, No. 12, December 1949. (Oxford).

Coal.—December 1949, Volume XVI, No. 64, November 1949. (London).

- Economica*.—Volume XVI, No. 64 (London).
- Economist*.—Volume CLVII, Nos. 5544-5549. (London).
- Economic Papers*.—December 1949. (London).
- Economic Journal*.—Volume LIX, No. 236, December 1949. (London).
- Federal Reserve Bulletin*.—Volume 35, Nos. 6-9, June-September 1949. (Federal Reserve Board, Washington).
- Court Reports*.—Nos. 2241-2243. (U. K.).
- Industrial Relations Labour Review*.—Volume 3, No. 1. (New York).
- Industrial Welfare and Personnel Management*.—Month. November-December 1949. (London).
- Industry*.—December 1949. (Westminster).
- Industry and Labour*.—Volume II, Nos. 11-12. (I. L. O., Geneva).
- International Free Trade Union News*.—December 1949. (New York).
- Journal of the Royal Statistical Society*.—Volume CXII, Part II, 1949. (London).
- Journal of the Textile Institute*.—November 1949. (Manchester).
- International Labour Review*.—December 1949. (Geneva).
- Labour*.—December 1949. (London).
- Labour Information Bulletin*.—November 1949. (Washington).
- Labour Research*.—December 1949. (Research Department, London).
- Labour Review*.—December 1949. (Canada).
- Law Supplement*.—November 1949. (Manchester).
- Ministry of Labour Gazette*.—December 1949. (London).
- Monthly Abstracts of Statistics*.—December-November 1949. (Census and Statistics Department, Wellington). (New Zealand).
- New Dawn*.—Volume 3, Nos. 24-26. (Manchester).
- New Statement and Nation*.—Volume XXXVIII, Nos. 978-981. (London).
- World News*.—Volume 6, No. 1. (London).
- New Republic*.—Dated 14th and 21st November 1949, 5th December 1949. (London).
- Official Bulletin*.—Volume XXXII, No. 3. (I. L. O., Geneva).

- Outlook*.—October 1949. (London).
- Personnel Management*.—November-December 1949. (London).
- Planning*.—Volume XVI, Nos. 305-306. (London).
- Quarterly Journal of Economics*.—Volume LXIII, No. 4 November 1949. (Manchester).
- Statistic*.—Volume CI, Nos. 3742-3747. (London).
- Textile Mercury*.—Volume CXXI, Nos. 3165-3169. (Textile Mercury Ltd., Manchester).
- Textile Weekly*.—Volume 44, Nos. 1133-1137. (The National Federation of Textile Works Managers, Manchester).
- Two Minutes of Employment Facts*.—November 1st 1949. (New Foundland).
- United Nations Bulletin*.—Volume VII, Nos. 9-10. (New York).
- World*.—December 1949. (U. N.).

III. REPORTS

The following reports were received in the Library during January 1950

GENERAL—

Annual Report on the Administration of the Indian Boilers Act, 1923 in the Bombay Province for the year 1948-1949.—(Government Central Press, Bombay).

INTERNATIONAL LABOUR OFFICE—

Agricultural Wages and Incomes of Primary Producers Report IV: Asian Regional Conference, Nuwara Eliya (Ceylon) January 1950. (I. L. O., Geneva).

Convention and Recommendations 1919-1949.—(I. L. O., Geneva).

Development of Co-operative Movement in Asia.—(I. L. O., Geneva).

Report of the Director-General: Asian Regional Conference, Nuwara Eliya, (Ceylon) January 1950.—(I. L. O., Geneva).

Organisation of Man Power: Report V: Asian Regional Conference, Nuwara Eliya, (Ceylon) January 1950.—(I. L. O., Geneva).

Systems of Social Security, New Zealand.—(I. L. O., Geneva).

Vocational Training of Adults, including disabled persons, Report IX (2): International Labour Conference, 33rd Session 1950.—(I. L. O., Geneva).

MILLOWNERS' ASSOCIATION—

Report of the Millowners' Association, Ahmedabad, for the year 1948.

