

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working Class cost of living index number for October 1949 with average prices for the year ended June 1934 equated to 100, was 307. The Ahmedabad working class cost of living index number for October 1949 with the average prices for the year ended July 1927 equal to 100, was 250. The Sholapur working class cost of living index number for October 1949 with the average prices for the year ended January 1928 equal to 100, was 299, while the Jalgaon working class cost of living index with the average prices for the month of August 1939 equal to 100, was 432.

INDUSTRIAL DISPUTES

During October 1949, there were 30 strikes involving 27,141 workers and a time loss of 1,53,753 working days as compared to 24 disputes in September 1949 involving 33,424 workers and a time loss of 1,15,825 man-days. In October 1948, there were 50 industrial disputes, involving 48,276 workers with a time loss of 1,01,929 man-days. Further particulars of industrial disputes are given at pages 369-373 of this issue.

ABSENTEEISM

During October 1949, the average absenteeism in the textile industry in five important textile centres in the Province, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh, amounted to 13.92 per cent. as against 12.91 per cent. in the previous month for further details, see pages 373-374 of this issue.

COTTON MILL PRODUCTION

During September 1949, cotton mills in Bombay City produced 2,95,21,000 lbs. of yarn and 2,49,77,000 lbs. of woven goods and those in Ahmedabad produced 1,46,08,000 lbs. of yarn and 1,46,08,000 lbs. of woven goods. The total production of yarn and woven goods for the whole of the Province amounted to 4,99,16,000 lbs. and 4,32,30,000 lbs. respectively. During the same period, cotton mills in Bombay City produced 10,27,31,000 yards of woven goods and those in Ahmedabad 7,46,43,000 yards while the total production for the Province amounted to 19,39,48,000 yards.

Current Notes

INDUSTRIAL ACCIDENTS IN BOMBAY PROVINCE

There were 184,079 industrial accidents in the Province during the 10 years ended 31st December 1948. These accidents involved as many as 185,045 workers. There were 572 fatal accidents, resulting in 660 operatives killed; 37,098 accidents were serious, in which 37,424 operatives were involved; and the remaining 146,409 accidents caused minor injuries to 147,021 workers.

The year 1948 recorded the highest number of accidents, viz., 25,097 involving as many workers. The accident rate, i.e., average number of accidents per 100 operatives, was 3.41 in 1948 as against 2.95 in 1947 and 2.85 in 1946.

Deaths due to accidents were highest in 1944, when industry lost as many as 82 workmen. The number of lives lost in 1948 was 65, as against 61 in 1947 and 51 in 1946. Serious accidents were the highest in 1948—4,653, as against 4,164 in 1947 and 3,427 in 1946. Minor accidents were most numerous in 1948—20,379. The number of minor accidents in 1939 (7,809) rose steadily to 18,589 in 1944 but gradually declined to 16,275 in 1947. (For further details see *Labour Intelligence*, January 1950.)

MINIMUM WAGES (CENTRAL ADVISORY BOARD) RULES, 1949

Under the Minimum Wages Act, 1948, which provides for fixation of minimum wages in certain employments wherein sweated labour is most prevalent or where there is a big chance for exploitation of labour, minimum wages for industrial workers are to be fixed by March 1950 and those for agricultural workers, by March 1951. In the meantime, in exercise of the powers conferred on it by section 29 of the Act, the Central Government has framed rules called the Minimum Wages (Central Advisory Board) Rules, 1949. The Rules provide for a Central Board to consist of (1) a Chairman; (2) five independent members, of whom at least two shall be officers of the Central Government, one of whom shall be nominated as Vice-Chairman of the Board and one at least shall be an official member representing the Chief Commissioner's Province in rotation; (3) one independent member representing each of the Governor's Provinces; (4) fifteen members representing employers in the scheduled employments under the Act; and (5) fifteen members representing employees in the scheduled employments. The term of office of members other than official members is two years. Any business to be considered by the Board is to be done at a meeting. The Chairman may direct the papers, provided he thinks that the necessary papers are to be referred to all members, and provided further that the decision on any question which is so referred shall be acted upon, only if it is supported by not less than two-thirds majority of the members of the Board. Where there is no such majority, or where the Chairman so decides, the question shall be considered at a duly convened meeting of the Board. (For Rules see pages 442-444 of this issue.)

STANDING COMMITTEE OF THE CENTRAL ADVISORY COUNCIL OF INDUSTRIES

The Standing Committee of the Central Advisory Council of Industries at its two-day session in New Delhi, on November 12-13, 1949, attended by Cabinet Ministers, leading industrialists and some members of the Dominion Parliament besides the fourteen members of the Committee, unanimously adopted the following two resolutions for discussing ways and means of increasing production and tackling other problems confronting Indian industries.

RESOLUTION I

This Conference considers that the immediate problems to be faced are :

- (a) increase of production, reduction of cost and improvement of quality;
- (b) increase in the efficiency of labour, management, and organization of the industry as a whole; and
- (c) improvement of the marketing of the products both at home and abroad.

This Conference recommends the immediate constitution of Working Parties which should, after careful objective study of these problems, make recommendations capable of being implemented within the existing structure of industries. Such Working Parties should, in the first instance, be constituted to enquire into and report on the Cotton Textile, Coal, Heavy Engineering and Sugar Industries.

The Working Parties should ordinarily consist of two representatives of the industry concerned, two representatives of labour employed in the industry and three persons nominated by Government, one of whom shall be the chairman. Suitable representatives of industry and labour should be appointed by Government in consultation with their respective organisations where such exist. Experts, Indian or foreign, will be appointed by Government where necessary, and subject to the approval of Government, Committees may be constituted by the Working Parties to deal with special problems.

The Terms of Reference of the Working Parties should be to examine and to make recommendations within six months on—

- (a) measures necessary to achieve increase of production in the industry;
- (b) measures for reducing costs of production;
- (c) measures for improving the quality of products;
- (d) measures to improve the efficiency of labour, management, and organization of the industry as a whole;
- (e) measures to achieve rationalisation of the industry; and
- (f) measures for better marketing of the products of industry at home and abroad.

RESOLUTION II

In order to secure increase of production quickly in some important industries, particularly those whose products affect the general cost of living, the Committee recommends that targets for the year 1950 should be determined and announced. The industry concerned and the labour employed therein should each be asked to form small Committees which would be charged with the responsibility of doing all that is possible to achieve the targets fixed by Government. These Committees, which should be small and compact, should maintain continuous liaison with Government with a view to obtaining Government assistance or intervention without delay whenever necessary.

These Committees will be in addition to any Development or other Committees which may already exist for individual industries.

U. S. LABOUR UNION MEMBERSHIP

Organized labour in the United States totals more than 16,000,000 members, or four times as many as 13 years ago, latest figures of the U. S. Department of Labour indicate. That is to say about one of every four employees in that country is a member of a labour organisation. There are about 200 national and international unions. Of these, 107 are affiliated to the American Federation of Labour (AFL) which has 7,300,000 members. Forty unions are affiliated to the Congress of Industrial Organizations (CIO), which has a membership of 6,000,000.

2nd Edition

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November, 1949

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

A RISE OF ONE POINT

In October 1949, the working class cost of living index number in Bombay City, with base: July 1933 to June 1934 equal to 100, was 307, being one point higher than in the preceding month. As compared with August 1939, it was higher by 202 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry in Bombay.

The index number for food articles advanced by one point to 374 owing to a rise in the prices of gram, gul, tamarind, onions, brinjals and sweet oil.

There was a rise of one point in the fuel and lighting group from 292 to 293 owing to a rise in the price of firewood.

The index number for the clothing group remained stationary at 307.

The miscellaneous group rose by four points to 282 owing to a rise in the price of supari.

The rise of one point in the final index from 306 to 307 was due to a rise of one point in the food group and four points in the miscellaneous group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

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

| Groups | Weights proportional to total expenditure | Group Index Numbers | | |
|------------------------------|---|---------------------|------------|-----------|
| | | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| Food | 47 | 112 | 273 | 374 |
| Fuel and lighting | 7 | 99 | 292 | 293 |
| Clothing | 8 | 85 | 307 | 307 |
| House-rent | 13 | 100 | 100 | 100 |
| Miscellaneous | 14 | 98 | 278 | 282 |
| Total | 89 | | | |
| Cost of Living Index Numbers | ..... | 105 | 306 | 307 |

*Details regarding the scope and method of compilation of the index will be found at pages 1342-1348 of the June 1948 issue of the *Labour Gazette*.

| Unit of Quantity | Proportional to total expenditure | Year ended June 1934 | Sept. 1949 | Oct. 1949 | Aug. 1939 | Sept. 1949 | Oct. 1949 |
|------------------|-----------------------------------|----------------------|------------|-----------|-----------|------------|-----------|
| | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | | |
| Lb. | | | | | | | |
| " | 36 | 6 11 5* | 24 2 10† | 23 12 11† | 128† | 360 | 355 |
| " | | | | | | | |
| " | | | | | | | |
| Paylee | 4 | 0 6 1 | 1 15 3 | 1 15 8 | 125 | 514 | 521 |
| " | 1 | 0 4 11 | 2 5 10 | 2 13 3 | 121 | 769 | 920 |
| Lb. | 1 | 0 1 6 | 0 6 4 | 0 8 10 | 144 | 422 | 589 |
| " | 5 | 0 2 2 | 0 3 0 | 0 7 2 | 112 | 369 | 331 |
| " | | 0 10 0 | 2 4 9 | 2 4 10 | 93 | 368 | 368 |
| Dozen | 3 | 0 1 1 | 0 3 9 | 0 3 8 | 115 | 346 | 333 |
| Shing or Mah | Each | 1 1 10 | 3 2 0 | 2 13 0 | 118 | 280 | 252 |
| Dozen | 2 | 0 7 9 | 1 14 0 | 1 7 6 | 129 | 387 | 302 |
| Dozen | 2 | 0 2 4 | 0 6 9 | 0 6 3 | 114 | 289 | 268 |
| Lb. | | 0 4 6 | 1 3 3 | 1 3 6 | 107 | 428 | 432 |
| Seer | 7 | 0 5 0 | 1 1 7 | 1 0 7 | 83 | 352 | 332 |
| Lb. | 2 | 0 12 2 | 3 0 5 | 3 0 3 | 106 | 398 | 397 |
| Paylee | 1 | 0 3 7 | 0 5 10 | 0 6 0 | 100 | 163 | 167 |
| Lb. | 3 | 0 3 3 | 0 15 3 | 0 15 6 | 103 | 469 | 477 |
| " | 2 | 0 1 6 | 0 8 2 | 0 9 2 | 117 | 544 | 611 |
| " | 2 | 0 2 2 | 0 12 1 | 0 12 1 | 138 | 558 | 558 |
| " | 1 | 0 1 2 | 0 4 0 | 0 4 0 | 93 | 343 | 342 |
| " | 1 | 0 0 8 | 0 2 9 | 0 3 4 | 75 | 413 | 500 |
| " | | 0 1 10 | 0 3 8 | 0 4 6 | 68 | 200 | 245 |
| " | 5 | 0 1 2 | 0 3 9 | 0 3 8 | 92 | 321 | 314 |
| Half-seer | 2 | 0 2 8 | 1 0 1 | 1 0 2 | 97 | 603 | 606 |
| " | 2 | 0 2 1 | 0 15 1 | 0 15 10 | 108 | 724 | 760 |
| Full Cup | 5 | 0 0 9 | 0 1 0 | 0 1 0 | 100 | 133 | 133 |
| Food | 100 | | | | | | |

| Articles | Unit of Quantity | Weights proportional to total expenditure | Year ended June 1934 | Sept. 1949 | Oct. 1949 | Aug. 1939 | Sept. 1949 |
|--|--------------------|---|----------------------|------------|-----------|-----------|------------|
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | |
| <i>Fuel and Lighting—</i> | | | | | | | |
| Charcoal | 28 Lbs. | 30 | 0 8 11 | 2 2 0 | 2 2 0 | 100 | 38 |
| Firewood | " | 52 | 0 4 9 | 0 13 5 | 0 13 6 | 96 | 282 |
| Kerosene oil | Bottle | 16 | 0 1 10 | 0 3 0 | 0 3 0 | 105 | 164 |
| Matches | Two boxes | 2 | 0 0 8 | 0 1 6 | 0 1 6 | 110 | 225 |
| Total—Fuel and Lighting | | 100 | | | | | |
| <i>Fuel and Lighting</i> |  |  | .... | .... |  | 99 | 292 |
| <i>Clothing—</i> | | | | | | | |
| Dhotis | Pair | 15 | 2 7 2 | 10 0 5 | 10 0 5 | 84 | 410 |
| Coating | Yard | 12 | 0 5 6 | 0 14 0 | 0 14 0 | 91 | 255 |
| Shirting | " | 23 | 0 2 7 | 0 10 0 | 0 10 0 | 105 | 387 |
| Cloth for trousers | " | 4 | 0 4 9 | 1 1 0 | 1 1 0 | 99 | 358 |
| Sarees | Each | 36 | 3 4 4 | 8 6 10 | 8 6 10 | 73 | 258 |
| Khans | Piece of 30 inches | 10 | 0 10 6 | 1 3 1 | 1 3 1 | 68 | 182 |
| Total—Clothing | | 100 | | | | | |
| <i>Clothing</i> |  |  | .... | .... |  | 85 | 307 |
| <i>House-rent</i> | Per month | 100 | 6 5 11 | 6 5 11 | 6 5 11 | 100 | 100 |
| <i>House-rent</i> |  |  | .... | .... |  | 100 | 100 |
| <i>Miscellaneous—</i> | | | | | | | |
| Barber | Shave | 13 | 0 1 4 | 0 3 0 | 0 3 0 | | 225 |
| Soap (washing) | Bar | 9 | 0 6 7 | 1 2 6 | 1 2 5 | 77 | 231 |
| Medicine | Bottle of mixture | 3 | 0 8 0 | 0 12 0 | 0 12 0 | 100 | 150 |
| Supari | Lb. | 25 | 0 5 0 | 1 9 11 | 1 10 10 | 120 | 518 |
| Bidi | Bundle of 25 | 22 | 0 1 0 | 0 2 6 | 0 2 6 | 100 | 250 |
| Travelling to and from native place .. | | 27 | 0 4 11 | 0 6 0 | 0 6 0 | | 132 |

WORKING CLASS COST OF LIVING INDEX BOMBAY—ALL ITEMS

(Base: July 1933 to June 1934 = 100)

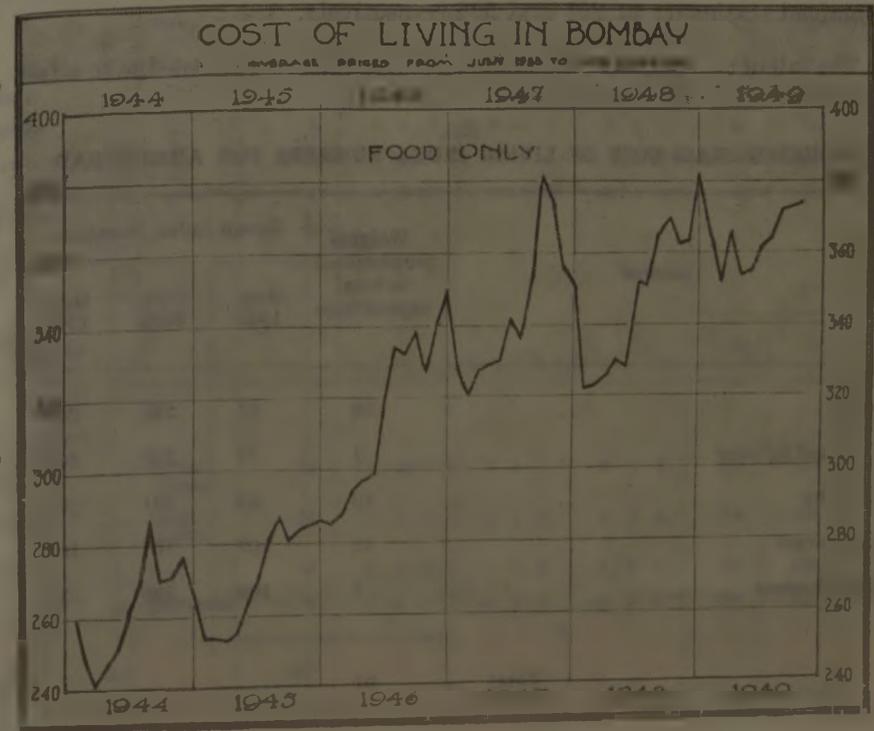
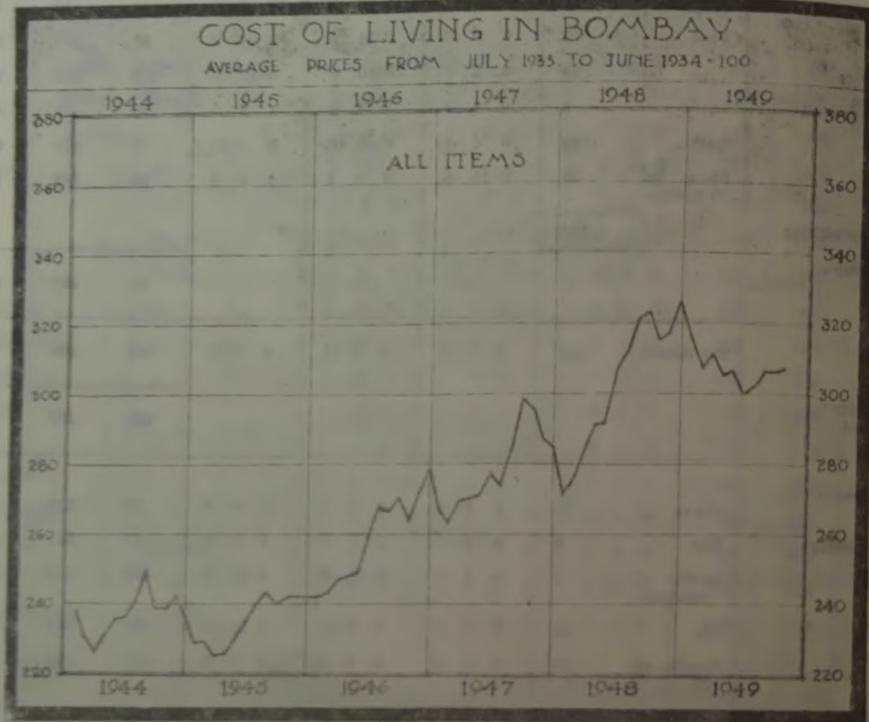
| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 237 | 238 | 230 | 226 | 231 | 235 | 236 | 241 | 250 | 239 | 239 | 242 | 236 |
| 1945 | 235 | 229 | 225 | 226 | 230 | 235 | 240 | 243 | 240 | 242 | 242 | 242 | 242 |
| 1946 | 249 | 242 | 243 | 247 | 243 | 249 | 259 | 268 | 267 | 270 | 264 | 272 | 279 |
| 1947 | 279 | 267 | 263 | 269 | 270 | 271 | 278 | 274 | 284 | 299 | 296 | 287 | 286 |
| 1948 | 303 | 271 | 276 | 284 | 291 | 292 | 307 | 312 | 321 | 323 | 315 | 317 | 326 |
| 1949 | .... | 316 | 307 | 311 | 305 | 306 | 300 | 302 | 306 | 306 | 307 | | |

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—BOMBAY—FOOD ONLY

(Base: July 1933 to June 1934 = 100)

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 203 | 260 | 249 | 241 | 247 | 252 | 261 | 270 | 287 | 270 | 271 | 277 | 287 |
| 1945 | 271 | 264 | 264 | 263 | 265 | 263 | 271 | 281 | 287 | 281 | 284 | 285 | 286 |
| 1946 | 317 | 285 | 288 | 294 | 297 | 299 | 318 | 334 | 332 | 339 | 327 | 341 | 350 |
| 1947 | 34 | 328 | 320 | 328 | 329 | 330 | 342 | 336 | 355 | 362 | 373 | 356 | 361 |
| 1948 | 318 | 322 | 323 | 326 | 330 | 328 | 352 | 361 | 365 | 370 | 362 | 363 | 382 |
| 1949 | .. | 365 | 352 | 365 | 354 | 355 | 361 | 364 | 372 | 373 | 374 | | |



The Ahmedabad Working Class Cost of Living Index* for October 1949

A FALL OF TWO POINTS

In October 1949, the cost of living index number for the working classes in Ahmedabad City, on base : August 1926 to July 1927 equal to 100, was 250, being two points lower than in the preceding month and 177 points higher as compared with August 1939, which is the pre-war month. The index relates to the standard of life ascertained during the 1926 family budget enquiry at Ahmedabad.

