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# Labour Gazette

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VCL. I]

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## CONTENTS

	PAGE		PAGE
<b>MONTH IN BRIEF</b> .. .. .	3	<b>WORKMEN'S COMPENSATION LEGISLATION</b> .. .. .	31
<b>COST OF LIVING—</b>		C. I. P. Railway Workmen's Union .. .. .	39
Cost of Living Index for December 1921 .. .. .	7	<b>CURRENT NOTES FROM ABROAD—</b>	
Cost of Living Abroad .. .. .	12	Japan .. .. .	51
<b>PRICE STATISTICS—</b>		Greece, Italy .. .. .	53
Wholesale Prices in December 1921 .. .. .	10	Germany .. .. .	54
Retail Price Statistics (Bombay, Karachi, Ahmedabad and Sholapur) .. .. .	11	Australia .. .. .	38, 55
Comparative Prices (Bombay, Karachi, Ahmedabad and Sholapur) .. .. .	11	United Kingdom, U.S.A. (Kansas) .. .. .	56
<b>WAGES IN THE PRESIDENCY</b> .. .. .	14	Holland, Argentine .. .. .	57
Unemployment and Public Employment Agencies .. .. .	6	<b>BOOKS RECEIVED</b> (Official and unofficial publications) .. .. .	57
Reform of the Indian Factory Law .. .. .	14, 21	<b>STATISTICAL TABLES—</b>	
<b>THE BOMBAY MILL AND THE "CHARKA"</b> .. .. .	15	Cost of Living (Bombay) .. .. .	8
<b>INDUSTRIAL DISPUTES—</b>		Wholesale Market Prices in Bombay .. .. .	40-42
Industrial Disputes in Progress during December 1921 .. .. .	17	Do. Do. Karachi .. .. .	43-45
Industrial Disputes in other Provinces .. .. .	18	Index Numbers of Wholesale Prices in Bombay by Groups .. .. .	46
The British Industrial Court .. .. .	20	Retail Prices of Articles of Food in November and December 1921 (Bombay, Karachi, Ahmedabad and Sholapur) .. .. .	47
<b>CONFERENCES AND COMMITTEES—</b>		Index Numbers of Wholesale Prices in India and Foreign Countries .. .. .	48
International Labour Conference, 1921, Third Session (Geneva) .. .. .	22	Mill Production (Yarn and Woven Goods) .. .. .	49-51
Industrial Disputes Committee .. .. .	18	Principal Trade Disputes in Progress in December 1921 .. .. .	52-53
Committee on Recruitment of Indian Seamen .. .. .	26	<b>CHARTS—</b>	
<b>THE LABOUR SITUATION IN JAPAN..</b>	27	1 Cost of Living in Bombay.	
Japan and the Washington Conventions and Recommendations .. .. .	26	2 Progress of the Monsoon, 1921.	
<b>EMPLOYMENT OF WOMEN</b> (Maternity and Child Welfare) .. .. .	28	3 Retail Prices of Rice, Pulses, Cereals and other Articles of Food in Bombay.	
		4 Cost of Living in India, the United Kingdom, Canada and Belgium.	
		5 Imports and Exports of Merchandise, India.	
		6 Rates of Exchange in Bombay.	
		7 Strikes in the Bombay Presidency, 1921.	
		8 Foods and Non-foods Wholesale Prices, Bombay.	



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## THE MONTH IN BRIEF

FROM the labour viewpoint the last few weeks have been busy and eventful. The cost of living continues to fall. Wholesale prices, including the price of Rangoon rice and Punjab wheat, are downward. The number of working days lost in industrial disputes during December was 58 per cent below that of its immediate predecessor. The attendance of workers in the cotton mills was above normal in December. In Bombay City and Island labour was plentiful. Since September absenteeism in the Bombay mills greatly improved. The annual bonus, however, was paid on 12th January 1922, the wages for December on the 13th January, and the following day was a holiday. Since then absenteeism in the mills, normally from 15 to 20 per cent of those on the wages books, jumped up by as much as from 10 to 15 per cent above normal. On 23rd January the average percentage was in the neighbourhood of 25 per cent.

## COTTON MILL PRODUCTION

In the last few weeks the price of yarn and cloth has fallen, and the demand has considerably slackened off. The yarn spun and the goods woven are a valuable index, not merely of the state of the trade, but also of the demand in the long run for labour in this important industry. The details are expressed within the modest space of 3 pages elsewhere in the "Gazette." The following tables summarise the results, so that he who runs may read and reading understand —

## (1) Month of November

	Millions of lbs. of yarn spun.			Millions of lbs. of woven goods produced.		
	November.			November.		
	1919	1920	1921	1919	1920	1921
Bombay Island ..	29	28	24	20	18	14
Ahmedabad ..	6	6	7	8	8	6
Other centres ..	4	4	5	4	3	2
Total, Presidency ..	39	38	36	32	29	22

## (2) Eight Months ended November

	Millions of lbs. of yarn spun.			Millions of lbs. of woven goods produced.		
	Eight months ended November.			Eight months ended November.		
	1919	1920	1921	1919	1920	1921
Bombay Island ..	235	225	229	146	131	142
Ahmedabad ..	48	48	57	55	50	56
Other centres ..	34	34	40	22	20	23
Total, Presidency ..	317	307	326	223	201	221

The yarn spun in November, the most recent month available, was less than in the corresponding months of 1919 and 1920 in the Presidency as a whole. Similarly with the woven goods produced in the same month. The progressive figures for the eight months have a different story to tell. Yarn production was greater than in the corresponding period





of either 1919 or 1920. Woven goods were greater than in the same period of 1920 but below that for 1919.

### THE OUTLOOK

India at the moment is hungering for the restoration of markets abroad. The outlook, however, is uncertain. The instability of both economic and political conditions, especially in Europe, is similar to the effect of a disorganized telephone exchange. Germany and Poland, for example, want India's products, but as the exchange is so abnormal it is very difficult to get a call—in this case a business deal—through, and so Germany and Poland as well as other countries who bought in normal times simply do without the goods. From top to bottom the war and its aftermath have dislocated, especially on the continent of Europe, the mechanism of trade, and it seems as if years would be required to repair it and to make it again work smoothly. Instability of exchange is obviously a great hindrance in international commerce. The chaotic exchanges are the visible sign of unsettled national and international conditions which must be cured. The cessation of the manufacture of paper currency which in turn is dependent on the balancing of national budgets is essential. France, on the one hand, has to spend enormous sums on the devastated areas and she cannot balance her budget, it is said, without German reparations. Germany, on the other hand, cannot balance her budget, according to several experts, because of the reparation payments and she has accordingly to make "forced sales" of marks to enable her to buy foreign currencies to be made over to the Reparation Commission. These are instances, the reasonable settlement of which will make for greater stability in the exchanges and in India's foreign trade.

### THE BALANCE OF TRADE

The foreign trade tables given on this page show the latest figures for (1) India, (2) Bombay and (3) Karachi. There is, it will be seen, still an adverse balance of trade, although considerably below the astonishingly high adverse balance of November.

### India

	In lakhs of rupees.				
	August 1921.	September 1921.	October 1921.	November 1921.	December 1921.
Exports (private merchandise) ..	19.56	20.00	18.22	19.92	21.74
Imports do. ..	20.80	19.71	23.54	26.40	23.16
Net exports do. (a) ..	-1.24	29	-5.32	-6.48	1.58
Imports of treasure ..	1.77	1.53	4.14	3.36	1.33
Exports of treasure ..	4.38	2.17	82	69	27
Net exports of treasure (a)	2.81	64	-3.32	-2.67	-1.06
Unfaced Rupee paper (net exports) (a)	74	..	4	-5	1
Interest on unfaced rupee paper.	2	..	1	2	6
Visible balance of trade (a)	2.29	93	..	..	..
In favour of India.	..	..	8.61	9.22	2.55
Against India.	..	..	..	..	..

### Bombay

	In lakhs of rupees.				
	August 1921.	September 1921.	October 1921.	November 1921.	December 1921.
Exports (private merchandise) ..	7.06	5.93	5.04	6.27	7.65
Imports do. ..	7.20	7.16	8.13	8.62	9.09
Net exports do. (a) ..	-1.4	-1.23	-3.09	-2.35	-1.44
Imports of treasure ..	1.70	1.49	3.93	3.28	1.33
Exports of treasure ..	4.34	2.04	79	52	21
Net exports of treasure (a)	2.64	55	-3.14	-2.76	-1.12

### Karachi

	In lakhs of rupees.				
	August 1921.	September 1921.	October 1921.	November 1921.	December 1921.
Exports (private merchandise) ..	90	1.31	75	1.17	68
Imports do. ..	2.07	1.02	2.39	3.18	2.57
Net exports do. (a) ..	-1.17	29	-1.64	-2.01	-1.89
Imports of treasure ..	1	..	2	3	2
Exports of treasure ..	10	3	1	..	..
Net exports of treasure (a)	9	3	-1	-3	-2

(a) A minus indicates an excess of imports over exports.

The "Times of India" in its issue of 4th January 1922 pointed out in a leading article that "it would be useful if the information in the 'Labour Gazette' could be supplemented in one or two directions, even though they are not directly associated with the Bombay Presidency." It asked (1) why India is



importing wheat in considerable quantities at the present time? (2) why does it pay to import foreign coal at this particular juncture? and (3) why is India purchasing treasure when the balance of trade is against her? The questions are, it seems, somewhat beyond the scope of the "Labour Gazette." In view, however, of the interest taken in business circles at the moment in regard to these questions the following brief notes may be of interest. Firstly as regards wheat. The Secretary to the Government of India, in the Department of Revenue and Agriculture, has kindly answered this query as follows:—"Owing to the very high prices of wheat which have prevailed in India since the middle of August, it is possible to land Australian or American wheat at prices considerably below those prevailing for Indian wheat in the ports, and it is even possible to rail this wheat up-country at a profit. In fact, a fair amount has actually been railed from Karachi to the Punjab. The cause of the great rise in prices is believed to be a genuine shortage of stocks. Special enquiries in the Punjab and the United Provinces pointed to this conclusion and elicited little or no evidence that the popular rumours regarding speculation and cornering were true. The average production of wheat in India in a normal year is about 10 million tons. The production of the harvest of 1921 was estimated at 6,709,000 tons, showing a deficit of 3,291,000 tons. The average internal consumption of wheat in India, obtained by deducting the net exports from the estimated production is 8,114,000 tons, so that even if in April 1921 there was some carry over from the previous year's stock, there was still a very considerable deficit to be made up if consumption in India was to be normal." Commercial opinion in Bombay agrees in this view except that speculation is given greater importance as an efficient cause of the wheat stocks not finding their way into the various markets. The price of Australian wheat landed in Bombay was so attractive to the mills that they naturally bought foreign wheat in preference to the highly priced Indian wheats. The Australian and American wheats bought for shipment to India (arrived and to arrive) amount to over 450,000 tons. Next with regard to coal. The large importation of foreign coal is due to the fact that owing to

cheap freights, foreign coal can be placed on the market at a price that can compete favourably with Indian coal. The export of the latter is restricted owing mainly to difficulty of transport, whereas in the case of foreign coal in the present circumstances, such difficulties are non-existent. There is no striking disparity in the cost of the two kinds of coal, and the quality of foreign coal is said to be far in advance of that of Indian. In consequence it is a better business proposition to import foreign coal at the present rates; the slight difference in price being more than compensated by the advance in quality and the ease with which it is obtainable. Lastly with regard to gold. A leading firm of bullion brokers in Bombay points out that in India in addition to gold for currency purposes "there is a vast outside bullion market and this works irrespective of the trade balances, and the level of bullion prices is the main factor in regulating the import and export of bullion, particularly of gold. If the price of gold and silver falls low, enquiries spring up from almost all parts of the country, and conversely if the prices are high, large quantities of the precious metals come for sale from all Indian bullion centres to Bombay." In recent months gold to the value of 3.35 crores of rupees has been imported from Mesopotamia (from April to December 1921) and 3.23 crores of this amount were in the form of Turkish gold coins. Gold from Mesopotamia was received in payment of exported merchandise—the only way that Persia and Mesopotamia can balance their trade now that exports via Moscow and London are no longer possible for these countries.

### BUSINESS CONDITIONS

While exchange was at 1s. 5<sup>13</sup>/<sub>32</sub> d. for telegraphic transfers in Bombay on London in the first week of October, 1s. 4<sup>9</sup>/<sub>16</sub> d. in the first week of November and 1s. 3<sup>7</sup>/<sub>8</sub> d. in the corresponding week of December, it rose slightly to 1s. 3<sup>15</sup>/<sub>16</sub> d. on the 3rd January 1922. In the third week of this month (21st January) the rate was 1s. 3<sup>3</sup>/<sub>16</sub> d. Bank clearings in Bombay and Karachi as in Calcutta and Rangoon were above the November level. For the financing of cotton and other crops the movement of currency from Bombay





upcountry is taking place. The satisfactory Christmas rains in Northern India will intensify the present current. The rupee portion of the paper Currency Reserve in Bombay has fallen from Rs. 26 crores on the 31st October to Rs. 24 crores at the end of November. On the 31st December the figure was Rs. 20 crores. The latest figures (15th January) show the rupee portion of the Reserve in Bombay as Rs. 197 crores. In addition there is in Bombay Rs. 14 crores in the form of gold. The average market quotations of 65 cotton mill companies at the end of December was Rs. 1,839 as against Rs. 1,867 at the end of November and Rs. 1,972 at the end of October. The average amount paid up has remained at Rs. 383 per share since August.

#### WHOLESALE PRICES

The wholesale index number for 43 articles was 190 in December, taking July 1914 as 100. Food articles stood at 189 or 2 per cent below the level of the previous month and non-food articles at 191 or 1 per cent below the previous month's figure. As compared with the corresponding month of last year, prices have fallen 1 per cent.

#### THE LEVEL OF RETAIL PRICES

In December the average level of retail prices of all the commodities taken into account in the cost of living index for Bombay was three points or less than 2 per cent below that in November 1921. The level, taking 100 to represent the level in July 1914, was 179 for all articles and 176 for food only. The articles have been given the relative importance which each bears to the aggregate expenditure.

#### INDUSTRIAL DISPUTES

The total number of industrial disputes in progress involving a stoppage of work was 9 in December and the number of workpeople involved in all disputes was approximately 7,000 as compared with 8,000 in November 1921. The estimated aggregate duration of all disputes during December was approximately 26,000 working days as compared with

62,000 in November, a decrease of 58 per cent. The estimated aggregate duration of all disputes from April 1st to the end of December was 1,272,362 days. Detailed information will be found on pages 52 and 53.

#### UNEMPLOYMENT AND PUBLIC AGENCIES

The Government of Bombay have recently addressed official and non-official bodies in the Presidency on the subject of the establishment of Public Employment Agencies in industrial centres. This question was discussed at the International Labour Conference at Washington in 1919 and it is with the object of ratifying the Draft Convention in this connexion that this action has been taken.

#### UNEMPLOYMENT IN MADRAS

The Labour Office has been informed that about one thousand men employed in the Buckingham and Carnatic Mills who went on strike some months ago have not yet secured employment. A letter containing full particulars of these men was addressed to the Bombay and the Ahmedabad Millowners' Associations, enquiring whether they could be employed. The Bombay Millowners' Association replied that local mills did not require any of them as there were at present about five hundred such labourers in Bombay seeking employment. The Ahmedabad Millowners' Association replied that these men would probably find employment in Ahmedabad but that it was not possible for the Association to take any responsibility in the matter. The details have, however, been circulated for information to the members of this Association. The Managing Agents of a prominent mill at Sholapur, have, it is understood, arranged to take on about four hundred of these men.

#### RECRUITMENT OF INDIAN SEAMEN

On page 26 will be found an article regarding the Committee which is enquiring into the conditions of the recruitment of seamen in India. The Committee after holding a preliminary enquiry in Bombay have proceeded to Calcutta to continue their investigations.



## THE COST OF LIVING INDEX FOR DECEMBER 1921

### A fall of three points

All articles .. 79 per cent

Food only .. 76 per cent

In December 1921 the average level of retail prices for all the commodities taken into account in the statistics of a cost of living index for the working classes in Bombay was three points below that in the previous month. Taking 100 to represent the level in July 1914, the levels in the last two months were 182 in November and 179 in December. The general index is still 7 per cent below the high-water mark reached in October 1920 and more than 2 per cent below the twelve-monthly average of 1920.

Except for wheat and turdal, there was a fall in the prices of food-grains varying from 4 to 26 points as compared with prices in November. The price of bajri fell 26 points, raw sugar 15 points, jowari 14 points, rice 4 points and gram 4 points. The prices of wheat and turdal (which will be harvested two months hence) continued to rise. The prices of beef, mutton, milk, ghee, kerosene oil and firewood remained at the level of the previous month. The prices of tea and coconut oil have fallen 2 points each. Refined sugar price has ceased its downward movement and has risen 9 points. There was a rise of 8 per cent in the price of potatoes and a fall of 11 per cent in that of onions.

The articles included in the index are cereals, pulses, other articles of food, fuel and lighting, clothing and house rent. The articles have been given the relative importance which each bears to the total aggregate expenditure. No allowance is made for any change in the standard of living since July 1914.

July 1914 = 100			
October 1920	.. 183	June 1921	.. 173
November "	.. 186	July "	.. 177
December "	.. 181	August "	.. 180
January 1921	.. 169	September "	.. 185
February "	.. 162	October "	.. 183
March "	.. 160	November "	.. 182
April "	.. 160	December "	.. 179
May "	.. 167		

The following table shows the price levels of articles of food in November and December 1921 as compared with that for July 1914 which is taken as 100. The levels are calculated from the prices of articles per standard (or railway) maund or seer on page 8.

Articles.	July 1914	November 1921	December 1921	Increase (+) or decrease (-) of points in December over or below November 1921
Rice	100	154	150	-4
Wheat	100	193	197	+4
Jowari	100	183	169	-14
Bajri	100	226	200	-26
Gram	100	218	214	-4
Turdal	100	178	183	+5
Sugar (raw)	100	220	205	-15
Sugar (refined)	100	191	200	+9
Tea	100	129	127	-2
Salt	100	134	120	-14
Beef	100	200	200	..
Mutton	100	229	229	..
Milk	100	191	191	..
Ghee	100	150	150	..
Potatoes	100	236	255	+19
Onions	100	383	340	-43
Coconut oil	100	112	110	-2
All food articles (weighted average)	100	179	176	-3

Note.—A full explanation of the scope and method of compilation of the index number was published in the "Labour Gazette" for September 1921.



**BOMBAY COST OF LIVING INDEX**

A

Articles.	Unit of quantity.	Annual consumption (Mass Units.) (In crores.)	Price			Total Expenditure.		
			July 1914.	November 1921.	December 1921.	July 1914.	November 1921.	December 1921.
Cereals—	Maund	70	Rs. 5.59	Rs. 8.62	Rs. 8.40	Rs. 391.30	Rs. 603.40	Rs. 588.00
Rice .. .. .	..	21	5.59	10.81	10.99	117.39	227.01	230.79
Wheat .. .. .	..	11	4.35	7.94	7.35	47.85	87.34	80.85
Jowari .. .. .	..	6	4.31	9.76	8.60	25.86	58.56	51.60
Bajri .. .. .	..	..	..	..	..	..	..	..
Total and Average—Cereals ..	—	—	100	168	163	582.40	976.31	951.24
Pulses—	Maund	10	4.30	9.39	9.20	43.00	93.90	92.00
Gram .. .. .	..	3	5.84	10.39	10.67	17.52	31.17	32.01
Turdal .. .. .	..	..	..	..	..	..	..	..
Total and Average—Pulses ..	—	—	100	207	205	60.52	125.07	124.01
Other food articles—	Maund	7	8.56	18.82	17.58	59.92	131.74	123.06
Sugar (raw) .. .. .	..	2	7.62	14.55	15.24	15.24	29.10	30.48
Sugar (refined) .. .. .	..	1	40.00	51.61	50.79	1.00	1.29	1.27
Tea .. .. .	..	40	..	..	..	..	..	..
Salt .. .. .	..	5	2.13	2.86	2.55	10.65	14.30	12.75
Beef .. .. .	Seer	28	0.32	0.64	0.64	8.96	17.92	17.92
Mutton .. .. .	..	33	0.42	0.96	0.96	13.86	31.68	31.68
Milk .. .. .	Maund	14	9.20	17.58	17.58	128.80	246.12	246.12
Ghee .. .. .	..	1 1/2	50.79	76.19	76.19	76.18	114.28	114.28
Potatoes .. .. .	..	11	4.48	10.56	11.43	49.28	116.16	125.73
Onions .. .. .	..	3	1.55	5.94	5.27	4.65	17.82	15.81
Cocoanut Oil .. .. .	..	1/2	25.40	28.57	27.83	12.70	14.28	13.91
Total and Average—Other food articles ..	—	—	100	193	192	381.24	734.69	733.01
Total and Average—All food articles ..	—	—	100	179	176	1,024.16	1,836.07	1,808.26
Fuel and lighting—	Case	5	4.37	8.44	8.44	21.85	42.20	42.20
Kerosene oil .. .. .	Maund	48	0.79	1.28	1.28	37.92	61.44	61.44
Firewood .. .. .	..	1	0.54	1.12	1.15	0.54	1.12	1.15
Coal .. .. .	..	..	..	..	..	..	..	..
Total and Average—Fuel and lighting ..	—	—	100	174	174	60.31	104.76	104.79
Clothing—	Lb.	27	0.59	1.56	1.50	15.93	42.12	40.50
Chudders .. .. .	..	25	0.64	1.76	1.72	16.00	44.00	43.00
Shirtings .. .. .	..	36	0.58	1.56	1.50	20.88	56.16	54.00
T. Cloth .. .. .	..	..	..	..	..	..	..	..
Total and Average—Clothing ..	—	—	100	269	260	52.81	142.28	137.50
House rent .. .. .	Per month	10	11.30	18.70	18.70	113.00	187.00	187.00
Grand Total and General Average ..	—	—	100	182	179	1,250.28	2,270.11	2,237.55

Note.—If the aggregate expenditure in July 1914 at the prices ruling in that month was Rs. 1,250.28 crores the aggregate expenditure in December 1921, at December price levels was Rs. 2,237.55 crores, i.e., an increase of 79 per cent (Rs. 1,250.28 = 100; Rs. 2,237.55 = 179).

**BOMBAY COST OF LIVING INDEX**

B

Alternative method of presentation.

Articles.	Approximate percentage weight assigned to each article based on proportion to aggregate expenditure in July 1914.	Index Number.		Weight × Index Number.	
		Nov. 1921.	Dec. 1921.	Nov. 1921.	Dec. 1921.
Cereals—	..	..	..	..	..
Rice .. .. .	31.4	154	150	4,835.6	4,710.0
Wheat .. .. .	9.4	193	197	1,814.2	1,851.8
Jowari .. .. .	3.8	183	169	695.4	642.2
Bajri .. .. .	2.1	226	200	474.6	420.0
Total and Average Index No. ..	46.7	168	163	7,819.8	7,624.0
Pulses—	..	..	..	..	..
Gram .. .. .	3.1	218	214	675.8	663.4
Turdal .. .. .	1.3	178	183	231.4	237.9
Total and Average Index No. ..	4.4	207	205	907.2	901.3
Other food articles—	..	..	..	..	..
Sugar (raw) .. .. .	4.8	220	205	1,056.0	984.0
Sugar (refined) .. .. .	1.2	191	200	229.2	240.0
Tea .. .. .	0.1	129	127	12.9	12.7
Salt .. .. .	0.9	134	120	120.6	108.0
Beef .. .. .	0.7	200	200	140.0	140.0
Mutton .. .. .	1.1	229	229	251.9	251.9
Milk .. .. .	10.3	191	191	1,967.3	1,967.3
Ghee .. .. .	6.1	150	150	915.0	915.0
Potatoes .. .. .	4.0	236	255	944.0	1,020.0
Onions .. .. .	0.4	383	340	153.2	136.0
Cocoanut oil .. .. .	1.0	112	110	112.0	110.0
Total and Average Index No. ..	30.6	193	192	5,902.1	5,884.9
Fuel and lighting—	..	..	..	..	..
Kerosene oil .. .. .	1.8	193	193	347.4	347.4
Firewood .. .. .	3.0	162	162	486.0	486.0
Coal .. .. .	0.1	207	213	20.7	21.3
Total and Average Index No. ..	4.9	174	174	854.1	854.7
Clothing—	..	..	..	..	..
Dhories .. .. .	1.3	264	254	343.2	330.2
Shirtings .. .. .	1.3	275	269	357.5	349.7
T. Cloth .. .. .	1.7	269	259	457.3	440.3
Total and Average Index No. ..	4.3	269	260	1,158.0	1,120.2
House rent .. .. .	9.1	165	165	1,501.5	1,501.5
Grand total of weights ..	100	..	..	..	..
General Average or Cost of Living Index (July 1914 = 100) ..	....	182	179	18,142.7	17,886.6



## WHOLESALE PRICES IN DECEMBER

## BOMBAY

The index number of wholesale prices for the City of Bombay shows that in December 1921 prices fell 2 per cent as compared with the previous month, one per cent as compared with December last year and 12 per cent as compared with the twelve-monthly average of 1920. The present index number is based on carefully collected market prices and is indirectly weighted. Food articles number 15 and non-food 28. The base is the pre-war month, July 1914. The index is published at the request of business firms in Bombay in such a way as to show the relative level of average wholesale prices, and the groups have been selected primarily with a view to suit the conditions of Bombay's trade.

The net result of movements in the groups are set out below. Comparisons are made with (1) the immediately preceding month, and (2) the corresponding month of last year.

## Wholesale Market Prices in Bombay

Groups.	No. of items.	Increase (+) or decrease (-) per cent in December 1921 as compared with	
		the preceding month (Nov. 21).	the corresponding month of last year (Dec. 20).
1. Cereals	7	-8	+17
2. Pulses	2	+3	+12
3. Sugar	3	-1	-22
4. Other food	3	-3	+31
Total food	15	-2	+9
5. Oils and fats	4	+5	-8
6. Raw cotton	5	+16	+62
7. Cotton manufactures	6	-2	-9
8. Other textiles	2	..	-24
9. Hides and skins	3	..	-17
10. Metals	5	-2	-16
11. Other raw and manufactured articles	3	..	-3
Total non-food	28	-1	-6
General average	43	-2	-1

There was a fall in the price of cereals, sugar and other food varying from 1 to 8 per cent as compared with November 1921.