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN DECEMBER 1949

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
<i>Textile Industry</i>			1949	1949			
Coorla Spg. & Wvg. Mills Ltd., Kurla, Bombay.	280	2,722	28 Nov.	12 Dec.	Demand for supply of superior quality of yarn.	The strike ended in favour of the employers.	27,018
Rahat Silk Bombay.	21	..	29 Nov.	3 Dec.	Demand for reinstatement of a discharged weaver.	The strike ended in favour of the employers.	16
Two Weaving Factories at Surat, Surat.	14	..	30 Nov.	2 Dec.	Demand for increase in wages.	The strike ended in favour of the workers.	4
Deepak Silk Mills, Bombay.	66	93	2 Dec.	13 Dec.	Protest against the withdrawal of the system of supplying the weavers with bobbins at the looms.	The strike ended in favour of the employers.	1,527
Raymond Woollon Mills, Thana.	22	..	3 Dec.	11 Dec.	Demand for increase in their wages.	The strike ended in favour of the employers.	176
Gachwad Mills (Surat District).	2,591	..	7 Dec.	8 Dec.	Demand for payment of bonus for the year	The strike ended in favour of the employers	2,591
Ganga Silk Mills, Bombay.	56	..	14 Dec.	16 Dec.	Demand for reinstatement of a discharged worker.	The strike ended in favour of the workers.	78
Colaba Land & Mill Co. Ltd., Bombay.	917	2,118	19 Dec.	22 Dec.	Protest against the promotion of a jobber in the Ring Department to the post of Head jobber.	The strike ended in favour of the employers.	4,424
Century Spg. & Mfg. Co. Ltd., Bombay.	266	..	20 Dec.	24 Dec.	Demand for engaging doffer boys in leave vacancies.	The strike ended in favour of the employers.	501
New City of Bombay Mfg. Co. Ltd., Bombay.	192	2,152	21 Dec.		Protest against the alleged retrenchment of 16 doffer boys.	The strike continues	14,327
Mehra Dyeing Printing & Silk Mill, Wadala, Bombay.	11		21 Dec.	22 Dec.	Protest against their transfer from Wadala branch to Mahim branch.	The strike ended in a compromise.	11
Vasant Vijay Mills, Bombay.	550		29 Dec.	30 Dec.	Demanding weekly holiday on Thursday, the 29th December 1949 instead of Sunday the 1st January 1950.	The strike ended in favour of the employers.	550
Gendalal Mills, Jalgaon (East Khandesh District).	259		30 Dec.		Demand for immediate payment of the arrears of the standardized wages.	The strike continues	130

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Chhat Silk Mills, Bombay.	21	..	29 Nov.	3 Dec.	Demand for reinstatement of a discharged weaver.	The strike ended in favour of the employers.	16
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Gaekwad Mills Ltd., Billimora (Surat District).	2,591	..	7 Dec.	8 Dec.	Demand for payment of bonus for the year 1948.	The strike ended in favour of the employers.	2,591
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3. Two Weaving Factories at Surat, Surat.	14	..	30 Nov.	2 Dec.	Demand for increase in wages.	The strike ended in favour of the workers.	4
4. Deepak Silk Mills, Bombay.	66	93	2 Dec.	13 Dec.	Protest against the withdrawal of the system of supplying the weavers with bobbins at the looms.	The strike ended in favour of the employers.	1,527
5. Raymond Woollen Mills, Thana.	22	..	3 Dec.	11 Dec.	Demand for increase in their wages.	The strike ended in favour of the employers.	176
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8. Colaba Land & Mill Co. Ltd., Bombay.	917	2,118	19 Dec.	22 Dec.	Protest against the promotion of a jobber in the Ring Department to the post of Head jobber.	The strike ended in favour of the employers.	4,424
9. Century Spg. & Mfg. Co. Ltd., Bombay.	266	..	20 Dec.	24 Dec.	Demand for engaging doffer boys in leave vacancies.	The strike ended in favour of the employers.	501
10. New City of Bombay Mfg. Co. Ltd., Bombay.	192	2,152	21 Dec.		Protest against the alleged retrenchment of 16 doffer boys.	The strike continues ..	14,327
11. Mehra Dyeing Printing & Silk Mill, Wadala, Bombay.	11	..	21 Dec.	22 Dec.	Protest against their transfer from Wadala branch to Mahim branch.	The strike ended in a compromise.	11
12. Vasant Vijay Mills, Bombay.	550	..	29 Dec.	30 Dec.	Demanding weekly holiday on Thursday, the 29th December 1949 instead of Sunday the 1st January 1950.	The strike ended in favour of the employers.	550
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INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN DECEMBER 1949—contd.