The index number for the food group receded by two points to 260 owing to less off-take of bajri in the ration and a fall in the prices of wheat, wheat-flour, barley and sugar.

The index number for the fuel and lighting group declined by three points to 306 owing to a fall in the prices of firewood and Castor Oil.

The index numbers for the clothing and the miscellaneous groups remained stationary at 291 and 335 respectively.

The fall of two points in the final index from 252 to 250 was due to a fall of two points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

| Groups | Weights proportional to total expenditure | Group Index Numbers | | |
|-------------------|---|---------------------|------------|-----------|
| | | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| Food | 58 | 65 | 262 | 260 |
| Fuel and lighting | 7 | 77 | 309 | 306 |
| Clothing | 10 | 68 | 291 | 291 |
| Miscellaneous | 12 | 107 | 107 | 107 |
| Miscellaneous | 4 | 100 | 335 | 335 |
| Total | 91 | ..... | ..... | ..... |

Cost Living Index Numbers

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

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

| Articles | Unit of Quantity | Weights proportional to total expenditure | Price per Unit of Quantity | | | Index Numbers | | |
|--------------------------------|------------------|---|----------------------------|------------|-----------|---------------|------------|-----------|
| | | | Year ended July 1927 | Sept. 1949 | Oct. 1949 | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | | |
| Food Articles— | | | | | | | | |
| Rice | Lb. | 52 | 10 11 6* | 28 14 0 | 22 8 2 | 59 | 223 | 209 |
| Wheat | " | | | | | | | |
| Bajri | " | | | | | | | |
| Mungdal | Seer | 2 | 0 3 6 | 0 10 4 | 0 10 6 | 71 | 296 | 300 |
| Turdal | " | 5 | 0 3 4 | 0 8 2 | 0 8 2 | 70 | 245 | 245 |
| Sugar (refined) | " | 2 | 0 5 8 | 0 15 10 | 0 13 8(a) | 85 | 279 | 238 |
| Raw sugar (gul) | " | 2 | 0 4 9 | 0 10 0 | 0 11 4 | 96 | 211 | 239 |
| Tea | Lb. | 1 | 1 0 0 | 2 8 8 | 2 6 8 | 63 | 242 | 242 |
| Salt | Seer | 1 | 0 1 0 | 0 1 0 | 0 1 0 | 100 | 100 | 100 |
| Mutton | Lb. | 3 | 0 5 4 | 1 0 0 | 1 0 0 | 75 | 300 | 306 |
| Milk | Seer | 4 | 0 4 0 | 0 10 0 | 0 10 0 | 67 | 280 | 280 |
| Ghee | " | 12 | 1 13 10 | 6 6 4 | 6 6 4 | 66 | 343 | 343 |
| Potatoes | " | 8 | 0 2 10 | 0 8 6 | 0 10 0 | 82 | 300 | 351 |
| Dry chillies | " | 4 | 0 9 2 | 2 10 0 | 2 9 10 | 60 | 458 | 454 |
| Sweet oil | " | 3 | 0 10 8 | 1 14 0 | 2 2 10 | 56 | 281 | 327 |
| Sweetmeats (chavanas) | " | 1 | 0 8 10 | 1 14 0 | 1 14 0 | 60 | 340 | 340 |
| Total—All Food | | 100 | | | | | | |
| Index Number—All Food Articles |  |  | .... | .... | .... | 65 | 262 | 260 |
| Fuel and Lighting— | | | | | | | | |
| Firewood | Indian Maund | 78 | 0 15 2 | 3 3 2 | 3 2 6 | 77 | 337 | 323 |
| Kerosene oil | Small bottle | 11 | 0 1 2 | 0 1 9 | 0 1 9 | 79 | 150 | 150 |
| Castor oil | Seer | 8 | 0 8 0 | 1 7 4 | 1 6 8 | 67 | 292 | 283 |
| Matches | Two boxes | 3 | 0 0 8 | 0 1 6 | 0 1 6 | 100 | 225 | 225 |
| Total—Fuel and Lighting | | 100 | | | | | | |
| Index Number—Fuel and Lighting |  |  | .... | .... | .... | 77 | 309 | 306 |

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

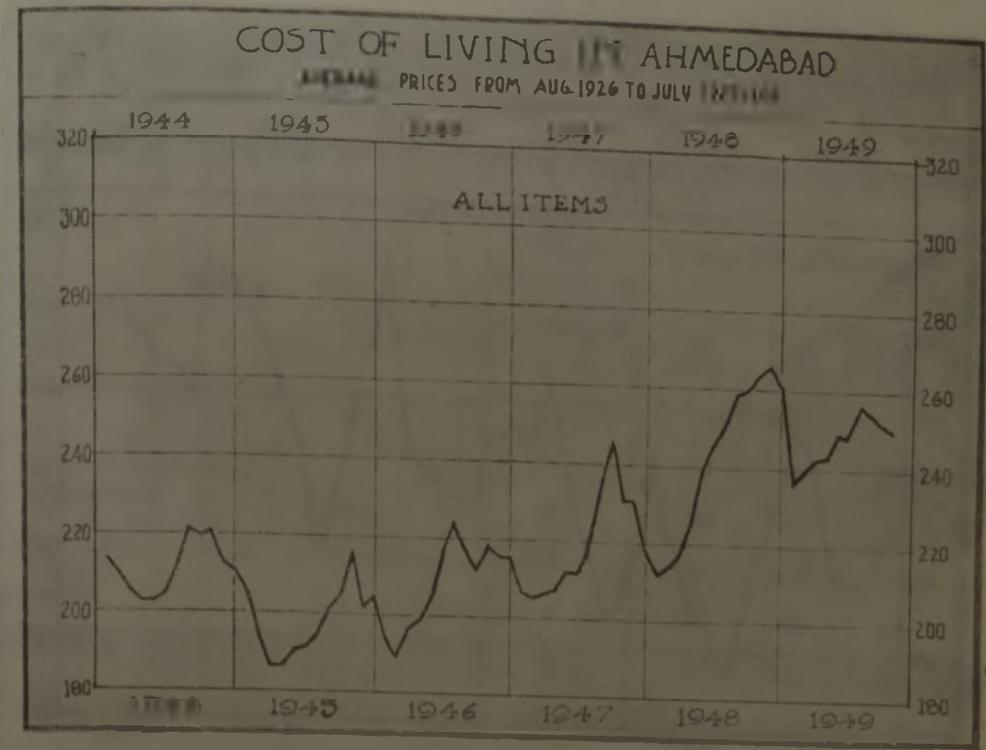
† Current expenditure on cereals: The expenditure is calculated on the basis of the quantities and prices of the different cereals sold in shops run by authorised retail dealers in working class localities and by employees of labour.

‡ The weighted average of index numbers for different cereals.

(a) Controlled rate of sugar, at which it was reported to be available at Ahmedabad during October 1949.

| Articles | Unit of Quantity | proportional to total expenditure | Year ended July 1927 | Sept. 1949 | Oct. 1949 | Aug. 1930 | Sept. 1949 | Oct. 1949 |
|--------------------|------------------|-----------------------------------|----------------------|------------|-----------|-----------|------------|-----------|
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | | |
| boots | Pair .. | 16 | 3 14 6 | 8 0 11 | 8 0 11 | 36 | 206 | 206 |
| padding | Yard .. | 13 | 0 13 6 | 2 1 7 | 2 1 7 | 77 | 249 | 249 |
| padding | " | 24 | 0 8 3 | 1 6 11 | 1 6 11 | 90 | 278 | 278 |
| cloth for trousers | " | 7 | 0 8 7 | 1 4 10 | 1 4 10 | 56 | 243 | 243 |
| shoes | Each | 17 | 1 7 4 | 6 15 3 | 6 15 3 | 61 | 477 | 477 |
| cloth for skirts | Yard | 13 | 0 6 1 | 1 3 0 | 1 3 0 | 72 | 312 | 312 |
| shoes for cholis | " | 10 | 0 13 3 | 1 10 3 | 1 10 3 | 73 | 198 | 198 |
| al-Clothing | | 100 | | | | | | |
| | | | ---- | ---- | | 63 | 291 | 291 |
| rent* | Per month | 100 | 4 9 11 | 4 15 1 | 4 15 1 | 107 | 107 | 107 |
| | | | ---- | ---- | | 107 | 107 | 107 |
| Soap | Bundle of 25. | 71 | 0 1 0 | 0 3 0 | 0 3 0 | 100 | 300 | 300 |
| | Bar, Tata 501 | 20 | 0 4 6 | 1 3 0 | 1 3 0 | 100 | 422 | 422 |
| al-Miscellaneous | | 100 | | | | | | |
| | | | ---- | ---- | | 100 | 335 | 335 |

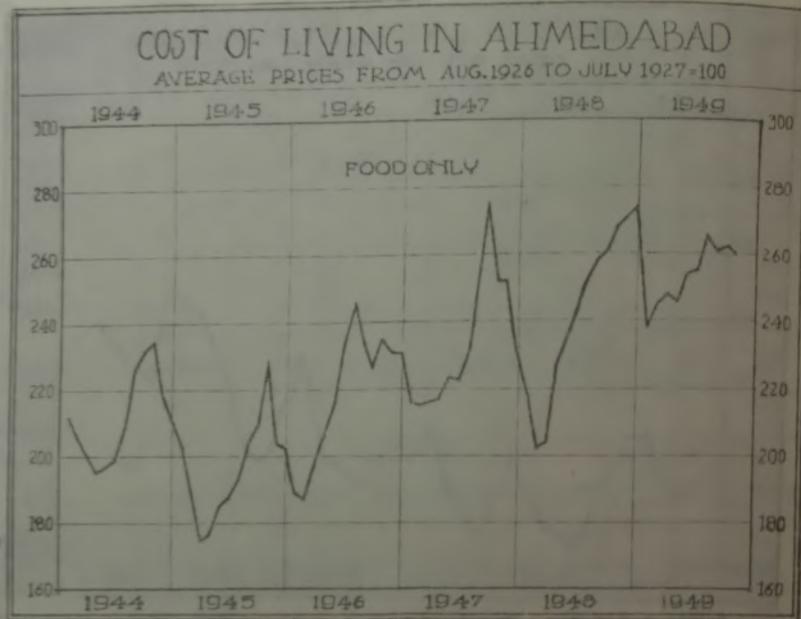
| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 212 | 214 | 210 | 206 | 208 | 208 | 205 | 211 | 222 | 220 | 221 | 213 | 211 |
| 1945 | 190 | 206 | 195 | 187 | 187 | 191 | 192 | 195 | 201 | 205 | 217 | 202 | 203 |
| 1946 | 209 | 195 | 190 | 197 | 199 | 204 | 217 | 225 | 217 | 212 | 219 | 216 | 216 |
| 1947 | 219 | 207 | 206 | 207 | 208 | 212 | 212 | 218 | 235 | 246 | 231 | 231 | 218 |
| 1948 | 243 | 212 | 214 | 217 | 226 | 239 | 245 | 251 | 259 | 260 | 264 | 266 | 261 |
| 1949 | .. | 238 | 240 | 242 | 243 | 249 | 248 | 256 | 254 | 252 | .. | .. | .. |



WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—FOOD ONLY

(Base: August 1939 to July 1927=100)

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 212 | 212 | 206 | 200 | 195 | 197 | 199 | 209 | 226 | 232 | 235 | 218 | 211 |
| 1945 | 197 | 203 | 188 | 175 | 177 | 185 | 198 | 193 | 204 | 210 | 229 | 204 | 203 |
| 1946 | 219 | 189 | 187 | 198 | 206 | 215 | 234 | 246 | 234 | 226 | 235 | 281 | 281 |
| 1947 | 234 | 216 | 215 | 216 | 217 | 223 | 222 | 231 | 258 | 275 | 252 | 232 | 231 |
| 1948 | 243 | 218 | 202 | 204 | 226 | 234 | 242 | 252 | 258 | 261 | 268 | 271 | 274 |
| 1949 | 299 | 245 | 248 | 246 | 254 | 255 | 265 | 261 | 262 | 260 | | | |



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

A RISE OF FOUR POINTS

In October 1949, the working class cost of living index number in Sholapur City, on base: February 1927 to January 1928 equal to 100, was 299, being 4 points higher than in the preceding month and 226 points higher as compared with August 1939, which is the pre-war month. The index relates to the standard of life ascertained during the 1925 family budget enquiry at Sholapur.

The index number for the food group advanced by 10 points to 304 owing to a rise in the prices of rice, wheat, gul, onions and potatoes.

The index number for the fuel and lighting group declined by 9 points to 390 owing to a fall in the price of firewood. There was a fall of 3 points in the clothing group from 284 to 281 owing to a fall in the price of saree. The index number for the miscellaneous group advanced by one point to 338 owing to a rise in the price of hair oil (cocoanut oil).

The rise of four points in the final index from 295 to 299 was due to a rise of 10 points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

| Groups | Weights proportions to total expenditure | Group Index Numbers | | |
|------------------------------|--|---------------------|------------|-----------|
| | | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| Food | 49 | 68 | 294 | 304 |
| Fuel and lighting | 10 | 86 | 399 | 390 |
| Clothing | 12 | 63 | 281 | 281 |
| House-rent | 6 | 107 | 107 | 107 |
| Miscellaneous | 6 | 72 | 337 | 338 |
| Total | 83 | | | |
| Cost of Living Index Numbers | .... | 73 | 295 | 299 |

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

| Articles | Unit of Quantity | Weights proportional to total expenditure | Price per Unit of Quantity | | | Index Numbers | | |
|---------------------------------------|------------------|---|----------------------------|------------|-----------|---------------|------------|------------|
| | | | Year ended January 1928 | Sept. 1949 | Oct. 1949 | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | | |
| Food Articles— | | | | | | | | |
| Rice | Sect† | 56 | 9 5 1‡ | 24 13 0‡ | 25 9 5‡ | 68‡ | 267 | 275 |
| Wheat | Do.† | | | | | | | |
| Jowari | Do.† | | | | | | | |
| Gram | Do.† | 2 | 0 2 0 | 0 8 0 | 0 8 0 | 83 | 400 | 400 |
| Turdal | Do.† | 6 | 0 3 1 | 0 9 8 | 0 9 11 | 57 | 314 | 322 |
| Sugar (refined) | Do.† | 1 | 0 5 4 | 1 1 2 | 1 8 8 | 91 | 322 | 463 |
| Raw sugar (gul) | Do.† | 2 | 0 3 6 | 0 10 8 | 0 14 4 | 100 | 305 | 410 |
| Tea | Lb. | 1 | 1 2 5 | 2 6 0 | 2 6 0 | 57 | 206 | 206 |
| Beef | Sect† | 1 | 0 4 0 | 1 0 0 | 1 0 0 | 100 | 400 | 400 |
| Mutton | Do.† | 8 | 0 8 1 | 1 14 0 | 1 14 0 | 74 | 371 | 371 |
| Milk | Do.† | 6 | 0 4 0 | 0 11 9 | 0 11 9 | 75 | 294 | 294 |
| Ghee | Do.† | 2 | 1 7 7 | 5 5 4 | 5 6 8 | 76 | 362 | 367 |
| Salt | Do.† | 1 | 0 1 0 | 0 1 5 | 0 1 6 | 100 | 142 | 150 |
| Chillies | Do.† | 2 | 0 10 4 | 1 10 8 | 1 10 0 | 77 | 253 | 252 |
| Onions | Do.† | 4 | 0 1 3 | 0 4 1 | 0 4 4 | 40 | 327 | 347 |
| Potatoes | Do.† | 2 | 0 2 5 | 0 6 5 | 0 7 4 | 83 | 266 | 303 |
| Sweet oil | Do.† | 6 | 0 8 6 | 2 0 0 | 2 0 0 | 47 | 376 | 376 |
| Total—All Food | | 100 | | | | | | |
| Index Number—All Food Articles | | | | | | 63 | 294 | 304 |
| Fuel and Lighting— | | | | | | | | |
| Indian Maund. | | 86 | 0 14 5 | 3 13 6 | 3 12 0 | 83 | 427 | 416 |
| Kerosene oil | Bottle | 12 | 0 2 0 | 0 4 3 | 0 4 3 | 100 | 213 | 213 |
| Matches | Dozen boxes. | 2 | 0 2 8 | 0 8 7 | 0 8 10 | 125 | 322 | 331 |
| Total—Fuel and Lighting | | 100 | | | | | | |
| Total—Fuel and Lighting | | | | | | 86 | 399 | 390 |

† Equivalent to new Bombay seer (measure) in the case of food grains, salt, milk and sweet oil and 80 tolas weight for each of the remaining items. The basic prices of food grains and salt have been halved to make them comparable with the prices for the new seer (measure) which came into use at Sholapur from June 1936. Since September 1947, the unit of measurement for food grains in Sholapur except turdal has been changed from measure to weight.

‡ The average monthly expenditure on cereals during the 1925 Family Budget Enquiry as adjusted to the base period.