The prices of wheat and salt fell 6 per cent each, and those of bajri and jowari rose 6 and 16 per cent respectively. Sugar still shows a downward movement, but the fall is not so rapid as in the last month. The wholesale food index for December was 189 which is 2 per cent lower than that for November 1921 and 9 per cent higher than that for December 1920.

The average index for non-food articles was more than one per cent higher than the food index and one per cent below the level in the preceding month. There was an abnormal increase of 16 per cent in the "Raw cotton" group, and an increase of 5 per cent in "Oil-seeds". The most noticeable reduction was in the group "Hides and Skins" which fell 17 per cent as compared with the previous month. "Other textiles" remained at the same level. A decrease of 2 per cent was observed in the other groups.

The subjoined table compares December prices with those of the preceding months and of the corresponding month last year. The table expresses the price levels as percentages of the twelve-monthly average of 1920 :-

## 100 = average of 1920

Groups.	Dec. 1920.	Mar. 1921.	June 1921.	Sep. 1921.	Nov. 1921.	Dec. 1921.
I. Cereals	94	96	112	130	120	110
II. Pulses	96	84	95	102	105	108
III. Sugar	70	92	73	63	55	55
IV. Other food	80	85	96	99	108	105
Total food	84	92	94	90	94	92
V. Oils and fats	84	75	91	85	73	77
VI. Raw cotton	80	71	82	142	111	129
VII. Cotton manufactures	94	84	89	87	87	85
VIII. Other textiles	97	88	90	74	74	74
IX. Hides and Skins	107	95	86	110	100	83
X. Metals	89	92	89	90	76	75
XI. Other raw and manufactured articles	101	107	110	102	90	90
Total non-food	91	86	93	95	87	86
General average—all articles	89	88	92	96	90	88

The main fact which emerges from this table is that the general level of wholesale prices in Bombay is now below the average of 1920. No item is so far below the average as is sugar. The level of "Raw Cotton" in December 1921 is 29 per cent above the twelve-monthly average of 1920.

The following two tables are intended to show (1) the wholesale price level now as compared with July 1914 and (2) the recent movements in food and non-food wholesale prices.

## Annual wholesale prices

July 1914 = 100

		Food.	Non-food.	All articles.
Twelve-monthly average	1918	170	270	237
"	1919	202	233	222
"	1920	206	221	215
Twelve-monthly average	1921	193	198	196

## II

Months.	Index number for all food.	Index number for all non-food.	Index number for all articles.	Increase (+) or decrease (-) per cent of index number for all articles.
January 1921	885	195	191	-1
February	886	193	191	..
March	889	190	190	-4
April	899	198	198	+4
May	896	200	199	..
June	894	205	197	-1
July	891	203	199	+1
August	205	202	203	+2
September	202	211	207	+2
October	189	199	195	-6
November	193	192	193	-1
December	189	191	190	-2

The movement of wholesale prices in Bombay as compared with other countries will be found on page on 48.

## COLLECTION OF PRICES IN BOMBAY

An arrangement has been come to between the Labour Office and the Collector of Bombay, by which Rao Sahib M. M. Gandhi, Investigator, Labour Office, will supervise the work connected with the collection of prices in Bombay. The work of collecting the data

from the bazars and the primary checking connected therewith will continue to be done by the Collector's office. The work, however, will be supervised by Rao Sahib Gandhi, who was until recently Deputy Director of Civil Supplies and Deputy Collector, Bombay.

## RETAIL PRICE STATISTICS

BOMBAY, KARACHI, AHMEDABAD AND SHOLAPUR

\* On page 47 will be found statistics of food prices in November and December 1921 for Bombay, Karachi, Ahmedabad and Sholapur. These are official prices supplied through the Director of Agriculture to the Labour Office and are averages of prices taken eight times a month from retail shop-keepers patronized by the labouring classes. These towns are selected because they are the mainspring of industrial activity in the Presidency.

The articles selected are those commonly consumed by the working classes. The index number is based on the prices for seventeen commodities and is the simple arithmetic average of the percentages of prices of the several articles as compared with the prices for July 1914 which being the pre-war month is taken as the base.

In December 1921 the unweighted food indexes for Bombay, Karachi and Ahmedabad show a fall from the previous month. The index for Sholapur records a rise. While the index numbers of "Other articles of food" register a fall in Bombay and Karachi, they show a rise in Ahmedabad and Sholapur. In the group "Cereals" there was a fall in all the towns. The "pulses" group registers a rise in Bombay and Karachi but a fall in Ahmedabad and Sholapur.

## COMPARATIVE PRICES

From the table on page 12, it will be seen that taking the retail food prices in Bombay in November and December 1921 as equal to 100, Ahmedabad shows the highest rise and Sholapur and Karachi show a level below Bombay. As compared with Bombay the level in Ahmedabad was higher in December than in November.



Bombay prices in November 1921 = 100

Articles.	Bombay.	Karachi.	Ahmed- abad.	Sholapur.
<b>Cereals—</b>				
Rice ..	100	133	116	97
Wheat ..	100	103	95	89
Jowari ..	100	87	101	123
Bajri ..	100	72	96	70
Average—Cereals..	100	99	102	95
<b>Pulses—</b>				
Gram ..	100	100	96	92
Turdal ..	100	96	126	92
Average—Pulses ..	100	98	111	92
<b>Other articles of food—</b>				
Sugar (refined) ..	100	100	128	116
Jagri (Gul) ..	100	85	106	89
Tea ..	100	89	124	103
Salt ..	100	70	70	131
Beef ..	100	97	97	58
Mutton ..	100	78	104	65
Milk ..	100	65	76	76
Ghee ..	100	89	95	105
Potatoes ..	100	137	118	105
Onions ..	100	84	84	84
Cocunut oil ..	100	107	124	118
Average—Other articles of food ..	100	91	102	95
<b>Average—All food articles ..</b>	<b>100</b>	<b>94</b>	<b>103</b>	<b>95</b>

Bombay prices in December 1921 = 100

Articles.	Bombay.	Karachi.	Ahmed- abad.	Sholapur.
<b>Cereals—</b>				
Rice ..	100	136	119	95
Wheat ..	100	102	104	90
Jowari ..	100	88	96	125
Bajri ..	100	80	97	75
Average—Cereals..	100	101	104	96
<b>Pulses—</b>				
Gram ..	100	102	99	101
Turdal ..	100	94	107	89
Average—Pulses ..	100	98	105	95
<b>Other articles of food—</b>				
Sugar (refined) ..	100	95	117	110
Jagri (Gul) ..	100	91	114	85
Tea ..	100	90	126	125
Salt ..	100	78	78	147
Beef ..	100	97	97	58
Mutton ..	100	78	104	65
Milk ..	100	65	76	76
Ghee ..	100	95	105	95
Potatoes ..	100	95	117	133
Onions ..	100	95	95	95
Cocunut oil ..	100	107	128	121
Average—Other articles of food ..	100	89	105	101
<b>Average—All food articles ..</b>	<b>100</b>	<b>93</b>	<b>105</b>	<b>99</b>

Note.—On page 12 of the December "Labour Gazette" the table headed October, should be read for November and the table headed November should be read for October.

## COST OF LIVING ABROAD

**United Kingdom.**—The Ministry of Labour's index number of the cost of living for a working man and his family continued to fall during October 1921. Taking July 1914 as equal to 100, the index numbers of food and

of all articles entering into domestic expenditure were 200 and 203 respectively on 1st November 1921 as compared with 210 for each group in the previous month. There was a fall in the prices of meat, bacon, bread, flour, butter, cheese, sugar, potatoes and margarine, while the price of eggs only increased. This accounts for the fall in the index number for food. The fall in the prices of clothing, fuel, light and other miscellaneous items resulted in a decline in the general index number. The following table shows the course of the index numbers since 1920, of the Ministry of Labour (retail prices) and of the Board of Trade (wholesale prices) :—

	Ministry of Labour Index Numbers of Retail Prices.		Board of Trade Index Numbers of Whole- sale Prices.
	Food.	All items.	
Average, 1913 ..	100	100	(b) 100
Beginning of July, 1914 ..	(a) 100	(a) 100	..
January 1920 ..	236	225	..
February ..	235	230	..
March ..	233	230	326
April ..	235	232	332
May ..	246	241	333
June ..	255	250	329
July ..	258	252	324
August ..	262	255	320
September ..	267	261	318
October ..	270	264	308
November ..	291	276	293
December ..	282	269	269
January 1921 ..	278	265	251
February ..	263	251	230
March ..	249	241	215
April ..	238	233	209
May ..	232	228	206
June ..	218	219	202
July ..	220	219	198
August ..	226	222	194
September ..	225	220	191
October ..	210	210	184
November ..	200	203	176

(a) July 1914 = 100.

(b) Average 1913 = 100.

**Belgium.**—The unweighted index number of retail prices of 56 articles for the Kingdom of Belgium, was 391 on the 15th October 1921 against 386 on the 15th September (15th April 1914 = 100).

The weighted index numbers are constructed on 22 articles of food and the weights have been arrived at on the results of enquiries by the

'Institut de Sociologie Solvay'. The results are based on the hypothesis that consumption is the same as in 1910. One thousand and twenty-eight working class families were included to arrive at the weights and these have been divided into three classes—

(1) 602 families whose incomes are less than 5 francs *per diem* (1910); (2) 317 families whose incomes are between 5 and 8 francs *per diem* (1910); (3) 109 families who get an income of 8 francs and more *per diem* (1910).

Year.	1st class.	2nd class.	3rd class.
<b>1920.</b>			
January ..	382	381	382
February ..	399	399	405
March ..	449	449	455
April ..	456	457	460
May ..	451	445	445
June ..	454	446	446
July ..	459	451	451
August ..	496	487	488
September ..	501	499	500
October ..	523	513	514
November ..	513	502	499
December ..	511	503	504
<b>1921.</b>			
January ..	493	491	496
February ..	482	481	488
March ..	434	435	440
April ..	417	417	421
May ..	407	404	405
June ..	419	414	416
July ..	410	405	409
August ..	427	422	427
September ..	423	419	422
October ..	434	428	430

## THE GERMAN COST OF LIVING INDEX

## ITS SCOPE AND METHOD

The Statistischen Reichsamts (the Central Statistical Office), Berlin, has recently forwarded to the Labour Office interesting memoranda on the German cost of living index. These memoranda include 'The cost of living in Germany' (Die Teuerungsstatistik im Reich), "the result of the cost of living index in Germany in October 1921" (Ergebnisse der Reichs-Teuerungsstatistik im October 1921) and in November 1921 (Die Teuerung im November).

N H 880—4

The index is for 71 communities or areas. It is based on a group of the most important articles consumed and the articles are precisely defined as to quality. The articles, 46 in number, include 34 articles of food (rye-bread, rye-flour, wheat, flour, oat meal, rice, pork, lard, bacon, salt-herrings, vegetables, beef, sugar, eggs, and milk), 11 articles of fuel and lighting (coal, firewood, heat, gas, electricity, kerosene, candles, etc.), and house rent. The class to which the index refers may be gauged from the item 'house rent' which is for two rooms and a kitchen. It is, therefore, mainly the middle and lower working classes to which it refers. The index is weighted according to the monthly expenditure of a family consisting of five (husband, wife, and three children of 12, 7 and 1½ years of age). It should be noted that the results (expressed in marks per mensem and in percentages of the figures of 1913-14) are not inclusive of clothing and miscellaneous expenditure.

In October 1921 the index was 1,146 but in November 1,397, an increase of 251 points or 22 per cent in one month (100 = 1913-14). As compared with January 1921 there was an increase of 48 per cent and with November 1920 of 58 per cent.

## COMPARISON BY COUNTRIES

The table given below indicates the decline from the peak in the cost of living in different countries arranged in order of magnitude. It will be seen that New Zealand and Italy reached the maxima only in 1921 and that Germany still shows an upward movement.

Expenditure in July 1914 = 100

Name of country.	Month and year when peak was reached.	Peak Index number.	Index number for September 1921.	Decrease from peak in point.	Percentage decline.
United Kingdom ..	Nov 20	276	220	56	20
Belgium (a) ..	Oct 20	477	386	91	19
Canada ..	July 20	190	158	32	17
India (Bombay) ..	Oct 20	193	185	8	4
Italy (Rome) (b) ..	April 21	411	400	11	3
New Zealand ..	Feb 21	160	155	5	3
Germany ..	Sept 21	1,212	1,212	..	..

(a) April 1914 = 100.

(b) First half of 1914 = 100.



**WAGES IN THE PRESIDENCY****AN UPWARD MOVEMENT**

The rates of wages of both skilled and unskilled labour ranged high throughout the last year, in the Presidency except in Broach, Ahmednagar, East Khandesh and Bijapur. There was no perceptible change in the rates of wages in the Poona district which continued almost as high as last year. With the rise in wages of labour there was no corresponding improvement in the efficiency of the labourers. In Ahmedabad, Kaira, Thana, Bombay Suburban, Belgaum and Dharwar districts, there was a keen demand for both skilled and unskilled labour and wages increased considerably. The ordinary rate for unskilled labour was generally eight to twelve annas a day and for skilled labour Rs. 1-8-0 to Rs. 2-8-0 a day. In Kaira the wages for field labour were abnormally high though the season was unfavourable. In the Broach district field labour is usually drawn from the adjoining parts of the Baroda and Rajpipla States, but this was not necessary during the year under report owing to scarcity of rain. In Surat the supply of field labourers was reduced owing to the employment of persons in the railway, mills and factories, and owing to migration to South Africa and other places for work, the landlords and cultivators found it increasingly difficult to cope with the agricultural needs. In Dharwar agricultural labour was deficient in the sowing season. In the Thana district the work of the new bridges on the Bassein creek, the quadrupling of the railway line between Borivli and Bhayandar and the development work at Ambernath added to the difficulty of getting labour.

Labourers from the parts of the Deccan that were affected by famine went to Bombay for work. The proximity to Bombay affects the Kolaba district very considerably as skilled men find easy occupation there; Mahars especially migrate into Bombay in large numbers. The exodus of labourers to Bombay in the fair season denuded the Ratnagiri district of all surplus labour. This emigration naturally leads to a scarcity of labour locally and an increase in wages. In the Ahmednagar district a large number of labourers was employed on famine relief works and a still larger number

left the district in search of work for Poona, Bombay and other centres. Much of the agricultural population, specially in Madha, Karmala and Malsiras talukas of the Sholapur district, was in search of employment and had to be provided with work. The mills and other industries in Sholapur and Barsi absorbed a large number of labourers as usual. Bombay and other industrial centres provide a large field for labour from the poor parts of the Satara district. In East Khandesh there was no keen demand for labour either in the gin and press factories or in the fields owing to the unfavourable season. In Sind, where wages are generally higher than in the Presidency proper, the high level which they had reached was maintained. The ordinary rate for unskilled labour was 10 annas to Rs. 1-8-0 and for skilled labour from Rs. 1-11-0 to Rs. 3. The periodical immigration of Kachhis to Sind has now practically ceased, due to their being able to earn good wages nearer their homes. Another cause of wages rising in the province is the increased cost of living and the construction of the new railway line for the Larkana-Jacobabad Light Railway.

On the whole, the condition of the labouring classes has been very satisfactory from their point of view but not from the employers' point of view. The earnings of the labouring classes enabled them to compete with the middle classes in their standard of living, and they are inclined to become independent and restless and have less inducement than formerly to do a hard and honest day's work. The wages in the mill industry have increased 100 per cent since the war.

**REFORM OF INDIAN FACTORY LAW****AMENDMENT OF THE 1911 ACT**

In the "Labour Gazette" of September (pages 24-26) and of October (page 20), proposals regarding the amendment of the Indian Factories Act, 1911, in accordance with the Washington Conventions were discussed and it was announced that the Bill was expected to be passed during the next session of the Indian Legislature and that the provisions of the Bill would come into force on the 1st July

**THE BOMBAY MILL AND  
THE "CHARKHA"****THE PIECE GOODS TRADE**

The Labour Office has received a bulletin—*Notes on the Indian Piece Goods Trade*—by Mr. A. C. Coubrough, C.B.E. (Bulletin No. 16 of Indian Industries and Labour, Calcutta—Superintendent, Government Printing, India, price eight annas). The graphs of this brochure clearly indicate the shortage of piece goods during the War, the maximum quantity the Indian Mills could produce, and the restricted competition between the qualities of Indian and foreign articles. The Indian demand is met by foreign, Indian mill made and hand made goods. With the help of graphical representations, the author shows that there is no active competition between imported cloth and indigenous output. The extent of imports of a competitive nature forms only a small percentage of the total consumption, yet this has an important bearing on the Indian piece goods trade in regulating prices. The rise in the cost of Lancashire goods not only caused a heavy fall in the quantity of imported goods, but enabled the Indian mills to charge a higher price for their goods.

If the pre-war consumption be taken at 480 crores of yards, it is argued that under normal circumstances, there would have been a steady increase in the demand, to about 600 crores of yards yearly. But the War, and its abnormal prices, forced India to be content with a supply much less than the normal for pre-war years. In fact "the demand exceeds the supply and prices have therefore been forced up. Normal conditions can only be restored when supply again overtakes demand by the operation of increased production and fall in prices".

The bulletin is an interesting contribution to the *Charkha* (Spinning Wheel) controversy. Mr. Coubrough calculates that in 1920-21 the quantity of hand-woven goods came to 118 crores of yards. The boycott of foreign cloth has had the same effect as the recent increase in the import duty on cotton cloth, viz., the consumer has, on Mr. Coubrough's

1922. The report of the Joint Committee on the Bill was considered in the Legislative Assembly on the 10th of January. The report of the Joint Committee is not a unanimous one as there are three minutes of dissent and one joint minute of dissent, the joint minute of dissent being signed by Sir Manekjee Dadabhoy, Sir Vithaldas Thackersey and Sir Alexander Murray. On the main provisions of the Bill there was very considerable unanimity in the Committee. Sir Vithaldas Thackersey speaking in the Assembly said that while the principle of 60 hours a week is accepted it must be remembered that occasions often arise when exceptions have to be made to this rule. The exceptions in the present Act have been removed in the proposed bill and provision has been made in the bill to define the exceptions by rules made by the Local Governments. He hoped that a full enquiry would be made by Local Governments in framing the rules so that no inconvenience or loss would occur to industries. He opposed the raising of the age of half-timers from 14 to 15 and moved that the provision of the existing Act limiting the age of boys and girls to 14 be retained and that the provision of the bill contemplating raising of half-timer's age to 15 be deleted. Mr. Chatterjee pointed out that Government and the majority of the Select Committee had recommended the raising of the age in the interest of efficiency of labour and for its protection against overwork in tender years. The work was humanitarian and no matter what capitalists or affected labourers might say, they should carry out the much desired change. Moreover, as far as he knew no labour meeting including the recent Trade Union Congress at Jheria had objected during the last 12 months to the contemplated change. Sir Vithaldas Thackersey's amendment was put to the Assembly and negatived.

**Questions in the Legislature**

The Government of India in the Department of Industries, have kindly arranged to forward copies to the Labour Office, Bombay, of all labour questions and answers thereto in the Council of State and the Legislative Assembly, for publication in the "Labour Gazette."





showing, to pay more for the cloth whether it is imported or Indian made. The boycott, therefore, removes the very factor—competitive imports—which regulates the prices. Again Mr. Coubrough says that seventy-five per cent of the imported piece goods are non-competitive and these will scarcely be affected by the boycott. "Not only so, but the tendency would be for the price of the non-competitive qualities of imported goods to come within range of the lower qualities, and the result would inevitably be a larger consumption of the originally non-competitive article."

In regard to the hand loom industry in India the writer states "Mr. Gandhi deplors the lost position of India as a producer of hand-spun yarn, which it once exported, and of hand-woven goods of a quality which could not be equalled anywhere in the world. One may question whether he realizes that the loss of India's position in this respect is due to the progress of civilization in introducing improved methods of manufacture and a more scientific application of the forces of nature to the requirements of mankind.... If, instead of filling homes with useless *charkas*, he were to start a propaganda for the more intensive cultivation of cotton and particularly for the production of longer staple cotton, his influence would be felt, not only at the present day, but for many generations to come". This bulletin may be seen in the Labour Office Library.

#### HONORARY CORRESPONDENTS

The following is a complete list of the Honorary Correspondents of the Labour Office:—

The Hon'ble Sir D. E. Wacha, Kt.

Mr. J. A. Kay,  
Chairman, Millowners' Association,  
Bombay.

Mr. Joseph Baptista, B.A., LL.B.,  
President, All-India Trade Union  
Congress.

Mr. N. M. Joshi, M.L.A.,  
Servants of India Society.

Mr. Kanji Dwarkadas, M.L.C.,  
Chartered Bank Buildings, Bombay.

Mr. S. K. Bole, M.L.C.,  
Keshavalaya, Dadar, Bombay.

Mr. S. S. Mehta, B.A.,  
Patkar Building, Bhatwadi, Girgaum,  
Bombay.

Miss. A. E. M. Moinet,  
University Settlement.

Dr. Mrs. Dadabhoy,  
Cumballa Hill, Bombay.

The Manager, Port Trust Bunders and  
Land (Acting Manager, Mr. E. N.  
Rich).

#### The Density of Bombay's Population

The following table shows the density of Bombay's population according to information supplied by the Provincial Superintendent of Census. The sections of Municipal Wards are arranged in descending order of persons per acre. The congestion of population in the two mill areas of Kamatipura and Second Nagpada is noticeable.

Ward.	Section.	Houses per acre.	Persons per acre.
	<b>Bombay City</b>	<b>3.50</b>	<b>78.05</b>
C	Kumbharwada ..	16.67	736.86
E	*Kamatipura ..	19.25	714.05
E	*Second Nagpada ..	15.58	699.03
C	Khara Talao ..	14.63	581.55
B	Chakla ..	18.50	489.07
C	Bhuleshwar ..	18.15	471.30
B	Umerkhandi ..	10.62	469.18
C	Market ..	12.42	411.69
C	Dhobi Talao ..	9.99	356.57
D	Girgaum ..	12.51	320.31
C	Fanaswadi ..	9.15	305.82
E	*First Nagpada ..	5.17	260.21
D	Khetwadi ..	10.68	255.58
E	*Tardeo ..	6.68	213.44
B	Mandvi ..	6.98	206.12
A	Fort, North ..	8.44	194.86
E	*Byculla ..	5.54	160.93
D	Chaupati ..	6.26	131.16
F	*Parel ..	4.30	107.25
E	*Tadwadi ..	4.63	81.63
A	Lower Colaba ..	3.82	71.67
B	Dongri ..	2.92	68.56
D	Mahalaxmi ..	4.04	57.77
G	*Worli ..	2.49	52.69
F	*Sewri ..	3.63	49.58
E	*Mazagaon ..	2.45	34.19
G	Mahim ..	3.03	31.85
A	Fort, South ..	3.65	31.20
D	Walkeshwar ..	3.45	30.70
A	Upper Colaba ..	1.56	23.04
A	Esplanade ..	1.60	21.94
F	Sion ..	1.24	15.86

\* Indicates mill areas.



## INDUSTRIAL DISPUTES IN THE PRESIDENCY

On pages 52 and 53 will be found a statement of each dispute in progress during December 1921 with the number of workpeople involved, the date when the dispute began and ended, the cause, and the result. 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". Detailed statistics have been collected since 1st April 1921, the date on which the Labour Office was instituted.

Summary tables have been constructed in order to show the position at a glance. Table I shows the number, magnitude and duration of strikes in December 1921.

#### I.—Industrial Disputes classified by Trades

Trade.	No. of disputes in progress in December 1921.			No. of workpeople involved in all disputes in progress in December 1921.*	Aggregate duration in working days of all disputes in progress in December 1921.*
	Started before 1st December.	Started in December.	Total.		
Textile ..	3	3	6	6,432	25,393
Transport ..	..	1	1	350	570
Engineering ..	..	2	2	161	358
Total, December 1921 ..	3	6	9	6,943	26,321
Total, November 1921 ..	5	26	31	8,291	62,00†

\* I.e., the number of workpeople multiplied by the number of working days, an allowance being made for workers replaced by others.

† The previous month's figures have been amended when necessary in accordance with the most recent information available.

There were 9 industrial disputes in December 1921, 6 of which were in cotton mills. The number of people affected was about 7,000 and the working days lost (i.e., the number of workpeople multiplied by the

number of working days less workers replaced) 26,321, a decrease on the November statistics.

Table II shows the causes and results of the disputes. The number due to the question of "personal demands," i.e., demands of a purely personal nature unconnected with pay, bonus, leave and hours, is noticeable.

#### II.—Industrial Disputes—Results, August to December 1921

	August 1921.	September 1921.	October 1921.	November 1921.	December 1921.
Number of strikes and lock-outs ..	14	21	15	31	9
Disputes in progress at beginning ..	2	3	2	5	3
Fresh disputes begun ..	12	18	13	26	6
Disputes ended ..	11	19	10	28	9
Disputes in progress at end ..	3	2	5	3	..
Number of workpeople involved ..	32,204	49,068	50,608	8,291	6,943
Aggregate duration in working days ..	192,001	256,498	231,896	62,009	26,321
Demands—					
Pay ..	6	2	1	5	2
Bonus ..	..	1	5	14	3
Personal ..	2	..	3	7	4
Leave and hours ..	3	1	3	2	..
Others ..	3	17	3	3	..
Results—					
Successful ..	5	2	2	13	1
Partially successful ..	1	..	4	6	1
Unsuccessful ..	5	17	4	9	7

The last summary table shows, among other things, the proportion of strikes settled in favour of the employers, the employees, or compromised.





### III.—Industrial Disputes—Analysis of Table II

Month.	No. of strikes and lock-outs.	Aggregate duration in working days.	Proportion settled.			
			In favour of employ-ees. (Per cent.)	In favour of employ-ers. (Per cent.)	Com-promised. (Per cent.)	In prog-ress. (Per cent.)
April 1921 ..	6	184,450	53	17	17	53
May 1921 ..	11	227,115	27	9	18	46
June 1921 ..	10	78,834	70	10	..	20
July 1921 ..	10	12,268	60	10	10	20
August 1921 ..	14	182,001	36	36	7	21
September 1921 ..	21	256,498	80	10	..	10
October 1921 ..	15	231,896	27	15	27	53
November 1921 ..	31	62,008	29	42	19	10
December 1921 ..	9	26,521	78	11	11	..

### INDUSTRIAL DISPUTES IN OTHER PROVINCES

#### PUNJAB

In the month of November 1921 about 300 men in Messrs. Stavrids, Ltd., carpet factory at Amritsar struck work as a protest against the reduction of wages which the firm were obliged to enforce, owing to foreign competition. The strike which proved unsuccessful lasted for 22 days, the men resuming work on the reduced wages. No strikes occurred in December 1921.