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
<i>Textile Industry—contd.</i>							
Prakash Cotton Mills Ltd., Bombay.	190	...	31 Dec.		Workers struck work under a misunderstanding that a worker was compelled by the Management to resign.	The strike continues ..	178
Arun Silk Mill, Andheri, Bombay.	29	..	31 Dec.		Protest against the dismissal of a worker.	The strike continues ..	16
Madhavji Dharamsey Mfg. Co. Ltd., Bombay.	450	..	31 Dec.		Demand for reinstatement of an Assistant Spinning Master.	The strike continues ..	211
<i>Engineering</i>							
Burmah-Shell Oil Storage & Distributing Co. of India Ltd., Bombay.	1,727	..	30 Nov.	2 Dec.	Protest against refusal by the management to negotiate with the representatives of the workers in connection with the promotion of a mistry to the rank of a foreman.	The strike ended in favour of the workers.	1,695
Munition Factory, Kirkee (Poona District).	1,463	...	5 Dec.	5 Dec.	Demand for the continuance of the strike.	Indefinite ..	183
Prass Ringleet Factors, Pandharpur (Sholapur District).	40		24 Dec.		Demand for removal of contract agencies for employment.	The strike continues ..	280
Ahmednagar Electric Supply Co. Ltd., Ahmednagar.	61	..	27 Dec.	31 Dec.	Demanding that a suspension case against a clerk should be enquired into by third party and that in future no worker should be discharged without giving legal notice.	Indefinite ..	214
<i>Transport</i>							
Indian Overseas Airlines Ltd., Bombay.	155	..	13 Dec.	15 Dec.	Demand for immediate payment of outstanding wages.	The strike ended in favour of the workers.	231
<i>Miscellaneous</i>							
Bidi Factories at Nipani, Nipani (Belgaum District).	986	..	14 Sept.		Demand for reinstatement of the workers removed from service, withdrawal of notices issued to the workers and implementation of the agreement reached previously with unions of the workers.	The strike continues	8,165
Bidi Workshop bel to Ram-lal Kanhayalal, Dharangaon (East Khandesh District).	35	..	21 Nov.		Demand for reinstatement of a discharged worker.	The strike continues	620
Banhatti Municipality, Banhatti (Bijapur District).	20	..	24 Nov.	1 Dec.	Protest against the ill-treatment by a Municipal clerk to the workers.	Indefinite	Nil.

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN DECEMBER 1949—conold.

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 month
	Directly	Indirectly	Began	Ended				
<i>Miscellaneous—contd.</i>								
25. Household Department of H. H. the Maharaja of Baroda, Baroda.	185	..	25 Nov.		Demand for pay, gratuity, etc. like other Government servants and recognition of their Union.	The strike continues ..	5,735	
26. Tambo Arogya Bhuvan & Sons, Bombay.	17	..	30 Nov.	1 Dec.	Demand for sufficient supply of food.	The strike ended in favour of the employers.	Nil.	
27. Dulori & Co. (Saw Mill), Bombay.	40	..	30 Nov.	1 Dec.	Demand for increase in wages.	The strike ended in favour of the employers.	Nil.	
28. Kamalkant Printing Press, Bombay.	10	..	1 Dec.	6 Dec.	Demand for reinstatement of the three discharged workers.	The strike ended in favour of the employers.	40	
29. Royal Western India Turf Club Ltd., Bombay.	895	..	2 Dec.	3 Dec.	Demand for withdrawal of the warning notice served on a worker and protest against the explanation asked by the management from the workers who were absent on 23rd October 1949.	The strike ended in favour of the employers.	895	895
30. Mazgaon Dock Ltd. Bombay.	2,100	..	5 Dec.	6 Dec.	Protest notice put up by the management stating that the union is not a representative body of the workers.	The strike ended in favour of the workers.	2,100	2,100
31. Mazgaon Dock Ltd. Bombay.	400	..	7 Dec.	8 Dec.	Demanding Wednesday to be declared as a holiday for the workers.	The strike ended in favour of the employers.	400	400
32. Muslim Tea Stall Vendors of Manmad Rly. Station, Manmad (Nasik District).	17	..	13 Dec.	14 Dec.	Demand for (1) reinstatement of discharged vendors, (2) supply of uniforms, (3) payment of wages on 7th of each month and (4) 15 days' leave in a year.	The strike ended in a compromise.	17	17
33. Bidi Workshop belonging Mr. Gangaram Babasa, Dharangaon (East Khandesh District).	34	..	18 Dec.		Protest against the discharge of temporary workers.	The strike continues ..	476	
34. Seventy-five Bidi Workshops at Kurla, Bombay.	500	..	18 Dec.	19 Dec.	Demand for (1) fixation of rates of bidi making at Rs. 3-8-0 per thousand, (2) stoppage of import of bidis from outside Kurla and (3) regular work during week.	The strike ended in favour of the employers.	500	500
35. Indian Vegetable Products Ltd., Bombay.	137	..	21 Dec.	22 Dec.	Demand for referring their dispute to adjudication.	The strike ended in favour of the employers.	137	137
36. Kopergaon Town Municipality, Kopergaon (Ahmednagar District).	45	..	28 Dec.		Demand for increase in pay and reinstatement of discharged sweepers.	The strike continues	180	