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

¶ The weighted average of index numbers for different cereals.

| Articles | Unit of Quantity | Weights proportional to total expenditure | Price per Unit of Quantity | | | Index Numbers | | |
|-----------------------------------|------------------|---|----------------------------|------------|-----------|---------------|------------|------------|
| | | | Year ended January 1928 | Sept. 1949 | Oct. 1949 | Aug. 1939 | Sept. 1949 | Oct. 1949 |
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | | |
| Clothing— | | | | | | | | |
| Dhotis | Pair | 16 | 3 2 11 | 5 15 11 | 5 15 11 | 60 | 184 | 188 |
| Coating | Yard | 3 | 0 6 7 | 0 15 0 | 0 15 0 | 61 | 228 | 228 |
| Shirting | Do. | 24 | 0 5 0 | 0 10 11 | 0 10 11 | 54 | 218 | 218 |
| Cloth for trousers | Do. | 2 | 0 6 0 | 0 12 3 | 0 12 3 | 63 | 204 | 204 |
| Sarees | Each | 45 | 2 3 7 | 7 6 0 | 7 4 0 | 67 | 332 | 331 |
| Khans | Yard | 10 | 0 3 11 | 1 0 0 | 1 0 0 | 57 | 409 | 409 |
| Total—Clothing | | 100 | | | | | | |
| Index Number—Clothing | | | | | | 63 | 284 | 281 |
| House-rent* | | | | | | | | |
| | Per month | 100 | 2 0 0 | 2 8 8 | 2 8 8 | 107 | 107 | 107 |
| Index Number—House-rent | | | | | | 107 | 107 | 107 |
| Miscellaneous— | | | | | | | | |
| Hair oil (coconut oil) | Seer‡ | 9 | 0 11 1 | 2 5 4 | 2 7 7 | 47 | 337 | 357 |
| Bills tobacco (including) | Bundle of 25 | 27 | 0 0 9 | 0 3 0 | 0 3 0 | 100 | 400 | 400 |
| Pan | 50 | 10 | 0 0 6 | 0 1 0 | 0 1 0 | 100 | 200 | 200 |
| Supari | Seer‡ | 41 | 0 12 5 | 2 13 6 | 2 13 4 | 60 | 364 | 365 |
| Soap | Bar | 13 | 0 8 9 | 1 3 0 | 1 3 0 | 50 | 217 | 217 |
| Total—Miscellaneous | | 100 | | | | | | |
| Index Number—Miscellaneous | | | | | | 74 | 337 | 339 |

* The rise of house-rent in house-rent has been ascertained by conducting a special rent enquiry at Sholapur towards the end of June 1947.

‡ Equivalent to new Bombay seer (measure).

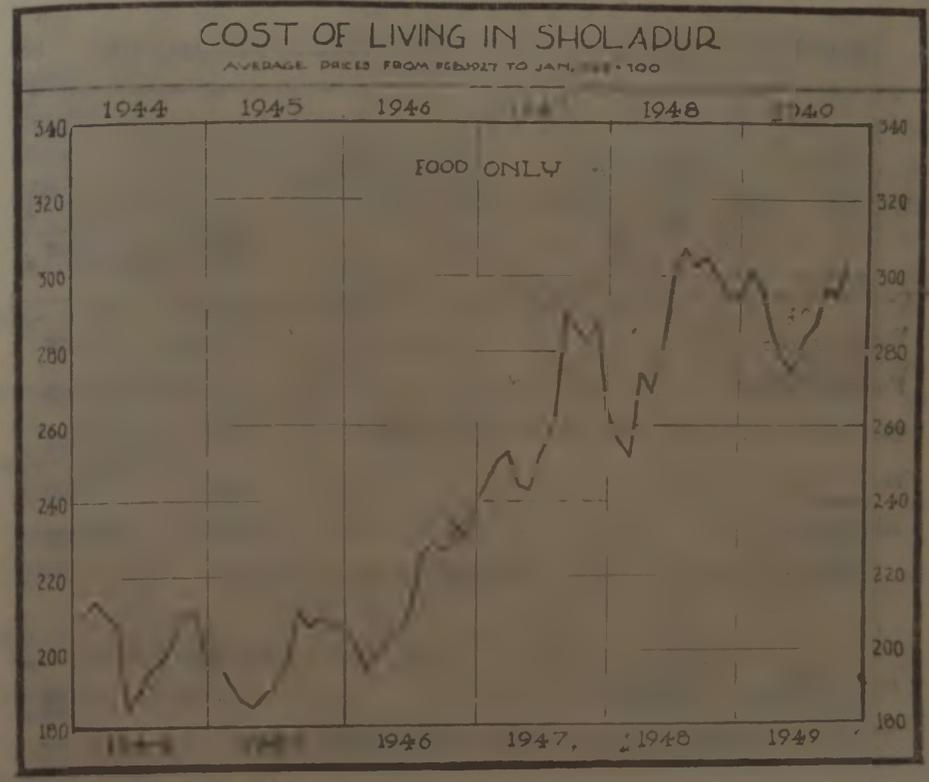
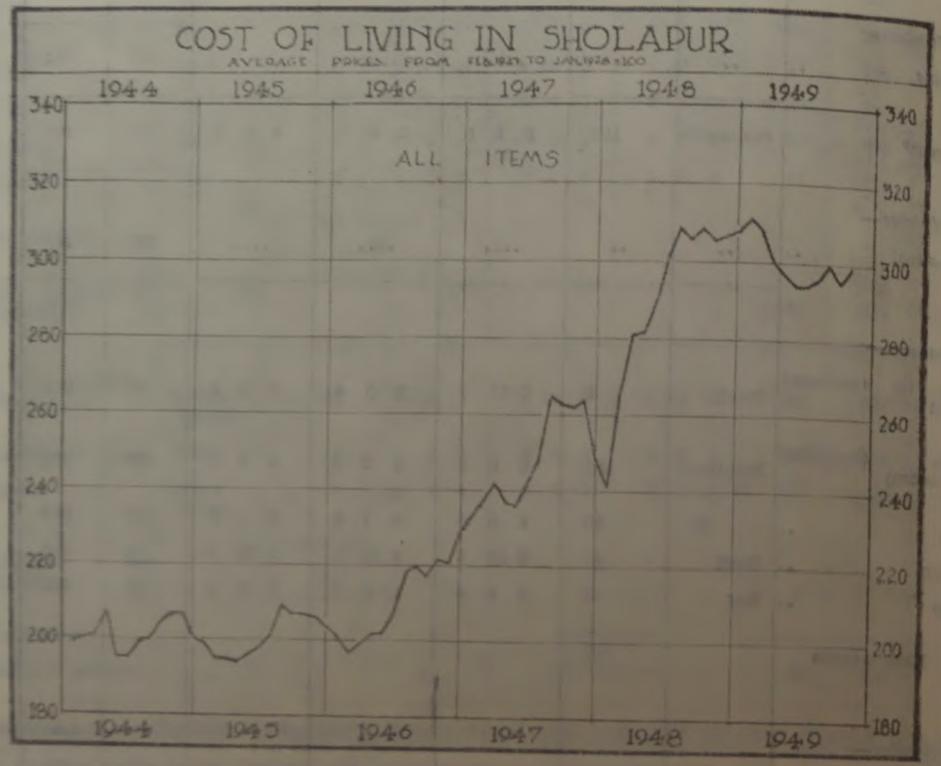
§ Equivalent to 80 tolas.

(Base: February 1927 to January 1928 = 100)

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 201 | 199 | 200 | 201 | 207 | 195 | 193 | 199 | 200 | 205 | 207 | 207 | 206 |
| 1945 | 201 | 199 | 195 | 195 | 194 | 196 | 198 | 201 | 200 | 207 | 207 | 206 | 204 |
| 1946 | 211 | 201 | 197 | 199 | 202 | 202 | 207 | 218 | 220 | 217 | 222 | 221 | 219 |
| 1947 | 248 | 233 | 237 | 242 | 237 | 236 | 243 | 248 | 265 | 263 | 262 | 264 | 249 |
| 1948 | 292 | 241 | 265 | 231 | 282 | 289 | 301 | 300 | 306 | 309 | 306 | 307 | 308 |
| 1949 | .. | 311 | 309 | 301 | 297 | 294 | 294 | 296 | 300 | 295 | 299 | .. | .. |

(Base: February 1927 to January 1928 = 100)

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 202 | 211 | 214 | 210 | 207 | 185 | 188 | 195 | 197 | 204 | 211 | 210 | 197 |
| 1945 | 198 | 197 | 192 | 187 | 185 | 188 | 191 | 197 | 211 | 207 | 209 | 207 | 206 |
| 1946 | 217 | 201 | 195 | 198 | 203 | 204 | 211 | 226 | 229 | 227 | 234 | 230 | 249 |
| 1947 | 263 | 245 | 251 | 253 | 244 | 243 | 253 | 260 | 290 | 280 | 282 | 288 | 284 |
| 1948 | 286 | 256 | 252 | 275 | 260 | 281 | 301 | 307 | 302 | 305 | 300 | 295 | 294 |
| 1949 | .. | 301 | 297 | 286 | 278 | 274 | 283 | 287 | 297 | 294 | 304 | .. | .. |



The working class cost of living index number for Jalgaon City during October 1949, on base: August 1939 equal to 100, was 432, being seven points higher than in the preceding month. The index relates to the standard of life ascertained during the October 1937 family budget enquiry at Jalgaon.

The index number for the food group advanced by seven points to 476, owing to a rise in the adjusted potatoes index and in the prices of sugar, gul, chillies, onions and sweet oil.

The index number for the fuel and lighting group advanced by one point to 429 owing to a rise in the prices of firewood and matches.

There was a rise of three points in the clothing group owing to a rise in the price of saree.

The rise of 27 points in the miscellaneous group from 506 to 533 was due to a rise in the price of pan.

The rise of 7 points in the final index was due to a rise of 7 points in the food group and 27 points in the miscellaneous group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

| Groups | Weights proportional to total expenditure | Group Index Numbers | |
|------------------------------|---|---------------------|-----------|
| | | Sept. 1949 | Oct. 1949 |
| Food | 57 | 469 | 476 |
| Fuel and lighting | 8 | 428 | 429 |
| Clothing | 12 | 421 | 424 |
| House-rent | 9 | 100 | 100 |
| Miscellaneous | 6 | 506 | 533 |
| Total .. | 92 | | |
| Cost of Living Index Numbers | ... | 425 | 432 |

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

| Articles | Unit of Quantity | Weights proportional to total expenditure | Basic prices for August 1939 | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 |
|--------------------------------|------------------|---|------------------------------|------------|-----------|------------|-----------|
| <i>Food Articles—</i> | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | |
| Rice | Chawthal | | | | | | |
| Wheat | " | 46 | 6 13 4* | 24 13 2† | 23 12 8‡ | 363 | 348 |
| Jowari | " | | | | | | |
| Bajri | " | | | | | | |
| Tur dal | " | 6 | 0 11 0 | 4 6 1 | 4 5 10 | 609 | 607 |
| Gram dal | " | 3 | 0 12 0 | 4 1 3 | 4 2 9 | 544 | 556 |
| <i>Other food Articles—</i> | | | | | | | |
| Sugar (Refined) | Seer | 3 | 0 4 11 | 1 0 10 | 1 3 6 | 342 | 397 |
| Raw Sugar (Gul) | " | 2 | 0 3 7 | 0 11 2 | 0 14 7 | 312 | 407 |
| Tea | 1/8 Lb. | 1 | 0 1 3 | 0 4 8 | 0 4 8 | 373 | 373 |
| Mutton | Seer | 5 | 0 8 0 | 2 0 0 | 2 0 0 | 400 | 400 |
| Milk | " | 8 | 0 3 0 | 0 12 11 | 0 12 10 | 431 | 428 |
| Ghee | " | 5 | 1 4 8 | 7 3 7 | 6 7 6 | 559 | 501 |
| Salt | " | 1 | 0 1 9 | 0 2 4 | 0 3 0 | 133 | 171 |
| Chillies | " | 5 | 0 5 6 | 2 10 0 | 2 12 10 | 764 | 815 |
| Turmeric | " | 1 | 0 4 8 | 1 7 5 | 1 7 2 | 502 | 496 |
| Potatoes | " | 5 | 0 1 9 | 0 10 0 | 0 9 10 | 378‡ | 402‡ |
| Onions | " | 1 | 0 0 4 | 0 5 3 | 0 6 1 | 1575 | 1825 |
| Sweet oil | " | 7 | 0 3 4 | 1 14 4 | 2 1 5 | 910 | 1003 |
| Tea (Ready made) | Cup | 1 | 0 0 6 | 0 2 0 | 0 2 0 | 400 | 400 |
| Total—All Food | | 100 | | | | | |
| Index Number—All Food | | | ... | | | 469 | 476 |
| <i>Fuel and Lighting—</i> | | | | | | | |
| Firewood | Md. | 74 | 0 8 5 | 2 11 8 | 2 11 9 | 519 | 520 |
| Kerosene oil | Bottle | 23 | 0 2 0 | 0 3 3 | 0 3 3 | 163 | 163 |
| Matches | Box. | 3 | 0 0 4‡ | 0 0 9 | 0 0 10 | 200 | 222 |
| Total—Fuel and Lighting | | 100 | | | | | |
| Index Number Fuel and Lighting | | | | | | 428 | 429 |

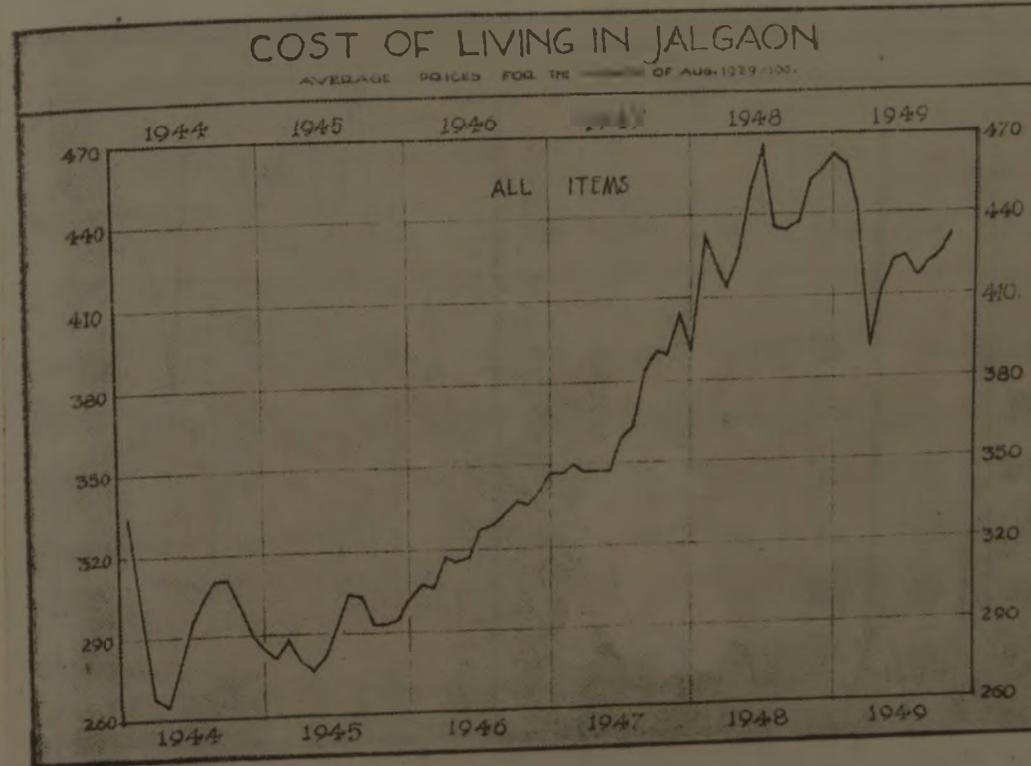
* The average monthly expenditure on cereals during the October 1937 family budget enquiry as adjusted to the basic price.

† Current expenditure on cereals. The expenditure is calculated since March 1940 (with the reintroduction of rationing) on the basis of the quantities and prices of the different cereals sold in ration shops at Jalgaon.

‡ The index number for potatoes has been adjusted so as to make it comparable with the average rise in the prices of potatoes, brinjals and white pumpkins.

| | Expenditure | | August 1939 | 1949 | 1949 | Sept. 1949 | Oct. 1949 |
|-----------------|-------------|--|-------------|-----------|-----------|------------|-----------|
| | | | Rs. a. p. | Rs. a. p. | Rs. a. p. | | |
| Pair | 16 | | 1 12 6 | 7 8 0 | 7 8 0 | 421 | 421 |
| Yard | 11 | | 0 3 9 | 0 13 0 | 0 13 0 | 347 | 347 |
| " | 17 | | 0 4 2 | 0 13 9 | 0 13 9 | 330 | 330 |
| " | 4 | | 0 3 10 | 1 1 9 | 1 1 9 | 463 | 463 |
| Each | 42 | | 2 2 11 | 10 8 0 | 10 10 0 | 481 | 487 |
| " | 10 | | 0 4 0 | 0 15 8 | 0 15 8 | 392 | 392 |
| 100 | | | | | | | |
| Number—Clothing | | | | | | 421 | 424 |
| Per month | 100 | | 2 3 3 | 2 3 3 | 2 3 3 | 100 | 100 |
| Number— | | | | | | 100 | 100 |
| Miscellaneous— | | | | | | | |
| Shave | 30 | | 0 1 0 | 0 3 0 | 0 3 0 | 300 | 300 |
| Bar | 16 | | 0 5 1 | 1 3 7 | 1 3 6 | 385 | 384 |
| Seer | 9 | | 0 4 4 | 2 7 8 | 2 7 8 | 915 | 915 |
| 100 | 10 | | 0 0 6 | 0 4 0 | 0 5 6 | 800 | 1100 |
| Seer | 10 | | 0 6 9 | 2 14 11 | 2 14 5 | 695 | 688 |
| 1/2 Seer | 7 | | 0 2 0 | 0 12 0 | 0 12 0 | 600 | 600 |
| Bundle of 25 | 18 | | 0 0 8 | 0 3 0 | 0 2 11 | 450 | 488 |
| 100 | | | | | | | |
| Miscellaneous | 100 | | | | | | |

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|
| 1944 | 295 | 335 | 301 | 268 | 265 | 277 | 295 | 304 | 311 | 311 | 301 | 291 |
| 1945 | 291 | 282 | 288 | 281 | 277 | 282 | 293 | 304 | 303 | 293 | 293 | 294 |
| 1946 | 326 | 307 | 306 | 317 | 315 | 317 | 327 | 329 | 332 | 337 | 336 | 341 |
| 1947 | 369 | 347 | 350 | 347 | 347 | 347 | 359 | 264 | 384 | 391 | 300 | 405 |
| 1948 | 440 | 433 | 422 | 414 | 425 | 450 | 465 | 435 | 434 | 437 | 452 | 456 |
| 1949 | | 438 | 441 | 391 | 412 | 422 | 424 | 417 | 422 | 425 | 432 | -- |