#### BURMA

Three industrial disputes occurred in the month of July 1921. The total number of strikers involved was 344. August witnessed two disputes and September one, involving 112 and 120 men respectively. There were two disputes, one each, in October and November involving 45 and 105 men respectively. These strikes were due to demands for increases in pay. They were mostly unsuccessful and of short duration.

### INDUSTRIAL DISPUTES COMMITTEE

Since the last issue of the "Labour Gazette" the Committee has held six meetings and examined the following seven witnesses, four of whom, it will be noted, represent public utility corporations:—

Mr. H. B. Clayton, Municipal Commissioner.

Major-General Sir Henry Freeland, Agent, B. B. & C. I. Railway.

Mr. R. T. H. Mackenzie, Asiatic Petroleum Company.

Mr. J. R. Reynolds, C.I.E., Manager, Port Trust Railway.

Mr. H. A. Sams, Postmaster-General.

Mr. N. N. Wadia, C.I.E.

Mr. S. H. Jhabvala.

The Committee asked numerous questions on 'Welfare' work of all these witnesses and seemed agreed as to its importance both in increasing the contentment of labour and educating it to give expression to its feelings in other ways than by striking. As for housing, the provision of a chawl often means at present a substantial increase of wages. The Municipality charge a couple Rs. 1-3 for their room in their sweepers' chawls, and the tenants promptly take in 3 or 4 paying guests. In Mr. Wadia's Mills the tenants, who pay Rs. 3 a chawl, frequently make Rs. 10 or more a month by subletting. The rent is in both cases far below the economic rent. The Port Trust hands, however, when threatened with the loss of their housing allowance and a move to Antop village, promptly went on strike. Similarly Mr. Sams finds the postmen unwilling to occupy rooms provided at Naigaon on payment of the bare economic rent. Thus it is clear that good quarters are not appreciated unless they carry some pecuniary profit with them. So much is true at any rate of migratory labour. Mr. Clayton gave instances to show that permanent hands do attempt to make themselves comfortable homes. There is no way to check overcrowding but by providing more houses, and we may be quite sure that the increase in the



standard of living among Bombay operatives will be able to keep pace with the gain in accommodation.

The argument which is sometimes heard, that because the needs of the workers are simple and do not seem to rise, any surplus will be spent on drink and gambling, was strenuously countered by Mr. Jhabvala. Drink, he said, and racing absorb very little of the wages of the class with whom he deals—his unions embrace a slightly superior and fairly permanent class of workers, the workshop operative and the postman—an increase of wages would be spent in improving the elementary conditions of the life they now lead and of which they feel ashamed.

On the question of Works Committees very diverse views were expressed. To most of the witnesses they represent a promising means of rapprochement between capital and labour, free from that antagonism with which the very name of 'union' has become associated. Sir Henry Freeland even suggests that they should supplant the union altogether. Mr. Wadia on the other hand, with his English experience, fears that so far from tempering the bitterness or enhancing the usefulness of the labour movement, Works Committees may become an instrument more narrow and tyrannous than the worst of unions. Mr. Jhabvala's view is that Works Committees and Unions cannot at present flourish side by side and that consequently the Union should exist alone, recognised and fostered by the employers. Most of the witnesses were sceptical of the possibility of organising Works Committees among wholly uneducated workers. The first attempt had failed in the B. B. & C. I. Workshops, though the Committees are working admirably among the educated employees. The cause of the failure is instructive, the inability of the men to stand by their nominees and the fear of victimization on the part of the nominees. Yet Mr. Jhabvala, who is sponsor of the B. B. & C. I. Workshops Union, selects the men's leaders there as particularly capable and trustworthy. One would have to be an optimist, however, to believe that if once the Union is really tried its representatives will be able to speak for the men. Mr. Jhabvala himself is scarcely as

hopeful as that. That is where he, the outsider, the unfortunate necessity, as he admits himself to be, comes in. And most of the employer witnesses agreed that Unions—be they beneficial as some thought or otherwise—have come to stay and that outside help was not an evil provided it sought no political or personal ends, and merely tried to guide not to create the workers' desire for organisation. With this view Mr. Jhabvala was entirely in agreement. As regards the present feeling for organisation among Bombay operatives Sir Henry Freeland and Mr. Jhabvala entirely disagree. The latter admits considerable present difficulty in carrying on his railway unions, but claims that his postal union includes the whole of the 1,000 Bombay postmen and that their subscriptions are regularly paid. The Postmaster General, however, while he considers *bona fide* representations from this and other postal unions, has found it inferior to the ordinary departmental method of representation of grievances.

Among the causes of strikes, the Municipal Commissioner put first the unco-ordinated raising of wages. Instances of this are within the memory of us all. If some standardization could be arrived at, much unrest and many strikes would be averted; so much all the employer witnesses admitted. At the same time the obvious difficulty of arriving at any method of standardization so simple that the operatives could understand it, seemed so far to have prevented any serious attempt in this direction. All the more must we wish success to the Committee of the Millowners' Association at present engaged on this question.

On the main question of establishing Conciliation Boards divergent views have been expressed. Sir Henry Freeland is strongly against any standing Board which would automatically be called into play as tending to weaken the authority of the Railway Company over its officers and men. There should merely be an understanding that Government might appoint a Committee in an emergency. Mr. Reynolds agreed that a Board was of doubtful necessity in the case of a body of public Trustees like the Port Trust, because the Trustees themselves could be selected to





represent labour and it was doubtful whether any Conciliation Board could be set up, of sufficient standing to decide what would virtually be the appeals of labour from the Trust. The Committee appeared to doubt the ability of the Trust to mobilize public opinion in the same way as an outside Committee. The other witnesses were in favour of a Conciliation Board. The Municipal Commissioner and the Postmaster General pointed out that public opinion ultimately decided strikes in Bombay to-day, and the former suggested that half of the members on a Conciliation Board and the Chairman in addition, should be independent public spirited men. The other employer witnesses thought that the best proportion would be one-third representation each of the public, and of the employers and the employees in the industry concerned—if a separate Board for each main industry were set up. All agreed that enquiry should precede conciliation and that the sanction of the recommendations of the Committee should be the weight of public opinion secured by adequate publication of the findings into which nothing of the nature of mediation or splitting the difference should enter. For the same reason the Court should be moved on the application of either party but only after the parties had themselves tried and failed to settle the dispute.

Mr. Jhabvala, however, saw no need for the representation of the public at all. The needs of the employers are apparently so important in his view that the public must stand aside and see fair play, oblivious of their own permanent interest in the struggle—permanent because the four unions for whom Mr. Jhabvala speaks all consist of men employed in public utility concerns, any increase in whose wages' bill will come from the purse of the public. Sir Henry Freeland would restrict the representation of the public on a Board to one-third for the opposite reason—to save the public from its own over-readiness to secure relief from temporary inconvenience by rashly shouldering a permanent incumbrance.

Apart from Sir Henry Freeland and Mr. Jhabvala the witnesses favoured the selection of the chairman by the Board and not by

Government. Mr. Wadia objected to Government influence of any sort on the Board, even in the modified form of the provision of a panel from which the Board might select its own chairman. This antipathy Mr. Wadia had acquired from personal observation of the disastrous results of Government intervention in England—intervention which had merely postponed the inevitable settlement on an economic basis.

The Committee has still to hear a few more witnesses, those representing labour in Bombay and the Ahmedabad and Sholapur Mill industries.

### THE BRITISH INDUSTRIAL COURT

The Home Wages (Temporary Regulation) Act of 1918 was passed to tide over the period immediately succeeding the Armistice. The Interim Court of Arbitration established under it was appointed to determine whether any new rates should be substituted for the wages rates paid at the moment when the war ended, and which were otherwise legally enforceable for the time being. This actually gave the Court wide powers of arbitration in wages disputes. The Minister of Labour could refer disputes to the Court without the consent of either party and its awards were legally enforceable. This Court was a conspicuous success: of the 950 awards made by it in the year November 1918 to November 1919 three only were disputed and followed by a stoppage of work. Its compulsory nature, however, was a relic of the war.

This was succeeded in November 1919 by the Industrial Court, or "Standing Industrial Council" of the Whitley Committee's report, which became thus a permanent addition to the tribunals to which parties would voluntarily submit their differences. It is a "Court" only because it is permanent. It relies for the observance of its decisions solely on the goodwill of the parties, and not in vain, scarcely any of its awards having been repudiated by the disappointed party. The Court consists of a permanent panel of members. Experience had shown that permanent members accumulated



an extensive knowledge of industrial conditions and obtained an insight into the psychology of employers and employees. This Court was the war time Committee on Production and the post war "Interim Court" under a new name and transplanted on to a voluntary basis.

The Court consists of

- (1) independent persons,
- (2) persons representing employers,
- (3) persons representing workmen,
- and (4) one or more women,

and it is provided that the President and the chairman of any division of the Court must be one of the independent persons. Of the present panel of thirteen persons, four, including the President, are "independent persons" and two are women. The Court is usually composed of three—the President or Chairman and one representative each of employers and employees. Sometimes it is composed only of a single member. The representatives of employers and employees are such by antecedents and knowledge, not by partisanship. "With an inside knowledge of the Court and its private deliberations, the President testifies, it is perhaps permissible and right to say that judicial impartiality is not only the aim, but, within human limitation, the achievement of all members alike."

The members of the Court, both by their antecedents and experience from continuous sitting on the Court, acquire themselves a wide knowledge of industrial matters but when necessary to explain technical problems, assessors, usually one from each party, are used for. The Court is not referred to by the Minister unless he is satisfied that means of private negotiation have been adequately tried and have failed. It charges no fees and awards no costs. Up to May 1921 it had issued 650 decisions, and has practically fixed standard wages for some of the largest industries, including Engineering and Shipbuilding. The President, in his article in the "International Labour Review" for August 1921 from which our facts are mostly taken, argues that the Court's voluntary basis so far from being a weakness is a source of strength. "Apart from the present state of public opinion it

may well be argued that it is far better to make a straightforward appeal to a sense of fair play than to rely on the enforcement of doubtful penalties."

The personnel of the Court is as follows—

President—Sir William Mackenzie, K.C., K.B.E.

Chairman—Rt. Hon. Sir D. P. Barton, Bart., K.C.; F. H. McLeod, C.B.; Sir William Robertson.

Members—Miss Violet Markham; Miss Cicile Matheson; F. J. Brown; I. M. Byles, C.B.E.; F. S. Burton; D. C. Cummings, C.B.E.; Col. J. McCausland Denny, C.B.; Sir Duncan Elliot, K.B.E.; J. Fullerton, C.B.E.

**Labour Questions in the Bombay Secretariat.**—The Governor-in-Council has been pleased to direct that all labour matters pertaining to Departments other than the Home Department, should, in the first instance, be referred to the Director of the Labour Office for report. In the Home Department, the present practice, which has been to refer all such questions, will continue. (Government Resolution, General Department No. 264 of 22nd December 1921.)

**Bombay Millowners' Association.**—Mr. J. A. Kay of Messrs. W. H. Brady & Co. has been re-appointed Chairman of the Bombay Millowners' Association for the current year. Mr. S. D. Saklatvala of Messrs. Tata Sons Ltd. has been elected Vice-Chairman.

### The Indian Factories Act

The bill to amend the Indian Factories Act, 1911, which had already been before the Legislative Assembly was passed by the Council of State on January 2nd, 1922. Mr. Innes, after tracing the genesis of the bill, said that the working of the Act since 1911 revealed certain defects which must be removed. Moreover, Public opinion had been growing strong on this subject, and the hands of Government had been strengthened by the passing of some resolutions ratifying the Washington Convention.





## INTERNATIONAL LABOUR CONFERENCE, GENEVA, 1921

### BETTER LABOUR CONDITIONS

At the Third Session of the International Labour Conference which opened at the Kursaal, Geneva, on the 25th October 1921, M. Fontaine, President of the Governing Body, expressed pleasure that they were meeting in Switzerland, the birthplace of international labour organization. He welcomed the four hundred representatives—delegates and advisers—who were present from some forty of the States, Members of the International Labour Organization.

M. Fontaine said that although progress with the ratification of the Conventions was slow, they must remember that progress was not always realized in the exact form in which its initiators conceived it; that the nature and quality of the progress accomplished was the essential thing. He suggested that it would be wise to bear in mind that a large output of Conventions and Recommendations might involve a large legislative burden in various countries, and that it might be advisable to restrict the subjects with which they dealt, so that the Conventions and Recommendations might be prepared with care and leisure, and the work of the Organization might benefit in rapidity, precision, and efficiency.

Mr. Schulthess, President of the Swiss Confederation, in greeting the delegates on behalf of Switzerland, endorsed M. Fontaine's suggestion that future Conventions of the International Labour Organization should be fewer and more elastic in the way they imposed obligations. With good-will on all sides it would be possible to achieve a harmony consistent with the ideas and necessities of the times. He appealed to the Organization to proclaim the great duty of labour and encourage the love of work.

Lord Burnham was elected President. This was moved by M. Fontaine, seconded by Mr. Poulton, the British Workers' Delegate, and supported by M. Godard, French Government Delegate. It was unanimously carried. Lord Burnham was formerly the Honourable

Harry Lawson, M.P. for the Mile End Division of London, and is now proprietor of the "Daily Telegraph."

Lord Burnham said that it seemed to him impossible that, as this century unrolled its years, the United States could, or ought to, divest herself of all share in the growth of the organization. He himself was no stranger to industrial problems, for all his life he had been a worker as a master printer and as a journalist. "It is quite true" he said "that you are not yet a 'Parliament of man' or a 'Federation of the world', but you are the nearest thing to it which has yet been attained and for those among you who are historically minded, it must surely be interesting to think that we have here, as in the old Parliaments anywhere, and still in the form of the British Parliament, a representation of Estates or, in the modern case, of interests, rather than of persons and individuals meeting in common conclave. I admit that, looking to the non-ratification of the Conventions to which the President of the Governing Body had alluded, we have to 'partition our disappointments' among ourselves, but that is always the penalty of pioneers, and you are I think pioneers . . . . We want all the light and leading that we can have, to deal with conditions and circumstances that afflict humanity and confound the captains of industry and baffle the statesmen. It is the duty of your Secretariat to study the subject from the international point of view, and there is nothing the world needs more than information and ideas, surely founded upon the collective wisdom and experience of this Council of Peace, with all its array of expert advisers to assist in its deliberations. But after all, we always come back to the necessity of common good-will and co-operation as the only sure basis of recovery and advance."

At the second sitting of the Conference, begun on the 26th October, the report of M. Fontaine upon the objections of the French Government to the inclusion of items relating to agricultural labour in the agenda was discussed. It was finally decided by 74 votes to 20, that the conditions of agricultural labour were within the jurisdiction of the Conference. It was thereafter decided to retain items on unemployment and the protection of women



and children in agriculture and on technical agricultural education, housing, and the right of association.

At the seventh sitting, it was decided to constitute three agricultural committees and examine agricultural questions: the first, to study unemployment and protection against accidents, illness and old age; the second, the protection of women and children and living-in conditions; and the third, technical agricultural education, and the right of association. A motion, proposing the insertion of regulation of the hours of work in agriculture in the agenda of a future Conference, was also carried.

*Committee proceedings.*—The meetings of the various committees were then held. *The First Agricultural Committee*, under the chairmanship of Sir Daniel Hall (British Government delegate), discussed the report on the measures for the prevention of unemployment in agriculture and on the special protection measures to be taken on behalf of agricultural workers; and a Draft Convention on social insurance and another concerning workmen's compensation were drawn up. Particular care was taken in drafting the preamble to the Draft Conventions, making it elastic enough to allow for each country's peculiar conditions. *The Second Agricultural Committee*, with the Spanish Government delegate as Chairman, discussed the question of protection of women and children and the living-in conditions of agricultural workers. A Draft Recommendation on the former and a Draft Convention on the latter were drawn up. Recommendations concerning night work for women and children in agriculture and a Draft Convention concerning the employment of children in agriculture were also prepared. *The Third Agricultural Committee*, with the Belgian Government delegate as Chairman, decided upon a Draft Recommendation on developing vocational education for agricultural workers, and also a Draft Convention on the subject of trade union rights.

*The Committee on Maritime Questions*, presided over by the French Government delegate, discussed the question of (1) the prohibition of the employment of any person under the age of 18 years as trimmer or stoker in a ship,

and (2) compulsory medical examination of all children employed on board ship—questions left over from the Genoa Conference. Draft Conventions on both were drawn, the fishing industry being excluded. The Indian and Japanese delegates demanded special provision: the former for a minimum age of 16 for Coastal navigation and the latter for the same minimum for all classes of navigation. An exception was also made in favour of both these countries by fixing 16 instead of 18 as the minimum age for trimmers or stokers of vessels.

*The Commission on the Weekly Rest Day*, presided over by the Government delegate of Great Britain, decided that Commerce and Industry should be considered separately. *The Anthrax Committee*, with the Swedish Government delegate as Chairman, discussed the report on Anthrax prepared by the International Labour Office, and resolved that no international Convention could be adopted as the question of universal compulsory disinfection had not yet been studied and requested the International Labour Office to carry on an enquiry on the subject in all its bearings. *The White Lead Committee*, with the Canadian Government delegate as Chairman, discussed the report prepared by the International Labour Office.

The eighth, ninth, tenth and eleventh sittings of the Conference were mainly confined to a discussion of the reports of the various committees stated above, and a minute examination of the Draft Recommendations and Conventions prepared by them. In the course of the discussion regarding the recommendation on technical education of agricultural workers, the Indian Workers' delegate drew attention to the difficulties that would be experienced in India in giving vocational agricultural education. In view of certain amendments proposed, the Draft Recommendation was referred to the Draft Committee. The Draft Convention on the right of association was adopted. The Draft Recommendation concerning unemployment in agriculture and another concerning the expropriation of large landowners were carried. The Draft Convention on Workmen's Compensation was also carried by 73 votes to 10. At the eleventh sitting the Draft Recommendation concerning





social insurance for agricultural workers was carried unanimously.

In course of the twelfth and thirteenth sittings two important questions were considered, viz. (A) the nationalities represented on the staff of the International Labour Office, and (B) the appointment of national correspondents in extra-European Countries.

**Maritime Questions.**—At the fourteenth sitting the Report of the Maritime Commission was considered and two Draft Conventions thereon were adopted unanimously. The first fixes the minimum age for the employment of young persons as trimmen and stokers at 18 years except in the Coastal trade in India and Japan where the minimum age is fixed at 16; and the second institutes compulsory medical examination of young persons employed as seamen. A resolution was also passed exempting the fishing industry from the scope of the maritime conventions and recommendations adopted by the Conference.

**Agricultural Questions.**—At the fifteenth sitting the Report of the Second Agricultural Committee was discussed, and a Draft Convention against the employment of children under the age of 14 years in any agricultural undertaking, except out of school hours, was adopted. Another Recommendation "to regulate the employment of women wage-earners in agricultural undertakings during the night in such a way as to insure them a period of rest compatible with their physical necessities, and consisting of not less than 9 hours, which shall, when possible, be consecutive", was carried.

At the sixteenth sitting the Recommendation concerning the living-in conditions of agricultural workers was discussed. An important amendment proposed by the German Workers' delegate laying down a proposed minimum standard of living-in conditions for agricultural workers and their families was carried. This amendment was moved in particular to forbid the use of stables and out-houses for sleeping quarters.

At the seventeenth sitting the Draft Convention concerning the right of association and combination of agricultural workers was carried by 92 votes to 5. It secures to agricultural workers the same rights as those possessed

by industrial workers, and any existing laws restricting such rights in the case of agricultural workers were to be repealed. The Recommendation concerning the development of technical agricultural education was adopted by 97 votes to 0. It requires that each Member State should develop vocational agricultural education and make it available to the agricultural wage-earners and report fully to the International Labour Office at regular intervals. A Recommendation concerning the prevention of unemployment in agriculture, recommending the adoption of modern technical methods, the intensive cultivation, and the development of industries affording supplementary employment to agricultural workers who suffer from seasonal unemployment, was carried. A Draft Convention providing for the extension to agricultural workers of all Workmen's Compensation laws and a Recommendation for the extension of insurance against sickness, invalidity, old age and other similar risks, to farm workers, were also adopted.

**Maternity and Child Welfare.**—The Conference then adopted the Recommendation for the extension of the maternity provisions of the Washington Convention of 1919, including the right to a period of absence from work before and after childbirth and to a grant to a benefit during the same period, by 65 votes to 14. A Recommendation was also adopted providing that members should "take steps to regulate the employment of children under the age of 14 years in agricultural undertakings, during the night, in such a way as to insure to them a period of rest compatible with their physical necessities, and consisting of not less than 10 consecutive hours; and to those between the ages of 14 and 18 a period of rest of not less than 9 consecutive hours".

At this stage Dr. Nansen addressed an informal meeting of the delegates on the question of the famine in Russia, appealing for help both to Governments and to peoples.

**Weekly Day of Rest.**—After a prolonged discussion a Draft Convention was adopted providing for a rest of at least 24 consecutive hours in every week, for all workers in industry. Such exceptions as might be made by each



country after consultation with employers' and workers' organisations were to be reported with reasons to the International Labour Office; and when the rest period was suspended or reduced, compensatory rest was to be granted. This, however, has only a restricted application to India. A Recommendation was also passed regarding the weekly rest day in commerce, which is in very general terms. Sir Montague Barlow, M.P., the Senior British delegate at the Conference, writing to the London "Times" says—"It was unfortunate that a clause enforcing compensatory periods of rest was inserted in the draft. This, in the light of British experience, would prove difficult to work in practice and in consequence the Convention did not receive British support."

**White Lead Convention.**—Though the Committee presented a majority and minority report, a compromise was reached and a Draft Convention on the subject was unanimously adopted by the Conference. Sir Montague Barlow considers this the great achievement of the Third Session. Though poisoning from the use of white lead is an undeniable evil, much capital has been invested in the lead industry in some countries, and in the production of zinc substitutes in others. The Draft Convention entirely prohibits, after six years, the use of white lead in internal painting of buildings (except railway stations and industrial establishments), but its use in external painting is to be allowed subject to proper regulations. Cases of lead poisoning are to be compulsorily notifiable.

As in the previous Conferences, the question of adequate representation of non-European states, was taken up. The Governing Body as at present constituted is limited to 24 members representing the chief industrial countries (12 representing states, six employers and six workers). Both the Japanese Workers' delegate, and Mr. Joshi (the Indian Workers' delegate) insisted that at least one-third of the number of seats should be given to non-European countries, though Mr. Joshi thought it would be dangerous to fix, by a change in the Peace Treaty, the exact proportion of European and non-European representatives on the Governing Body. In his opinion the organisation

was not merely constituted for organised workers, but was intended more for unorganised workers.

So the Third Session of the Labour Parliament, summoned annually under Part XIII of the Peace Treaty, ended after holding twenty-seven sittings. There was a marked difference between the spirit of the delegates at the opening and at the ending of the Conference. As Sir Montague Barlow said, "the Conference met amid surroundings of doubt and uncertainty; the economic and industrial times are out of joint; the world's exchanges fluctuate alarmingly, and unemployment is rife. Many felt doubtful whether this third Conference could achieve any successful result at all. But by common consent good results have been secured, and on the whole a higher general standard of ability and statesmanship shown than at either of the previous Conferences."

#### Return of the Indian Delegates

Mr. A. C. Chatterjee, C.I.E., I.C.S., Mr. J. N. Gupta, M.B.E., I.C.S., Mr. N. B. Sakhvala, J.P., and Mr. N. M. Joshi, M.L.A., have returned to India from the Geneva Conference.

#### INTERNATIONAL LABOUR OFFICE

##### INDIA TO BE REPRESENTED AT GENEVA

It is understood that the Government of India are in consultation with Local Governments regarding the selection of a suitable representative for the International Labour Office, Geneva. The staff of the International Labour Office has been until recently, as pointed out in the October "Labour Gazette," largely English, French and Swiss. Japan recently has been represented and it is now proposed to have a representative at Geneva of this country. The International Labour Office will pay 17,000 Swiss francs per annum. The officer selected, if a Government officer, will be seconded to the International Labour Office for a period of years on such terms as may be agreed upon. It is considered desirable that he should possess the qualifications of having had a training in statistical methods





and an acquaintance with Indian economic problems. He will have probably to learn to speak French. If the salary offered by the International Labour Office should prove inadequate to attract a really suitable man, the Government of India will be prepared to supplement this if necessary. Mr. Joshi, the Labour Delegate from India at the third International Conference, recently pointed out the lack of representation so far as India was concerned. Sir William Meyer (see October "Labour Gazette," page 13) also pointed out the over-representation in the Labour Office, of Great Britain, France and Switzerland while India and the Dominions (except Canada) had no representation at all.

### RECRUITMENT OF INDIAN SEAMEN

#### COMMITTEE SITTING IN BOMBAY

Complaints have been made from time to time as to the abuses arising from the way in which Indian Seamen are recruited in Calcutta and Bombay. It has been suggested that the system lends itself to bribery and that sailors can only get ships by paying heavy bribes to intermediaries, with the result that not only do shipowners complain of inferior crews but that sailors of long service and experience are unable to get employment. The attention of the Government of India having been drawn to this matter, a small committee consisting of Mr. A. G. Clow, I.C.S., Controller of the Labour Bureau in the Industries Department (Chairman), a representative of the shipowners and a representative selected by the Bombay lascars and firemen, was appointed to hold a preliminary enquiry into the conditions of recruitment of Indian seamen.

This Committee is now sitting at the New Custom House, and anyone wishing to give evidence or information to the Committee should communicate with Mr. Clow at the New Custom House.

The Indian Seamen's Union have protested because their Union was not represented on the Committee of Enquiry in Bombay. Mr. Baptista, the President of the Indian Seamen's Union, and the President of the All-India Trade Union Congress, Mr. Mazarello, the Workers' Delegate to the Genoa Conference

(and formerly President of the Asiatic Seamen's Union, which is now amalgamated with the Indian Seamen's Union, Bombay) and Mr. Chaman Lall, the General Secretary of the All-India Trade Union Congress, at a meeting in the Labour Office held on the 14th instant met the Secretary and the Deputy Secretary of the Marine Department and the Director of the Labour Office. Mr. Baptista emphasised the principle of recognising the Indian Seamen's Union and it was pointed out by the Marine Department that the enquiry extended not merely to stewards of which the Indian Seamen's Union is composed but to firemen and lascars and therefore the Union had not been given a place on the Committee. Mr. Baptista on the other hand pointed out that as the Union had been represented on the enquiry in Calcutta and as Mr. Mazarello had represented the Indian seamen at Genoa, the Union ought to have a place on the Committee. Other matters referred to in the letters, which Messrs. Baptista, Mazarello and Chaman Lall had sent to the press, were also discussed.