RETAIL PRICES OF FOOD ARTICLES IN NOVEMBER AND DECEMBER 1949*

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

Articles	Price per	November 1949				December 1949			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
<i>Cereals—</i>									
Rice	Maund ..	20 0 0 <i>319</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	13 12 5 <i>187</i>	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	22 13 3 <i>310</i>
Wheat	" ..	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 12 0 <i>204</i>	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 198
Jowari	" ..	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	12 8 9 <i>366</i>	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	13 5 388
Bajri	" ..	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 244
<i>Index No.—Cereals</i>	....	237	294	390	250	236	294	390	284
<i>Pulses—</i>									
Gram	Maund ..	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	20 0 0 <i>548</i>	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	21 5 555
Turdal	" ..	25 6 4 <i>435</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	26 10 8 <i>403</i>	22 3 7 <i>380</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	25 9 387
<i>Index No.—Pulses</i>	....	601	570	476	476	574	570	476	486
<i>Other articles of food—</i>									
Sugar (refined)	Maund ..	35 2 8 <i>609</i>	40 0 0 <i>500</i>	53 5 3 <i>533</i>	40 0 0 <i>428</i>	35 2 8 <i>609</i>	40 0 0 <i>500</i>	53 5 3 <i>533</i>	40 0 428
Jagri (gul)	" ..	40 0 0 <i>467</i>	35 8 11 <i>866</i>	35 8 10 <i>458</i>	40 0 0 <i>570</i>	29 14 6 <i>349</i>	32 0 0 <i>779</i>	35 8 10 <i>458</i>	40 0 570
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 15 412
Salt	Maund ..	4 6 3 <i>206</i>	2 8 0 <i>166</i>	8 0 0 <i>360</i>	5 0 0 <i>266</i>	4 6 3 <i>206</i>	2 8 0 <i>166</i>	8 0 0 <i>360</i>	5 2 266
Beef	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 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 752
Mutton	" ..	2 8 0 <i>600</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 0 533
Milk	Maund ..	35 2 8 <i>382</i>	20 0 0 <i>400</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>	35 2 8 <i>382</i>	20 0 0 <i>400</i>	26 10 0 <i>366</i>	32 0 320
Ghee	" ..	213 4 0 <i>420</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>	200 0 0 <i>394</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 292
Potatoes	" ..	20 0 0 <i>447</i>	24 9 10 <i>647</i>	20 0 0 <i>500</i>	20 0 0 <i>593</i>	25 0 0 <i>558</i>	24 9 10 <i>647</i>	20 0 0 <i>500</i>	20 0 593
Onions	" ..	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	6 10 8 <i>333</i>	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	6 10 8 333
Cocoanut oil	" ..	80 0 0 <i>315</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>	80 0 285
<i>Index No.—Other articles of food</i>	....	490	543	428	435	491	535	428	424
<i>Index No.—All food articles (unweighted)</i>	....	444	487	424	396	441	482	424	424

*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.