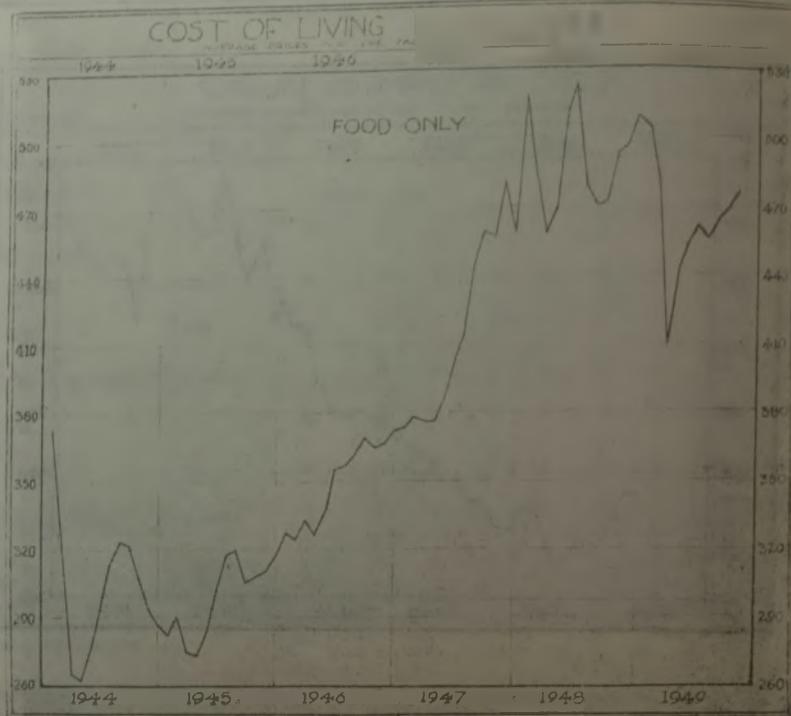


Cost of Living Series

WORKING CLASS COST OF LIVING INDEX - JALGAON - FCCD ONLY

(Average prices in August 1939=100)

| Year | Average | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|------|---------|------|------|------|------|-----|------|------|------|-------|------|------|------|
| 1944 | 303 | 373 | 320 | 265 | 262 | 277 | 295 | 313 | 324 | 322 | 308 | 294 | 287 |
| 1945 | 299 | 282 | 290 | 275 | 273 | 284 | 302 | 318 | 320 | 306 | 308 | 310 | 314 |
| 1946 | 350 | 326 | 325 | 333 | 327 | 338 | 355 | 357 | 362 | 369 | 365 | 367 | 372 |
| 1947 | 417 | 373 | 378 | 376 | 376 | 385 | 403 | 415 | 445 | 459 | 457 | 481 | 469 |
| 1948 | 490 | 518 | 484 | 458 | 469 | 510 | 523 | 478 | 470 | 471 | 493 | 496 | 509 |
| 1949 | .. | 504 | 484 | 409 | 442 | 453 | 461 | 456 | 465 | 469 | 476 | .. | .. |



Cost of Living Index Numbers for Industrial Workers in India

The following table gives the working class cost of living index numbers† for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur, Madras and Kanpur during September and October 1949:—

Cost of Living Index Numbers for Industrial Workers in India for the months of September and October 1949.

| Groups | Bombay (a) | | Ahmedabad (b) | | Sholapur (c) | | Jalgaon (d) | |
|-------------------|------------|-----------|---------------|-----------|--------------|-----------|-------------|-----------|
| | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 |
| Food | 373 | 374 | 262 | 260 | 294 | 304 | 449 | 476 |
| Fuel and lighting | 292 | 293 | 309 | 306 | 309 | 300 | 428 | 429 |
| Clothing | 307 | 307 | 291 | 291 | 284 | 281 | 421 | 424 |
| Miscellaneous | 278 | 282 | 335 | 335 | 337 | 338 | 546 | 533 |
| Rent | 100 | 100 | 107 | 107 | 107 | 107 | 100 | 100 |
| Cost of living | 306 | 307 | 252 | 250 | 295 | 299 | 425 | 432 |

| Groups | Nagpur* (a) | | Madras (c) | | Kanpur (d) | |
|-------------------|-------------|-----------|------------|-----------|------------|-----------|
| | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 | Sept. 1949 | Oct. 1949 |
| Food | 391 | 392 | 359 | 363 | 548 | 517 |
| Fuel and lighting | 295 | 295 | 383 | 389 | 471 | 459 |
| Clothing | 355 | 355 | 330 | 323 | 480 | 456 |
| Miscellaneous | 515 | 515 | 265 | 266 | 388 | 388 |
| Rent | .. | .. | 175 | 175 | 107 | 107 |
| Cost of living | 381 | 381 | 320 | 323 | 484 | 464 |

(a) Average prices from 1 to 30 June 1934. (b) Average prices from August 1936 to July 1937=100. (c) Average prices from July 1935 to June 1936=100. (d) Base: August 1939=100. (e) Average prices from July 1935 to June 1936=100. (f) Base: August 1939. *The base period is changed to August 1939. †Particulars regarding these series except Jalgaon and Kanpur are given in page 489 of the March 1934 issue of the Labour Gazette and at pages 489 and 490 of the April 1939 issue of the Labour Gazette.

The Nagpur cost of living index number on base : August 1939 equal to 100, was 381 in October 1949 being the same as in the preceding month. The index number for the food group rose by one point to 392 ; while the index numbers for the fuel and lighting, the clothing and the miscellaneous groups remained unchanged at 295, 355 and 515 respectively.

The Madras cost of living index number, with the average prices for the year ending June 1936 equal to 100, was 323 in October 1949, being three points higher than in the preceding month. The index numbers for the food, the fuel and lighting and the miscellaneous groups advanced by 4, 6 and 1 points to 363, 389 and 266 respectively ; the index number for the clothing group fell by 7 points to 323 and that for house-rent remained unchanged at 175.

In October 1949, the Kanpur cost of living index number, on base : August 1939 equal to 100, was 464 being 20 points lower than in the preceding month. The index numbers for the food and the fuel and lighting groups fell by 31 and 12 points to 517 and 459 respectively and those for the clothing and the miscellaneous groups and house-rent remained unchanged at 480, 388 and 197 respectively.

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

| Month and Year | Ahmedabad | Sholapur | Jalgaon | Nagpur | Jubbulpore | Madras | Kanpur |
|----------------|-----------|----------|---------|--------|------------|--------|--------|
| October 1948 | 300 | 362 | 419 | 452 | 386 | 405 | 316 |
| November " " | 362 | 364 | 421 | 456 | 387 | 409 | 317 |
| December " " | 310 | 358 | 422 | 461 | 389 | 413 | 329 |
| January 1949 | 301 | 323 | 426 | 458 | 380 | 393 | 331 |
| February " " | 292 | 329 | 433 | 441 | 374 | 391 | 331 |
| March " " | 296 | 332 | 412 | 391 | 374 | 393 | 333 |
| April " " | 290 | 333 | 407 | 412 | 376 | .. | 327 |
| May " " | 291 | 341 | 403 | 422 | 377 | .. | 327 |
| June " " | 286 | 340 | 403 | 424 | 379 | .. | 329 |
| July " " | 286 | 331 | 405 | 417 | 378 | .. | 327 |
| August " " | .. | 348 | 411 | 422 | 378 | .. | 327 |
| September " " | .. | .. | 404 | 425 | 381 | .. | 327 |
| October 1949 | 292 | 342 | 410 | 432 | 381 | .. | 330 |

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

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE PROVINCE

| | |
|--------------------------|----------|
| Disputes in October 1949 | 30 |
| Work-people involved | 27,141 |
| Working days lost | 1,53,735 |

NUMBER AND MAGNITUDE

The statistics of industrial disputes resulting in work stoppages for October 1949 show slight deterioration in the man-days lost as compared to the previous month. While the number of wage earners affected during the month recorded a fall of about 20 per cent., the man-days lost showed an increase of 22.8 per cent. as compared to September 1949. The strike of Bombay Municipal Sweepers, which prolonged over 3 months and caused a time loss of about 6,72,000 days terminated on October 17 with the unconditional return of workers.

Figures for the month under review show 30 disputes in progress involving 27,141 workers and a time loss of 153,735 man working days as compared to 24 disputes in September 1949 with 34,046 workers and a time loss of 125,251 man-days. In October 1948, there were 50 disputes in progress involving 48,276 work people and a time loss of 1,01,929 working days.

The word "dispute" in the official sense means an interruption of work and it is here used in that sense as virtually synonymous with "strike". A dispute as counted by the office of the Deputy Commissioner of Labour (Information) is an interruption of work involving ten or more persons and of not less than twenty-four hours' duration except when the number of working days lost is more than 100.

Of the 30 disputes in progress during October 1949, 13 were in the Textile industry, 4 in the Engineering, one in the Transport while the remaining disputes were in "other industries." The disputes in the Textile industry affected about 43 per cent. of the total workers involved and accounted for 48.2 per cent. of the time loss resulting from all disputes.

Twenty-eight disputes involving 15,465 workers were actually recorded during the month, while two disputes involving 11,676 workers continued from the previous month. Eighteen or more than half of the total disputes lasted less than a week—most of them 1 to 3 days only. About 25.7 per cent. of the total workers involved were in these brief stoppages.

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

| Industry Group | Number of disputes in progress in October 1949 | | | Number of work-people involved in all disputes in progress in October 1949 | Aggregate duration in working of all disputes in progress in October, 1949 |
|------------------------------|--|--------------------|-----------|--|--|
| | Started before beginning of October | Started in October | Total | | |
| Textiles | | | 13 | 11,079 | 74,147 |
| Engineering | | 4 | 4 | 1,138 | 8,138 |
| Transport | | 1 | 1 | 180 | 314 |
| Miscellaneous | | 10 | 12 | 13,523 | 71,124 |
| Total, October 1949 | | 28 | 30 | 27,141 | 153,753 |
| Total, September 1949 | 6 | 18 | 24 | 34,046 | 125,251 |
| Total, October 1948 | | 44 | 50 | 48,276 | 101,129 |

Analysing the disputes according to localities, 20 of the 30 disputes recorded for the month were in Bombay City, three at Ahmedabad and one each at Surat, Poona, Vikhroli (Thana District), Jalgaon (East Khandesh District), Nipani (Belgaum District), Gadag (Dharwar District) and Panchgani (Satara North District).

Eleven of the total disputes in existence during October 1949 arose over questions of "pay and allowances", three related to "bonus issues", 6 to grievances about "personnel", 5 to "leave and hours of work", while the remaining five disputes were due to "other causes".

Of the 23 disputes that terminated during the course of the month, five resulted in favour of the workers, 14 in favour of the employers, three ended in compromise settlements, while one dispute was indefinite in result.

The highest peak (42,43,194) in respect of the number of working days lost through strikes in this Province since April 1921 was reached in May 1928. The lowest level reached was in December 1927, when no strikes were reported and in September 1940, when no working days were lost through industrial disputes. The nearest approach to this was in February 1931 when only 108 working days were lost.

PROGRESS OF IMPORTANT INDUSTRIAL DISPUTES

BOMBAY

Bombay Municipality (Health and Engineering Department).—The Bombay Municipal Sweepers' Strike (reported earlier) which prolonged over five months, ended on October 17, 1949 with the unconditional return of workers. Mr. G. J. Mane, General Secretary of the Municipal Kamgar Sangh issued printed Marathi leaflets on October 6, 1949 congratulating the strikers for their unity and continuing the strike in spite of repression. However, he advised the strikers to resume work from 14th October 1949 as there was no hope of settlement by the continuance of the strike any longer. Following the advice of their General Secretary almost all the strikers reported for duty at different wards early in the morning on October 14, 1949. According to the notice issued previously by the Municipal Commissioner, the authorities informed the strikers that some of the workers who used to get a weekly off will not get the same in future but will only get half Sunday off, instead. The strikers were further informed that if they agreed to this and to cooperate with the authorities in carrying on the work of the essential service, they should report for duty. The workers agreed to the above conditions and almost all the workers excepting the dismissed workers who were called for duty on October 31, resumed work on 16th and 17th October. Thus ended the long-drawn-out strike resulting in a time loss of 672,000 man-days.

Madhraj Dharamsey Mill.—The management of the mill retrenched 60 doffer-boys from both the day and night shifts from October 4, 1949 owing to the introduction of "Spindle" system in the Ring Department. Thereupon, 60 doffer-boys of the night shift resorted to a stay-in-strike at 4-45 p.m. on October 5, 1949 demanding reinstatement of the retrenched hands. The management immediately put up a notice and warned the strikers that their strike was illegal and that they should resume work forthwith. On the next day 60 doffer boys of the day-shift also resorted to a stay-in-strike. The management notified to all other workers (excepting those of the Dyeing and Bleaching Departments) that owing to the strike they would be put on "Pali" system until further notice. Accordingly, the mill worked with only 435 hands out of the total complement of 1,750 for the day shift.

Similarly the night shift worked with only 216 hands out of the total complement of 1,062. Thus about 2,030 workers were affected indirectly. The strikers, however, returned to work unconditionally on October 14, 1949 in their respective shifts and the mill resumed normal working. About 14,700 man-days were lost due to the strike.

Kamla Mills.—According to the Award of the Industrial Court in respect of the dispute between the doffer-boys and the Mill-Owners, the management of the Kamla mills had retrenched 27 doffer-boys on 18th July 1949 and were to retrench another batch of 27 doffer-boys on 18th October 1949. Protesting against this intended retrenchment 339

workers (including 122 doffer boys) of the Ring Department out of the total complement of 2,539 workers of the 1st shift resorted to a stay-in-strike at 8-30 a.m. on October 18, 1949 and left the mill at 3 p. m. They were followed by 339 workers of the Ring Department, out of the total complement of 1,688 of the 2nd shift. The management, therefore, sent away 825 workers of other departments for want of work. Similarly 339 workers of the Ring Department of the 3rd shift also joined the strike at 11 p.m. on the same day rendering 328 workers of other departments idle. The management put up notices warning the strikers that their strike was illegal under the Bombay Industrial Relations Act. On 19th October 1949 the management had to send away about 1,600 workers for want of sufficient work owing to the strike in the Ring Department. There was no change in the strike situation till the end of the month.

Hindustan Vanaspati Manufacturing Co. Ltd.—Protesting against the introduction of the "Pali" system due to shortage of raw materials, all the 300 workers of the Oil Mill and Ghee Departments of the Hindustan Vanaspati Manufacturing Co. resorted to a stay-in-strike at 8 a.m. on October 4, 1949, while other departments worked normally. On the next day Messrs. N. B. Metkari and Narayanrao Misra and others of the Rashtriya Chemical Kamgar Sangh addressed a meeting of about 500 workers including the strikers and advised them to resume work as it was an illegal strike. They also assured the strikers that they would fight their case constitutionally. Accordingly all the strikers resumed work at 9-30 a.m. on October 5 and the strike ended.

AHMEDABAD

The Maheshwari Mill.—Protesting against the refusal by the management to grant their demands regarding dearness allowance for August and September 1949 and bonus for the year 1948, all the 780 workers of the 1st shift of the Maheshwari Mills resorted to a strike at 12 noon on October 6, 1949. All the 300 workers of the 2nd shift also joined the strike. Five of the strikers started hunger strike on 9th October 1949. One of the hunger strikers who became unconscious on 12th October was removed to the Civil Hospital for treatment. He was discharged from the Hospital on the next day. Almost all the strikers went on a day's token hunger strike on October 14. The mill remained closed till 16th October 1949 without any change in the strike situation. All the strikers, however, resumed work on 17th October as a result of a amicable settlement reached between the parties according to which the management agreed to pay the dearness allowance for August and September to the workers before "Diwali." The number of man-days lost in this case was about 11,400.

GADAG (DHARWAR DISTRICT)

The Gadag-Betgeri Municipal Borough.—All the 221 workers belonging to the menial staff of the Gadag-Betgeri Municipal Borough went on strike on 1st October 1949 demanding payment of dearness allowance from 1st January 1948 to 16th July 1948 and also an increase in pay and dearness allowance. Mr. K. S. Patil, President of the Gadag-Betgeri

Municipal Employees' Union carried on negotiations with the President of the Municipal Borough with a view to end the strike. As a result of these negotiations all the strikers resumed work on October 11 as the Municipal authorities agreed to pay the dearness allowance to the workers at increased rates with effect from 1st January 1949. As regards other demands it was decided that these should be referred for adjudication.

EMPLOYMENT SITUATION IN OCTOBER 1949

THE TEXTILE INDUSTRY

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

Returns were received from 123 or 91.79 per cent. of the 134 mills reported as working at these centres during October 1949. The supply of labour was reported as adequate by a majority of the mills. The average absenteeism in the textile industry in these centres amounted to 13.92 per cent. as against 12.91 per cent. in the previous month.

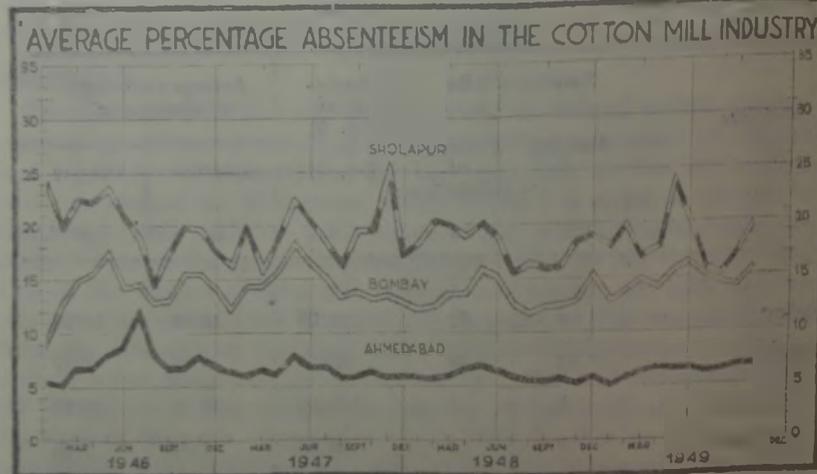
The following table shows average percentages of absenteeism at the five centres for the month of October 1949 on the basis of information for all working shifts:—

| Centre | Number of mills | | Percentage of Col. (3) to Col. (2) | Average percentage of absenteeism | |
|---------------|-----------------|-----------------------|------------------------------------|-----------------------------------|---------|
| | Working | Furnished information | | September | October |
| 1 | 2 | 3 | 4 | 5 | 6 |
| Bombay | 64 | 57 | 89.06 | 15.46 | 17.10 |
| Ahmedabad | — | 58 | 93.55 | 8.06 | 7.87 |
| Sholapur | — | 5 | 100.00 | 18.91 | 22.34 |
| Viramgaum | 1 | 1 | 100.00 | 11.67 | 7.95 |
| East Khandesh | 2 | 2 | 100.00 | 10.15 | 12.40 |
| All Centres | 134 | 123 | 91.79 | 12.91 | 13.92 |

The statistics of absenteeism compiled by the Directorate of Labour Information upto December 1948 related to the absenteeism for day-shift only. Since January 1949 all the working shifts in mills are being covered in calculating the absenteeism. For purpose of maintaining

a comparable basis the statistics of absenteeism relating only to the day shift are also compiled for the month and given in the following table

| Centre | Average percentage of absenteeism | |
|-----------------|-----------------------------------|--------------|
| | September 1949 | October 1949 |
| Bombay ... | 14.03 | 15.75 |
| Ahmedabad ... | 6.73 | 6.70 |
| Sholapur | 17.16 | 10.80 |
| Viramgaum ... | 11.67 | 7.95 |
| East Khandesh | 9.14 | 12.40 |
| All Centres ... | 11.50 | 12.56 |



(The chart represents the absenteeism for day shift only.)

THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in representative workshops was 14.83 per cent. as against 14.88 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 11.79 in the Chief Engineer's Department and 12.57 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR OCTOBER 1949

One hundred and forty-six cases were disposed of in the Province during October 1949, under the Workmen's Compensation Act, 1923, 27 less than in the preceding month. The Commissioner for Workmen's Compensation, Bombay, disposed of 144 of these cases.

Sixty-three cases were in the Textile Industry, 32 in the Engineering Industry, 30 in the Transport Services and the remaining 21 cases were in the other groups of industries.