#### Japan and the Washington Conventions and recommendations

The International Labour Office has received a letter, dated the 8th October 1921, from the Japanese Government representative on the Governing Body of the International Labour Office, regarding the action taken by the Japanese Government on the Washington Conventions and Recommendations. The six Draft Conventions were submitted to the Privy Council (*Sumitsuin*), as the competent authority, and are still under consideration. The Draft Conventions in question are the following:—

- (1) Limiting the hours of work in industrial undertakings to eight in the day and forty-eight in the week.
- (2) Concerning unemployment, (a) to establish a system of free public employment agencies under the control of a central authority, and the appointment of an advisory committee of representatives of employers and workers; and (b) to establish a system of insurance against unemployment.



(3) Concerning the employment of women before and after childbirth.

(4) Concerning the employment of women during the night.

(5) Concerning the fixing of the minimum age for admission of children to industrial employment; and

(6) Concerning the night work of young persons employed in industry.

The position of the Japanese Government towards the six Recommendations adopted by the Washington Conference have been studied by the Government departments concerned, and the following decisions have been arrived at:—

(1) The Recommendation concerning unemployment requires each Member-State (a) to prohibit the establishment of employment agencies which charge fees or make it a profitable business; and (b) to establish an effective system of unemployment insurance either through a Government system or through a system of Government subventions to associations. The Japanese Government agreed to this recommendation, and a bill on employment exchanges was enforced as law from April 1921.

(2) The Recommendation concerning reciprocity of treatment of foreign workers requires each Member-State to admit the foreign workers with their families employed within its territory, on condition of reciprocity, to the protection laws and rights of organization enjoyed by its own workers. The Government of Japan, while approving of the object of this Recommendation, is still considering the matter, in view of the reciprocal nature of the question, and also because the principal countries have not yet taken any measures on it.

(3) The Recommendation concerning anthrax requires each Member-State to make arrangements for the disinfection of wool infected with anthrax. In this connection it is pointed out that regulations are already in force, for the supervision of the import and export of cattle, and for the disinfection of wool used in factories.

(4) The Recommendation concerning the protection of women and children against

lead poisoning, provides for the prohibition of women and young persons under the age of 18, from employment in the various processes where lead is used. The present Factory Law (Article 10) and the Regulation for the enforcement of the Factory Law (Article 6) are said to be in conformity with the Recommendation.

(5) The Recommendation concerning the establishment of Government Health Services requires each Member-State to establish a system of efficient factory inspection, and also a separate service for safeguarding the health of the workers. In Japan the Department of Agriculture and Commerce has established a special service for safeguarding the health and sanitation of workers in all industrial concerns, and further a system of social insurance is being prepared by the Labour Section of the above department. This, together with the proposal to enact a social insurance law, will be discussed by a separate commission shortly to be appointed.

(6) Regarding the Recommendation concerning the application of the Berne Convention of 1906, and the prohibition of the use of white phosphorus in the manufacture of matches, the Japanese Government has passed a law prohibiting the use of white phosphorus.

### THE LABOUR SITUATION IN JAPAN

From information received from Tokyo it appears that Japanese Labour though nominally beaten in the strikes of the last 18 months is in a very restive condition. Unions in the English sense have so far been stifled but outside associations of which the chief is the Society of Friendship and Love (*Yuai Kuai*) with a membership of 50,000 and led mainly by middle class intellectuals take the lead wherever the cause of labour requires a champion. Government, while not forbidding Trade Unions, is an important employer of labour and hostile to labour organisation. In the shipyard workers' strike at Kobe in the middle of last year when the 25,000 strikers formulated demands which included the recognition of unions and the formation of workshop committees, a large number of ringleaders,





especially members of the *Yuai Kuai*, were arrested and this provoked much bitter feeling. The strike collapsed soon after the meagre funds of the *Yuai Kuai* were exhausted. Government is faced with an awkward position, due primarily to their own failure to recognise unions and promote their healthy growth. This policy has resulted in the attainment of undue influence by an outside association which cannot properly represent the workers.

It is possible that the experience of this series of strikes will lead to the recognition of trade unions by the Japanese Government. And in another way labour has made a temporary gain, as, though very few actual concessions were obtained, the inevitable reduction of wages has been postponed. This, however, may be to the loss of Japanese industry as a whole. The settlement appears to be temporary only.

## EMPLOYMENT OF WOMEN

### MATERNITY AND CHILD WELFARE

#### Government's Action

Draft Convention V of the Washington Conference concerning the employment of women before and after childbirth was considered by the Government of India at an informal conference held at Simla in May 1920. The question has been recently under the consideration of the Government of Bombay and various associations representing both employers and workers have been consulted by this Government. The general idea of the Convention is crystallized in Article 3 which says that a woman in an industrial undertaking

(a) shall not be permitted to work during the six weeks following her confinement;

(b) shall have the right to leave her work if she produces a medical certificate stating that her confinement will probably take place within six weeks;

(c) shall, while so absent, be paid benefits sufficient for the full and healthy maintenance of herself and her child, provided either out of public funds or by means of a system

of insurance, and as an additional benefit shall be entitled to free attendance by a doctor or certified midwife; and

(d) shall in any case, if she is nursing her child, be allowed half an hour twice a day during her working hours for this purpose.

It is customary in Bombay for the expectant mother to leave for her parents' home before the birth of the child. The newborn child is thus brought into more healthy surroundings than it would find in its own home in the city. A fortnight after childbirth women, unlike their Western sisters, are ordinarily fit for work. Again they would resent being precluded from earning wages either before or after childbirth. There is also the added difficulty largely due to prejudice against male doctors and female medical attendance is at present altogether inadequate. The woman worker, except perhaps in rare cases (especially in Madras), prefers the barber's wife who is the midwife from immemorial custom among this class.

In one or two of the best mills, schemes of maternity benefits, it is understood, are being introduced, by which workers who have been in the employment of the mill for a fairly long period, say not less than a year, will be granted maternity benefits. This voluntary system will receive official encouragement in every way. At the present time, therefore, there are difficulties in the way of ratifying Convention V. Even in England the question of compulsory maternity benefit is not at all clearly determined. The Bombay Government have decided that in relation to pregnancy is the prohibition which lays down that "an occupier of a factory or workshop shall not knowingly allow a woman or girl to be employed therein within four weeks after she has given birth to a child" (section 61 of the Factory and Workshop Act, 1901). There is no restriction on the employment of pregnant women, and the custom is for such women to continue their work right up to the time of confinement.

Collis and Greenwood in "The Health of the Industrial Worker" point out that "Previous to war-time the work undertaken by women was, for the most part, sufficiently light to permit of this custom; but



when women were called upon to undertake heavier tasks this was felt to be injudicious, and many managers dismissed pregnant women as soon as the condition was obvious. We consider such dismissal wrong; it does not benefit the pregnancy, since miscarriages generally occur in the earlier months before the condition is definitely recognized; a reasonable amount of active exercise for a pregnant woman is beneficial rather than the reverse; the expectant mother requires not less but rather more earnings for the next four or five months to feed herself well and lay by for her confinement; she should be encouraged to regard her condition as normal and physiological; she requires for the next few months more sympathetic consideration."

The whole subject requires very careful consideration and the Government of India after receiving the replies of the Local Governments will proceed to introduce legislation based on their opinions, but in the meantime there is a great opportunity for private enterprise and effort. A series of thirteen articles on maternity and child welfare, its importance from the Indian viewpoint, appeared in the "Madras Mail" between 20th June and 5th July 1921.

The Legislative Council at its last meeting in Poona took advantage of the offer of the Council of the Dufferin Fund to place at the disposal of this Government a lady doctor to make further enquiries into this matter and if possible to formulate a scheme for the organization of medical aid for women industrial workers. The salary is paid by the Council of the Dufferin Fund but allowances, chiefly travelling allowances, are to be defrayed by this Government. Mrs. F. D. Barnes, M.D., has been selected by the Council of the Women's Medical Service of India and her address is Labour Office, Secretariat.

The Labour Office has received replies from several mills in Bombay and Ahmedabad (mostly from those controlled by Messrs. Tata Sons Ltd.) regarding the maternity benefits prevailing in their respective mills. The rules framed by the Tata Mills for maternity allowance are as follows:—Any woman who has put in at least 11 months' continuous service in the mill or in any of its

departments is entitled to maternity allowance. The claim must be supported by the mill doctor or any other medical practitioner. The allowance is to be for a period of two months at the most, which shall be paid either one month before and after confinement, or any other period suitable to the individual, to be decided by the Manager. The amount paid is two months' wages inclusive of all usual allowances; and in no case shall it be paid in advance. Further, the recipient of such an allowance must give an undertaking that she will not work in any mill or factory, or engage herself in any occupation outside her home. And should any woman proceed to her native place for confinement the allowance will be remitted to her, provided she leaves her address at the Manager's office.

The above scheme came into operation from 1st January 1921; and up to 30th June 1921, six women applied for maternity allowance at the Bombay United Spinning and Weaving Mills of the Tata Mills, Ltd., Girgaum, Bombay, of whom only four were found eligible for the allowance and were paid Rs. 67 each, being the equivalent of their two months' average wages, and the 70 per cent allowance thereon. It is observed by the mill authorities that there is a tendency among pregnant women to apply for leave while they are still in the sixth or seventh month of their pregnancy or even before, and that they do not resume work for some months after confinement. The following table testifies to the increasing number of women who avail themselves of this benefit:—

#### Maternity Allowance, July—September 1921

Mills.	No. benefited	Amount paid.		No. of women still to receive second month's allowance and the amount of that allowance.	
		Rs. a. p.	Rs. a. p.		
Ahmedabad ..	11	280 10 6		8 women..	197 9 0
Central(a) ..	19	369 10 0		.....	..
David ..	22	403 4 0		.....	..
Standard ..	1	22 13 0		.....	..
Swadeshi ..	25	711 8 0		11 women..	154 4 0
Tata ..	5	173 4 0		.....	..
Bombay United	2	54 0 0		2 women..	54 0 0
Total ..	85	2,015 1 6		21 women..	405 13 0

(a) For the period 1st April to 30th September 1921.





### THE MATERNITY SCHEME

A meeting took place in the Labour Office on the 7th January 1922, at which representatives of the Labour Office and the General Department, Dr. Sandilands, Health Officer of the Bombay Municipality, Dr. Miss Balfour (Head of the Women's Medical Service), and Dr. Mrs. Barnes on special duty in connexion with maternity benefits, were present. It was decided that Dr. Mrs. Barnes should work under the Director of Public Health, who will arrange with the Health Officer of the Bombay Municipality in regard to enquiries in Bombay. The present arrangement, whereby Dr. Mrs. Barnes works in close association with the Labour Office, was to be continued.

The general scope and method of the enquiry was also discussed. A note on this subject will be published in the "Labour Gazette" and in the Press. It was also agreed that Dr. Mrs. Barnes should submit a report, of the work done up to date and a scheme for the future, in the first instance to the Director of Public Health, which after approval is to be submitted to the Government of Bombay in the General Department.

### New York State Workmen's Compensation Act

A copy of the Workmen's Compensation Law, New York State, with amendments, additions, and annotations to September 1st, 1921, has been received in the Labour Office and is available for reference. The sections on compensation and how it is payable are of special interest at the present time when an Indian bill is under consideration. A schedule of occupational diseases which includes anthrax, lead, mercury, phosphorus, arsenic poisoning or their sequelae, chrome ulceration, cataract in glassworkers, etc., are provided for in detail in the Act. The following extracts from sections relating to payment of compensation are of interest :—

"The first payment of compensation shall become due on the twenty-first day of disability, on which date or within four days thereafter all compensation then due shall be paid, and the compensation payable bi-weekly thereafter; but the industrial board (commission) may determine that any payments may be made monthly or at any other period, as it may deem advisable. If the employer or insurance carrier does not controvert the injured workman's right to compensation such employer or insurance carrier shall, either on or before the twenty-fifth day after disability, or within fifteen days after the employer first has knowledge of the alleged accident, begin paying compensation either by the agreement provided for in section twenty or under the provisions of section twenty-one and shall immediately notify the commissioner, in accordance with a form to be prescribed by him, that the payment of compensation has begun, accompanied by the further statement that the employer or insurance carrier, as the case may be, will notify the commissioner when the payment of compensation has been stopped."

"If the employer or insurance carrier shall fail to pay any instalment of compensation within twenty-five days after the same becomes due, there shall be paid by the employer or, if insured, his insurance carrier, an additional amount of ten per centum of the compensation then due which shall accrue for the benefit of the injured workman or his dependents and shall be paid to him or them with the compensation, unless such delay or default is excused by the industrial board upon the application of the employer or insurance carrier upon the ground that owing to conditions, over which the employer or insurance carrier had no control, such payment could not be made. Nothing herein shall limit the right of the industrial board in a particular case to hold a hearing and make an award in accordance with other provisions of this chapter. No case shall be closed without notice to all parties interested and without giving to all such parties an opportunity to be heard."

### CHARTS

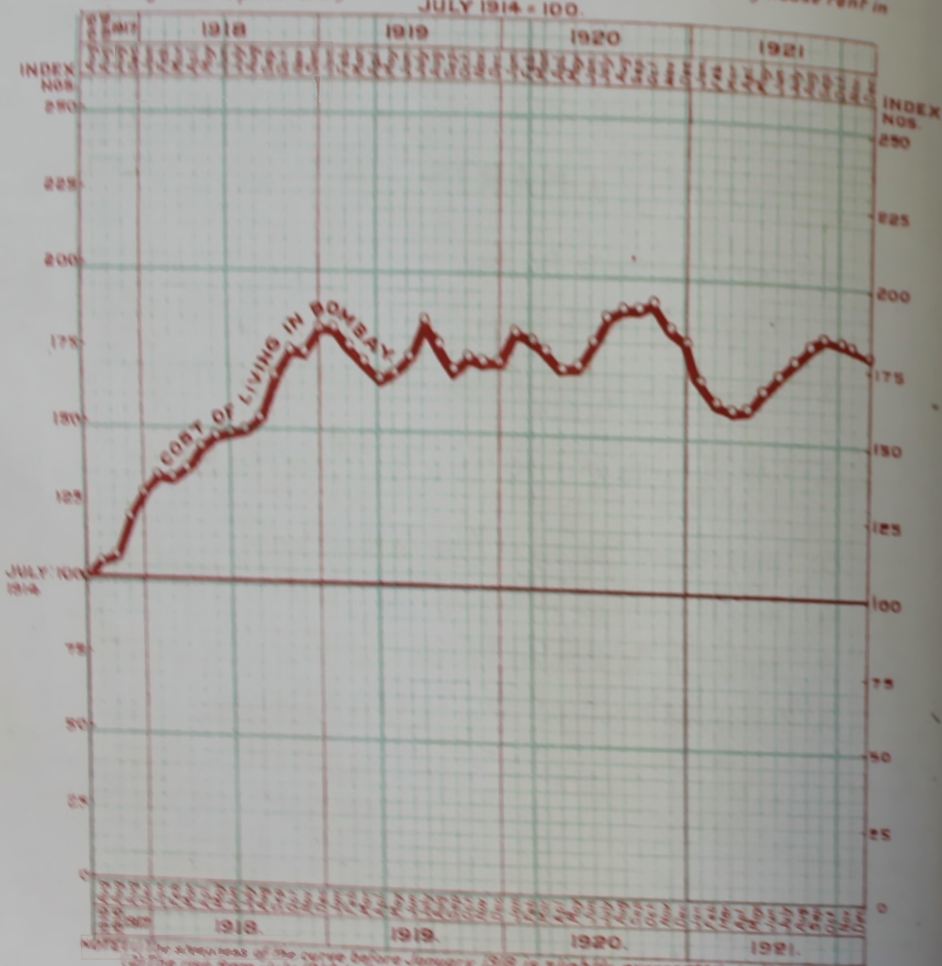
1. Cost of Living in Bombay.
2. Progress of the Monsoon, 1921.
3. Retail Prices of Rice, Pulses, Cereals and other Articles of Food in Bombay.
4. Cost of Living in India, the United Kingdom, Canada and Belgium.
5. Imports and Exports of Merchandise—India.
6. Rate of Exchange in Bombay.
7. Strikes in the Bombay Presidency, 1921.
8. Foods and Non-foods Wholesale Prices, Bombay.



CHART NR. 1.

COST OF LIVING IN BOMBAY.

(This chart shows the general index of prices weighted according to the relative importance of articles of food, fuel and lighting, clothing and the cost of house rent in working class expenditure.)



NOTE: (1) The steepness of the curve before January 1918 is slightly exaggerated in this chart.  
 (2) The rise from July 1914 to January 1919 was not pronounced until the end of 1917.  
 (3) Each Square equals 100 points.

PROGRESS OF THE MONSOON 1921

CHART NR. 2

Abbreviations: S...Scanty F...Fair N...Normal EX...Excess.

PROVINCE OR STATE.	JUNE				JULY				AUGUST				SEPTEMBER				OCTOBER			
	8 <sup>th</sup>	15 <sup>th</sup>	22 <sup>nd</sup>	29 <sup>th</sup>	5 <sup>th</sup>	12 <sup>th</sup>	19 <sup>th</sup>	26 <sup>th</sup>	2 <sup>nd</sup>	9 <sup>th</sup>	16 <sup>th</sup>	23 <sup>rd</sup>	7 <sup>th</sup>	14 <sup>th</sup>	21 <sup>st</sup>	28 <sup>th</sup>	4 <sup>th</sup>	11 <sup>th</sup>	18 <sup>th</sup>	25 <sup>th</sup>
<b>I BOMBAY PRESIDENCY</b>																				
1 KONKAN	F	EX	EX	S	F	F	EX	EX	N	EX	F	EX	S	N	F	EX	F	EX	F	S
2 GUJARAT	N	S	S	S	S	S	EX	EX	EX	EX	EX	EX	S	F	EX	EX	S	F	EX	S
3 DECCAN	N	F	EX	S	S	EX	EX	EX	F	F	F	F	EX	EX	EX	EX	S	F	EX	S
4 SIND	F	S	F	F	S	S	N	N	EX	EX	EX	EX	EX	EX	EX	N	N	N	N	S
<b>MADRAS PRESIDENCY</b>																				
1 MALABAR	N	N	F	S	F	F	N	N	EX	EX	EX	EX	F	EX	S	N	S	EX	S	F
2 DECCAN	EX	F	S	S	S	N	EX	EX	N	S	EX	EX	N	S	EX	S	N	S	EX	S
3 COAST NORTH	S	N	F	S	N	F	EX	EX	EX	EX	F	F	N	EX	EX	EX	F	EX	EX	S
4 SOUTH EAST	EX	N	S	S	S	EX	EX	EX	F	EX	EX	EX	EX	EX	EX	EX	EX	EX	EX	S
<b>BENGAL PRESIDENCY</b>																				
1 BIHAR AND ORISSA	N	F	N	F	EX	EX	N	F	N	N	EX	N	EX	N	EX	N	S	EX	N	F
<b>UNITED PROVINCES</b>																				
1 EAST	S	F	EX	EX	S	N	F	N	F	EX	N	EX	EX	S	EX	EX	EX	S	S	S
2 WEST	S	S	N	EX	S	F	F	EX	F	EX	N	EX	N	N	EX	EX	EX	EX	EX	S
<b>CENTRAL PROVINCES</b>																				
1 BERAR	N	EX	EX	S	F	F	F	EX	EX	EX	N	S	EX	F	S	EX	S	EX	S	S
2 WEST	F	EX	EX	F	F	F	F	N	EX	EX	F	F	S	EX	F	F	S	EX	S	S
3 EAST	S	N	EX	N	F	N	S	N	EX	EX	EX	F	S	EX	F	EX	S	EX	S	S
<b>PUNJAB</b>																				
1 EAST AND NORTH	F	S	S	S	S	N	EX	EX	EX	EX	S	EX	F	F	EX	EX	S	S	EX	S
2 SOUTH AND WEST	F	S	S	N	S	S	EX	S	EX	N	EX	EX	S	S	EX	S	S	EX	S	EX
<b>RAJPUTANA</b>																				
1 WEST	S	S	S	S	EX	EX	EX	EX	F	EX	S	S	N	EX	EX	S	S	S	S	S
2 EAST	S	N	S	S	EX	EX	EX	EX	S	EX	S	S	EX	EX	EX	EX	EX	EX	EX	S
<b>CENTRAL INDIA</b>																				
1 WEST	S	EX	EX	S	S	F	EX	EX	F	N	N	F	N	EX	N	EX	S	S	S	EX
2 EAST	S	S	F	EX	S	F	S	N	EX	EX	EX	F	N	EX	EX	F	S	S	S	S
<b>HYDERABAD</b>																				
1 NORTH	EX	EX	EX	S	S	N	EX	N	N	EX	N	S	EX	EX	EX	EX	N	S	EX	S
2 SOUTH	EX	N	N	S	F	EX	EX	EX	F	EX	S	EX	EX	EX	EX	F	EX	F	EX	S
<b>MYSORE</b>																				
1	EX	S	F	S	S	N	EX	N	F	F	S	F	EX	F	EX	S	S	N	EX	F
<b>ASSAM</b>																				
1	EX	F	N	F	N	EX	EX	S	N	F	EX	N	EX	S	EX	N	EX	N	EX	S
<b>BURMA</b>																				
1 LOWER	N	F	EX	F	N	F	S	N	EX	EX	EX	N	EX	EX	N	N	N	N	F	S
2 UPPER	N	EX	N	F	F	EX	F	N	N	N	EX	N	EX	F	S	N	N	EX	EX	S

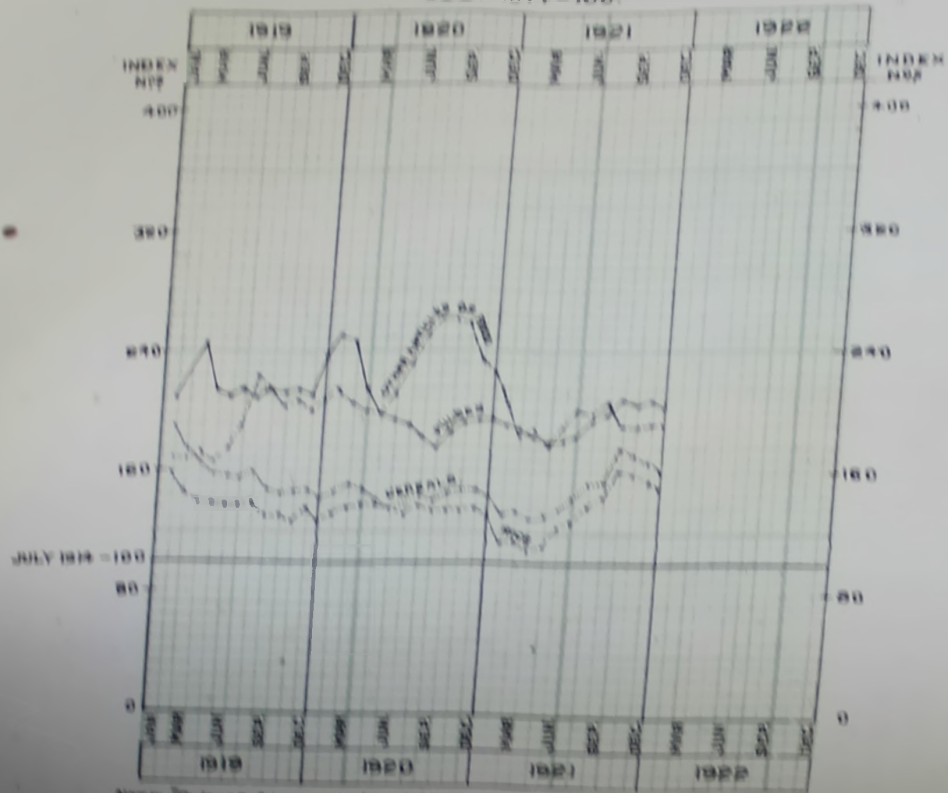
NOTES

- The whiter the chart the better the season. Red areas indicate deficient, and black areas excessive rain.
- Excess: More than 200 per cent of the normal.  
 Normal: 80-120 per cent of the normal.  
 Fair: 40-79 per cent of the normal.  
 Scanty: Less than 40 per cent of the normal.
- Normals for Divisions are means of Normals of reporting stations excluding hill stations. The Daily Weather Report gives the complete list of stations.
- The zigzag lines give the approximate dates of the normal annual setting in and withdrawal of the Monsoon, and are based on information supplied by the Director-General of Observatories. The lettering outside the green lines is smaller than the lettering within, as rainfall outside the lines is less important. Within the green lines: (1) is the Monsoon; the third successive and following "EX" squares and the second successive and following "S" squares are hatched.
- As the Monsoon is of little or no importance in Sind, both the rise in the Indus above the fair irrigating level and the rainfall are shown. The date of the normal rise is in the first week of June and of the normal fall the last week of September.



CHART NR 3.

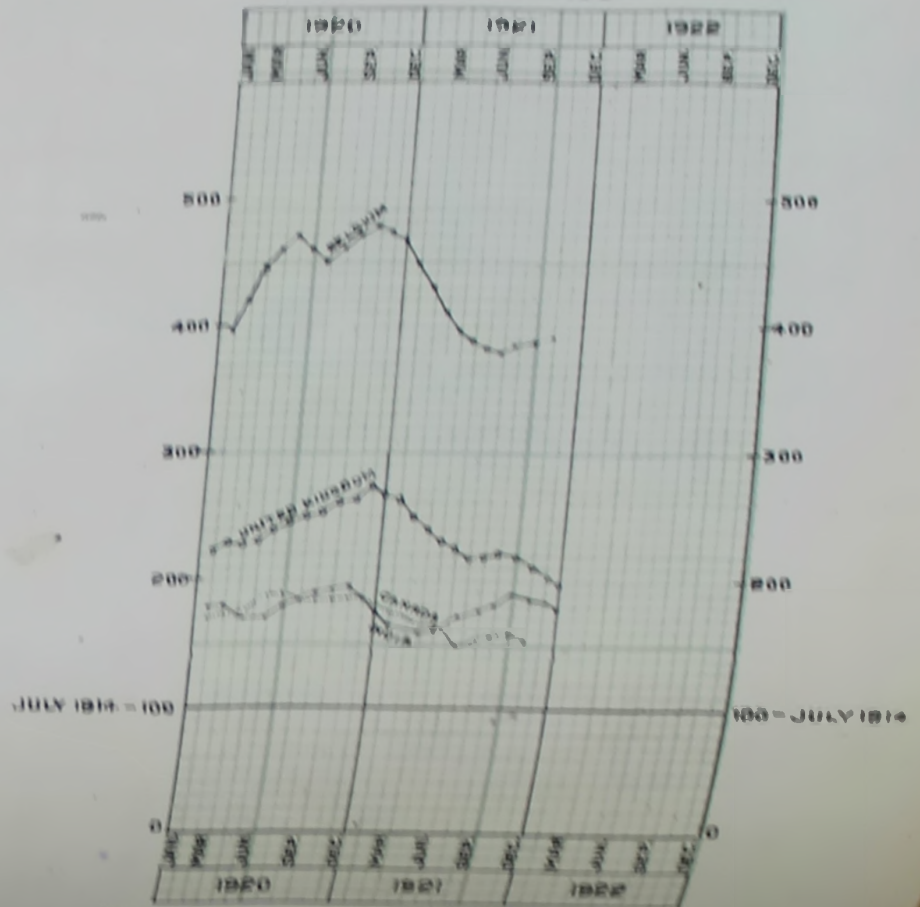
RETAIL PRICES OF RICE, PULSES, CEREALS AND OTHER ARTICLES OF FOOD IN BOMBAY. JULY 1914 = 100.