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

Bombay (1)				Ahmedabad (2)						Sholapur (3)						Jalgaon (4)				
Cloth- ing	House rent	Miscel- laneous	Cost of living	Food	Fuel and light- ing	Cloth- ing	House rent	Miscel- laneous	Cost of living	Food	Fuel and light- ing	Cloth- ing	House rent	Miscel- laneous	Cost of living	Food	Fuel and light- ing	Cloth- ing	House rent	
86	100	97	106	64	78	72	107	100	73	70	89	64	107	72	74	..	..	..	..	..
275	100	230	237	212	331	107	220	212	212	202	318	141	107	212	201	303	302	403	100	100
257	100	223	235	197	317	230	107	240	199	198	335	141	107	215	201	299	321	340	100	100
257	100	220	259	219	269	208	107	263	209	217	313	141	107	246	211	350	298	338	100	100
262	100	252	279	234	263	210	107	237	219	263	350	141	107	313	248	417	256	342	100	100
391	100	275	303	243	347	309	107	309	243	256	423	298	107	256	292	490	450	415	100	100
406	100	274	326	274	348	291	107	306	261	294	447	344	107	316	308	509	488	445	100	100
390	100	279	316	238	325	291	107	306	236	301	451	345	107	323	311	504	490	468	100	100
404	100	273	307	245	317	291	107	309	240	297	419	352	107	339	309	484	452	452	100	100
390	100	282	311	248	310	291	107	318	242	285	414	353	107	327	301	409	416	429	100	100
401	100	281	305	246	325	291	107	352	242	278	414	348	107	343	297	442	409	429	100	100
408	100	283	306	254	322	291	107	342	249	274	414	348	107	340	294	433	435	429	100	100
306	100	284	300	255	323	291	107	342	248	283	414	311	107	343	291	461	431	428	100	100
307	100	282	302	265	340	291	107	335	256	287	414	307	107	340	296	456	424	420	100	100
307	100	283	306	261	343	291	107	335	254	297	409	297	107	341	300	465	421	419	100	100
307	100	278	306	262	309	291	107	335	252	294	399	284	107	337	295	469	428	421	100	100
307	100	282	307	260	306	291	107	335	250	304	390	281	107	336	299	476	429	424	100	100
307	100	285	310	264	309	291	107	335	252	303	390	281	107	337	299	479	435	432	100	100
307	100	285	308	258	303	291	107	335	249	296	394	280	107	337	299	479	435	432	100	100

July 1927 to June 1928 = 100. (2) Average prices from August 1926 to July 1927 = 100. (3) Average prices from February 1927 to January 1928 = 100. (4) Average prices for the month of August 1926 = 100.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN 1927-28 AND 1928-29

Year ended July 1927 = 100	Year ending January 1928 = 100	Average prices in August 1929 = 100	Nagpur January 1927 = 100	Jubbulpore January 1927 = 100	Bombay Average of five years ending 1914 = 100	Cuttack Average of five years ending 1914 = 100	Madras Year ended June 1926 = 100	Kanpur prices in August = 100	Bangalore Year ended June 1926 = 100	Ujjain Year ended June 1926 = 100
a-b	a-c	a-d	a-d	a-d	a-c	a-c	a-c	a-c	a-c	a-c
73	74	100	61	57	108	104	100	...	...	...
212	201	295	169	184	333	340	202	314	189	189
199	201	291	164	164	310	298	222	308	197	197
209	211	326	181	177	360	309	235	329	221	221
219	248	369	203	190	416	342	272	378	265	265
243	292	440	237	224	528	436	309	471	287	287
73	73	100	64	58	109	103	98	100	..	..
261	308	461	248	241	502	424	322	508	291	291
236	311	458	242	230	484	422	324	506	301	301
240	309	441	238	228	495	434	324	515	291	291
242	301	391	238	230	544	440	326	479	301	301
243	297	412	239	...	544	440	320	468	291	291
249	294	422	240	...	558	449	320	482	301	301
218	294	414	241	...	556	454	322	483	301	301
256	296	417	241	...	572	448	320	458	301	301
254	300	422	241	...	555	522	320	458	...	...
252	295	425	243	...	537	529	320	484	...	...
250	299	432	243	...	542	529	323	464	301	301
252	299	424	240	...	540	485	326	451	301	301