There were 50 proceedings under the Act. Compensation was awarded in 44 cases, 5 cases were dismissed while one case was in respect of recovery of compensation already awarded. Of the 96 cases of registration of agreements 77 were registered while registration for the remaining 19 cases was refused.

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

| Nature of employment | Proceedings | | | | | Total | Registration of agreements | | | Grand Total |
|---------------------------------------|----------------------|------------|-------------|----------|--|-----------|----------------------------|----------------------|-----------|-------------|
| | Compensation awarded | Dismissals | Withdrawals | Recovery | Reviews and other miscellaneous applications | | Agreements registered | Registration refused | Total | |
| <i>Group II—Secondary Production.</i> | | | | | | | | | | |
| Textile Industry .. | 8 | .. | .. | .. | .. | 8 | 42 | 13 | 55 | 63 |
| Engineering .. | 10 | 1 | .. | .. | .. | 11 | 17 | 4 | 21 | 32 |
| Food, Drink and Tobacco | 1 | .. | .. | .. | .. | 1 | 5 | 1 | 6 | 7 |
| Chemicals | 1 | 1 | .. | .. | .. | 2 | 2 | .. | 2 | 4 |
| Paper and Printing | .. | .. | .. | .. | .. | .. | 1 | .. | 1 | .. |
| Wood working and Furniture | .. | 1 | .. | 1 | .. | 2 | .. | .. | .. | 2 |
| Building and Roads | 1 | 1 | .. | .. | .. | 2 | .. | .. | .. | 2 |
| Miscellaneous | 3 | .. | .. | .. | .. | 3 | 1 | .. | 1 | 4 |
| <i>Group III—Services</i> | | | | | | | | | | |
| Transport .. | 19 | 1 | .. | .. | .. | 20 | 9 | 1 | 10 | 30 |
| Public Administration | 1 | .. | .. | .. | .. | 1 | .. | .. | .. | 1 |
| Total .. | 44 | 5 | .. | 1 | .. | 50 | 77 | 19 | 96 | 146 |

The gross amount of compensation awarded in lump sums was Rs. 55,758 as against Rs. 72,729 in the previous month.

There were 20 proceedings in respect of fatal accidents, 25 of permanent partial disablement and 5 of temporary disablement.

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

| Original claims for compensation | | | | | | | | | | |
|----------------------------------|--------------|--------------|----------------|---------------------------------------|--------------------|------------------------|------------------------|-----------------------|--|-------------|
| Settled in favour of applicants | | | | | | | | | | |
| Nature of injuries | By lump sums | | By instalments | | | No of withdrawal cases | No. of dismissed cases | No. of recovery cases | Reviews and other miscellaneous applications | Grand Total |
| | No. of cases | Total amount | No. of cases | Total amount of instalments (monthly) | Total No. of cases | | | | | |
| | | Rs. a. p. | | Rs. a. p. | | | | | | |
| Fatal | 19 | 39,050 0 0 | .. | .. | 18 | .. | 1 | 1 | .. | 20 |
| Permanent total disablement.. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| Permanent partial disablement.. | 21 | 16,451 10 0 | .. | .. | 21 | .. | 4 | .. | .. | 25 |
| Temporary disablement. | 5 | 256 2 8 | .. | .. | 5 | .. | .. | .. | .. | 5 |
| Total | 44 | 55,757 12 8 | .. | .. | 44 | .. | 5 | 1 | .. | 50 |

There were 95 cases of permanent partial disablement and one of temporary disablement. The gross amount of agreed compensation in lump sums was Rs. 35,158 as against Rs. 45,903 in the previous month.

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

| Nature of injuries | Manner of settlement by agreed compensation | | | | Registration refused | Total cases |
|-------------------------------|---|--------------|-----------------|----------------|----------------------|-------------|
| | By lump sums | | By instalments | | | |
| | Number of cases | Total amount | Number of cases | Monthly amount | | |
| | | Rs. a. p. | | Rs. a. p. | | |
| Fatal | .. | .... | .. | .. | .. | .. |
| Permanent total disablement | .. | .... | .. | .. | .. | .. |
| Permanent partial disablement | 76 | 35,145 10 6 | .. | .. | 19 | 95 |
| Temporary disablement | 1 | 12 8 0 | .. | .. | .. | 1 |
| Total .. | 77 | 35,158 2 6 | .. | .. | 19 | 96 |

NIGHT SHIFTS IN THE COTTON MILLS IN THE PROVINCE

At the beginning of November 1949, there were 66 mills in Bombay City and 56 in Ahmedabad working night shifts. The number of men doing night work were 86,948 and 43,976 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st October 1949, there were 537 Unions in the Province of Bombay, registered under the Indian Trade Unions Act, 1926. The following fourteen Unions were registered during the month of October 1949:

1. *Petroleum Workmen's Union*.—(Registered on 11th October 1949). *President*—Mr. G. Sundaran; *General Secretary*—Mr. H. B. Khonekar; *Treasurer*—Mr. M. R. Salvi.

2. *Ahmedabad Municipal Transport Service Employees' Union*.—(Registered on 18th October 1949). *President*—Mr. Champaklal C. Bhatt; *General Secretary*—Mr. Chandrakant T. Daru; *Secretaries*—Messrs. Dhanjishah D. Manager, Shankerlal Ganpatram; *Treasurer*—Mr. Chunilal Gulabchand.

3. *Surat Sarvajanic Education Society's Patavalas' Union*.—(Registered on 27th October 1949). *President*—Mr. Hakumat J. Desai; *General Secretary*—Mr. Gangaram Bapurao; *Secretary*—Ghelabhai Chhanabhai; *Treasurer*—Mr. Bhagoji Babaji.

4. *The British Institute of Engineering Technology (India) Ltd. Employees' Union, Bombay*.—(Registered on 27th October 1949). *President*—Mr. H. N. Trivedi; *General Secretary*—Mr. R. G. Joshi; *Assistant Secretary*—Mr. C. J. John; *Treasurer*—Mr. S. N. Nadkarni.

5. *Bidi Mazdoor Sabha, Bombay*.—(Registered on 27th October 1949). *President*—Mr. Dasharath B. Raipelly; *General Secretary*—Mr. Rajaram Vyankayya Paskanti; *Secretaries*—Messrs. Ramchandra B. Raipelly, Datta Rane; *Treasurer*—Mr. Jayaram Jeewan.

6. *The Khoka Kamgar Union*.—(Registered on 27th October 1949). *President*—Mr. Madhavrao Bajaji Kadam; *General Secretary*—Mr. Dadasaheb Parsram Bhosle; *Assistant Secretaries*—Messrs. Pandurang Arjun Shugwad, Laxman K. Kale; *Treasurer*—Mr. M. Siddu Desai.

7. *Mill Mazdoor Sabha, Cambay*.—(Registered on 31st October 1949). *President*—Mr. Hari Ramchandra Gokhale; *General Secretary*—Ramanlal Pranubhai Desai; *Assistant Secretary*—Mr. Natwarlal T. Patel; *Treasurer*—Mr. Champaklal Gandabhai Mistri.

8. *Miraj Municipal Kamgar Union*.—(Registered on 31st October 1949). *President*—Mr. Baburao Wale; *General Secretary*—Mr. Ganpat Krishna Mulawade; *Secretary*—Mr. Esmile Gulhusen Mangalwedhekar; *Treasurer*—Mr. Babalal Narasu Lad.

9. *Rashtriya Hotel Kamgar Union, Malegam*.—(Registered on 31st October 1949). *President*—Sadik Husen Quleandar; *General Secretary*—Mr. Md. Umar Khadim; *Secretaries*—Messrs. Narayan Manik, Dhondu Shivram; *Treasurer*—Mr. Kashinath Ukha.

10. *Shahukari Godugadi Hanknar Nokar Mandal, Surat*.—(Registered on 31st October 1949). *President*—Mr. Ishvarlal C. Desai; *General Secretary*—Mr. Hakumat J. Desai; *Secretary*—Mr. Chhotubhai Ratnaji; *Treasurer*—Mr. Kalidas Budsing.

11. *Bombay Tailoring Workers' Union*.—(Registered on 31st October 1949). *President*—Mr. V. M. Nagvenkar; *General Secretary*—Mr. P. G. Kandalkar; *Secretary*—Mr. S. B. Parab; *Treasurer*—Mr. Namdeorao Pethe.

12. *Kirkee Ordnance Depot Rashtriya Mazdoor Sangh*.—(Registered on 31st October 1949). *President*—Mr. Abheram Chaju; *General Secretary*—Mr. Shivaji Prithaji Detanker; *Joint Secretaries*—Messrs. Jethalal Premji Rathod, S. S. Gaikwad; *Organizing Secretary*—Mr. M. K. Ostwal; *Treasurer*—Mr. Sharaf Ali Mohd. Ali.

13. *Bombay Safe and Steel Cabinet Dealers Employees' Union*.—(Registered on 31st October 1949). *President*—Mr. Bhanushanker M. Yagnik; *General Secretary*—Mr. Khelshanker P. Dave; *Secretary*—Mr. Jesinglal G. Panchal; *Treasurer*—Mr. Ramchandra Yeshwant Savant.

14. *State Transport Kamgar Sangh, Sholapur*.—(Registered on 31st October 1949). *President*—Dr. K. B. Antrolkar; *General Secretary*—Mr. A. P. Brahmanalkar; *Secretary*—Mr. R. H. Raichur; *Treasurer*—Mr. S. G. Athavale.

The registrations of 74 Unions were cancelled for non-submission of annual returns. Three Unions were amalgamated to form one separate Union. The total number of registered Unions on 31st October 1949 stood at 474.

INDIAN TRADE UNIONS ACT, 1926

CANCELLATION OF REGISTRATION

Under the provisions of Section 10 (b) of the Indian Trade Unions Act, 1926, the registrations of:

- (1) The Bombay Sweepers' Union,
- (2) Andheri-Marol-Kurla Bus Kamgar Union, Khar,
- (3) Mackinnon Mackenzie's Watch and Ward Employees' Union, Bombay,
- (4) National Dock Workers' Union, Bombay,

have on the tenth day of November 1949 been cancelled on the ground that after due notice from the Registrar, the said Unions have continued wilfully to contravene Section 28 of the Indian Trade Unions Act, in that the Unions have failed to send to the Registrar by the prescribed date the annual general statements required by that Section to be sent annually to the Registrar.

(Signed) V. P. KENI,
Registrar of Trade Unions for the
Province of Bombay.

* * * * *

THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946
NOTIFICATIONS

No. 550/48.—In exercise of the powers conferred by sub-section (4) of Section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to direct that the said Act as applied to the Aundh State (now merged) by clause 4 of the Indian States (application of Laws) Order, 1948, read with article 4 of the States Merger (Governor's Provinces) Order, 1949, shall cease to apply so far as the Engineering, Glass, Soap and Oil Industries in the said State are concerned.

By order of the Governor of Bombay,
N. K. DRAVID,
Secretary to Government.

26th November 1949.

* * * * *

No. 550/48-I.—In exercise of the powers conferred by sub-section (4) of Section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to direct that the said Act as applied to the Kolhapur State (now merged) by clause 4 of the Kolhapur State (Application of Laws) Order, 1949, read with article 4 of the States Merger (Governor's Provinces) Order, 1949, shall cease to apply so far as Electricity Generating Industry and Bidi Industry in the said State are concerned.

By order of the Governor of Bombay,
N. K. DRAVID,
Secretary to Government.

26th November 1949.

No. 22/48.—The following draft of a notification which it is proposed to issue under section 113 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), is published as required by the proviso to the said section for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Bombay on or after the 15th December 1949.

2. Any objections or suggestions which may be received by the Commissioner of Labour, Bombay, from any person in respect of the said draft on or before the date aforesaid will be considered by the Government of Bombay.

DRAFT NOTIFICATION

No. In exercise of the powers conferred by section 113 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to make the following additions and alterations in the industrial matters specified in Schedule I of the said Act, namely:—

In item 11 in Schedule I, for the words "Suspension or" the words "Punishment including warning, censure, fine, suspension or" shall be substituted.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government.

28th November 1949.

* * * * *

THE INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATION

No. 127/48.—Whereas in the opinion of the Provincial Government public interest so requires;

Now, therefore, in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (No. XIV of 1947), and with reference to Government Notification, Labour Department, No. 127/48, dated the 9th May 1949, the Government of Bombay is pleased to declare the following industry, namely, transport for the carriage of passengers or goods by air, to be a public utility service for the purpose of the said Act, for a further period of six months ending 17th May 1950.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Secretary to Government.

5th November 1949.

Foreign

NEW SERIES OF INDEX NUMBERS OF RETAIL SALES AND STOCKS IN ENGLAND

Since April 1944 index numbers of retail sales and of apparel stocks have been prepared by relating the figures for the current period to the averages for the year 1942. The base has now been changed to 1947. Discussions that were held between the various Trade Associations, the Bank of England and the Board of Trade in 1946, with a view to improving the monthly retail trade statistics, centred round the necessity of providing a more detailed analysis of sales figures. It was thought that indices of sales per week would be more useful than those of sales per selling day prepared hitherto.

The expanded form of return was introduced at the beginning of 1947. The main changes in the form were:—

(i) The former women's wear group was divided into five sub-groups: outerwear, underwear, stockings and socks, millinery and haberdashery, etc., and girls' and children's wear, to which was added a further sub-group of dress materials from the old "piece-goods" group.

(ii) The other piece-goods—household textiles—together with furnishing fabrics became a sub-group of furniture and furnishings.

(iii) Radio and musical instruments were taken from the "furnishing departments" group, the former to become a part of hardware, electrical, etc., and the latter to form a separate group.

(iv) A more detailed analysis of the remaining non-food headings was also made. The old "fancy departments"—a very unsatisfactory category—was split into three main groups: books and stationery, jewellery, leather and miscellaneous fancy goods, and pharmacy, toilet and photographic goods. The former "sports and travel" category became "sports and cycles," the figures for trunks, suitcases, etc., being transferred to the new jewellery, leather and miscellaneous fancy goods group.

(v) The food group was also expanded and the former four sub-divisions of groceries, provisions and bakery, perishables, sweets and tobacco, and cafe and restaurant sales were increased to the ten now shown each month.

Firms were in addition asked to furnish their turnover for the preceding month. Advantage was taken of this additional data and the 1947 base was worked out by using the percentage movements from month to month shown on each month's return, instead of by the alternative method of using only figures for the firms which reported in each month of the year. The sales of each reporting firm were first adjusted according to the period to which they related to give figures corresponding to sales in the standard periods of four or five weeks. The figures thus obtained for each category of merchandise were then aggregated to give district and national totals for each month of the year. The percentage changes from month to month for each of the twelve months of the year gave a series of figures from which the average for the year was obtained, and hence by expressing the monthly figures as percentages of this average, a new series of monthly indices was obtained for the base year with an average of 100.

The main reasons for the change of base were that retail distribution suffered many dislocations during the early years of the war and in 1942 conditions were very far from normal. Restrictions and rationing had been imposed and many types of commodities were very scarce, the movement of evacuees from certain areas affected the regional distribution of business—the Central London area was particularly affected and in some cases, the accuracy of the returns may have suffered (*Condensed from an article entitled "New Series of Index Numbers for Retail Sales and Stocks" from the July 1949 issue of the Board of Trade Journal*).

CANCELLATION OF REGISTRATION

Under the provisions of Section 10 (b) of the Indian Trade Unions Act, 1926, the registrations of:

- (1) The Bombay Sweepers' Union,
- (2) Andheri-Marol-Kurla Bus Kamgar Union, Khar,
- (3) Mackinnon Mackenzie's Watch and Ward Employees' Union, Bombay,
- (4) National Dock Workers' Union, Bombay,

have on the tenth day of November 1949 been cancelled on the ground that after due notice from the Registrar, the said Unions have continued wilfully to contravene Section 28 of the Indian Trade Unions Act, in that the Unions have failed to send to the Registrar by the prescribed date the annual general statements required by that Section to be sent annually to the Registrar.

(Signed) P. P. KENI,

Registrar of Trade Unions for the
Province of Bombay.

* * * * *

THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946
NOTIFICATIONS

No. 550/48.—In exercise of the powers conferred by sub-section (4) of Section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to direct that the said Act as applied to the Aundh State (now merged) by clause 4 of the Indian States (application of Laws) Order, 1948, read with article 4 of the States Merger (Governor's Provinces) Order, 1949, shall cease to apply so far as the Engineering, Glass, Soap and Oil Industries in the said State are concerned.

By order of the Governor of Bombay,

N. K. DRAVID,

26th November 1949.

Secretary to Government.

* * * * *

No. 550/48-1.—In exercise of the powers conferred by sub-section (4) of Section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to direct that the said Act as applied to the Kolhapur State (now merged) by clause 4 of the Kolhapur State (Application of Laws) Order, 1949, read with article 4 of the States Merger (Governor's Provinces) Order, 1949, shall cease to apply so far as Electricity Generating Industry and Bidi Industry in the said State are concerned.

By order of the Governor of Bombay,

N. K. DRAVID,

26th November 1949.

Secretary to Government.

No. 22/48.—The following draft of a notification which it is proposed to issue under section 113 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), is published as required by the proviso to the said section for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Bombay on or after the 15th December 1949.

2. Any objections or suggestions which may be received by the Commissioner of Labour, Bombay, from any person in respect of the said draft on or before the date aforesaid will be considered by the Government of Bombay.

DRAFT NOTIFICATION

No. In exercise of the powers conferred by section 113 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to make the following additions and alterations in the industrial matters specified in Schedule I of the said Act, namely:—

In item 11 in Schedule I, for the words "Suspension or" the words "Punishment including warning, censure, fine, suspension or" shall be substituted.

By order of the Governor of Bombay,

N. K. DRAVID,

Secretary to Government.

28th November 1949.

* * * * *

THE INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATION

No. 127/48.—Whereas in the opinion of the Provincial Government public interest so requires;

Now, therefore, in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (No. XIV of 1947), and with reference to Government Notification, Labour Department, No. 127/48, dated the 9th May 1949, the Government of Bombay is pleased to declare the following industry, namely, transport for the carriage of passengers or goods by air, to be a public utility service for the purpose of the said Act, for a further period of six months ending 17th May 1950.

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Secretary to Government.

5th November 1949.

Foreign

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Since April 1944 index numbers of retail sales and of apparel stocks have been prepared by relating the figures for the current period to the averages for the year 1942. The base has now been changed to 1947. Discussions that were held between the various Trade Associations, the Bank of England and the Board of Trade in 1946, with a view to improving the monthly retail trade statistics, centred round the necessity of providing a more detailed analysis of sales figures. It was thought that indices of sales per week would be more useful than those of sales per selling day prepared hitherto.