NOTE: (1) Each square equals 1 rupee.  
 (2) Each square equals 1 anna.  
 (3) Each square equals 1 paise.  
 (4) Each square equals 1 mil.

CHART NR 4.

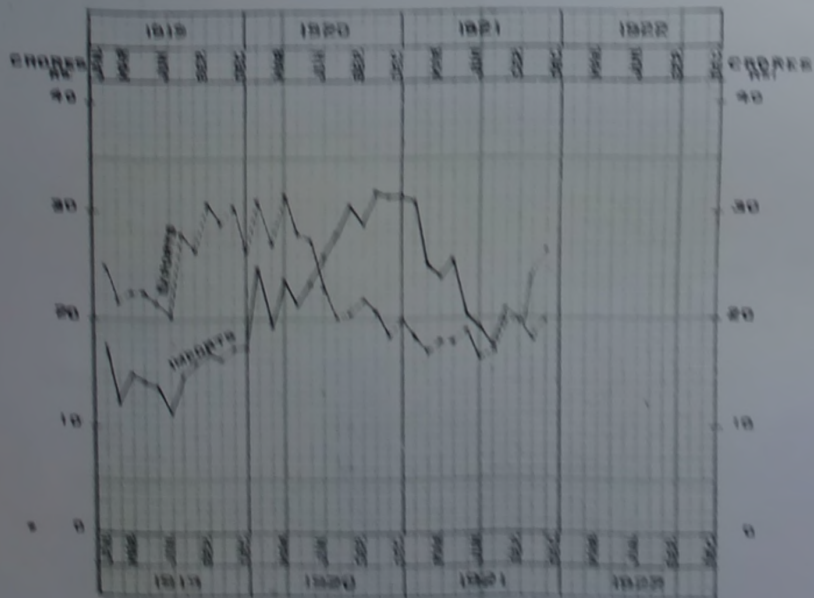
COST OF LIVING IN INDIA, AND UNITED KINGDOM, CANADA AND BELGIUM JULY 1914 = 100.



NOTE: (1) In the case of Belgium April 1914 = 100.  
 (2) For India the figures for Bombay (port) are given.  
 (3) The comparative rise of India and Europe in 1920 is shown in the chart.  
 (4) Each square equals 1 anna.

CHART NR 5.

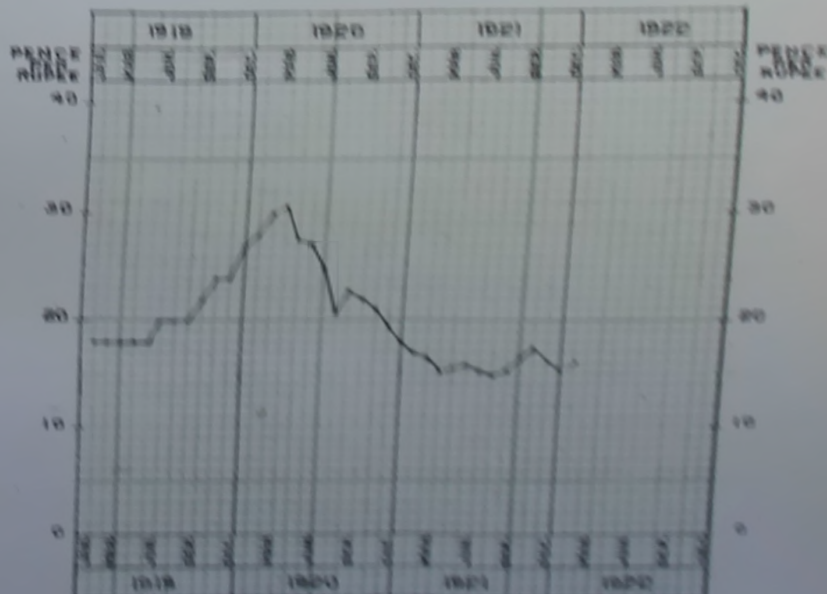
IMPORTS AND EXPORTS OF MERCHANDISE - INDIA.



NOTE: (1) The volume balance since June 1920.  
 (2) Each square equals 1 crore.

CHART NR 6.

RATE OF EXCHANGE IN BOMBAY.

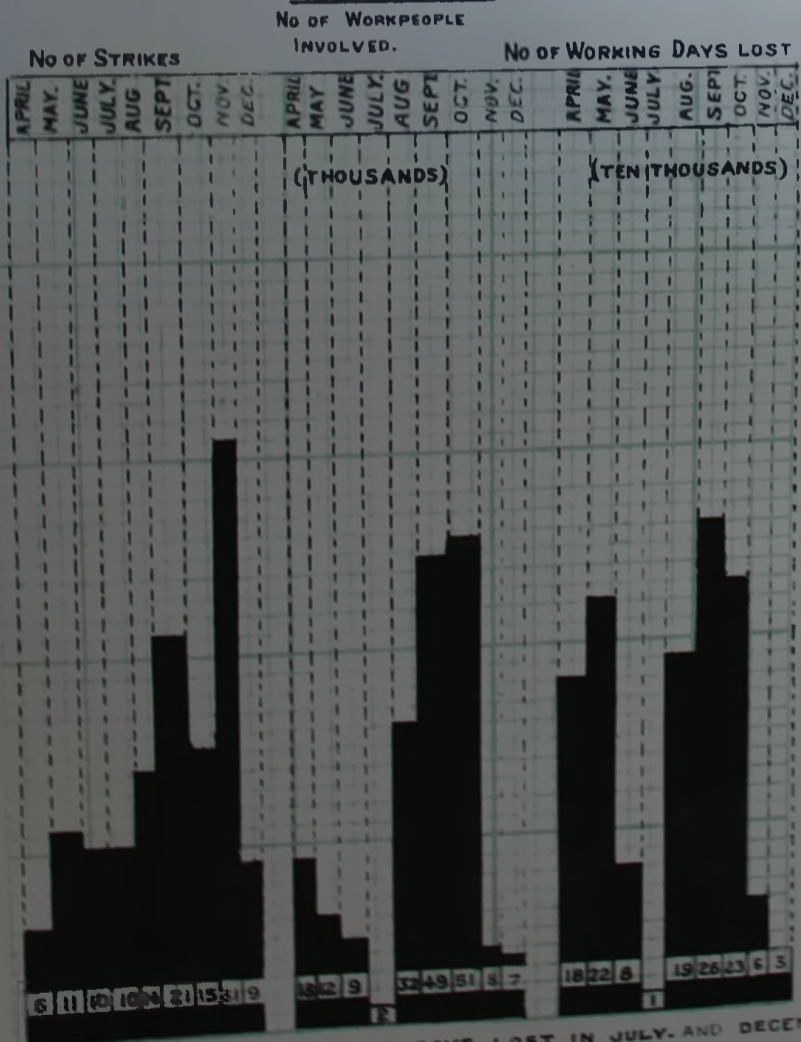


NOTE: (1) The reason for the fall of Exchange will be evident from the preceding chart when the balance of trade is observed. Imports are from June 1920 greater than exports. Exchange rate tends to be influenced from that point of view.  
 (2) This is the Telegraphic Transfer rate in London.  
 (3) Each square equals 1 penny.



CHART No 7.

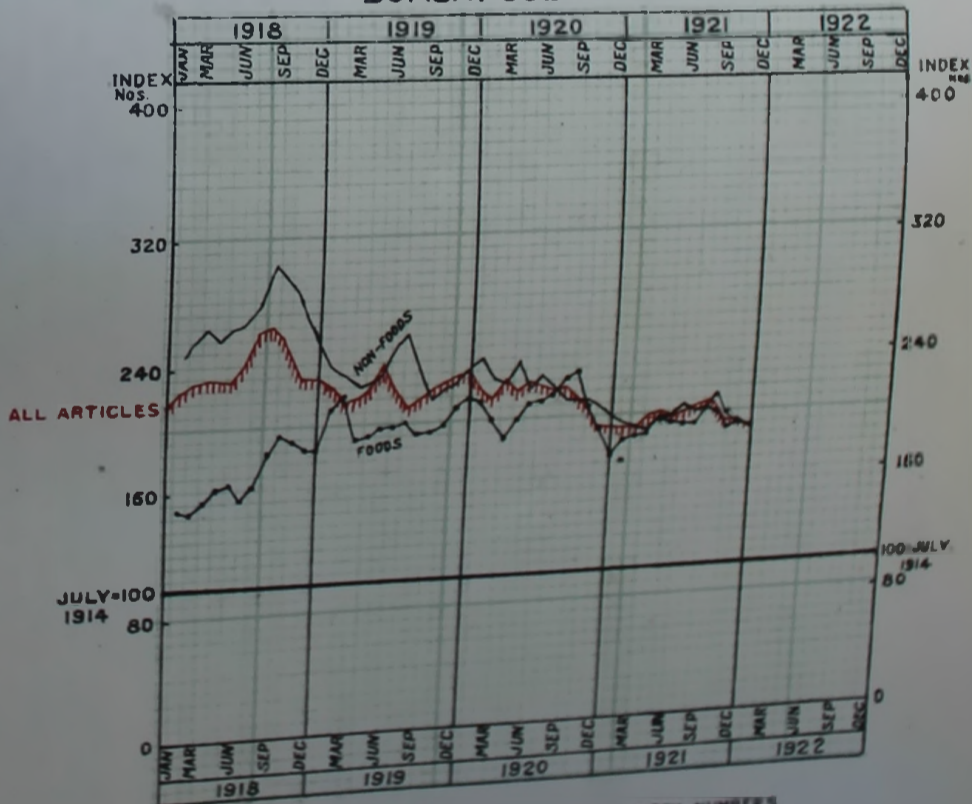
**STRIKES IN THE BOMBAY PRESIDENCY 1921.**



NOTE: THE SMALL NUMBER OF WORKING DAYS LOST IN JULY AND DECEMBER IS DUE TO THE SHORT DURATION OF STRIKES.

CHART No 8.

**FOODS AND NON FOODS WHOLESALE PRICES BOMBAY JULY 1914=100.**



NOTE: UNWEIGHTED WHOLESALE PRICES INDEX NUMBERS



## THE PROGRESS OF THE MONSOON, 1921

(See Chart No. 2.)

In the monsoon chart the green lines give the approximate dates of the normal annual setting in and withdrawal of the monsoon and are based on information supplied by the Director General of Observatories, Simla. Excess means more than 120 per cent. of the normal. The normal for divisions is the mean of normals of reporting stations excluding hill stations.

'Normal' in the chart is a variation from 80 to 120 per cent. of the true normal, 'fair' 40 to 79 per cent. of this normal, and 'scanty' is less than 40 per cent. The whiter the statement, the more the satisfactory nature of the monsoon; the redder it is, the worse the monsoon. The rainfall in other provinces also has been shown, as these (e.g., the United Provinces which exports to us bajri and jowari for our millworkers) have an influence in the long run on future price levels of food.

In Sind the monsoon scarcely counts; it is the level of the Indus that does. The rise of the river up till the end of September is shown in the chart; after this date the rise is of little material importance. The table below shows the rainfall up to 31st October 1921, in Bombay, the Deccan (Ahmednagar, Sholapur, Bijapur and Poona), Guzerat (Surat and Ahmedabad) and in Kathiawar (Rajkot and Bhavnagar).

Station.	Rainfall in inches.	Departure from normal.	Station.	Rainfall in inches.	Departure from normal.
	(1st June to 31st October.)			(1st June to 31st October.)	
Bombay ..	86.02	+16.22	Surat ..	53.51	+13.07
Ahmednagar ..	17.11	- 2.56	Ahmedabad ..	40.75	+12.12
Sholapur ..	21.08	- 4.27	Rajkot ..	27.43	+ 2.14
Bijapur ..	14.82	- 2.15	Bhavnagar ..	29.45	+ 7.77
Poona ..	18.64	- 5.72			

## WORKMEN'S COMPENSATION LEGISLATION

### The Provision of Compensation to Workmen

The Government of Bombay have received the following replies from the Secretary, Millowners' Association, Bombay, the General Secretary, Trade Union Congress, and the Secretary, Bombay Chamber of Commerce, representing their views on the proposed legislation for the provision of compensation to workmen for injuries received in the course of their employment:—

#### MILLOWNERS' ASSOCIATION, BOMBAY

I am directed to acknowledge receipt of your letter No. 264-D., dated the 3rd October 1921, and its accompaniments, regarding a proposal to introduce legislation for the provision of compensation for workmen for injuries received in the course of their employment and requesting the views of my Committee upon the provisional views of the Government of India in that connection contained in their letter No. L.—859, dated the 4th August 1921, a copy of which accompanied your letter under reply.

2. Before proceeding to reply in detail to the various points arising out of the proposal and summarised in paragraph 22 of the Government of India's letter, I am generally to say that my Committee approve the principle to which the proposed legislation is intended to give effect and, further, that the majority of the members of this Association have, for some time past, provided generously for those of their employees who have been injured in the course of their employment. From the experience gained in the latter connection, however, my Committee consider that the conditions governing the application of the Indian Act should be strictly limited to fatal injuries or injuries involving the actual loss of limbs or serious permanent disablement of a similar nature.

3. I am now to answer categorically the various questions set forth in paragraph 22 of the Government of India's letter in the same order as they are there given:—

1. *Should employers' liability be affirmed?*—Yes.

2. *Whether the English Employers' Liability Act of 1880 and the Workmen's Compensation Act of 1906 should be followed?*—My Committee consider that the particular requirements of labour conditions in India should first be exhaustively examined and

that such an investigation will show that the provisions of the English Acts, as a whole, are not applicable to India.

3. *Provision for compensatory benefits and its limitation to industrial workers.*—Yes, subject to the modifications suggested in the answer to question 5 (below).

4. (a) *Inclusion of workers in factories.*—My Committee are only in a position to comment upon (a) and in that respect they consider that legislation should be confined to all persons employed in a textile factory whose monthly earnings are less than Rs. 100.

5. *Limitation to manual workers.*—My Committee approve the suggestions advanced by the Government of India in paragraph 5 of their letter. (See answer to question 3 above.)

6. *Compensatory provisions for (a) Building trades.*—(a) Yes.

(b) *Telegraph and Telephone services.*—(b) Yes.

7. *Other dangerous trades requiring special provisions.*—My Committee have no remarks to offer in this connection.

8. *Circumstances antecedent to injury.*—That the injury is incurred in the ordinary course of the employee's employment and during the period in respect of which he is paid wages.

9. *Exceptions.*—(a) Injuries incurred as a result of serious and wilful misconduct or intoxication.

(b) Injuries which are not incurred in the ordinary course of the employee's employment, e.g., during a visit upon his own initiative to another part of the works.

10. *What injuries should be compensated?*—See paragraph 4 above. My Committee consider that no diseases other than those cited in the Schedule to the English Act should be included.

11. *Cost of Compensation.*—My Committee agree that the whole of the cost, for the time being, must fall upon the employer and in any case they are strongly opposed to the institution of any system of State insurance.

12. *Scales for Compensation.*—My Committee consider that a rigid scale of the nature suggested is to be preferred. In that connection, however, they cannot find any provision in the Government





## TRADE UNION CONGRESS

of India's letter for two very essential particulars, namely:—

(a) The necessity for each employee, upon engagement, to register one wife or such further number as he may be legally entitled to maintain, and children as they are born. In the event of more than one wife, or children by different wives, being registered the amount of compensation should be distributed in equal proportion among them. The Act should further provide that the employer should only be liable to pay compensation to the registered dependents of the deceased and should be absolved from any liability in respect of any other claimants who may come forward at a later date.

(b) The position of a widow upon re-marriage: Having regard to the fact that most wives of working men in this country are co-breadwinners with their husbands, my Committee consider that any benefits which a widow may enjoy under the Act should cease if she remarries.

13. *Award of lump sums.*—My Committee are strongly opposed to the award of lump sums.

14. *Suitability of suggested scales.*—My Committee consider that the scales suggested are fair.

15. *Special scales for minors.*—So far as accidents of a less serious, although permanent, nature are concerned my Committee consider that the introduction of a scale based upon full wages in the case of minors might encourage malingering and on that account should be opposed. They have, however, no objection to its introduction in the case of very serious accidents.

16. *Should refusal of medical attention debar Compensation?*—My Committee consider that the refusal to accept medical attention provided by the employer should debar an employee from claiming compensation.

17. *Administration of the Act.*—In this connection my Committee can only observe that the cost of litigation in India has always been out of all proportion to the issues involved and they prefer that Government should make the most economical and, at the same time, effective provision possible for the administration of the Act.

18. *Special penalties for deliberate evasion.*—My Committee are in favour of the provision of special penalties for deliberate evasion of the Act provided the interests of employers thereunder are adequately safeguarded.

The world of labour will cordially welcome the declaration of the Government of India that the time has arrived for making legal provision for compensation to workmen for injuries received by them in the course of their employment. Legislation regarding workmen's compensation has been long over-due.

In making these provisions we must not confuse rights with reliefs. A Compensation Act should not abridge rights acquired under customary law. Its fundamental function consists in conferring rights for relieving hardships resulting from injuries received in the course of employment in cases where no compensation is recognised by the common or customary law of the land. This postulates an emphatic distinction between injuries caused by negligence and injuries caused by pure accidents.

*Negligence.*—Ordinarily, under the common law of England, enforced by our Courts, in the absence of statutory enactments, an employer is liable in damages for injuries inflicted on another by his own negligence or the negligence of his agents and servants acting within the scope of their duties. This is a right and not a grace. Every employee should have the same rights as any stranger or non-employee. Any existing disability in this respect should be removed *in toto*. For example, if under the common law of England an employer is not liable in damages for injuries inflicted on an employee by the negligence of a fellow employee such disability should be extinguished. He should be placed on a par with a non-employee. A simpler phraseology than section 1 of the Employers' Liability Act, 1880, is desirable. It appears to us sufficient to say that, where personal injury is caused to a workman, by reason of the negligence of the employer, or his agent, or of any person in the service of the employer acting within the scope of his duties, the workman, or in case the injury results in death, the legal representatives of the workman, and any person entitled in case of death, shall have the same right of compensation and remedies against the employer as if the workman had not been a workman of, nor in the service of the employer, nor engaged in his work. The Courts should be free to decide what amounts to negligence by the employer or his agents or employees and should not be embarrassed by provisions resembling sections 1 and 2 of the Employers' Liability Act, 1880.

The Courts should be at liberty to assess and award damages in cases of negligence as if the specific provisions of the Compensation Act concerning the amounts of compensation did not exist, so that no man injured by negligence should be deprived of any part of the damages he would be entitled to if the



compensatory clauses of the Compensation Act did not exist. For example, if under the common law the Court is of opinion that the damages should be rupees ten thousand then it should award rupees ten thousand minus any sum for compensation obtained by an injured workman under the specific compensatory provision of the Act. Under the rules of procedure the Courts might be empowered to assess damages both under the Act and under the common law and in doing so set one against the other so that the injured may get the full benefit of the common law as well as of the special Compensation Act.

*Accidents.*—Compensation Acts are designed to give relief even where there is no negligence, no fault, no blame attachable to any person. It is essentially an act of grace though enforced as a duty. It is based upon the humanitarian principle of alleviating the hardships of the sufferer and his dependents caused by accidents. In its evolution it has not yet embraced outsiders though there is no real logical or moral justification for differentiation. For example, two trains collide through no fault of any one. A driver and ten passengers are equally injured. There is compensation for the driver, but none for the passengers though the ensuing hardships may be greater in the case of passengers and their dependents. This is the result of the very narrow view that it is the business of the employer to make provision of compensation for his workmen. In a modern state, we all run the risk of being killed or injured by accidents. Instead of being relegated with as a nuisance, as an onerous business of the employer, compensation ought to be shared by the State as a paternal duty. The narrow view is also responsible for the fact that the amount of compensation is almost invariably inadequate. If these fundamental defects be remembered we shall attach little weight to those plausible excuses whose object is usually to confine the operation of the Act within narrow limits in order to lighten the burden of capitalists; and relieve the State of all liability to make contribution towards compensation.

*Scope of the Act.*—The scope of the Act must be viewed from two aspects at least, namely, (a) Industries and occupations and (b) persons.

*Industries and occupations.*—We are of opinion that it should embrace all industries and occupations and accidents whether by land or sea. Accidents are unquestionably more numerous in Ships, Railways, Mines and Factories, but the number or nature of the accidents is no reason for excluding any class of employment. The resulting hardships do not depend upon any particular class of employment. We would, therefore, include "any employment" as in England, whether it be industrial, agricultural, domestic or transport, building, telegraph or telephone, irrespec-

tive of the consideration whether the employment be hazardous or non-hazardous. The fact of injury by accident is sufficient justification for compensation. We can see no reason whatever for excluding agricultural workers or domestic servants or any class of workers for the benefit of the Act. The alleged obstacle of finance is usually followed out as decisive, but it is no insurmountable obstacle. The world war has proved the hollowness of financial objections. "Where there is a will there is a way." The arguments of "risks" and "dangerous employments" ought not to be regarded as circumscribing the benevolence of Compensation Acts. Where there is injury there ought to be relief. This is the soundest principle and ought to be enforced without fear or favour.

Considering the Act ought to cover "any employment" there is no necessity for enlarging the definition of "Factory" as indicated in para 6 of the Government notification No. L.—859 of 4th August 1921. The fact that "one American Act details 450 sad employments" (hazardous) demonstrates the futility of compiling a catalogue of "dangerous and unhealthy occupations" as suggested in para 8 of the notification and emphasizes the wisdom of the English Act of 1917 which simply covers "any employment".

*Persons.*—We do not believe in making any difference between workers by hand or by brain, clerical or non-clerical, salaried or non-salaried, seamen on ocean-going vessels or inland waters, steam vessels or sailing vessels. These are all fanciful distinctions, the whole object of which is to include as few as possible and exclude as many as possible from the benefit of the Act. The whole spirit of paragraphs 6, 7, and 8 of the Government notification is wanting in breadth of vision and would result in imposing very arbitrary limits upon the operation of the Act.

We object equally to prescribing a maximum limit of earnings beyond which employees would be excluded from the benefit of the Act. This proceeds on the presumption that employees in receipt of salaries or wages above the maximum limit are able to make provision for the period of incapacity resulting from accidents or to provide for their dependents in the case of their death. But there are no statistics available in India to justify this presumption. We do not know what would be the equivalent of £350 in India, but at the rate of 15 rupees per pound this would bring within the circle of benefits all those who earn Rs. 5,000 a year. The remaining number would be too negligible to be excluded. We agree with the Government of India that a "Monetary limit" should be avoided but we disagree with the alternative suggested of defining the classes to which the Act should apply as the American example of 450 employments



is sufficiently deterrent to embark upon such a policy. Upon principle the amount of wages or salaries should not interpose disabilities with regard to compensation.

*Conditions of grant.*—The next question is the condition which should govern the grant of compensation. It is absolutely essential to make it clear that there is no necessity to prove negligence for the purpose of obtaining compensation under the special provisions of this Act. It is sufficient if injury has been caused, provided it is caused in the course of employment. It is difficult to suggest any phraseology that would improve the present wording, namely "personal injury by accident arising out of and in the course of employment" and diseases "due to the nature" of the employment. But an explanation should be added that the courts should construe the Sections in favour of the injured. We are strongly opposed to any disqualifying stipulations such as "Serious or wilful misconduct" or "intoxication" or similar conditions. Such disqualifications would rob the Act of its value in India on account of the illiteracy and ignorance of the workmen. The mere fact of an injury by accident ought to be sufficient for awarding the compensation. The definition of grievous hurt would cover most cases, but not all. There may be severe injuries which do not come within the seven specified cases in the Penal Code and which did not disable the injured for 20 days or did not prevent him from pursuing his avocation for 20 days. We believe it is better to include all injury whether amounting to grievous hurt or not. We must find a solution for softening the severity of the rule in the amount of compensation rather than in the nature of the injury.

*Amount of compensation.*—For the purpose of fixing the amount of compensation it is imperative to classify injuries in four classes at least, namely, (1) Fatal cases, (2) Total disablement, (3) Temporary total disablement and (4) Partial disablement. A rigid scale is preferable with a proviso that the competent authority may award something in excess of the scale in case the particular circumstances of the case justify a larger scale of compensation. Such a proviso would secure for the workmen the benefit both of rigidity and elasticity.

*Fatal cases.*—In case of fatal injuries the dependents of the deceased should receive compensation. The dependents should include father above the age of 45, or a disabled father, mother in case the father is above 45 or not disabled or dead. Widow or widows, sons and daughters (unmarried or widows), brothers and sisters where the father is dead, and nephews and nieces where the father is dead. Sons, daughters, brothers and sisters, nephews and nieces should cease to receive any benefit on attaining the age of 16 (not 15). The compensation should be (a) 3 months'

wages, plus (b) monthly payments of a percentage of the deceased's income for a fixed period of years. The period should not be the same for all cases; but should be graduated to some extent to allow for the age of the deceased. We would suggest the following scale:—

Period of 15 years for the age of 25 and under.	
.. 12½ .. between the age of 25 and 30.	
.. 10 .. " " " " 30 and 35.	
.. 7½ .. " " " " 35 and 40.	
.. 5 .. above the age of 40.	

On account of early marriages a man at the age of 25 has probably several children but none of them has the capacity to earn. By 40 some member would be earning something. The above scale is suggested by this consideration.

*Percentage of earnings as compensation.*—The amount of compensation must no doubt be based upon the earnings at the time of the accident; some adequate percentage of the earning should be allowed; but it seems reasonable to allow a higher percentage in the case of the deceased below the age of 25, as the skill and earning capacity of the deceased on attaining 25 would ordinarily be greater than between 15 and 25.