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

	Bombay (1)					Ahmedabad (2)					Sholapur (3)					Jalgaon (4)									
	Food	Fuel and lighting	Cloth.	House rent	Miscellaneous	Cost of living	Food	Fuel and lighting	Cloth.	House rent	Miscellaneous	Cost of living	Food	Fuel and lighting	Cloth.	House rent	Miscellaneous	Cost of living	Food	Fuel and lighting	Cloth.	House rent	Miscellaneous	Cost of living	
1939 Average	114	100	86	100	97	106	84	78	73	107	100	73	70	89	84	107	72	74	..	..	..	..	..	..	..
1944 "	283	249	275	100	280	287	112	221	221	107	220	213	202	318	341	107	212	201	203	202	..	..	..	..	285
1945 "	271	247	267	100	228	235	107	217	220	107	240	199	198	225	241	107	215	201	229	221	..	..	..	..	291
1946 "	217	245	227	100	230	259	219	229	208	107	225	209	217	215	241	107	245	211	250	229	..	..	..	..	..
1947 "	244	244	262	100	232	274	234	265	210	107	227	219	263	350	241	107	215	240	417	258	..	..	..	..	360
1948 ¹⁹⁴⁸	246	253	261	100	276	303	243	247	209	107	209	243	286	425	228	107	258	232	430	450	150	415	100	515	440
December 1948	282	277	400	100	274	320	274	248	291	107	206	201	294	447	244	107	216	269	500	488	145	100	543	401	..
January 1949	208	272	300	100	279	310	238	223	291	107	208	256	301	431	245	107	222	211	504	420	448	100	529	458	..
February 1949	252	251	404	100	273	307	245	217	291	107	209	240	297	419	232	107	259	209	481	458	452	100	505	441	..
March 1949	205	203	300	100	242	311	248	210	291	107	218	242	285	414	252	107	327	201	409	416	452	100	505	391	..
April 1949	234	293	401	100	281	305	248	225	291	107	232	242	278	414	248	107	343	207	42	409	429	100	550	412	..
May 1949	255	253	408	100	283	305	254	225	291	107	242	249	274	414	245	107	340	204	453	453	429	100	583	422	..
June 1949	261	293	306	100	284	300	256	223	291	107	242	245	283	414	241	107	343	204	421	421	428	100	540	424	..
July 1949	304	293	307	100	282	302	265	240	291	107	235	256	287	414	207	107	340	206	424	429	429	100	594	417	..
August 1949	272	282	307	100	283	305	291	243	291	107	235	254	297	409	297	107	341	200	455	421	418	100	593	422	..
September 1949	273	292	307	100	278	306	282	209	291	107	235	252	294	299	284	107	337	204	489	428	451	100	598	425	..
October 1949	274	293	307	100	282	307	260	208	291	107	235	250	304	290	291	107	338	209	476	429	454	100	529	422	..
November 1949	275	290	307	100	282	310	244	204	291	107	235	252	293	290	291	107	337	209	439	435	452	100	543	424	..
December 1949	272	294	307	100	285	308	254	203	291	107	235	249	298	295	290	107	332	205	470	438	452	100	565	422	..

(1) Average prices from July 1939 to June 1942=100. (2) Average prices from August 1937 to July 1947=100. (3) Average prices from February 1927 to January 1939=100. (4) Average prices for the month of August 1939=100.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN U. K.

Centre	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Jubbulpore	Patna	Cuttack	Madras	Kanpur	Bangalore	United Kingdom
Basic period	Year ended June 1934 =100	Year ended July 1927 =100	Year ended January 1928 =100	Average prices in August 1930 =100	January 1927 =100	January 1927 =100	Average of five years ending 1914 =100	Average of five years ending 1914 =100	Year ended June 1936 =100	Average prices in August 1939 =100	Year 1936 =100	*17th June 1947 =100
Items included in the index	a-o	a-o	a-o	a-o	a-d	a-d	a-o	a-o	a-o	a-o	a-o	a-o
1939 Average	106	73	74	..	81	57	108	104	100	..	..	..
1944 "	237	212	201	205	169	184	333	240	202	314	189	..
1945 "	235	199	201	291	164	104	310	296	222	308	197	..
1946 "	259	209	211	326	181	177	360	309	235	329	221	..
1948 "	270	219	248	369	203	190	416	342	272	378	255	..
1948 ¹⁹³⁹	303	243	292	440	237	224	523	436	300	471	287	..
August 1948	103	73	73	100	64	58	109	103	98	100	..	..
December 1949	330	261	208	401	248	241	602	424	322	508	298	109
January 1949	316	236	311	488	242	230	434	422	324	509	300	109
February 1949	307	240	209	441	238	228	405	434	324	515	297	109
March 1949	311	242	301	391	238	230	448	440	326	479	300	109
April 1949	303	243	297	412	239	..	544	440	320	408	297	109
May 1949	306	249	294	422	240	..	558	419	320	482	300	111
June 1949	306	248	294	424	241	..	656	451	322	483	302	111
July 1949	302	258	296	417	241	..	672	448	320	426	303	111
August 1949	300	254	300	422	241	..	655	452	320	428	..	112
September 1949	308	252	295	425	243	..	637	429	320	484	..	112
October 1949	297	240	289	432	243	..	642	419	323	464	300	112
November 1949	310	252	299	424	240	..	640	435	323	451	305	112
December 1949	308	249	295	432	233	..	641	427	327	432	..	112

a= fuel and lighting; c= clothing; d= miscellaneous; o= house rent. * The U. K. figures on base 17th June 1947=100 are only retail price index numbers.