The expanded form of return was introduced at the beginning of 1947. The main changes in the form were

- (i) The former women's wear group was divided into five sub groups: outerwear, underwear, stockings and socks, millinery and haberdashery, etc., and girls' and children's wear, to which was added a further sub group of dress materials from the old "piece-goods" group.
- (ii) The other piece-goods household textiles— together with furnishing fabrics became a sub-group of furniture and furnishings.
- (iii) Radio and musical instruments were taken from the "furnishing departments" group, the former to become a part of hardware, electrical, etc., and the latter to form a separate group.
- (iv) A more detailed analysis of the remaining non-food headings was also made. The old "fancy departments"— a very unsatisfactory category— was split into three main groups: books and stationery, jewellery, leather and miscellaneous fancy goods, and pharmacy, toilet and photographic goods. The former "sports and travel" category became "sports and cycles," the figures for trunks, suitcases, etc., being transferred to the new jewellery, leather and miscellaneous fancy goods group.

(v) The food group was also expanded and the former four sub-divisions of groceries, provisions and bakery, perishables, sweets and tobacco, and cafe and restaurant sales were increased to the ten now shown each month.

Firms were in addition asked to furnish their turnover for the preceding month. Advantage was taken of this additional data and the 1947 base was worked out by using the percentage movements from month to month shown on each month's return, instead of by the alternative method of using only figures for the firms which reported in each month of the year. The sales of each reporting firm were first adjusted according to the period to which they related to give figures corresponding to sales in the standard periods of four or five weeks. The figures thus obtained for each category of merchandise were then aggregated to give district and national totals for each month of the year. The percentage changes from month to month for each of the twelve months of the year gave a series of figures from which the average for the year was obtained, and hence by expressing the monthly figures as percentages of this average, a new series of monthly indices was obtained for the base year with an average of 100.

The main reasons for the change of base were that retail distribution suffered many dislocations during the early years of the war and in 1942 conditions were very far from normal. Restrictions and rationing had been imposed and many types of commodities were very scarce, the movement of evacuees from certain areas affected the regional distribution of business—the Central London area was particularly affected and in some cases, the accuracy of the returns may have suffered (*Condensed from an article entitled "New Series of Index Numbers for Retail Sales and Stocks" from the July 1949 issue of the Board of Trade Journal*).

Conciliation and Arbitration

NOTIFICATIONS

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

BEFORE THE CONCILIATOR MR. A. C. AMDEKAR

No. 182/49, dated 28th June 1949

Names of Parties

Representing Employers :

Mr. Shankar Ganesh Vaidya, Manager, Jamnadas Dyeing & Bleaching Mills, Fergusson Road, Bombay.

Representing Employees :

Mr. Ramchandra Ganesh Kulkarni,
Mr. Vasant Krishna Mayekar,
Mr. Namdeo Dagdo Dabhane,
Mr. Dhondoo Balkrishna Gurao,
Mr. Ramsarup Rampadhar Upadhya.
(Elected representatives of employees).

Short Recital of the Case

On 30th April 1949, the elected representatives of employees of the Jamnadas Dyeing & Bleaching Mills, Bombay, gave a notice of change in form "L" to the Manager of the Mill requesting that the dearness allowance and scales of pay to be paid to the clerical staff should be fixed on the same basis as those paid by the cotton textile mills in Bombay. They also asked for a bonus of 4½ months' basic wages to be paid to all the workers of the Mill, alteration in the working hours of the Mill Grain Shop, fixing of certain duty hours for the clerical staff, standardisation of musters and wages of all employees of the Mill, etc. As there was no agreement between the parties "N" form was sent to the Conciliator who registered it on 17th May 1949. Conciliation proceedings were held on 26th May, 3rd 15th and 22nd June 1949 and the following settlement was reached between the parties :

Terms of Settlement

(1) All the employees of the Jamnadas Dyeing & Bleaching Mills, whether permanent or Badli, who have worked in the Mills in the year 1948, shall be paid bonus for that year equivalent to 37½ per cent. of the total wages earned in that year and on the same terms and conditions as have been laid down by the Industrial Court for the grant of bonus to the workers of Textile Mills in Bombay for 1948.

(2) The clerical staff of the Mill shall be paid dearness allowance according to the scale prescribed by the Bombay Millowners' Association for the clerical staff in the cotton textile mills in Bombay. This revised dearness allowance for the clerical staff shall be paid with effect from 1st January 1949.

(3) With effect from 1st January 1949, pay scales of the clerical staff of this Mill shall be fixed as follows :

(I) Senior scale—Rs. 140—8—180—10—210.

(II) Junior scale—Rs. 65—5—95—7½—140.

The store-purchaser and the time-keeper shall be in the senior scale and the rest in the junior scale.

(III) The starting pay of a senior or junior clerk shall be fixed in the above scales at a stage next higher to the pay he was drawing on 1st January 1949. This starting pay shall be as from 1st January 1949 and further increments shall be given regularly in their respective scales.

(4) As regards the other demands the parties have come to an amicable settlement between themselves.

(5) Bonus for all the workers and arrears of dearness allowance and pay where it arises, shall be paid on 30th June 1949. So far as bonus is concerned two-third of the bonus amount may be paid in cash and the remaining amount may be paid in National Saving Certificates.

(Signed) S. G. VAIDYA,
Manager,
Jamnadas Dyeing & Bleaching
Mills, Bombay.

(1) (Signed) R. G. Kulkarni,
(2) (Signed) Namdeo Dagdu
Dabhane,
(3) (Signed) Dhondoo Balkrishna
Gurao,
(4) (Signed) Vasant Krishna
Mayekar,
(5) Left hand thumb impression of
Ramsarup Rampadhar Upadhya.
Elected representatives of employee.

(Signatures of Parties)

(Signed) A. C. AMDEKAR,
Conciliator,
22nd June 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 28th June 1949.

BEFORE THE CONCILIATOR MR. R. J. TAMBOLI

No. 188/49, dated 20th June 1949

Names of Parties

- (1) Representing Employers :
Mr. I. S. Devashrayee, Manager, Shri Vivekanand Mills Ltd.,
Ahmedabad.
- (2) Representing Employees :
Textile Labour Association, Ahmedabad.
(Mr. J. G. Parmar).

Short Recital of the Case

On the 7th May 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to sell 16 looms and reduce 16 Weavers. Failing agreement, "N" form was sent to the Conciliator on the 25th May 1949. Conciliation proceedings were held on the 3rd, 8th and 17th June 1949, on the last of which dates, a settlement on the following terms was reached :

Terms of Settlement

- (1) It shall be open to the management to dismantle 16 looms of 38" width as they are not workable, subject to the following conditions :
- (a) Sixteen new looms shall be installed in place of old looms immediately after they are received and the Weavers that are at present engaged on the looms to be dismantled shall be employed on these looms.
- (b) Pending the arrival and installation of new looms, the Weavers shall be accommodated in the same department in any of the shifts.
- (c) The Weavers' wages shall not be affected adversely as a result of this change.
- (2) This settlement shall come into effect from the 16th June 1949.

I. S. Devashrayee,
Manager, Shri Vivekanand Mills
Ltd., Ahmedabad.

R. J. TAMBOLI,
Conciliator,
17th June 1949.

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

(Signatures of Parties)

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 20th June 1949.

BEFORE THE CONCILIATOR MR. E. J. S. RAM

No. 177/49, dated 21st June 1949

Names of Parties

- (1) Representing Employers :
Mr. K. K. Shankar, representing the management of the Narendra
Silk Mills, Bombay.
- (2) Representing Employees :
Mr. M. Saldana,
Mr. P. M. Soares,
Mrs. Manorama Jagnath,
Mr. M. S. Renavikar,
Mrs. Mary Fernandes,
Elected representatives of employees.

Short Recital of the Case

On 21st May 1949, the elected representatives of employees gave a notice of change to the Manager of the Narendra Silk Mills, Bombay, regarding bonus for the year 1948. As no agreement was possible between the parties a report in form "N" was sent to the Conciliator on 30th May 1949. Conciliation proceedings were held on 13th May 1949 and 20th June 1949 and on the latter date an agreement was arrived at between the parties as per terms of settlement mentioned below :

Terms of Settlement

It is hereby agreed between the parties that—

- (1) All employees whether permanent or badli who have worked in the mills shall be given a bonus equivalent to 25 per cent. of their basic earnings on the terms and conditions mentioned below :
- (a) Employees who have worked for less than 63 working days and more than 20 working days shall be granted a bonus to the extent of 50 per cent. and employees who have worked for 20 days or less shall not be paid any bonus.
- (b) Any employee who has been dismissed for misconduct in 1948 shall not be entitled to any bonus even if he has worked for more than 20 days.
- (c) Bonus shall be calculated on earnings (exclusive of dearness allowance) and bonus paid during the period from 1st January to 31st December 1948.
- (d) In case of women who have been on maternity leave during the period referred, the actual maternity allowance drawn by them shall be included in their earnings for the purpose of calculating the bonus payable.

(c) Bonus as above stated shall be paid to the employees in one instalment by 22nd June 1949.

(f) Persons who are eligible for bonus but who are not in service of the mill on the date of the payment shall be paid in one sum by the 15th November 1949. In such cases claims in writing should be submitted to the Manager of the Mill concerned.

(Signed) K. K. Shankar,

Representing the management of
the Narendra Silk Mills, Bombay.

- (1) (Signed) M. Saldana,
- (2) (Signed) P. M. Soares,
- (3) (Signed) Mrs. Manorama Jagnath,
- (4) (Signed) M. S. Renavikar,
- (5) Left hand thumb impression of
Mrs. Mary Fernandes.

20th June 1949.

(Signatures of Parties)

(Signed) E. J. S. RAM,
Conciliation Officer,

20th June 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 21st June 1949.

* * * * *

BEFORE THE CONCILIATOR MR. R. J. TAMBOLI

No. 116/49, dated 2nd May 1949

Names of Parties

- (1) Representing Employers :
Mr. D. B. Joshi, Assistant Secretary, The Bhalakia Mills Co. Ltd.,
Ahmedabad.
- (2) Representing Employees :
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar).

Short Recital of the Case

On the 5th March 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce the strength of Bleached Folders by 3 in day shift for want of work. Failing agreement, "N"

form was sent to the Conciliator on the 16th March 1949. Conciliation proceedings were held on the 22nd March, 29th March, 31st March, 9th April, 13th April, 25th April and 26th April 1949, on the last of which dates, a settlement on the following terms was reached :

Terms of Settlement

- (1) Since the work of bleached folding of cloth has gone down to 14,000 yards per day, the management shall reduce the strength of Bleached Folders by two and discharge junior most Bleached Folders after giving them one month's notice or wages in lieu of notice.
- (2) The discharged Folders shall be given preference as *badlis* and in filling in any vacancy that may arise in future.
- (3) The settlement shall not prejudice the rights of discharged Folders for their Bonuses for 1948 and 1949 and Holidays with Pay.
- (4) This settlement shall come into effect from the 27th April 1949.

(Signed) D. B. Joshi,
Assistant Secretary, The
Bhalakia Mills Co. Ltd.,
Ahmedabad.

(Signed) J. G. Parmar,
for Secretary, Textile
Labour Association,
Ahmedabad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

Dated 26th April 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 2nd May 1949.

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BEFORE THE CONCILIATOR MR. A. C. AMDEKAR

No. 195/49, dated 2nd July 1949

Names of Parties

- (1) Representing Employer :
Mr. D. N. Shroff, Assistant Manager, The Western India Spinning
& Manufacturing Co. Ltd., Bombay.
- (2) Representing Employees :
Mr. G. K. Jayawant, Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 19th May 1949, the Manager of the Mill gave a notice of change in form "K" to the effect that he desired to reduce the post of Metalizer from the Mechanic Department. As there was no agreement between

the parties "N" form was sent to the Conciliator on 24th May 1949. Conciliation proceedings were held on 2nd July 1949 and it was stated that the incumbent of the post of Metalizer had already resigned from service. The following settlement was then reached:

Terms of Settlement

Both the parties agreed that the post of Metalizer in the Mechanic Department shall be reduced with immediate effect.

(Signed) D. N. Shroff, Assistant Manager,
The Western India Spinning and Manufacturing Co. Ltd., Bombay.

(Signed) G. K. Jayavant, For Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of Parties)

(Signed) A. C. AMDEKAR,
Conciliator,
2nd July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 9th July 1949.

BEFORE THE CONCILIATOR MR. L. C. JOSHI

No. 188/49 dated 9th July 1949

Names of Parties

- (1) Representing Employers :
G. T. Parnaik, Esq., B.A., LL.B., Labour Officer, The Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur.
- (2) Representing Employees :
(1) Kasam Bandgi—Universal Winding T. No. 14.
(2) Bai Bibi Baban—Grey Winding T. No. 25.
(3) Bagama Krishnappa—Grey Winding T. No. 52.
(4) Akribai Anna—Grey Winding T. No. 88.
(5) Gomabai Krishnath—Colour Winding T. No. 17.

Short Recital of the Case

On 6th June 1949 the Management gave a notice in Form "K" to the elected representatives of the occupation "D" Winders referred above stating that they desire to retrench 19 piece work Grey Winders and

5 piece work Cup Winders out of the existing strength of 94 and 15, respectively. Failing agreement "N" form was sent to the Conciliator on 17th June 1949. Conciliation proceedings were held on 4th July 1949 on which date a settlement was reached on the following terms:

Terms of Settlement

- (1) The management may retrench 19 piece work Grey Winders and 5 piece work cup-winders out of the existing strength.
(2) If any permanent worker on muster this day is affected due to this retrenchment she will be given priority in *badli*.
(3) This settlement shall come into effect immediately.

(Signed) Illegible,
Agent, The Jam Shri Ranjitsinghji
Spg. & Wvg. Mills Co. Ltd.,
Sholapur.

G. T. PARNAIK,
Employers.

- (1) Left Hand Thumb Impression
of Mr. Kasam Bandgi,
(2) Left Hand Thumb Impression
of Bai Bibi Baban,
(3) Left Hand Thumb Impression
of Bai Bagama Krishnappa,
(5) Left Hand Thumb Impression
of Bai Gomabai Krishnath.
Employees.

L. C. JOSHI,
Conciliator.

N. G. KOTWAL,
Government Labour Officer
Sholapur.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 9th July 1949.

BEFORE THE CONCILIATOR MR. R. J. TAMBOLI

No. 198/49, dated 12th July 1949

Names of Parties

Representing Employers :
Mr. A. A. Ansari, Manager, National Weaving Mills, Malegaon.

Representing Employees :
(1) Mr. Shaikh Ahmed Shaikh Mahmud,
(2) Mr. Fakir Mohd. Dagdu,
(3) Mr. Babu Mahadu Patil,
(4) Mr. Abdul Hamid Faizulla.

Short Recital of the Case

On the 10th June 1949 the elected representatives gave a notice of change in Form "K" to the management demanding same wages as are paid in other mills at Malegaon. Failing agreement "N" form was sent to the Conciliator on the same date as the management objected to the change. Conciliation proceedings were held on the 27th June and 7th July 1949, on the last of which dates a settlement on the following terms was reached.

Terms of Settlement

- (1) The management shall pay one pice per yard of saree length of silk border more than that is paid for saree of cotton border.
- (2) The management shall increase the rates per saree from 14½ annas and 15½ annas to 15 annas and Re. 1 respectively.
- (3) The settlement shall come into effect from the 14th July 1949.

(Signed) Illegible,
Manager,
National Weaving Mills.

1. (Signed) Shaikh Ahmed Shaikh Mahmud,
2. (Signed) Fakir Mohd. Dagdu,
3. (Signed) Babu Mahadoo Patil,
4. (Signed) Abdul Hamid Faizulla,
Elected Representatives of
Employees.

(Signed) R. J. TAMBOLI,
Conciliator.

7th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

No. 199/49, dated 12th July 1949

*Names of Parties**Representative of Employers :*

Mr. K. B. Gunjal, Manager, New Abbasia Weaving Mills, Malegaon.

Representative of Employees :

- (1) Raghav Laxman,
- (2) Mohamed Sadique Abdul Razak,
- (3) Pir Mohamed Matru,
- (4) Nimba Chindha,
- (5) Abdul Majid Safarali.

Short Recital of the Case

On the 10th June 1949, the elected representatives gave a notice of change in Form "L" to the Manager demanding same wages to weavers as is paid in other mills at Malegaon. Failing agreement "N" form of the same date was sent to the Conciliator as the management objected to the proposed change. Conciliation proceedings were held on the 7th July 1949 on which date, a settlement on the following terms was reached :

Terms of Settlement

- (1) The management shall pay 1 pice per yard of saree of silk border more than that is paid in case of sarees with cotton borders.
- (2) The management shall pay Rupee one and annas two per saree having the following particulars :—

| Width | Reeds | Picks | Count | Yards | Border |
|-----------|-------|-------|---------|-------|--------|
| 48 inches | 72 | 48 | 40s/40s | 9 | Cotton |

This settlement shall come into effect from the 9th July 1949.

K. B. Gunjal,
Manager,
New Abbasia Weaving Mills,
Malegaon.

1. (Signed) Raghav Laxman Thorat,
2. (Signed) Mohamed Sadique Abdul Razak,
3. (Signed) Pir Mohamed Matru,
4. (Signed) Nimba Chindha Thorat,
5. (Signed) Abdul Majid Safarali,

(Signed) R. J. TAMBOLI,
Conciliator, Elected Representatives of Employees.

7th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 12th July 1949,

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 206/49, dated 11th July 1949

Names of Parties

- (1) Representing Employers :
Mr. V. B. Kotdawala, Labour Officer, Sarangpur Cotton Mills Co. Ltd., No. 2, Ahmedabad.
- (2) Representing Employees :
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar).

Short Recital of the Case

On the 13th June 1949, the management gave a Notice of Change in Form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce the strength of the Nakshi Department by 2 for want of work. Failing agreement, "N" form was sent to the Conciliator on the 27th June 1949. Conciliation proceedings were held on the 11th July 1949, on which date, a settlement on the following terms was reached :

Terms of Settlement

- (1) The management may reduce the strength of the Nakshi Department by 2 (one in each shift).
- (2) Messrs. Thakorelal Vadilal and Govindlal Chhotalal who are affected by this change being juniormost workers shall be absorbed in the Weaving Department as permanent Weavers. The services of the workers shall be taken as continuous.
- (3) This settlement shall come into effect from the 16th July 1949.

G. K. DHUTIA,
Conciliator,

11th July 1949.

V. B. Kotdawala,
Labour Officer,

Sarangpur Cotton Mills Co. Ltd.,
No. 2, Ahmedabad.

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

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 15th July 1949.

BEFORE THE CONCILIATOR MR. A. C. AMDEKAR

No. 209/49, dated 7th July 1949

Names of Parties

- (1) Representing Employers :
Mr. G. M. Bakliwal, Manager,
Mr. Bansilal Bisawa, Labour Officer, Seksaria Cotton Mills Ltd.,
Bombay.
- (2) Representing Employees :
Mr. G. D. Ambekar, Secretary, Rashtriya Mill Mazdoor Sangh,
Bombay.

Short Recital of the Case

On 19th May 1949, the Manager of the Mills gave a notice of change in form "K" to the effect that the management proposed to dismantle all the Mule machines and replace them by new Ring frames. Consequently they proposed to terminate the services of all the workers of Reeling Department of Mill No. 2 working on the Mule section. As there was no agreement, "N" form was sent to the Conciliator on 31st May 1949. Conciliation proceedings were held on 27th June and 4th and 7th July 1949 and the following settlement was reached between the parties :

Terms of Settlement

- (1) The dismantling of Mule machines involves retrenchment of about 169 Reelers. On the juniormost Reelers from the Reeling Department of both No. 1 and No. 2 Mills shall be retrenched. One hundred and sixty-five workers shall be retained according to seniority in the Reeling Department.
- (2) The retrenchment shall take effect on 12th July 1949.
- (3) The retrenched reelers shall be given first preference in employment both in Reeling and Winding Departments when workers are to be recruited again in future.
- (4) Except during the period of erection and trial of new Ring Frame the workers of Reeling Department, shall not be sent on *pali* for more than 8 days in a month.