It is impossible to express any opinion upon the adequacy of Schedule I given by Government. It does not provide for the possibility of more than one widow. It gives 10 per cent extra for the first child, but only 5 per cent for the second and third child and nothing after the third child.

Every child costs as much to maintain as the first child. It is absurd to contend that the cost of maintenance does not increase whether there are 3 or 5 children. The rational rule would be to allow 10 per cent for every child. The junior widows should get 60 per cent of the senior widow. The maximum in any case should not exceed the wages of the deceased and the minimum should not go below 50 per cent of the wages whatever be the number of the surviving dependents.

*Permanent Total Disablement.*—The resulting hardships of total disablement is heavier than in the case of death, for the injured man is to be provided in addition to the dependent family. In case, in addition to maintenance, he requires attendance the case becomes worse. We would, therefore, advocate that in case of permanent total disablement the scale of compensation should be the schedule of deaths

percentage plus 25 per cent but in no case should the compensation be less than 50 per cent of the earnings, and this should be continued throughout the life of the disabled in case he survives the period of compensation fixed for the case of death.

*Temporary Total Disablement.*—The scale of compensation for temporary total disablement should be the same as for permanent total disablement to be available for the temporary period of total disablement.

*Partial Disablement.*—To arrive at a fair compensation in case of partial disablement allowance should be made (1) for the period of illness or (2) convalescence for the injury caused and (3) for the loss of the earning capacity. In the first case full wages should be allowed for the period of illness. For the injury an additional couple of months' wages should be allowed. For the loss of the earning power no rigid rule would prove satisfactory. In case the loss of earning capacity is permanent, the compensation measured by the loss of the earning capacity should be available for the life of the injured as in the case of total disablement. No distinction as to period should be drawn. The only reasonable and logical basis of calculation is the difference between total loss and partial loss of the earning capacity. If the partial loss is 50 per cent of the total loss then the injured should get 50 per cent of the compensation allowable in the case of total loss. The period would be the same as for total disablement but there should be no objection to shorten the period provided the compensation is increased proportionately. It appears to us that the period of payments should be 12 months, but the amounts should be larger so that in 12 months the injured man gets the full benefit of what he is entitled. In case of major losses as arm, leg and both eyes the period might be extended to 24 months or even 36 months, but no more. The shorter the period the better. For example, if a man is entitled to 10 rupees a month for 10 years on account of loss of earning capacity, i.e., Rs. 1,200 in 10 years exclusive of interest, instead of prolonging the payments over 10 years, we would reduce the period to 8 years and allow Rs. 33·3 a month instead of Rs. 10 a month.

*Minors.*—We agree with the opinion of paragraph 16 of the Notification. In the case of minors no provision for dependents is called for. On the other hand some compensation to parents by way of consolation would be equitable—say six months' wages. In case of permanent disability it would not be fair to base compensation for life on the earning capacity of a minor. We believe compensation on a scale of full wages would be right, though it is true that to the majority of cases the wages of a minor cannot be

more than one-third of what he is likely to earn on attaining majority or rather at the age of 20 or thereabouts.

*Medical aid.*—Employers should be encouraged to provide medical or surgical aid, but it should not be compulsory on the employee to accept it. Non-acceptance should not debar the employee from claiming compensation. Under existing circumstances compulsion would be tyrannical in a large number of cases. But in case the employer is able to prove that the treatment the injured received was unscientific and that the resulting loss of earning capacity would have been less if qualified medical treatment were given then it would be justifiable to reduce the amount or period of compensation by a certain percentage not exceeding 50 per cent of what is allowable. To go further than this would be unreasonable.

*The cost of compensation.*—The whole cost should ordinarily fall on the employer as such cost would only be regarded as the expenses of his business. But in order to extend the benefit of the Act and make it more generous we are anxious that the state should contribute something. Such contribution would be tantamount to a recognition of the principle that in a modern state with all the risks run by a citizen, it is right for the state to ensure the duty of relieving the hardships on dependents resulting from unforeseen and unavoidable accidents.

We prefer a system of state insurance in India. It is likely to prove profitable if properly and economically worked. But in the absence of State Insurance it would be right to allow employers to insure the risks. We do not think this would make the employers less careful to prevent accidents. Every employer gets distressed when accidents occur. Contracting out should be prohibited. In case a system of state insurance is not established the recommendations of the Committee on the English Act specified in paragraph 5 of the accompaniment to Government Orders, General Department, No. 264 of 12th September 1921, should be adopted.

*Procedure.*—The procedure should be simple and inexpensive. Special lay tribunals would be preferable to Civil Courts or Criminal Courts. Revenue officers would be better in case independent laymen are not available. Too much stress ought not to be paid to intricacies of law. Since this is encouraged, litigation will increase to the detriment of the injured. There ought to be no appeals whatever whether on questions of fact or law. Our object ought to be to establish tribunals with a strong element of common sense. This is calculated to inspire far more confidence than all the learning of lawyers can ever aspire to inspire.



## CHAMBER OF COMMERCE, BOMBAY

I am directed to acknowledge receipt of your letter No. 264-D., dated the 3rd October 1921, and its accompaniments, with regard to the proposed legislation for the provision of compensation to workmen for injuries received by them in the course of their employment. For purposes of convenience my Committee desire to follow closely the lines of the questionnaire contained in paragraph 22 of the letter from the Government of India which forms the subject of the present reference, and to deal with principles as they appear to be appropriate to the several questions.

2. I am, therefore, to reply as follows to the questions set out in the above-mentioned paragraph:—

(1) *Should employers' liability be affirmed?*—Yes.

(2) *Whether the English Employers' Liability Act of 1880 and the Workmen's Compensation Act of 1906 should be followed?*—My Committee are of opinion that it is only possible to follow the principles of the English Acts after very careful consideration of Indian conditions.

(3, 4, 5, 6) *Provision for compensatory benefits and its limitation to industrial workers.*—My Committee consider that provision for compensatory benefits should be limited to manual labourers in the industrial works specified in questions 4 and 6.

*Provision regulating the inclusion of workers.*—They do not feel competent to express any opinion on the special provisions suitable to different classes of labourers.

I am, however, here to draw the attention of Government to the common practice in many large works of employing labour supplied by a contractor for a special task, often in return for the payment of a lump sum, and to say that special provision appears to be necessary to deal with this practice which is little, if at all, prevalent in the larger English workshops.

(7) *Other dangerous trades requiring special provision.*—Special provision should be made for dangerous and unhealthy trades, but my Committee are not in possession of any information on this subject.

(8) *Circumstances antecedent to injury.*—Compensation should only be allowed in cases where the employee has come under the orders of his employer, however, such a position may be defined, and exceptions should be made in the case of employees injured through their own wilful misconduct, neglect of orders or subjection to drink or drugs.

(9) *Exceptions.*—In connection with this question I am to suggest that the utmost care should be

taken in drafting the Act to define the issues. The interpretation of the English Act depends already on an enormous bulk of case law, as all important judgments have been carried up to the House of Lords, and my Committee, in their desire to check litigation, are anxious that the Indian Act should, as far as possible, define and follow the principles laid down in the leading cases on the subject in England.

(10) *What injuries should be compensated?*—Injuries involving medical attention, and stoppage of full pay for more than a week.

It appears to my Committee to be desirable to define the issue as the stoppage of full pay rather than as absence from work, because it is, in fact, the practice of most employers to continue to give full pay in the case of most minor injuries, both while the workers are receiving medical attendance, and also on their return to work. In this country it is impossible to trace the movements of a labourer who may elect to take up similar work elsewhere, and my Committee consider that the employer's offer of full pay for the period laid down in Schedule II should be a good defence against any claim for compensation for minor injuries.

I am further to add that my Committee have grave doubts as to the possibility of including, under the head of injuries, the result of diseases, such as Hernia, as is apparently contemplated in paragraph 10. They are aware that in certain circumstances such injuries have been held to be within the law in England; but in this country, where weaknesses both of the abdominal wall and the spleen are almost universal, it appears advisable in the interests of both employer and employee that injuries of such a nature should be definitely excluded from the Act. To attempt to guard against them involves frequent medical examinations which are most offensive to the labourer and for which a large medical staff is necessary.

(11) *Cost of Compensation.*—My Committee can see no alternative, at present, to the suggestion that the cost of compensation should be borne by the employer, subject to his right of insuring the risk.

(12) *Scales for Compensation.*—Payments at the rate of half pay for a specified time or full pay, where this does not exceed Rs. 20 per mensem.

(13) *Award of lump sums.*—Wherever possible; at the same time I am to draw the attention of Government to the very great difficulty of making monthly payments, particularly to dependents after death, a difficulty which is intensified, in the

case of many castes, by unwillingness to name a next-of-kin. Provision should be made in the Act to protect the employer against any duplication of claims.

(14) *Suitability of Suggested Scales.*—My Committee are of opinion that the scale suggested is generally suitable; but the award for minor injuries (fingers, etc.) which do not in any way incapacitate the worker, appears to be altogether too high.

(15) *Special scales for minors.*—Yes, if by minors is meant children under 15; otherwise this question appears to be answered by the reply to question 12.

(16) *Should refusal of medical attention debar compensation?*—Yes.

(17) *Administration of the Act.*—The appointment of tribunals would seem to be infinitely preferable to the decision of the cases by the Civil Courts. At the same time every effort should be made to draft the Act in such a way, as suggested in the reply to question 9, as to make every case, as far as possible, a question of fact and not of law.

(18) *Special penalties for deliberate evasion.*—Yes, but only in very clear cases. It is not clear to my Committee from the Government of India's letter as to how evasion is to be proved. Paragraph 21 of the letter suggests that a charge of evasion arises "where compensation is manifestly due, and where the employer declines to pay until a case is brought into Court". In view of the very different opinions that have been held by the highest legal authorities in England, it appears to my Committee that it is impossible to define the point at which compensation is manifestly due, and my Committee would prefer to see such cases met by provision for the award of costs on an unusually high basis rather than by rendering the employer liable to penalties on the ground of evasion.

## BENGAL CHAMBER OF COMMERCE

The following is the reply of the Bengal Chamber of Commerce to the Government of Bengal.

(1) *Should employers' liability be affirmed?*—It is desirable to affirm in general terms the principle of employer's liability, but subject to the reservations referred to in the preceding paragraphs of this letter, including the reservation that "proof of negligence should be dispensed with only in respect of those workers, and those trades and industries that will be specified in the Act."

(2) *Whether the English Employers' Liability Act of 1880 and the Workmen's Compensation Act of 1906 should be followed?*—The necessary legislation might follow broadly the English Employers' Liabi-

lity Act of 1880, and the Workmen's Compensation Act of 1906 with modifications on the lines indicated in this letter.

(3) *Provision of Compensatory benefits and its limitation to industrial workers.*—The Act should provide for compensatory benefits, and it should be restricted to industrial workers.

(4) *Provision for the Inclusion of Workers.*—The inclusion of workers in the undernoted industries should be regulated roughly as follows:

(a) In *Factories* by defining a factory as being (1) any industrial establishment using mechanical power; (2) any industrial establishment carrying on work of a hazardous nature, e.g., an establishment involving processes dangerous to health—whether using mechanical power or not.

(b) In *Mines* by defining a mine as follows:—"Mine" includes every shaft in the course of being sunk, and every level and inclined plane in the course of being driven for commencing or opening any mine or for searching for or proving minerals, and all the shafts, levels, planes, works, machinery, tramways and sidings, both below ground and above ground, in and adjacent to and belonging to the mine; but it does not include any pit, quarry or other excavation the depth of no part of which measured from the level of the adjacent ground exceeds twenty feet and no part of which extends beneath the superjacent ground [*Indian Mines Act*, sec. 3 (d)].

(c) In *Docks* by including under the definition of a factory for the purposes of this Act, any dock, wharf, quay, or warehouse on or in which mechanical power is used for the purpose of loading or unloading or coal-ing any ship in any dock or harbour, or canal.

(5) *Limitation to manual workers.*—The principle of a general limitation of the provisions of the Act to manual workers is approved.

(6) *Should Compensatory provisions cover building trades, telegraph and telephone services?*—The compensatory provisions should not cover the telegraph and telephone services, but they might apply to the building trades as is proposed in paragraph 11 of this letter.

(7) *Other dangerous trades requiring special provision.*—It is not desirable to widen the scope of the Act too much at the beginning. The inclusion of the different classes of employment referred to in the foregoing items (4) and (6) will afford ample material for experiment, with the addition of hazardous





processes involving the use of lead, mercury, phosphorus or arsenic.

- (8) *Circumstances antecedent to injury.*—In order to bring the injury within the scope of the Act the injured person should be in the regular—not casual—employment of some party of whose family he is not a member; the injury should be a personal injury arising out of, or in the course of, the employment; and if it is the result of any hazardous process, or takes the form of hernia, or such-like disease, the worker should be debarred from claiming unless he has been in the same employment for, say, twelve months immediately preceding the injury.
- (9) *Exceptions.*—The injury should not be due to the wilful intention of the workmen, or to intoxication or wilful misconduct on his part.
- (10) *What injuries should be compensated?*—The injury should be a serious one as described in paragraph 15 of this letter, involving disablement for at least a week.
- (11) *Cost of Compensation.*—The cost of compensation should be borne by the employer who should be at liberty to insure the risk.
- (12) *Scales for Compensation.*—Rigid scales of compensation should, so far as possible, be adopted, but, as is proposed in paragraph 20 of this letter, provision should be made for remissions or adjustments in the cases of workmen who receive, after the injury, wages as high as, or higher than, they received before.
- (13) *Award of lump sums.*—The award of lump sums should be avoided to the greatest extent possible.
- (14) *Suitability of suggested Scales.*—Speaking generally, the scales suggested are considered to be suitable, although in some cases, e.g., the loss of an arm below the elbow, and the loss of a leg below the knee, the periods of payment extend some months longer than are generally provided for in the United States schedules, on which the draft schedule attached to the Government of India's letter is modelled.
- (15) *Special scales for minors.*—It is considered to be unnecessary to introduce a special scale for minors.
- (16) *Should refusal of medical attention debar compensation?*—Refusal to receive medical attention should debar an employee from claiming compensation.
- (17) *Administration of the Act.*—The Act should be administered by a specially appointed

Board, or Commission, to be established, so far as may be possible in each industrial area.

- (18) *Special penalties for deliberate evasion.*—No special penalties should be imposed upon employers for the deliberate evasion of the Act, which should be administered as an ordinary civil Act.

In conclusion the Bengal Chamber urge that before a Bill is actually framed, the replies of the Local Governments to the Government of India's letter should be referred to a specially appointed committee for examination and consideration. It points out that the legislation will be of a far-reaching character dealing with questions of signal importance in the industrial development of India. Its subject matter ought, therefore, to be thoroughly explained and discussed by those familiar with the industrial conditions of the country before the provisions of the Bill are drafted. (*Statesman, Calcutta, 8th January, 1922.*)

#### INSURANCE COMPANIES CONSULTED

The Government of Bombay, in connexion with the proposed legislation on workmen's compensation, consulted Insurance Companies in Bombay. The Insurance Companies have, through the Insurance Association, in their letter dated 6th January 1922 to this Government, requested that the Government of India should be asked not to proceed with legislation until the views of the Insurance Companies interested in accident insurance have sent in their replies. A committee is meeting in Bombay within the next few days and another committee representing the larger Companies interested in this form of assurance is at present sitting in London.

**Australia.**—A bill on Accident Compensation Insurance which has been introduced by the Queensland Government, designs to give the State an absolute monopoly of workers' compensation insurance. The minimum payment proposed for an injured worker (who is the chief earning member) is £2 per week, while each of his children gets 5s. per week—up to 30s. per week. The maximum allowed to the injured worker is £3-10s. per week. Under the provisions of the bill, hospital and ambulance workers and persons employed in mining before January 1st, 1916, and suffering from miners' phthisis, are entitled to compensation.



## G. I. P. RAILWAY WORKMEN'S UNION

### SECOND ANNUAL REPORT

The Labour Office has received the second Annual Report for 1920-21 of the G. I. P. Railway Workmen's Union, Bombay. It is signed by Mr. S. H. Jhabvala, the Honorary Secretary. The aims and objects of the Union are stated to be (1) to promote friendly feeling and a spirit of brotherhood among the workmen employed in the various departments, (2) to consider and remove by lawful

and constitutional means the workmen's disabilities in regard to work and wages and (3) the maintenance of sickness and insurance funds. A Co-operative Credit Society for the grant of loans on easy terms to members, is shortly to be started. The draft rules which are being prepared, provide for the compulsory insurance of the member wishing to take a loan, and the attachment of a Savings Bank. The total income of the Union during the year under report was Rs. 14,130-13-0, and the total expenditure Rs. 5,842-13-9. The details are as below:—

*The G. I. P. Railway Union*  
Income and Expenditure Account for the Year ending 31st March 1921

Expenditure.		Income.	
	Rs. a. p.	Rs. a. p.	Rs. a. p.
To General Expenses	436 4 9	By Entrance Fees	3,462 14 0
-- Postage and Telegrams	3 1 0	-- Subscriptions	10,642 13 0
-- Stationery and Printing	744 4 0		
-- Salary and Wages	657 9 0		
-- " " (outstanding)	185 0 0		
	842 9 0		
-- Rent	300 0 0		
-- " (outstanding)	60 0 0		
	360 0 0		
-- Library Expenses	3 14 0		
-- " (outstanding)	6 0 0		
	9 14 0		
-- Volunteer Expenses	1,207 0 0		
-- Donations and Contributions	1,179 0 0		
-- Jigatpuri Conference	877 2 0		
-- Death and Retirement Benefit Fund—			
Paid to deceased families	156 13 0		
Less unclaimed returns	9 6 0		
	147 7 0		
-- Depreciation—			
Furniture 5% written off on Rs. 725	36 4 0		
Balance being excess of income over expenditure transferred to Capital Fund Account	8,287 15 3		
	14,130 13 0		14,130 13 0

Balance Sheet as at 31st March 1921

	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Capital Fund as per last Balance Sheet	3,973 14 0		Furniture	725 5 0
Add excess of income over expenditure	8,287 15 3	12,261 13 3	Less depreciation written off 5%	36 4 0
				689 1 0
Outstanding Liabilities—			Outstanding Assets—	
Rent for last year	20 0 0		Printing charges recoverable from Laxman Parsh. Pardi Workshop.	22 0 0
" " current year	60 0 0			
Salary	185 0 0		Cash—	
Library	6 0 0	271 0 0	With Mr. Marji	2,445 5 0
			" Mr. Dalvi	3,786 13 9
			In Bank	5,589 9 6
		12,532 13 3		11,821 12 3
				12,532 13 3



## Wholesale Market Prices in Bombay (Foods)

Article.	Grade.	Rate per	July 1914.	Dec. 1920.	Nov. 1921.	Dec. 1921.
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<i>Cereals—</i>						
Rice	.. Rangoon Small-mill	.. Md.	4 11 3	5 11 5	7 13 9	7 9 11
Wheat	.. Delhi No. 1	.. Cwt.	5 9 6	9 1 0	12 8 0	7 9 11
Do.	.. Khandwa Seoni	.. Candy	45 0 0	55 8 0	100 0 0	12 0 0
Do.	.. Jubbulpore	.. ..	40 0 0	58 8 0	82 8 0	82 8 0
Jowari	.. Rangoon	.. Md.	3 2 6	6 0 0	5 13 1	85 8 0
Barley	.. ..	.. ..	3 4 6	4 15 7	5 11 5	4 13 11
Bajri	.. Ghati	.. ..	3 4 6	6 0 6	6 5 7	5 14 10
<i>Pulses—</i>						
Gram	.. Punjab yellow (2nd sort)	.. ..	4 3 9	6 5 7	7 9 11	6 12 4
Turdal	.. Cawnpore	.. ..	5 10 5	9 9 11	9 9 10	8 0 8
<i>Sugar—</i>						
Sugar	.. Mauritius No. 1	.. Cwt.	9 3 0	28 0 0	19 14 0	19 6 0
Do.	.. Java white	.. ..	10 3 0	28 0 0	19 12 0	19 4 0
Raw (Gul)	.. Sangli	.. Md.	7 14 3	14 11 1	15 10 4	15 10 4
<i>Other food—</i>						
Turmeric	.. Rajapuri	.. ..	5 9 3	7 8 0	14 13 3	14 0 3
Ghee	.. Deshi	.. ..	45 11 5	68 9 2	72 13 9	77 2 3
Salt	.. Bombay (black)	.. ..	1 7 6	1 13 0	2 2 0	2 0 0

Expressed as percentages of July 1914

Prices in July 1914 = 100

<i>Cereals—</i>						
Rice	.. Rangoon Small-mill	.. ..	100	121	167	162
Wheat	.. Delhi No. 1	.. ..	100	162	224	215
Do.	.. Khandwa Seoni	.. ..	100	123	222	183
Do.	.. Jubbulpore	.. ..	100	146	206	214
Jowari	.. Rangoon	.. ..	100	190	184	154
Barley	.. ..	.. ..	100	152	174	181
Bajri	.. Ghati	.. ..	100	184	194	206
Average—Cereals	.. ..	.. ..	100	154	196	180
<i>Pulses—</i>						
Gram	.. Punjab yellow (2nd sort)	.. ..	100	150	180	190
Turdal	.. Cawnpore	.. ..	100	170	170	170
Average—Pulses	.. ..	.. ..	100	160	175	180
<i>Sugar—</i>						
Sugar	.. Mauritius No. 1	.. ..	100	305	216	212
Do.	.. Java white	.. ..	100	275	194	189
Raw (Gul)	.. Sangli	.. ..	100	186	198	198
Average—Sugar	.. ..	.. ..	100	255	203	200
<i>Other food—</i>						
Turmeric	.. Rajapuri	.. ..	100	151	266	251
Ghee	.. Deshi	.. ..	100	150	159	169
Salt	.. Bombay (black)	.. ..	100	123	144	136
Average—Other food	.. ..	.. ..	100	141	190	185
Average—All food	.. ..	.. ..	100	173	193	189

## Wholesale Market Prices in Bombay (Non-foods)

Article.	Grade.	Rate per	July 1914.	Nov. 1920.	Nov. 1921.	Dec. 1921.
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<i>Oil seeds—</i>						
Linseed	.. Bold	.. Cwt.	8 14 6	13 12 0	11 8 0	12 8 0
Rapeseed	.. Cawnpore (brown)	.. ..	8 0 0	12 8 0	10 0 0	10 12 0
Do.	.. Do.	.. ..	10 14 0	15 8 0	14 4 0	15 0 0
Poppyseed	.. White	.. ..	11 4 0	15 8 0	14 12 0	15 0 0
Gingily	.. ..	.. ..				
<i>Textiles—Cotton—</i>						
(a) Cotton—raw—						
Broach	.. Good	.. Candy	251 0 0	334 0 0	402 0 0	468 0 0
Omra	.. Fully good	.. ..	222 0 0	267 0 0	.. ..	.. ..
Dharwar	.. Saw-ginned	.. ..	230 0 0	.. ..	.. ..	.. ..
Khandesh	.. Machine ginned	.. ..	205 0 0	223 0 0	.. ..	.. ..
Bengal	.. Do.	.. ..	198 0 0	250 0 0	314 0 0	369 0 0
(b) Cotton manufactures—						
Twist	.. 40S	.. Lb.	0 12 9	2 1 0	1 12 0	1 14 0
Grey shirtings	.. Fari 2,000	.. Picce	5 15 0	16 0 0	16 0 0	15 0 0
White mulls	.. 6,600	.. ..	4 3 0	11 4 0	11 4 0	11 4 0
Shirtings	.. Liepman's 1,500	.. ..	10 6 0	34 0 0	28 0 0	28 0 0
Long cloth	.. Local made 36" x 37½ yds.	.. Lb.	0 9 6	1 12 3	1 11 0	1 10 0
Chudders	.. 54" x 6 yds.	.. ..	0 9 6	1 10 9	1 9 0	1 8 0

Expressed as percentages of July 1914

Prices in July 1914 = 100

<i>Oil seeds—</i>						
Linseed	.. Bold	.. ..	100	154	129	140
Rapeseed	.. Cawnpore (brown)	.. ..	100	156	125	134
Do.	.. Do.	.. ..	100	143	131	138
Poppyseed	.. White	.. ..	100	138	131	133
Gingily	.. ..	.. ..				
Average—Oilseeds	.. ..	.. ..	100	148	129	136
<i>Textiles—Cotton—</i>						
(a) Cotton—raw						
Broach	.. Good	.. ..	100	133	181	211
Omra	.. Fully good	.. ..	100	120	.. ..	.. ..
Dharwar	.. Saw-ginned	.. ..	100	109	.. ..	.. ..
Khandesh	.. Machine ginned	.. ..	100	126	159	186
Bengal	.. Do.	.. ..	100	122	170	198
Average—Cotton—raw	.. ..	.. ..	100	122	170	198
(b) Cotton manufactures—						
Twist	.. 40S	.. ..	100	259	219	234
Grey shirtings	.. Fari 2,000	.. ..	100	269	268	253
White mulls	.. 6,600	.. ..	100	269	268	268
Shirtings	.. Liepman's 1,500	.. ..	100	328	270	270
Long cloth	.. Local made 36" x 37½ yds.	.. ..	100	297	286	275
Chudders	.. 54" x 6 yds.	.. ..	100	282	264	254
Average—Cotton manufactures	.. ..	.. ..	100	284	263	259
Average—Textiles—Cotton	.. ..	.. ..	100	219	239	244



## Wholesale Market Prices in Bombay (Non-foods)—continued

Article.	Grade.	Rate per	July 1914.	Dec. 1920.	Nov. 1921.	Dec. 1921.
			Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.
Other textiles—						
Silk	Canton No. 5	Pucca seer	5 4 0	10 3 0	5 8 0	5 8 0
Do.	Nankin	"	17 12 0	29 12 0	30 8 0	30 8 0
Hides and Skins—						
Hides, Cow	Tanned	Lb.	1 2 6	2 1 11	1 15 7	1 12 3
Do. Buffalo	Do.	"	1 1 3	0 10 4	1 3 10	0 14 3
Skins, Goat	Do.	"	1 4 0	3 8 3	2 8 8	2 2 9
Metals—						
Copper brazier	—	Cwt.	60 8 0	85 0 0	84 0 0	85 0 0
Iron bars	—	"	4 0 0	14 0 0	11 0 0	11 0 0
Steel hoops	—	"	7 12 0	18 0 0	20 0 0	19 0 0
Galvanized sheets	—	"	9 0 0	20 0 0	18 0 0	17 0 0
Tin plates	—	Box	8 12 0	22 0 0	13 0 0	13 0 0
Other raw and manufactured articles—						
Coal	Bengal	Ton	14 12 0	31 0 0	29 0 0	29 0 0
Kerosene	Elephant brand	2 Tins	4 6 0	8 7 0	8 3 0	8 3 0
Do.	Chester brand	Case	5 2 0	10 12 0	10 12 0	10 12 0

Expressed as percentages of July 1914

Prices in July 1914 = 100

Other textiles—						
Silk	Canton No. 5	"	100	194	105	105
Do.	Nankin	"	100	168	172	172
Average—Other textiles			100	181	138	138
Hides and Skins—						
Hides, Cow	Tanned	"	100	183	170	152
Do. Buffalo	Do.	"	100	60	115	82
Skins, Goat	Do.	"	100	281	203	174
Average—Hides and Skins			100	175	163	136
Metals—						
Copper brazier	—	"	100	140	139	140
Iron bars	—	"	100	350	275	275
Steel hoops	—	"	100	232	258	245
Galvanized sheets	—	"	100	222	200	189
Tin plates	—	"	100	251	149	149
Average—Metals			100	239	204	200
Other raw and manufactured articles—						
Coal	Bengal	"	100	210	197	197
Kerosene	Elephant brand	"	100	193	187	187
Do.	Chester brand	"	100	210	210	210
Average—Other raw and manufactured articles			100	204	198	198
Total—Food			100	204	198	198
Total—Non-food			100	173	193	189
General Average			100	192	193	190

## Wholesale Market Prices in Karachi (Foods)

Article.	Grade.	Rate per	July 1914.	December 1920.	November 1921.	December 1921.
			Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.
Cereals—						
Rice	Larkana No. 3	Candy	39 0 0	60 0 0	47 0 0	43 0 0
Wheat, white	5% barley, 3% dirt.	"	31 8 0	49 4 0	70 0 0	70 0 0
Do.	30% red.	"	31 4 0	48 12 0	69 8 0	69 8 0
Do.	5% barley, 3% dirt.	"	32 8 0	50 12 0	72 0 0	72 0 0
Do.	92% red.	"	32 4 0	50 4 0	71 8 0	71 8 0
Do.	2% barley, 1 1/2% dirt.	"	25 8 0	38 0 0	44 0 0	43 0 0
Do.	14% dirt.	"	26 8 0	36 0 0	51 0 0	51 0 0
Jowari	Export Quality	"	29 8 0	49 0 0	70 0 0	66 8 0
Barley	3% dirt	"	9 2 0	25 8 0	18 11 0	17 8 0
Pulses—						
Gram	1% dirt	"	8 1 6	"	16 7 0	15 0 0
Sugar—						
Sugar	Java, white	Cwt.	4 7 4	2 9 11	2 5 1	2 1 11
Do.	" brown	"				
Other food—						
Salt	Imported	Bengal Maund.				

Expressed as percentages of July 1914

Prices in July 1914 = 100

Cereals—						
Rice	Larkana No. 3	"	100	154	172	162
Wheat, white	5% barley, 3% dirt	"	100	156	222	222
Do.	30% red.	"	100	156	222	222
Do.	5% barley, 3% dirt	"	100	156	222	222
Do.	92% red.	"	100	156	222	222
Do.	2% barley, 1 1/2% dirt	"	100	156	222	222
Do.	14% dirt.	"	100	149	173	169
Jowari	Export Quality	"	100	136	192	192
Barley	3% dirt	"	100	136	192	192
Averages—Cereals			100	152	204	202
Pulses—						
Gram	1% dirt	"	100	166	237	225
Sugar—						
Sugar	Java, white	"	100	279	205	192
Do.	" brown	"	100	"	203	183
Average—Sugar			100	279	204	188
Other food—Salt			100	59	52	48

\* On the assumption that prices of Punjab wheat hitherto quoted were the same as in the preceding month. No quotations for December were available.



## Wholesale Market Prices in Karachi (Non-foods)

Article.	Grade.	Rate per	July 1914.	December 1920.	November 1921.	December 1921.
			Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.
Oilseeds—						
Cotton seed	.....	Maud ..	2 11 3	4 0 0	4 2 0	4 4 0
Rapeseed	3 % admixture	Candy ..	51 0 0	64 12 0	65 12 0	65 0 0
Gingelly	Black, 9 % admixture.	.. ..	62 0 0	96 0 0	78 0 0	78 0 0
Textiles—						
Jute bags—	B. Twills	100 bags ..	38 4 0	41 8 0	41 4 0	43 0 0
Textiles—Cotton—						
(a) Cotton, raw	Sind	Maud ..	20 4 0	21 8 0	35 8 0	37 14 0
(b) Cotton manufactures—						
Drills	Pepperill	Piece ..	10 3 6	30 0 0	21 12 0	21 8 0
Shirtings	Liepmann's	.. ..	10 2 0	29 0 0	27 0 0	27 8 0
Yarns	40s Grey (Plough)	Lb. ..	0 12 2	..	..	..
Other Textiles—						
Wool	Kandahar	Maud ..	28 0 0	20 0 0	21 8 0	21 8 0

Expressed as percentages of July 1914

Prices in July 1914 = 100

Oilseeds—					
Cotton seed	.....	100	148	153	157
Rapeseed	3 % admixture	100	166	129	127
Gingelly	Black, 9 % admixture	100	155	126	126
Average—Oilseeds		100	156	136	137
Textiles—					
Jute bags	Twills	100	108	108	112
Textiles—Cotton—					
(a) Cotton, raw	Sind	100	106	175	187
(b) Cotton manufactures—					
Drills	Pepperill	100	294	213	210
Shirtings	Liepmann's	100	286	267	272
Yarns	40s Grey (Plough)	100	296	..	..
Average—Cotton manufactures		100	292	240	241
Average—Textiles—Cotton		100	245	218	223
Other Textiles—Wool		100	71	77	77

## Wholesale Market Prices in Karachi (Non-Foods)—continued

Article.	Grade.	Rate per	July 1914.	November 1920.	November 1921.	December 1921.
			Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.
Hides—						
Hides, dry	Sind	Maud ..	..	..	..	..
.. ..	Punjab	.. ..	21 4 0	15 0 0	13 0 0	13 0 0
.. ..	.. ..	.. ..	21 4 0	15 0 0	13 0 0	13 0 0
Metals—						
Copper Braziers	.. ..	Cwt. ..	60 8 0	80 0 0	83 0 0	84 0 0
Steel Bars	.. ..	.. ..	3 14 0	13 8 0	9 0 0	8 0 0
.. Plates	.. ..	.. ..	4 6 0	14 8 0	11 0 0	11 4 0
Other raw and manufactured articles—						
Coal	1st Class Bengal	Ton ..	16 0 0	42 0 0	37 8 0	37 8 0
Kerosene	Chester brand	Case ..	5 2 0	10 10 0	10 10 0	10 10 0
.. ..	Elephant ..	2 Tins ..	4 7 0	8 5 6	8 1 6	8 1 6

Expressed as percentages of July 1914

Prices in July 1914 = 100

Hides—					
Hides, dry	Sind	100	71	61	61
.. ..	Punjab	100	71	61	61
Average—Hides		100	71	61	61
Metals—					
Copper Braziers	.. ..	100	132	137	139
Steel Bars	.. ..	100	348	233	207
.. Plates	.. ..	100	331	252	257
Average—Metals		100	270	207	201
Other raw and manufactured articles—					
Coal	1st Class Bengal	100	262	234	234
Kerosene	Chester Brand	100	207	207	207
Do.	Elephant ..	100	188	182	182
Average—Other raw and manufactured articles		100	219	208	208
Total—Food		100	156	193	187
Total—Non-food		100	190	163	163
General Average		100	178	175	173



Wholesale prices index numbers in Bombay by groups from January 1920  
Prices in July 1914 = 100

Month.	Cereals.	Pulses.	Sugar.	Other food.	Total food.	Oil-seeds.	Raw cotton.	Cotton manufactures.	Other textiles.	Hides and skins.	Metals.	Other raw and manufactured articles.	Total non-food.	General average.
1920	184	178	323	202	215	210	202	312	153	196	297	200	241	221
January	167	182	305	189	203	194	179	301	164	167	277	197	228	219
February	152	186	289	188	190	177	170	306	189	175	259	189	224	211
March	162	178	329	178	201	173	149	314	270	214	279	191	238	224
April	161	171	397	173	211	179	168	305	175	113	284	204	220	217
May	166	152	420	170	213	173	159	310	178	172	294	198	227	222
June	161	145	452	181	216	171	144	318	179	164	288	208	222	220
July	151	145	456	184	225	173	132	306	183	133	257	209	212	217
August	163	155	470	184	228	189	139	295	186	119	257	209	212	218
September	164	156	385	163	208	178	135	293	186	145	247	216	211	210
October	167	160	312	158	193	164	134	287	184	188	240	202	209	204
November	166	160	255	141	173	148	122	284	181	175	239	204	203	192
December	154	160	255	141	173	148	122	284	181	175	239	204	203	192
1921	158	160	306	146	185	138	120	274	163	148	233	216	195	191
January	159	145	324	149	188	133	110	265	163	172	234	216	193	191
February	156	139	338	150	189	129	108	256	163	152	246	216	190	190
March	156	149	329	164	199	146	112	267	163	169	247	216	198	198
April	173	149	329	164	199	146	112	267	163	169	247	216	198	198
May	173	151	314	162	196	150	115	272	142	166	248	232	200	199
June	184	158	267	169	194	161	126	270	109	141	239	222	205	197
July	186	151	234	185	191	171	137	269	138	156	244	206	203	199
August	218	166	229	181	205	160	137	267	138	160	242	210	202	203
September	212	169	230	174	202	150	217	265	138	180	240	206	211	207
October	192	164	207	180	189	130	169	273	138	182	209	202	199	195
November	196	175	203	190	193	129	170	263	138	163	204	198	192	193
December	180	180	200	185	189	136	198	259	138	136	200	198	191	190

Note.—The figures of 1921 in heavy type indicate the highest peak reached above the peak of 1920 which is also shown in heavy type.

Retail prices of articles of food in Bombay in July 1914, November 1921 and December 1921

The prices quoted are for local weights and measures

Articles.	Grade.	Rate per	Equivalent in tolas.	Increase + or decrease — in December over or below				
				July 1914.	November 1921.	December 1921.		
Rice	.. Rangoon Small-mill	.. Paylee	.. 216	5 10	9 2	9 1	+3 3	-0 1
Wheat	.. Punjab Fissi	.. ..	.. 212	5 10	11 0	11 8	+5 10	+0 8
Jowari	.. Madras	.. ..	.. 208	4 3	8 3	7 8	+3 5	-0 7
Bajri	.. Chahi	.. ..	.. 200	4 7	9 7	8 8	+4 1	-0 11
Gram	.. Punjab red	.. ..	.. 208	4 4	9 5	9 7	+5 3	+0 2
Turdal	.. Cawnpore	.. ..	.. 204	5 11	10 2	10 11	+5 0	+0 9
Sugar (raw)	.. Sangli, middle quality	.. Seer by weight	.. 28	1 1	2 8	2 6	+1 4	-0 2
Sugar (refined)	.. Java, white	.. ..	.. 28	1 1	2 0	2 2	+1 1	+0 2
Tea	.. Ceylon, middle quality	.. Lb.	.. 39	7 10	10 1	9 11	+2 1	-0 2
Salt	.. Bombay, black	.. Paylee	.. 188	1 9	2 6	2 5	+0 8	-0 1
Beef	.. Crawford Market	.. Lb.	.. 39	2 6	5 0	5 0	+2 6	..
Mutton	.. Average for sheep and goat	.. ..	.. 39	3 0	7 6	7 6	+4 6	..
Milk	.. Medium	.. Seer by measure	.. 56	2 9	5 0	4 11	+2 2	-0 1
Ghi	.. Belgaum, Deshi	.. ..	.. 28	7 1	10 8	10 8	+3 7	..
Potatoes	.. Mettappalayam	.. ..	.. 28	0 8	1 6	1 7	+0 11	+0 1
Onions	.. Nasik	.. ..	.. 28	0 3	0 10	0 9	+0 6	-0 1
Cocoanut oil	.. Middle quality	.. ..	.. 28	3 7	4 0	3 11	+0 4	-0 1

Retail prices of food in November and December 1921

Articles.	Price per	Bombay.	Karachi.	Ahmedabad.	Sholapur.	Bombay.	Karachi.	Ahmedabad.	Sholapur.
		November.	November.	November.	November.	December.	December.	December.	December.
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Cereals—	.. Maund ..	8 10 0	11 6 10	10 0 0	8 6 0	8 6 5	11 6 10	10 0 0	7 15 4
Rice	.. ..	10 13 0	11 2 1	10 5 2	9 10 8	10 15 11	11 3 8	11 6 10	9 15 0
Wheat	.. ..	7 15 1	6 14 4	8 0 0	9 12 1	7 5 8	6 7 5	7 0 6	9 0 3
Jowari	.. ..	9 12 1	7 0 6	9 6 7	6 13 2	8 9 8	6 13 6	8 5 0	6 7 3
Bajri	.. ..								
Pulses—	.. ..	9 6 2	9 6 2	9 0 3	8 9 8	9 3 2	9 6 7	9 2 3	9 4 10
Gram	.. ..	10 6 3	10 0 0	13 1 0	9 8 10	10 10 8	10 0 0	11 6 10	9 8 10
Turdal	.. ..								
Other articles of food—	.. ..	14 8 9	14 9 9	18 9 8	16 13 6	15 3 10	14 8 9	17 12 5	16 13 6
Sugar (refined)	.. ..	18 13 2	16 0 0	20 0 0	16 13 6	17 9 4	16 0 0	20 0 0	14 8 9
Jagri (gul)	.. ..	0 10 0	0 8 11	0 12 6	0 10 5	0 9 11	0 8 11	0 12 5	0 12 4
Tea	.. Lb. ..	2 13 10	2 0 0	2 0 0	3 11 11	2 8 9	2 0 0	2 0 0	3 11 11
Salt	.. Maund ..	0 10 3	0 10 0	0 10 0	0 6 0	0 10 3	0 10 0	0 10 0	0 6 0
Beef	.. Seer ..	0 15 5	0 12 0	1 0 0	0 10 0	0 15 5	0 12 0	1 0 0	0 10 0
Mutton	.. ..	17 9 4	11 6 10	13 5 4	13 5 4	17 9 4	11 6 10	13 5 4	13 5 4
Milk	.. Maund ..	76 3 1	68 1 4	72 11 8	80 0 0	76 3 1	71 1 9	80 0 0	72 11 8
Ghee	.. ..	10 9 0	14 7 8	12 7 3	11 0 7	11 6 10	10 13 7	13 5 4	15 3 10
Potatoes	.. ..	5 15 0	5 0 0	5 0 0	5 0 0	5 4 4	5 0 0	5 0 0	5 0 0
Onions	.. ..	28 9 1	30 7 7	35 8 11	33 10 11	27 13 3	29 14 6	35 8 11	33 10 11
Cocoanut oil	.. ..								

Note.—1 lb. = 39 tolas; 1 maund = 82 2/3 lbs.; 1 seer = 2 2/3 lbs.; 80 tolas = 1 seer; 40 seers = 1 Indian maund.

Expressed as percentages of July 1914 Prices (July 1914 = 100)

Cereals—	.. ..	154	172	162	158	150	172	162	150
Rice	.. ..	193	264	219	187	197	267	243	193
Wheat	.. ..	183	190	210	340	169	178	185	314
Jowari	.. ..	226	167	200	194	200	163	176	183
Bajri	.. ..								
Average—cereals	.. ..	189	198	198	220	179	195	191	210
Pulses—	.. ..	218	246	225	200	214	247	228	216
Gram	.. ..	178	150	212	164	183	150	186	164
Turdal	.. ..								
Average—pulses	.. ..	197	198	218	182	198	199	207	190
Other articles of food—	.. ..	191	201	207	168	200	200	198	168
Sugar (refined)	.. ..	220	230	225	217	205	230	225	187
Jagri (gul)	.. ..	129	129	160	100	127	129	160	119
Tea	.. ..	134	153	132	168	120	153	132	168
Salt	.. ..	200	200	168	231	200	200	168	231
Beef	.. ..	229	203	270	168	229	203	270	168
Mutton	.. ..	191	257	267	183	191	257	267	183
Milk	.. ..	150	159	164	143	150	167	160	130
Ghee	.. ..	236	267	327	276	255	200	350	381
Potatoes	.. ..	383	275	250	200	340	275	250	200
Onions	.. ..	112	124	178	126	110	122	178	126
Cocoanut oil	.. ..								
Average—other articles of food	.. ..	198	200	213	180	193	194	216	187
Average—all food articles (unweighted)	.. ..	196	199	210	190	191	196	209	193



Index Numbers of Wholesale Prices in India and Foreign Countries

Country.	India	United Kingdom.				Canada.	South Africa.	Australia.	New Zealand.	United States of America.	
	(Bombay)	(1)	(2)	(3)	(4)					(5)	(6)
No. of articles.	43	45	44	150	60	272	188	92	140	96	325
1913 Average	100	100	100	100	100	100	(b)	(b)	100	100	100
1914	100	99	..	..	..	100	100	100	102	..	100
1915	..	127	123	..	..	109	111	..	121	..	101
1916	..	160	169	..	..	134	123	..	131	..	101
1917	..	206	204	..	..	175	147	..	148	..	124
1918	..	237	226	225	..	205	166	..	172	..	176
1919	..	222	242	235	..	216	187	..	174	..	196
1920 March	211	308	310	326	353	258	209	202	212	225	212
April	224	313	306	332	353	261	250	217	205	225	253
May	217	306	304	333	348	263	..	225	206	216	263
June	222	301	291	329	335	258	..	233	205	210	269
July	220	299	292	324	333	256	261	234	215	204	262
August	217	298	288	320	325	244	..	236	215	195	250
September	218	293	284	318	318	241	..	230	216	184	250
October	210	282	266	308	305	234	256	215	218	170	242
November	204	263	245	293	269	225	..	208	214	148	225
December	192	243	220	269	251	214	..	197	214	137	207
1921 January	191	232	209	251	229	208	206	196	212	134	189
February	191	215	192	230	211	199	..	192	206	129	177
March	190	208	189	215	203	194	..	181	204	124	167
April	198	200	184	209	198	189	170	171	201	117	162
May	199	191	182	206	193	182	..	166	198	115	154
June	197	183	179	202	187	179	..	162	196	117	151
July	199	186	178	198	186	176	..	159	196	120	148
August	203	183	179	194	184	174	..	160	193	120	148
September	207	176	183	191	181	172	..	160	193	120	152
October	195	..	170	184	171	169	..	..	..	122	152
November	193	..	166	176	..	..	..	..	..	..	143
December	190	..	..	..	..	..	..	..	..	..	..

Country.	United States of America			France.	Italy.	Japan.	Germany.	Netherlands.	Norway.	Sweden.	Denmark.
	(8)	(9)	(10)								
No. of articles.	25	200	22	45	..	56	77	..	93	47	33
1913 Average	100	100	100	100	..	100	77	..	93	47	33
1914	..	..	..	102	(c)	95	(b)	100	(e)	100	100
1915	..	..	..	140	..	97	100	106	100	116	..
1916	..	..	..	188	..	117	..	147	(f) 159	145	138
1917	..	..	..	262	..	148	..	229	(f) 233	185	164
1918	..	..	..	339	..	196	..	294	341	244	228
1919	..	..	..	554	..	321	..	306	345	339	293
1920 March	213	213	230	587	96	321	1,587	306	345	339	293
April	229	217	254	106	106	300	1,636	294	351	354	..
May	230	222	267	106	106	300	1,571	300	354	354	..
June	227	221	266	493	101	248	1,571	301	368	361	..
July	220	220	244	496	98	255	1,463	302	382	366	383
August	218	213	216	501	100	240	1,500	304	409	363	385
September	191	209	204	526	105	235	1,544	296	417	365	394
October	177	200	184	502	105	231	1,571	293	425	362	398
November	170	192	166	461	107	226	1,614	290	419	346	403
December	146	178	148	435	105	221	1,652	267	403	331	374
1921 January	140	167	141	407	103	201	1,631	240	377	299	341
February	133	157	136	377	98	195	1,538	218	344	267	290
March	140	153	139	360	97	191	1,446	203	319	250	280
April	137	147	129	347	94	191	1,414	193	312	237	270
May	123	140	126	329	88	190	1,418	182	297	229	257
June	117	140	126	325	82	192	1,353	184	294	218	254
July	120	135	123	332	83	196	..	179	294	218	254
August	126	138	125	331	87	199	..	174	300	211	224
September	125	137	118	342	93	207	..	..	297	198	202
October	..	..	..	..	96	219	..	..	287	182	..
November	..	..	..	..	..	..	..	..	286	..	..

\* July 1914=100. (a) New index numbers. (b) 1914=100. (c) 1920=100. (d) Revised figures. (e) Average Dec. 1913 to June 1914=100. (f) The figures from 1915-19 are for December. Note.—The absolute and secondary maxima are indicated in heavier type. (1) Statist. (2) Economist. (3) Board of Trade. (4) Times. (5) Bradstreet. (6) Bureau of Labour. (7) Federal Reserve Board. (8) Annalist. (9) Dun. (10) Gibson.

Detailed statement of the quantity (in pounds) and the counts (or numbers) of yarn spun  
Bombay Presidency

Count or Number.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Nos. 1 to 10 Pounds	(000) 5,281	(000) 5,630	(000) 5,460	(000) 44,429	(000) 39,843	(000) 51,447
Nos. 11 to 20	20,142	19,997	17,944	161,328	155,178	159,581
Nos. 21 to 30	12,595	11,777	11,353	100,439	101,915	104,961
Nos. 31 to 40	1,097	940	827	9,584	8,568	8,406
Above 40	177	82	149	1,619	854	1,339
Waste, etc.	5	6	9	77	175	225
Total	39,297	38,432	35,742	317,476	306,533	325,999

Bombay Island

Count or Number.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Nos. 1 to 10 Pounds	(000) 4,950	(000) 5,292	(000) 4,697	(000) 41,134	(000) 36,871	(000) 46,405
Nos. 11 to 20	16,188	15,314	12,280	128,446	120,882	115,312
Nos. 21 to 30	7,328	7,277	6,347	60,106	63,170	62,924
Nos. 31 to 40	473	425	383	3,925	3,510	3,985
Above 40	108	73	70	1,063	651	671
Waste, etc.	1	1	1	32	138	168
Total	29,048	28,382	23,778	234,706	225,222	229,465

Ahmedabad

Count or Number.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Nos. 1 to 10 Pounds	(000) 108	(000) 93	(000) 260	(000) 1,014	(000) 1,044	(000) 1,670
Nos. 11 to 20	1,485	1,841	2,730	12,550	14,095	21,140
Nos. 21 to 30	3,846	3,270	3,636	29,340	28,619	30,344
Nos. 31 to 40	511	420	356	4,616	4,032	3,525
Above 40	46	..	62	362	117	472
Waste, etc.	..	..	..	..	3	2
Total	5,996	5,624	7,044	47,882	47,910	57,153



## Detailed statement of the quantity (in pounds) and description of woven goods produced

## Bombay Presidency

Description.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Grey and bleached piece-goods—	(000)	(000)	(000)	(000)	(000)	(000)
Chadars Pounds ..	2,030	1,764	1,132	14,044	11,568	12,016
Dhotis .. ..	5,754	5,608	4,672	43,322	37,151	51,945
Drills and jeans .. ..	1,453	1,011	643	10,570	8,929	6,479
Cambrics and lawns .. ..	76	64	39	657	418	626
Printers .. ..	531	328	348	2,693	2,215	2,695
Shirtings and long cloth .. ..	9,510	8,481	6,654	65,256	61,681	66,175
T. cloth, domestics, and sheetings .. ..	2,153	1,672	904	14,645	11,482	10,231
Tent cloth .. ..	158	193	99	1,680	889	996
Other sorts .. ..	763	679	1,326	6,002	4,690	8,453
<b>Total .. ..</b>	<b>22,428</b>	<b>19,800</b>	<b>15,817</b>	<b>158,869</b>	<b>139,023</b>	<b>159,516</b>
Coloured piece-goods .. ..	9,221	8,912	6,128	61,038	59,147	59,592
Grey and coloured goods, other than piece-goods. .. ..	239	186	151	1,780	1,711	1,322
Hosiery .. ..	29	22	24	139	122	137
Miscellaneous .. ..	85	92	88	675	671	745
Cotton goods mixed with silk or wool .. ..	7	6	7	47	89	39
<b>Grand Total .. ..</b>	<b>32,009</b>	<b>29,018</b>	<b>22,215</b>	<b>222,548</b>	<b>200,763</b>	<b>221,351</b>

## Bombay Island

Description.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Grey and bleached piece-goods—	(000)	(000)	(000)	(000)	(000)	(000)
Chadars Pounds ..	1,066	907	630	8,004	6,667	7,744
Dhotis .. ..	1,258	1,323	1,343	12,253	9,063	15,613
Drills and jeans .. ..	1,340	950	628	9,894	8,334	6,115
Cambrics and lawns .. ..	41	49	30	471	254	478
Printers .. ..	2	4	8	82	37	99
Shirtings and long cloth .. ..	6,347	5,638	4,203	42,587	40,230	45,906
T. cloth, domestics, and sheetings .. ..	1,827	1,407	695	12,625	9,638	8,281
Tent cloth .. ..	94	153	82	1,326	767	788
Other sorts .. ..	340	270	695	3,566	2,119	4,598
<b>Total .. ..</b>	<b>12,315</b>	<b>10,701</b>	<b>8,314</b>	<b>90,808</b>	<b>77,109</b>	<b>89,622</b>

## Detailed statement of the quantity (in pounds) and description of woven goods produced—continued

## Bombay Island—continued

Description.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Coloured piece-goods Pounds ..	7,652	7,443	4,976	52,175	(000)	(000)
Grey and coloured goods, other than piece-goods. .. ..	235	183	144	1,736	50,942	50,554
Hosiery .. ..	20	16	16	95	1,695	50,554
Miscellaneous .. ..	85	91	88	675	671	745
Cotton goods mixed with silk or wool .. ..	5	4	6	40	84	35
<b>Grand Total .. ..</b>	<b>20,312</b>	<b>18,438</b>	<b>13,524</b>	<b>145,527</b>	<b>130,577</b>	<b>142,305</b>

## Ahmedabad

Description.	Month of November.			Eight months, April to November.		
	1919.	1920.	1921.	1919.	1920.	1921.
Grey and bleached piece-goods—	(000)	(000)	(000)	(000)	(000)	(000)
Chadars Pounds ..	866	779	372	5,345	4,224	3,236
Dhotis .. ..	3,391	3,442	2,319	24,325	22,086	28,486
Drills and jeans .. ..	57	24	4	335	216	208
Cambrics and lawns .. ..	23	3	2	111	87	89
Printers .. ..	420	247	237	1,839	1,310	1,852
Shirtings and long cloth .. ..	2,268	2,109	1,800	16,067	15,635	14,827
T. cloth, domestics, and sheetings .. ..	300	258	184	1,853	1,693	1,760
Tent cloth .. ..	7	1	3	14	31	22
Other sorts .. ..	235	269	319	1,228	1,385	2,079
<b>Total .. ..</b>	<b>7,567</b>	<b>7,132</b>	<b>5,240</b>	<b>51,117</b>	<b>46,677</b>	<b>52,530</b>
Coloured piece-goods .. ..	720	659	336	4,055	3,618	3,445
Grey and coloured goods other than piece-goods. .. ..	1	....	3	4	2	17
Hosiery .. ..	....	7	8	45	45	56
Miscellaneous .. ..	9	....	....	....	....	....
Cotton goods mixed with silk or wool .. ..	2	3	1	7	4	3
<b>Grand Total .. ..</b>	<b>8,299</b>	<b>7,801</b>	<b>5,588</b>	<b>55,228</b>	<b>50,346</b>	<b>56,069</b>

\* Japan.—The report on the sericultural industry, in Japan, published by the Bureau of Agriculture, calculates, that in 1919, 1,942,252 families were engaged in the industry which is carried on as a secondary occupation

by the farmers during their spare time. This industry consists mainly of mulberry-growing and the rearing of silkworms. The latter has three seasons. Hired labour is mostly used for this purpose in the spring.