G. M. Bakliwal,
Manager,
Seksaria Cotton Mills Ltd.,
Bombay.

G. D. Ambekar,
Secretary,
Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of Parties)

A. C. AMDEKAR,
Conciliator,
7th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 15th July 1949.

No. 210/49, dated 7th July 1949

Names of Parties

Representing Employers :

Mr. G. M. Bakliwal, Manager,
Mr. Bansilal Bisawa, Labour Officer, Seksaria Cotton Mills Ltd.,
Bombay.

Representing Employees :

Mr. G. D. Ambekar, Secretary, Rashtriya Mill Mazdoor Sangh,
Bombay.

Short Recital of the Case.

On 19th May 1949, the Manager of the Mills gave a notice of change in form "K" to the effect that he proposed to dismantle all the Mule machines which are very old and unserviceable and to replace them by new Ring Frames. Consequently he proposed to terminate the services of all the workers of the Mule Department of day and night shifts. As there was no agreement, "N" form was sent to the Conciliator on 31st May 1949. Conciliation proceedings were held on 27th June and 4th and 7th July 1949 and the following settlement was reached between the parties :

Terms of Settlement

(1) The retrenchment in this case affects about 168 workers in both the shifts of the Mule Department. As many of the workers as possible shall be absorbed according to their seniority in the new Ring Frames or elsewhere in both No. 1 and No. 2 Mills without affecting their continuity of service.

(2) Such of those workers who will not be absorbed as in paragraph (1) will be given an opportunity to learn in the Spinning and Weaving departments as spinners and weavers by taking them up as paid apprentices, after 15 days under observation for learning. The apprenticeship period for spinning will be one month and for weaving one and half months. They will be absorbed as regular workers if they show progress in their work.

(3) The Mule Department shall be stopped by stages from now onwards up to the end of 3rd week of July 1949 and those of the workers who are to be retrenched shall be relieved during this period.

(Signed) G. M. Bakliwal,
Manager,
Seksaria Cotton Mills Ltd.,
Bombay.

(Signed) G. D. Ambekar,
Secretary,
Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of Parties)

(Signed) A. C. AMDEKAR,
Conciliator
7th July 1949.

D. G. KALE,

Registrar, Bombay Industrial Relations Act.

Bombay, 15th July 1949.

BEFORE THE CONCILIATOR MR. R. J. TAMBOLI

No. 216/49, dated 8th July 1949

Names of Parties

Representing Employers :

Mr. P. B. Shah, Manager, The Ashok Mills, Malegaon.

Representing Employees :

- (1) Punjaram Bhila Chowdhari, Esqr.
- (2) Mohamed Bashir Abdul Rahiman, Esqr.
- (3) Abdul Gani Abdul Majid, Esqr.

Short Recital of the Case.

On the 16th May 1949, the elected representatives gave a notice of change in form "L" to the management demanding the same wages to weavers as are paid in other mills at Malegaon retrospectively from the date they are being paid less. Failing agreement, "N" form was sent to the Conciliator on the 23rd May 1949. Conciliation proceedings were held on the 15th June, 27th June, 7th and 8th July 1949, on the last of which dates, settlement on the following terms was reached :

Terms of Settlement

(1) Without prejudice to the contention of either party, the management shall pay to weavers Re. 1 As. 14 and Rs. 2 instead of Re. 1 As. 14 and Re. 1 As. 14 per sarce piece which were prevailing on the 10th June 1949 respectively.

(2) The settlement shall have retrospective effect from 18th June 1949.

(3) The arrears shall be paid to the weavers before 18th July 1949.

Pannalal B. Shah,
Manager, The Ashok Mills, Malegaon.

1. Punjaram Bhila Chowdhari,
 2. Mohamad Bashir Abdul Rahiman,
 3. Abdul Gani Abdul Majid,
- Elected Representatives.

R. J. TAMBOLI,
Conciliator,
8th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 18th July 1949.

BEFORE THE CONCILIATOR MR. G. K. DHUTIA

No. 217/49, dated 14th July 1949

Names of Parties

(1) Representing Employers :

Mr. C. G. Parekh, Manager, Surat Cotton Spinning and Weaving Mills Ltd., Surat.

(2) Representing Employees :

The Surat Textile Labour Union, Surat,
(Mr. Dawoodbhai Sooleman, President,
Mr. Harihar S. Thakore, Secretary.)

Short Recital of the Case.

On the 2nd June 1949 the Surat Textile Labour Union, Surat, as a Representing Union, gave a notice of change in form "L" to the management demanding bonus for the year 1948, equivalent to six months' wages. Failing agreement, "N" form was sent to the Conciliator on the 11th June 1949. Conciliation proceedings were held on the 21st June, 6th July and 14th July 1949 on the last of which dates a settlement on the following terms was reached :

Terms of Settlement

(1) It is hereby agreed that the management shall pay to all the employees, whether permanent or *badli*, a bonus equivalent to 3/8ths their basic earnings in 1948, subject to the following conditions :

(a) Employees who have worked for less than 75 working days and more than 32 working days shall be granted a bonus to the extent of 50 per cent. and employees who have worked for 32 days or less shall not be paid any bonus.

(b) Any employee who has been dismissed for misconduct in 1948 shall not be entitled to any bonus even if he has worked for more than 32 days.

(c) Bonus shall be calculated on the new basic earnings under the Standardization Award from 1st January 1948 to 31st December 1948 (difference in old and new rates for the period from 1st January 1948 to 31st October 1948 shall be added in the basic earnings of 1948). The earnings shall be exclusive of the dearness allowance and bonuses paid during 1948.

(d) In the case of women who have been on maternity leave during the period referred to, the actual maternity allowance drawn by them shall be included in their earnings for the purpose of calculating the bonus payable.

(e) Bonus as above stated shall be paid to the employees in two instalments, on or before 14th August 1949 and 17th September 1949 respectively. The 1st instalment shall be 1/3rd of the bonus payable and the remaining 2/3rd shall be paid in 2nd instalment.

(J) Persons who are eligible for bonus but who are not in service of the mill on the date of the payment shall be paid in one lump sum on or before 15th December 1949. In such cases, the claims in writing should be submitted to the Manager of the mill in such a way that the same reaches him on or before the 7th December 1949.

(2) It is further agreed that 1/3rd of the bonus payable under clause (1) above shall be paid in 5 years Post Office National Savings Certificates and the same shall be paid at the time of making payment of 2nd instalment which is due on or before the 17th September 1949. It is, however, left to the discretion of the Management to pay either in cash or a part, i.e., 1/3rd in Post Office National Savings Certificates to those employees whose total amount of bonus comes to Rs. 120 or less.

C. G. Parekh,
Manager,

The Surat Cotton Spinning and Weaving
Mills Ltd., Surat.

G. K. DHUTIA,
Conciliator,

14th July 1949.

Dawoodbhai Sooleman,
President,

The Surat Textile Labour Union, Surat.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 18th July 1949.

No. 218/49, dated 14th July 1949

Names of Parties

Representing Employers :

Mr. J. C. Khatsuria, Manager, The Niranjani Mills Ltd., Surat.

Representing Employees :

The Surat Textile Labour Union, Surat (Mr. Dawoodbhai Sooleman, President, Mr. Harihar S. Thakore, Secretary).

Short Recital of the Case

On the 2nd June 1949 the Surat Textile Labour Union, Surat, as a Representing Union, gave a Notice of Change in form "L" to the Management demanding Bonus for the year 1948, equivalent to six months' wages. Failing agreement, "N" form was sent to the Conciliator on the 11th June 1949. Conciliation proceedings were held on the 21st June, 6th July and 14th July 1949 on the last of which dates a settlement on the following terms was reached :

Terms of Settlement

(1) It is hereby agreed that the management shall pay to all the employees, whether permanent or *badli*, a bonus equivalent to 3/8ths their basic earnings in 1948, subject to the following conditions:

(a) Employees who have worked for less than 75 working days and more than 32 working days shall be granted a bonus to the extent of 50 per cent. and employees who have worked for 32 days or less shall not be paid any bonus.

(b) Any employee who has been dismissed for misconduct in 1948 shall not be entitled to any bonus even if he has worked for more than 32 days.

(c) Bonus shall be calculated on the new basic earnings under the Standardization Award from 1st January 1948 to 31st December 1948 (difference in old and new rates for the period from 1st January 1948 to 31st October 1948 shall be added in the basic earnings of 1948). The earnings shall be exclusive of the dearness allowance and the bonuses paid during 1948.

(d) In the case of women who have been on maternity leave during the period referred to, the actual maternity allowance drawn by them shall be included in their earnings for the purpose of calculating the bonus payable.

(e) Bonus as above stated shall be paid to the employees in two instalments, on or before 14th August 1949 and 17th September 1949 respectively. The 1st instalment shall be 2/3rd of the bonus payable and the remaining 1/3rd shall be paid in 2nd instalment.

(f) Persons who are eligible for bonus but who are not in service of the mill on the date of the payment, shall be paid in one lump sum on or before 15th December 1949. In such cases, the claims in writing should be submitted to the Manager of the mill in such a way that the same reaches him on or before the 7th December 1949.

(2) It is further agreed that 1/3rd of the bonus payable under clause (1) above shall be paid in 5 years Post Office National Savings Certificates and the same shall be paid at the time of making payment of 2nd instalment which is due on or before the 17th September 1949. It is however left to the discretion of the management to pay either in cash or a part, i.e., 1/3rd in Post Office National Savings Certificates to those employees whose total amount of bonus comes to Rs. 120 or less.

J. C. Khatsuria,
Manager, The Niranjan Mills Ltd.,
Surat.

G. K. DEUTIA,
Conciliator,
14th July 1949.

Dawoodbhai Suleman,
President, The Surat Textile
Labour Union, Surat.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

No. 219/49, dated 18th July 1949

*Names of Parties**Representing Employers:*

Mr. C. V. Filwani, Manager, Dhanamall Silk Mills, Surat.

Representing Employees:

Mr. Natvarlal Chhabildas,
Mr. Makanji Lalubhai Patel,
Mr. Abdeali Haiderbhai,
Mr. Ramchandra Ganeshprasad,
Mr. Jogibhai Vallabhbhai Patel,

Elected representatives of employees of Dhanamall Silk Mills,
Surat.

Short Recital of the Case

On the 17th June 1949 the elected representatives of employees of Dhanamall Silk Mills, Surat, gave a Notice of Change in form "L" to the management demanding a Bonus for 1948 equivalent to four months' wages. Failing agreement, "N" form was sent to the Conciliator on the 28th June 1949. Conciliation proceedings were held on the 8th and 15th July 1949, on the last of which dates, a settlement on the following terms was reached:

Terms of Settlement

(1) The management shall pay to all the employees whether in the employment at present or not, a bonus for the year 1948 equivalent to 20 per cent. of the total earnings (excluding dearness allowances and Bonuses paid) during that year, subject to the following conditions:

(a) Employees who have worked for less than 75 working days but more than 32 working days in 1948 shall be paid only 50 per cent. of the bonus payable under the above clause.

(b) Employees who have worked for less than 32 working days in 1948 shall not be paid any bonus.

(c) Employees dismissed for misconduct in 1948 shall not be entitled to any bonus even if they have worked for more than 32 working days in that year.

(2) The amount of bonus shall be paid in cash in one lump sum on or before the 15th October 1949.

(3) Those employees who are not in the employment of the management at present shall register their claims in writing with the Manager of the Mill in such a way that the same reaches him on or before the

1st October 1949 failing which they shall not be entitled to the same. Such employees shall be paid their due bonus on or before the 30th October 1949.

(Signed) Illegible
Manager,
Dhanamall Silk Mills, Surat.

1. (Signed) Natwarlal Chhabildas,
2. (Signed) Mukanji Lallubhai Patel,
3. (Signed) Abdaali Haidarbhai,
4. (Signed) Ramchandra Ganeshprasad,
5. (Signed) Jogibhai Vallabhaji Patel,

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

Elected representatives of
employees of Dhanamall Silk
Mills, Surat.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 18th July 1949.

* * * * *
BEFORE THE CONCILIATOR MR. H. G. ABHYANKAR

No. 204/49, dated 8th July 1949

Names of Parties

Representing employer :

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

Representing employees :

Mr. Jayavant, for Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 7th June 1949, the Manager of the Phoenix Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative Union, to the effect that he desired to reduce the strength of Doff Carriers from 8 to 6, Bobbin Carriers from 6 to 4 and one post of Ceiling and Duct Cleaner. As there was no agreement between the parties "N" form was sent to the Conciliator which was entered in the register on 25th June 1949. Conciliation proceedings were held on 5th July 1949 when the following settlement was reached :

Terms of Settlement

- (1) Out of 8 posts of Doff Carriers, the two posts which are vacant at present will be abolished and will not be filled in.

- (2) Out of 6 posts of Bobbin Carriers, the two posts which are vacant at present will be abolished and will not be filled in.

- (3) The post of Ceiling and Duct Cleaner shall be reduced and the person working at present in that post will be absorbed as a permanent employee in the Spinning Department without any loss in his existing emoluments and with continuity of service.

(Signed) G. K. Jayavant,
for Rashtriya Mill Mazdoor Sangh, Bombay.

(Sd.) Illegible

(Sd.) Illegible

for the Phoenix Mills Ltd., Bombay.

(Signatures of Parties)

H. G. ABHYANKAR,
Conciliator,

8th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 13th July 1949.

* * * * *
No. 205/49, dated 13th July 1949

Names of Parties

Representing employer :

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

Representing employees :

Mr. Jayavant, for Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 10th June 1949, the Manager of the Phoenix Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative Union, to the effect that he desired to reduce the strength of Lap Carriers from 6 to 4 and Sweepers from 3 to 2 in the Carding Department of the Mill. As there was no agreement between the parties "N" form was sent to the Conciliator which was entered in the register on 25th June 1949. Conciliation proceedings were held on 5th July 1949 when the following settlement was reached :

Terms of Settlement

Out of 6 posts of Lap Carriers, two posts which are vacant at present will be abolished and will not be filled in. Similarly out of 3 posts of Sweepers, one post which is vacant at present will be abolished and will not be filled in.

(Signed) G. K. Jayavant,

for Rashtriya Mill Mazdoor Sangh, Bombay.

(Sd.) Illegible

(Sd.) Illegible

for the Phoenix Mills Ltd., Bombay.

(Signatures of Parties)

H. G. ABHYANKAR,
Conciliator,

8th July 1949.

D. G. KALE,

Registrar, Bombay Industrial Relations Act.

Bombay, 13th July 1949.

* * * * *

BEFORE THE CONCILIATOR MR. A. C. AMDEKAR

No. 223/49, dated 19th July 1949

Names of Parties

Representing employers :

Mr. G. M. Bakliwal, Manager, Seksaria Cotton Mills Ltd., Bombay.

Representing employees :

Mr. G. D. Ambekar, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 4th June 1949, the Manager of the Mills gave a notice of change in form "K" to the effect that on account of the replacement of the Mule Frames by Ring Frames, all preparatory machines for six preparations in Carding, Drawing, Slubbing, Inter and Roving Departments will have to be stopped and hence services of all workers working on these machines in Mill No. 2 in both the shifts will be terminated. As there was no agreement, "N" form was sent to the Conciliator on 14th June 1949. Conciliation proceedings were held on 2nd, 4th, 7th and 19th July 1949 and the following settlement was reached between the parties :

Terms of Settlement

(1) The retrenchment in Carding, Slubbing, Drawing, Inter and Roving Departments will affect about 152 workers in Mill No. 2. Only those who are juniormost in the Departments concerned shall be retrenched.

(2) As many of the persons to be retrenched as possible shall be absorbed in suitable jobs acceptable to them, in the Spinning section in both the Mills (No. 1 and No. 2) according to their seniority, without affecting their continuity of service.

(3) The remaining workers shall be retrenched by convenient stages up to the end of July 1949. The workers shall be given first preference in re-employment, whenever workers are to be recruited in future in the departments in question.

G. M. Bakliwal,
Manager,
Seksaria Cotton Mills Ltd.,
Bombay.

G. D. Ambekar,
Secretary,
Rashtriya Mill Mazdoor Sangh,
Bombay.

A. C. AMDEKAR,
Conciliator,

19th July 1949.

D. G. KALE,

Registrar, Bombay Industrial Relations Act.

Bombay, 22nd July 1949.

* * * * *

BEFORE THE CONCILIATOR MR. B. N. DATAR

No. 226/49, dated 25th July 1949

Names of Parties

Representing employers :

Mr. G. J. Vakharla, Manager, Hindoostan Spg. & Wvg. Mills Co. Ltd., Bombay.

Representing employees :

The Rashtriya Mill Mazdoor Sangh, Bombay (Mr. G. K. Jayawant).

Short Recital of the Case

On 1st July 1949, the Hindustan Spinning and Weaving Mills Co. Ltd., Bombay, sent a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, as a representative Union in the cotton textile industry in Bombay, regarding the management's proposal to erect automatic looms in place of some ordinary looms. As no agreement was possible, "N" form was sent to the Conciliator on 11th July 1949.

The case was brought on the register on 16th July 1949 and proceedings were held on 20th July 1949 when after a good deal of discussion the following agreement was arrived at between the parties:

Terms of Settlement

It is hereby agreed that—

1. 92 New Automatic Looms will be erected in the Small Weaving Shed by removing 136 ordinary looms during the course of next ten months.

2. While making this change about 100 looms from the Big Weaving Shed will also be removed and/or replaced by looms so removed from the Small Shed.

3. Every care will be taken to see that no permanent worker is out of work as a result of this change.

4. A permanent weaver affected by this change will be given the same size of looms as far as possible. In case it is not possible a smaller size may be given to him.

5. The weavers and/or battery fillers for Automatic looms and jobbers will be selected and trained from among the present weavers/jobbers of the Mills provided the weavers/jobbers pick up their new work within a period of one month.

6. The Agreement will come in force from 25th July 1949.

(Signed) Godrej J. Vakharia,
Manager,
Hindustan Spg. & Wvg. Mills
Co. Ltd., Jacob Circle,
Bombay.

(Signed) G. K. Jayawant,
for the Secretary,
Rashtriya Mill Mazdoor Sangh,
Mazdoor Manzil, Parel,
Bombay.

(Signed) B. N. DATAR,
Conciliator,
20th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 25th July 1949.

* * * * *

BEFORE THE CONCILIATOR MR. R. J. TAMBOLI

No. 230'49, dated 26th July 1949

Names of Parties

(1) Representing employers:

Mr. A. Samson, Labour Officer, Hind Mills Ltd., Bombay;

(2) Representing employees:

The Rashtriya Mill Mazdoor Sangh (Mr. G. K. Jayavant), Bombay.