\* See heading to "Current Notes from Abroad," page 56.



## Principal Trade Disputes in progress in December 1921

Name of concern and locality.	Approximate number of workpeople involved.		Date when dispute		Cause.	Result.
	Directly.	Indirectly.	Began.	Ended.		
Tertile Trade.						
1. The Alliance Mill, Tarden, Bombay.	1,100	..	24 October ..	19 December ..	Men demanded the removal of the Manager, an outsider.	Unsuccessful. (Some strikers were paid off and others resumed work unconditionally.)
*The Ahmedabad City Ramirahna Mills Co., Ltd., Rajpur, Ahmedabad.	271 (weavers).	..	14 November ..	1 December ..	The strikers demanded Rs. 75 as bonus.	Partially successful. (Rs. 65 promised as bonus.)
2. The Sir Waghji (Cotton) Mills, Wadhwa Camp, Kathiawar.	475	..	22 November ..	2 December ..	(1) A demand for bonus to be paid immediately; (2) The transfer of the time-keeper.	Unsuccessful. (Work resumed.)
3. The Narayanji Chemical Spinning and Weaving Mill, Gadar, Dharwar.	200	..	30 November ..	4 December ..	(1) Friction between Manager and jobbers; (2) Stricter supervision of work; (3) New staff from Sholapur employed.	Unsuccessful. (Strikers were paid off.)
4. Moreji Gendhis Mill, Super Bag Road, Parel, Bombay.	3,000	..	3 December ..	3 December ..	The strikers alleged that the officials kept back the money sent for distribution to workers by one of the Agents in honour of the birth of a son to him.	Unsuccessful. (Work resumed unconditionally.)
5. Malji Jetha Mills, Jalgaon, East Khandesh.	1,000	455	12 December ..	26 December ..	The strikers demanded a bonus of Rs. 40, irrespective of length of service.	Successful. (Demands granted.)
6. The Ahmedabad Anand Mills Co., Ltd., Anand Road, Ahmedabad.	219 (Throale Department).	..	13 December ..	16 December ..	The Agent refused to allow the week's work to count for bonus as the men did not work on 12th December.	Unsuccessful. (Work resumed unconditionally.)
Transport Trade.						
7. Reopening Road, B. B. & C. I. Railway, Lower Parel, Bombay.	350 (Firemen).	..	5 December ..	8 December ..	(1) Reinstatement of three dismissed firemen; (2) Transfer of the present Loco. Foreman; (3) High-handedness of other subordinate officials; (4) Payment of allowances promised.	Unsuccessful. (Work resumed unconditionally.)

\* Ended on 1st December 1921, and not included in number of disputes in December 1921.

## Principal Trade Disputes in progress in December 1921—continued

Name of concern and locality.	Approximate number of workpeople involved.		Date when dispute		Cause.	Result.
	Directly.	Indirectly.	Began.	Ended.		
Engineering Trade.						
8. The Bombay Improvement Trust Quarry, Chinch Bunder, Bombay.	125 (Miscellaneous).	..	1 December ..	3 December ..	General increase in wages ..	Partially successful. (Demands granted with slight alterations.)
9. Wolsley Motor Works Limited, Chauthi, Bombay.	36	..	9 December ..	13 December ..	The strikers were dissatisfied with the following notice posted on 30th November:— "We are prepared to modify the workshop rules in the following way:— (1) Rate of pay must be a daily one; (2) Instead of ten days' sick leave extra ten days' pay would be given; (3) Term of notice to be seven clear days on either side; (4) Medical fees to any employee in case of accident during working hours.	Unsuccessful. (Strikers paid off and new men employed.)
Miscellaneous.						
*Office of Superintendent of Police, Sind Railway, Karachi, Sind	8 (Clerks).	..	29 November ..	1 December ..	General increase in salary ..	Unsuccessful. (Work resumed unconditionally.)

\* Ended on 1st December 1921, and not included in number of disputes in December 1921.

\* **Greece.**—The workmen of the Athens Electric Power Company attempted a lightning strike on the 22nd November 1921, while the law required a three days' notice to be given. Many arrests were made; nine strikers were sentenced to eight years' and fifteen to five years' imprisonment. This is the tenth or eleventh strike within the last two or three years. The labour organisations throughout Greece represent 120,000 workers, out of a population of five millions. It is believed that these organisations have alienated public sympathy. This resentment of the community can be understood when strikes have occurred in spite of the fact that the wages of unskilled labourers are at present much higher than those of commercial employees and Government servants.

\* **Italy.**—Several industries have been confronted with a reduction of wages proposed by the employers. This has given rise to much agitation. While workers in some industries have agreed to a reduction of 20 per cent of the wages in force, up to July, those engaged in the wool, metal and chemical industries have refused the conditions. The workers in the chemical industry have, however, now agreed to a reduction of 9 per cent on the present rates, till 28th February 1922. A general strike among the metal workers at Milan, has been averted by the employers agreeing to pay the present rates until the Committee, which is examining the present condition of industry, has issued its report. The negotiations in the woollen industry still continue.

\* See heading to "Current Notes from Abroad," page 56.



Wholesale prices index numbers in Karachi by groups from January 1920

Prices in July 1914 = 100

Month.	Cereals.	Pulses.	Sugar.	Other food.	Oil seeds.	Textiles cotton.	Textiles wool.	Metals.	Other raw materials and manufactures.
<b>1920</b>									
January	173	102	452	99	102	284	128	134	100
February	175	101	468	244	121	264	136	114	100
March	176	102	470	246	122	265	137	115	100
April	177	103	472	248	123	266	138	116	100
May	178	104	474	250	124	267	139	117	100
June	179	105	476	252	125	268	140	118	100
July	180	106	478	254	126	269	141	119	100
August	181	107	480	256	127	270	142	120	100
September	182	108	482	258	128	271	143	121	100
October	183	109	484	260	129	272	144	122	100
November	184	110	486	262	130	273	145	123	100
December	185	111	488	264	131	274	146	124	100
<b>1921</b>									
January	186	112	490	266	132	275	147	125	100
February	187	113	492	268	133	276	148	126	100
March	188	114	494	270	134	277	149	127	100
April	189	115	496	272	135	278	150	128	100
May	190	116	498	274	136	279	151	129	100
June	191	117	500	276	137	280	152	130	100
July	192	118	502	278	138	281	153	131	100
August	193	119	504	280	139	282	154	132	100
September	194	120	506	282	140	283	155	133	100
October	195	121	508	284	141	284	156	134	100
November	196	122	510	286	142	285	157	135	100
December	197	123	512	288	143	286	158	136	100

Note.—The figures of 1921 in heavy type indicate the highest peak reached during the year, which is also shown in heavy type.

**Germany.**—In accordance with the decision of the Prussian Parliament of 25th February 1920, concerning the medical inspection of factories, the Ministers of Public Health, Commerce, and Industry have submitted a death Decree for the appointment of doctors, with experience in public health, to assist the technical officials of the factory inspection department in matters relating to industrial health. This Decree recommends the appointment of five such doctors for the whole of Prussia, who are vested with the same powers as the officials of the inspection department, and besides have the right to inspect any concern without giving previous notice. The necessary administrative orders on the organization of this new department are to be issued finally by the Ministry of Health.

The General Federation of German Trade Unions given the following statistics concerning

Year.	Soc. Dem. Trade Union.	Liberal Trade Union.	Christian Trade Union.
1914	2,077,759	77,758	20,238
1915	1,769,497	61,886	18,513
1916	1,506,025	57,796	16,248
1917	1,664,991	53,702	15,054
1918	1,670,023	60,001	16,828
1919	1,780,032	22,998	13,028

\* See heading "German Notes from Abroad," page 58.

Cost of living index numbers for India and foreign countries

Country.	Index number.	1913 = 100.	1914 = 100.	1915 = 100.	1916 = 100.	1917 = 100.	1918 = 100.	1919 = 100.	1920 = 100.
India	100	100	100	100	100	100	100	100	100
United Kingdom	100	100	100	100	100	100	100	100	100
France	100	100	100	100	100	100	100	100	100
Germany	100	100	100	100	100	100	100	100	100
United States	100	100	100	100	100	100	100	100	100
Japan	100	100	100	100	100	100	100	100	100
China	100	100	100	100	100	100	100	100	100
Italy	100	100	100	100	100	100	100	100	100
Spain	100	100	100	100	100	100	100	100	100
Portugal	100	100	100	100	100	100	100	100	100
Belgium	100	100	100	100	100	100	100	100	100
Netherlands	100	100	100	100	100	100	100	100	100
Sweden	100	100	100	100	100	100	100	100	100
Denmark	100	100	100	100	100	100	100	100	100
Poland	100	100	100	100	100	100	100	100	100
Czechoslovakia	100	100	100	100	100	100	100	100	100
Yugoslavia	100	100	100	100	100	100	100	100	100
Russia	100	100	100	100	100	100	100	100	100
Greece	100	100	100	100	100	100	100	100	100
Turkey	100	100	100	100	100	100	100	100	100
Australia	100	100	100	100	100	100	100	100	100
New Zealand	100	100	100	100	100	100	100	100	100
South Africa	100	100	100	100	100	100	100	100	100
Canada	100	100	100	100	100	100	100	100	100
Argentina	100	100	100	100	100	100	100	100	100
Brazil	100	100	100	100	100	100	100	100	100
Chile	100	100	100	100	100	100	100	100	100
Peru	100	100	100	100	100	100	100	100	100
Ecuador	100	100	100	100	100	100	100	100	100
Venezuela	100	100	100	100	100	100	100	100	100
Colombia	100	100	100	100	100	100	100	100	100
Guatemala	100	100	100	100	100	100	100	100	100
Honduras	100	100	100	100	100	100	100	100	100
El Salvador	100	100	100	100	100	100	100	100	100
Nicaragua	100	100	100	100	100	100	100	100	100
Panama	100	100	100	100	100	100	100	100	100
Cuba	100	100	100	100	100	100	100	100	100
Haiti	100	100	100	100	100	100	100	100	100
Dominican Republic	100	100	100	100	100	100	100	100	100
Porto Rico	100	100	100	100	100	100	100	100	100
Philippines	100	100	100	100	100	100	100	100	100
Siam	100	100	100	100	100	100	100	100	100
Thailand	100	100	100	100	100	100	100	100	100
Malaya	100	100	100	100	100	100	100	100	100
Indochina	100	100	100	100	100	100	100	100	100
Formosa	100	100	100	100	100	100	100	100	100
Manchuria	100	100	100	100	100	100	100	100	100
China (excl. Manchuria)	100	100	100	100	100	100	100	100	100
Japan (excl. Manchuria)	100	100	100	100	100	100	100	100	100
India (excl. British India)	100	100	100	100	100	100	100	100	100
British India	100	100	100	100	100	100	100	100	100
Other India	100	100	100	100	100	100	100	100	100

Note.—The index number for the United Kingdom is taken from the "Index of Retail Prices" published by the Board of Trade.

**Australia.**—Trade unions in New South Wales have of late felt the necessity of maintaining a control over their labour politicians and of providing adequate machinery to influence the parliamentary procedure. Accordingly, a conference at Sydney on the 4th October 1921, which was attended by 110 trade union delegates representing 54 unions, considered a scheme for the formation of a new organized Workers' Group of New South Wales. The object of this scheme is to make the Australian Labour Party directly representative of the Workers' Group. Rules were framed to bring together all organized workers of New South

\* See heading "Current Notes from Abroad," page 58.

Wales into one industrial group for direct political action. Mr. Hughes announced that, in accordance with the decision of the Premier's Conference, the present system of administration was to be amended, and that a Court of Federal and State judges is to determine the basic wage and the standard hours. For the purpose of hearing appeals from the awards of the Federal and State industrial tribunals, an Appeal Court is to be established. At the same time the Federal Arbitration Court continues to deal with industrial disputes declared to be locked by the new Court but all State arbitrations are to be exempted from its jurisdiction.





## CURRENT NOTES FROM ABROAD

(These notes are drawn from numerous official and in some cases non-official sources. Special indebtedness is acknowledged to both the International Labour Office, Geneva, and to the Ministry of Labour, London. Care is taken to examine and check as far as possible all statements, especially those from newspaper cuttings.)

**United Kingdom.**—A further reduction of wages in the Lancashire cotton industry seems imminent, even though they were revised only in last June. It is calculated that the wages paid at present are about 140 per cent above July 1914. An increase in the number of working hours, which were reduced from 55½ to 48 per week, is also under consideration. It is believed that the trade unions will strongly object to an increase in the working hours, while every attempt will be made to reduce the wages as little as possible.

The trade depression has not only given rise to extensive unemployment but it has seriously affected the trade union funds. Evidences of this situation are to be seen in the references in Parliament, and elsewhere. Mr. F. Bramley, the Assistant Secretary of the Trade Union Congress, is of opinion that the trade unions have survived the strain. In spite of the great demands upon the funds of the unions and the frequent dislocation of branches, the statistics submitted to the recent Conference at Cardiff showed that the unions had stood the test, to the great credit of the organizers. The number represented at the Conference was 6,416,000 which is only 89,000 less than that of the previous year.

**U. S. A. (Kansas).**—American Labour as compared with labour in other countries has shown a marked conservative spirit. Except for two strikes in the steel mills and coal mines, industry has been comparatively free from strikes or lock-outs. The reasons for this are (1) the slowness with which wages were reduced; and (2) the great increase in unemployment. The Railway Labour Board and the Kansas Labour Court are the two most important events in regard to "labour." One authority speaks of the former as "perhaps the most important Labour development in the history of this nation." A Federal Board of nine members, appointed by the President, and representative

of the employers, the employees and the public, deals with any controversy over wages or working conditions and to this Board both parties must submit their contentions in the event of an impasse. The findings of the Board are without legal force but are of such moral force that either side could scarcely disregard these. It is thought that if this Board proves successful, it will stabilise labour conditions, not merely in railways throughout the country, but also in other industries by its example and influence. In regard to the Kansas Labour Court it must be remembered that a very large proportion of the American States have laws for conciliation and arbitration in industrial disputes, especially Massachusetts, New York, and Ohio.

In 1915 the State of Colorado adopted a law requiring thirty days' notice of proposed changes in wages or other terms of employment and also forbidding strikes and lock-outs until after a board of investigation, appointed by the State Industrial Communication, has reported. The Kansas law creates a "Court of Industrial Relations" and gives it jurisdiction in all disputes between employers and workers, or between groups or crafts of workers engaged in the making of clothing, mining or the production of fuel, the transportation of all food products or articles entering into wearing apparel or fuel, and all public utilities and transportation as defined by law. The Court takes cognizance of any dispute connected with these industries and initiates an investigation on the petition of any ten citizens of the State to determine if there is occasion for action. The Court, in addition to having power to order changes in wages, hours, etc., can also compel witnesses to attend and to place before it all documents required. Under the law both strikes and lock-outs are prohibited. An individual worker may quit his work at any time but any action tending "to delay, limit, or suspend" any of the industries named, is made punishable by a fine not to exceed \$1,000 or imprisonment not to exceed one year or both. No employer can declare a lock-out without the Court's permission. The penalty is a fine, not to exceed \$5,000 or two years' imprisonment or both.



## BOOKS RECEIVED

(Continued from the December "Labour Gazette.")

## Official Publications.

## INDIA.

Department of Statistics (Government Printing, India, Calcutta).

Monthly Statistics of Cotton Spinning and Weaving in Indian Mills for March 1919; March, September, October and December 1920; and from January to October 1921.

Accounts of Sea-borne Trade and Navigation of British India for the calendar year 1920; for March, August and September 1920; and from January to November 1921.

Accounts of Trade by Land of British India with Foreign Countries, January to August 1921.

The Frontier Trade of Bengal for 1919-20.

Inland Trade of India (Rail and River-borne) for 1913-14; 1918-19; 1919-20.

Report of the Trade carried by Rail and River in Bengal, 1918-19.

Joint Stock Companies, February to November 1921.

Annual Statement of the Coasting Trade and Navigation of British India for fiscal year ending March 1914, 1919, 1920.

Annual Statement of the Sea-borne Trade of British India with the British Empire and Foreign Countries, Vols. I and II, for the year ending March 1914, Vols. I and II for 1918, Vol. I for March 1919, Vol. I for 1920.

Statistics of British India (Commercial Statistics), Vol. I, for 1919 and 1921.

Statistical Tables relating to Banks in India, for 1916 and 1919.

Statistical Tables relating to Salt in India, for 1911-12 and 1919-20.

Report of the Production and Consumption of Coal in India, for 1919.

Joint Stock Companies in British India and Mysore, for 1918-19.

Large Industrial Establishments in India, for 1920.

Index Numbers of Indian Prices, for 1861-1918.

Estimates of Area and Yield of Principal Crops in India, for 1920-21.

Fortnightly Return showing the Wholesale and Retail Prices of Cereals, Pulses, Oilseeds, Sugar, Salt, etc., in India, for 15th November 1921.

If the Court's orders are not carried out it must bring proceedings in the Supreme Court of the State to compel compliance, while any party to the proceedings in the Industrial Court may similarly institute proceedings in the hope of obtaining a revision or overruling of the Industrial Court's orders.

Since the passage of the law the production of coal in Kansas State has increased by 20 per cent and there has been an absence of friction. Other States, it is understood, are considering the introduction of similar machinery.

**Holland.**—According to the *Maandschrift* of the Central Statistical Bureau, November 1921, the index numbers on the Cost of Living, taken for 26 working class families, are as follows:—

December 1920 = 100.

Months.	Food and drink.	All articles.
1920.		
January	99	99
September	102	102
December	100	100
1921.		
March	98	95
June	102	95
September	99	94

The articles taken into consideration for arriving at these numbers include food and drink, fuel and lighting, house rent, 29 miscellaneous articles, medical attendance, insurance haircutting, tramway and railway fares, recreation, tobacco, etc.

**Argentine.**—The three Draft Conventions adopted by the Genoa International Labour Conference, 1920, viz., (1) fixing the minimum age for admission of children to employment at sea, (2) concerning unemployment indemnity in case of loss or foundering of the ship, and (3) establishing facilities for finding employment for seamen, have been submitted by the Government to the Chamber of Deputies, with the intention of ratifying them.



Statistics relating to the Area of Production and Stock of Rubber in India together with Exports from and Imports into British India of Rubber during five years ending 1920-21.

Return showing the Imports into and Exports from the Chief Ports, of Wheat, Jute, Rice and Cotton for week ending 24th December 1921 and 31st December 1921.

Accounts relating to Trade by Land of British India with Foreign Countries.

Estimates of Area and Yield of Principal Crops in India, for 1920 and 1921.

Report of Rail and River-borne Trade of the Province of Sind and British Baluchistan for 1919-20 and 1920-21 (issued by the Collector of Customs in Sind).

Annual Statement of the Trade and Navigation of the Bombay Presidency excluding Sind for 1919-20 (issued by the Commissioner of Customs, Salt and Excise).

Report of the Rail-borne Trade of the Bombay Presidency (issued by the Director of Agriculture).

Report of the External (Trans-Frontier) Land Trade of the Province of Sind and British Baluchistan for 1920-21 (issued by the Chief Collector of Customs in Sind).

Annual Statement of Trade and Navigation of the Province of Sind for 1920-21 (issued by the Chief Collector of Customs).

Bombay Presidency Cotton Mills—1920 (issued by Collector of Bombay).

Report of the Maritime Trade of the Province of Sind, 1920-21 (issued by the Chief Collector of Customs in Sind).

Report of the Sea-borne Trade and Customs Administration of Bombay Presidency excluding Sind, 1920-21.

Annual Factory Report of the Presidency of Bombay, 1914-15, 1916-17, 1919-20.

Report of the Indian Factory Labour Commission for 1908.

Report of the Working of the Indian Factories Act in Madras Presidency and Punjab for 1918; Central Provinces for 1918; United Provinces for 1918 and 1919; Bengal, Bihar and Assam for 1918.

*Department of Industries.*

Journal of Indian Industries and Labour for February, May, August and November 1921.

Bulletin of Indian Industries and Labour, Nos. 4, 10, 16 and 17.

Proceedings of the Conference of the Directors of Industries (published by the Board of Industries and Munitions in April 1920).

The Indian Trade Journal from April 1921 to January 1922 (issued by the Commercial Intelligence Department, Calcutta).

The Economic Journal (Quarterly Journal of the Royal Economic Society) for September and December 1921.

#### UNITED KINGDOM.

Report of an Enquiry by the Board of Trade into—

(1) working class, rents, housing, and retail prices and rates of wages in the principal industrial towns of Belgium for 1910, United States of America, for 1911; German Empire for 1908; (printed at His Majesty's Stationery Office).

(2) Earnings and hours of labour—

(a) Clothing trade in 1906.

(b) Building and Woodworking trade, 1906.

(c) Public Utility Services, 1906.

(d) Agriculture, 1907.

(e) Metal Engineering and shipbuilding trades, 1906.

(f) Railway service, 1907.

(g) Textile Trade, 1906.

(h) Paper, printing, pottery, brick, glass, food, drink, tobacco and miscellaneous trades, 1906, 1914 and 1920.

Report on Profit Sharing and Labour Co-partnership (published by the Ministry of Labour, Intelligence and Statistics Department).

Report on Collective Agreements between Employers and Workpeople for 1910 (published by the Board of Trade, Labour Department).

Fourth Abstract of Foreign Labour Statistics.

Seventeenth Abstract of Foreign Labour Statistics.

Report of the Board of Trade on Agencies and Methods for dealing with the unemployed in certain foreign countries, 1904, by Mr. D. F. Schloss.

Standard Time Rates of wages in the United Kingdom at 1st October 1913 (published by the Board of Trade, Department of Labour Statistics).

Report in changes in rates of wages and hours of labour in the United Kingdom in 1913 with comparative statistics (Board of Trade).

Report on Trade Unions in 1908-10 (Board of Trade Second Report on rules of Toluntary Conciliation and Arbitration Boards and Joint Committees, 1910) (Board of Trade).

General Review of the Conditions and Prospects of British Trade, 1919-20 and 1920-21 (by His Majesty's Senior Trade Commissioner in India and Ceylon).

Reports of the Industrial Fatigue Research Board—General Series Nos. 4 and 5 (His Majesty's Stationery Office).

Board of Trade Journal and Commercial Gazette for November and December 1921.

British Trades Union Review, Vol. III, No. 5, December 1921 (issued by the General Council of the Trade Union Congress).

Labour Gazette for December 1921 (Ministry of Labour).

#### CANADA.

Labour Legislation in Canada as existing at December 31st, 1920 (Department of Labour, Canada).

Labour Gazette for November 1921 (issued by the Department of Labour).

#### AUSTRALIA.

Industrial Gazette for November 1921.

Industrial Code for 1920.

Factories, Wages and Boards, 1919-1920 and 1920-21.

#### UNION OF SOUTH AFRICA.

Social Statistics for 1919.

#### NEW ZEALAND.

Monthly Abstract of Statistics for November 1921.

#### UNITED STATES OF AMERICA.

Annual Report of the Industrial Commission for the twelve months ended 30th June 1920 (New York State Department of Labour).

Monthly Labour Review for August and October 1921.

Federal Reserve Bulletin from September to November 1921.

Labour Market Bulletin No. 8 (Department of Labour).

The Monthly Bulletin of the Industrial Commissioner of New York State, Vol. 6, No. 12, September 1921.

#### FRANCE.

Central Commission on the Cost of Living—Report of Work done during 1920.

#### BELGIUM.

Revue du Travail for November 1921.

Statistique des Accidents du Travail (Ministry of Industry).

#### NETHERLANDS.

Maandschrift for November 1921.

#### JAPAN.

Index Numbers of Average Monthly Wholesale Prices in Tokio for August and October 1921.

#### GERMANY.

Reichs Arbeitsblatt Nos. 14-21 and 29.

Statistical Atlas.

Erhebung über Arbeitsnachweise im Deutschen Reich nach dem Stande vom Ende, 1912.

Conderbeilage zum Reichs Arbeitsblatt for February 1920.

Sounder-Abd aus dem Reichs Arbeitsblatt for March—August 1914.

Ergebnisse der Reichs-Teuernachstatistik in October 1921.

Die Zeuerungstatistik in Reich.

#### ITALY.

Bolletino del Lavoro (Rome) Vol. XXXV, Nos. 1-6.

Do. do. Vol. XXXVI, No. 1.

#### GENEVA (INTERNATIONAL LABOUR OFFICE).

International Labour Review for December 1921.

Report of the Director, 1921 (presented at the International Labour Conference, Third Session).

Official Bulletin, Vol. IV, Nos. 21 and 23.

Daily Intelligence, Vol. IV, Nos. 26-38, November and December 1921.

Legislative Series, 1921—

Belgium 2-3 Acts: Freedom of Association.

Hungary 1 Order: Agricultural Wages.

Poland 4 Decree: Hours of Work.

Roumania 1 Act: Industrial Associations.

Italy 1 Act: Occupational Accidents.