Short Recital of the Case

On the 3rd July 1949 the management gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh as a Representative Union stating that they desired to retrench 10 men from the Yarn Dyeing Department (day shift) for want of work and also to retrench 8 winders from the Drum Winding Department on account of going finer. Failing agreement "N" form was sent to the Conciliator on 14th July 1949. Conciliation proceedings were held on 26th July 1949 on which date a settlement on the following terms was reached:

Terms of Settlement

(1) The management may reduce 1 Naphtol Dyeing Man; 4 Vat Dyeing Men; 3 Drawing Coolies; 1 Scovring Man; and 1 Colour Weigher from those employed at present, giving due consideration to the length of service and efficiency of the employees to be discharged.

(2) The retrenched workers as per clause (1) above shall be given first preference as badli in the Dyeing Department and also in filling future suitable vacancies.

(3) Instead of retrenching Winders from the Drum Winding Department, the management may play off 8 winders every day in rotation. Future vacancies shall not be filled in by the management till the strength of winders is reduced to 30, after which playing off shall be discontinued.

(4) Eight Winders affected as per clause (3) above shall be given first preference whenever more Winders are necessary due to change of winding programme.

(5) This settlement shall come into effect immediately.

(Signed) A. Samson,
Labour Officer,
Hind Mills Ltd., Bombay.

(Signed) G. K. Jayavant,
for Secretary,
Rashtriya Mill Mazdoor Sangh, Bombay.

(Signed) R. J. TAMBOLI,
Conciliator,
26th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 30th July 1949.

BEFORE THE CONCILIATOR MR. L. C. JOSHI

No. 231/49, dated 30th July 1949

Names of Parties

- (1) Representing employers :
Mr. M. A. Moses, Labour Officer, Meyer Mills Ltd., Bombay;
- (2) Representing employees :
Mr. G. K. Jayawant, Rashtriya Mill Mazdoor Sangh.

Short Recital of the Case

On 20th June 1949, the Meyer Mills Ltd. gave a notice of change in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, as a representative Union, stating that they desired to reduce the number of 27 Wrapping Boys. Failing agreement "N" form was sent to the Conciliator on the 30th June 1949. Conciliation proceedings were held on 15th, 20th and 27th July 1949, on the last of which dates, a settlement was arrived at between the parties as per terms of agreement mentioned below :

Terms of Settlement

It is hereby agreed between the parties that—

- (1) The management may reduce two junior most Wrapping Boys instead of three, out of the five employed at present.
- (2) The two retrenched workers will be absorbed, one each in the Spinning Line Levelling and the Carding Line Levelling Departments respectively without affecting the continuity of their services.
- (3) They will be given first preference for *badli* work as Wrapping Boys and if found suitable will also be taken on as *ballis* in other posts drawing more than Rs. 30.
- (4) This settlement shall come into effect immediately.

(Signed) M. A. Moses, (Signed) G. K. Jayawant,
Labour Officer, for Secretary,
Meyer Mills Ltd., Bombay. Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of Parties)

(Signed) L. C. JOSHI,
Conciliator,
27th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 30th July 1949.

BEFORE THE CONCILIATOR MR. G. K. DHUTIA

No. 232/49, dated 27th July 1949

Names of Parties

- (1) Representing employers :
Mr. D. B. Joshi, Assistant Secretary, Bhalakia Mills Co. Ltd.,
Ahmedabad ;
- (2) Representing employees :
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar).

Short Recital of the Case

On the 3rd June 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce one Frame Mukadam in night shift. Failing agreement, "N" form was sent to the Conciliator on the 12th June 1949. Conciliation proceedings were held on 21st June, 1st July, 7th July, 13th July, 20th July, 22nd July and 27th July 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may reduce the strength of Mukadams in the Ring Frame Department in the night shift and discharge Mr. Mohan Sava, extra Mukadam, with effect from 1st August 1949.
- (2) Mr. Mohan Sava shall be paid a Gratuity equivalent to one month's wages including dearness allowance for each completed year's continuous service. To settle the issue, he shall be paid three months' wages including dearness allowance, before the 15th August 1949, calculated on the basis of wages and dearness allowance received by him for the month of July 1949.
- (3) The discharged Mukadam shall be given preference as *Badli* if any, and in filling in any vacancy that may arise. His rights for Bonuses for 1948 and 1949 and Holidays with Pay shall not be affected adversely as a result of this settlement.

(Signed) D. B. Joshi,
Assistant Secretary,
Bhalakia Mills Co. Ltd., Ahmedabad.

(Signed) J. G. Parmar,
for Secretary,
Textile Labour Association, Ahmedabad.

(Signed) G. K. DHUTIA,
Conciliator,
27th July 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 1st August 1949.

No. 233/49, dated 29th July 1949

Names of Parties

- (1) Representing employers :
Mr. S. T. Dave, Secretary, Jehangir Vakil Mills Co. Ltd., Ahmedabad.
- (2) Representing employees :
Textile Labour Association, Ahmedabad (Mr. B. V. Gosai).

Short Recital of the Case

On the 25th June 1949, the management gave a Notice of Change in Form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that they desired to reduce six workers in the Finishing Department (3 in each shift) since the Water Mangel Machine was out of order. Failing agreement, "N" form was sent to the Conciliator on the 8th July 1949. Conciliation proceedings were held on the 20th and 29th July 1949, on the last of which dates, a settlement on the following terms was reached :

Terms of Settlement

(1) Since the Water Mangel Machine has gone out of order, the management may reduce the strength of the Finishing Department by 3 in 1st and 2nd shifts and the following workers that were attending the said Machine, shall be transferred to the 3rd shift as permanent workers in the same Department :

1. Mr. Chandrashanker Misarilal.
2. Mr. Kanaji Ramaji.
3. Mr. Dau Hala.
4. Mr. Gaurishanker Harishanker.
5. Mr. Mahadeo Vansi.
6. Mr. Jesalmal Chhabaldas.

(2) It is agreed that on receipt and installation of a new Water Mangel Machine the above workers shall be reverted to their original posts and in case before the arrival of the new Machine, the 3rd shift is required to be closed, they shall be absorbed in the 1st and 2nd shifts as the case may be preferably in the Finishing Department.

- (3) The services of the workers shall be treated as "Continuous."
(4) This settlement shall come into effect from 1st August 1949.

(Signed) S. T. Dave,
Secretary,

Jehangir Vakil Mills Co. Ltd., Ahmedabad.

(Signed) G. K. DHUTIA, Conciliator,
29th July 1949. (Signed) B. V. Gosai,
for Secretary,
Textile Labour Association, Ahmedabad.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 1st August 1949.

No. 236/49, dated 2nd August 1949

Names of Parties

- (1) Representing employers :
Mr. D. B. Joshi, Assistant Secretary, Bhalakia Mills Co. Ltd., Ahmedabad.
- (2) Representing employees :
Textile Labour Association, Ahmedabad.
(Mr. J. B. Parmar).

Short Recital of the Case

On the 2nd June 1949, the management gave a notice of change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that they desired to reduce the strength of Fitters in the Spinning Department by 2. Failing agreement, "N" form was sent to the Conciliator on the 12th June 1949. Conciliation proceedings were held on the 21st June, 7th July, 13th July, 20th July, 22nd July, 27th July, 30th July and 2nd August 1949, on the last of which dates, a settlement on the following terms was reached :

Terms of Settlement

(1) The management may reduce the strength of Fitters by 2, in the Spinning Department in the following manner :

- (a) One Fitter has resigned about 1½ months back and his vacancy may not be filled in ; and
(b) Mr. Velji Tirkam may be discharged with effect from the date on which this settlement comes into effect. He has put in about one year's continuous service and as such he shall be paid two months' wages including dearness allowance (one month's in lieu of notice and one month's as Gratuity) before the 18th August 1949.

(2) The discharged Fitter shall be given preference as *badli* or in filling in any vacancy that may arise in future.

(3) This settlement shall not prejudice the rights of the discharged Fitter or his Holidays with Pay and Bonuses for the years 1948 and 1949.

(4) This settlement shall come into effect from 5th August 1949.

D. B. Joshi,
Assistant Secretary,
Bhalakia Mills Co. Ltd., Ahmedabad.

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

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

D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 6th August 1949.

BEFORE THE CONCILIATOR DR. H. G. ABHYANKAR

No. 229/49, dated 1st August 1949

Names of Parties

Representing Employers :

Mr. Patankar, Labour Officer, Elphinstone Spg. & Wvg. Mills Co. Ltd., Bombay.

Representing Employees :

The Rashtriya Mill Mazdoor Sangh, Bombay (Mr. V. R. Hoshing).

Short Recital of the Case

The Manager of the Mill had given a notice of change on 1st June 1949 in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, as a Representative Union declaring the management's intention to retrench eight workers of the Mill in the Mechanical Department. No agreement was reached between the parties and conciliation proceedings were held in this case on 11th, 18th and 22nd July 1949. Of the eight employees the management wanted to retrench, one died and two left the service of the Company voluntarily, during the course of conciliation proceedings. The parties have reached the following agreement on the question of the retrenchment of the rest of the employees :

Terms of Settlement

(1) The Mill agrees to absorb ticket No. 20 (Mr. S. V. Swaney) of the Mechanical Department as a substitute. The management further agrees to assure him a minimum of a fortnight's earnings during a month on wages equal to or more than the minimum wages in the industry.

(2) The management agrees to take back ticket No. 7 (Mr. Abraham Juda) of the Mechanical Department as a full-time employee.

(3) The management agrees to give one month's notice pay with allowances to ticket No. 2 (Mr. Gopal Ladku), Boiler Department, ticket No. 8 (Mr. Jacob Abraham), Mechanical Department and ticket No. 4 (Mr. Antu Govind), Mechanical Department, and also agrees to give the first preference as *badlis* to these employees.

G. N. Patankar,

Labour Officer,
Elphinstone Spg. & Wvg. Mills
Co. Ltd., Bombay.

(Signatures of Parties)

V. R. Hoshing,

for The Rashtriya Mill Mazdoor
Sangh, Bombay (Representative
Union).

H. G. ABHYANKAR,

Conciliator,

Bombay, dated 1st August 1949.

D. G. KALE,

Registrar,

Bombay, 6th August 1949.

Bombay Industrial Relations Act.

BEFORE THE CONCILIATOR MR. B. N. DATAR

No. 240/49, dated 6th August 1949; *Wirtschaftliche**Names of Parties*

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Representing Employers :

Mr. R. A. Wadia, Manager,
Mr. J. Pereira, Labour Officer, New Union Mills Ltd., Bombay.
Mr. M. S. Warty, Assistant Labour Officer, Millowners' Association,
Bombay.

Representing Employees :

Mr. G. K. Jayavant, for Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 5th July 1949, the Manager, New Union Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, regarding proposed retrenchment of 241 employees from the Spinning Department of the mill due to management's intention to work on fine counts and allot two sides to a sider. As no agreement was possible between the parties, a report in form "N" was sent to the Conciliator on 11th July 1949. Conciliation proceedings were held on 19th, 22nd and 25th July and 3rd August 1949 and on the last of these dates, the parties arrived at a settlement, the terms of which are given below :

Terms of Settlement

It is agreed that—

(1) Fifty-one frames will be run on double sides, i.e., two sides per sider on counts of over 20s.

(2) There will be no retrenchment from amongst the permanent operatives of the Ring Spinning Department and Speed Frame Department: Such of the operatives who will be displaced as a result of double-side working will be absorbed as inside *badlis* in the Departments.

(3) Vacancies created as a result of permanent operatives leaving the Mill or for any other cause will not be filled till the strength of the respective sections of the Departments comes down to what is mentioned in the notice of change.

(Signed) R. A. Wadia,

Manager,
New Union Mills Ltd., Bombay.

(Signatures of Parties)

(Signed) G. K. Jayavant,

for Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signed) B. N. DATAR,

Conciliator,

3rd August 1949.

D. G. KALE,

Registrar,

Bombay Industrial Relations Act.

Bombay, 6th August 1949.

BEFORE THE CONCILIATOR MR. L. C. JOSHI

No. 247/49, dated 3rd August 1949

Names of Parties

Representing Employers :

Mr. S. K. Shirodkar, Labour Officer,
Mr. V. R. Manohar, Spg. Master, Indian Mfg. Co. Ltd., Bombay.

Representing Employees :

Mr. G. K. Jayavant, for Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 2nd July 1949, the Manager of the Indian Mfg. Co. Ltd., Bombay, gave a notice of change to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative Union, stating that the management proposed to erect a Thread Extractor Machine in the Blow Room Department of the mill as a result of which twelve Bonda Cleaners would be retrenched. No agreement was possible between the parties and form "N" was sent to the Conciliator which was registered on 12th July 1949. Conciliation proceedings were held on 20th July and 3rd August 1949 when on the last of these dates, a settlement was reached as per the terms given below :

Terms of Settlement

It is hereby agreed that—

- (1) A Thread Extractor Machine shall be erected in the Blow Room Department.
- (2) The Bonda Cleaners to be reduced would be 12 in number.
- (3) The workers to be selected for retrenchment would be the junior-most in service.
- (4) Retrenched workers would be given as far as possible *badli* work in their department or in any other department if they are suitable for the same.
- (5) In the event of increase in the strength of department concerned preference will be given to the retrenched workers in order of their seniority of service if they presented for work within seven days of increase of strength.
- (6) Retrenched workers who are entitled to gratuity will be given the same according to the scale permissible under the rules of the Company in this respect.

(7) This agreement will come into force from 4th August 1949.

(Signed) G. K. Jayavant,
for Rashtriya Mill Mazdoor Sangh, Bombay.

(Signed) S. K. Shirodkar,
Labour Officer,

(Signed) V. R. Manohar,
Spg. Master, Indian Mfg. Co. Ltd.,
Bombay.

(Signatures of Parties)

(Signed) L. C. JOSHI,
Conciliator,

3rd August 1949.

D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 9th August 1949.

* * * * *

No. 248/49, dated 9th August 1949

Names of Parties

Representing Employers :

Mr. S. K. Shirodkar, Labour Officer,
Mr. V. R. Manohar, Spg. Master, Indian Mfg. Co. Ltd., Bombay.

Representing Employees :

Mr. G. K. Jayavant, for Rashtriya Mill Mazdoor Sangh, Bombay.

Short Recital of the Case

On 2nd July 1949, the Manager of the Indian Mfg. Co. Ltd., Bombay, gave a notice of change to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union stating that the management proposed to erect a Thread Extractor Machine in the Blow Room Department of the mill as a result of which five Bonda Pickers would be retrenched. No agreement was possible between the parties and form "N" was sent to the

Conciliator which was registered on 12th July 1949. Conciliation proceedings were held on 20th July and 3rd August 1949 when on the last of these dates, a settlement was reached as per the terms given below :

Terms of Settlement

It is hereby agreed that—

(1) A Thread Extractor Machine shall be erected in the Blow Room Department.

(2) The Bonda Pickers to be reduced would be five in number.

(3) The workers to be selected for retrenchment would be the junior-most in service.

(4) Retrenched workers would be given as far as possible *badli* work in their department or any other department if they are found suitable for the same.

(5) In the event of the increase in the strength of the department concerned preference will be given to the retrenched workers in order to their seniority of service if they presented for work within seven days of the increase of strength.

(6) Retrenched workers who are entitled to gratuity will be given the same according to the scale permissible under the rules of the Company in this respect.

(7) This agreement will come into force from 4th August 1949.

(Signed) G. K. Jayavant,
for Rashtriya Mill Mazdoor Sangh, Bombay

(Signed) S. K. Shirodkar,
Labour Officer,

(Signed) V. R. Manohar,
Spg. Master, Indian Mfg. Co. Ltd.,
Bombay.

(Signatures of Parties)

(Signed) L. C. JOSHI,
Conciliator,

3rd August 1949.

D. G. KALE,
Registrar,
Bombay Industrial Relations Act.

Bombay, 9th August 1949.

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

The Government of Bombay has referred the following disputes to the arbitration of the Industrial Court :

(1) *Reference No. (I.C.) 151 of 1949.*—The dispute between the Rashtriya Girni Kamgar Sangh, Barsi, and the Lokmanya Mills Ltd., Barsi, relating to the reduction of certain workers.

(2) *Reference No. (I.C.) 152 of 1949.*—The dispute between the Ambica Mills (No. 2) Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 16 workers.

(3) *Reference No. (I.C.) 153 of 1949.*—The dispute between the Rashtriya Girni Kamgar Sangh, Barsi, and the Lokmanya Mills Ltd., Barsi, relating to the retrenchment of Siders, Doffers and Sweepers.

(4) *Reference No. (I.C.) 154 of 1949.*—The dispute between the Rashtriya Girni Kamgar Sangh, Barsi, and the Lokmanya Mills Ltd., Barsi, relating to the retrenchment of 48 workers in the Reeling Department.

(5) *Reference No. (I.C.) 155 of 1949.*—The dispute between the Sarangpur Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to re-fixation of wages in the Winding Department.

(6) *Reference No. (I.C.) 156 of 1949.*—The dispute between the New Maneckchowk Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 6 Reelers.

(7) *Reference No. (I.C.) 157 of 1949.* The dispute between the New Maneckchowk Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 9 Winders.

(8) *Reference No. (I.C.) 159 of 1949.*—The dispute between the Gackwar Mills Ltd., Belimora, and the workmen employed under it, relating to bonus for 1948.

(9) *Reference No. (I.C.) 160 of 1949.*—The dispute between the Maftalal Spinning Mills and the Navsari Cloth Mills Ltd., Navsari, and the Workmen respectively employed under them, relating to bonus for 1948.

(10) *Reference (I.C.) 161 of 1949.*—The dispute between the National Hosiery Workers' Union, Borivli, relating to compensation for retrenched workers.

(11) *Reference No. (I.C.) 162 of 1949.*—The dispute between the National Hosiery Workers' Union, Borivli, and the Jam Hosiery Works, Borivli, relating to compensation for retrenched workers.

(12) *Reference No. (I.C.) 163 of 1949.*—The dispute between the Maneckchowk Spinning and Weaving Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of Doffers and Toplawalas.

(13) *Reference No. (I.C.) 164 of 1949.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Smarth Engraving and Weaving Co. Ltd., Bombay, relating to bonus for 1947.

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

| Names of Parties | Subject | Date of Award | | |
|--|---|---|--|---|
| 1. The Lalbhai Tricunlal Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of 14 operatives in the Dyeing Department. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, page 1811. | 8. The Rashtriya Girmi Kamgar Sangh, Barsi, And The Jayashankar Mills Ltd., Barsi. | Retrenchment of six clerks, one secretary, one peon, etc. <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1821-1823. |
| 2. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Stoppage of 13 cards | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, Pages 1812-1813. | 9. The Fine Knitting Ltd., Ahmedabad, And Its workmen (Part I). | Dearness Allowance, Standardisation of wages, etc. <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1823-1825. |
| 3. The Marsden Spg. & Mfg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of staff in the Bleaching, Dyeing, Finishing and Starch Mangle Departments. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, page 1814. | 10. The United Rayon Mill Ltd., Bombay, And Its Workmen. | Bonus for 1948 <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1825-1828. |
| 4. The Monogram Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of one Ring Fitter and one Fitter. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, page 1815. | 11. The Swastik Textile Mills Ltd., Chembur, And Its Workmen. | Bonus for 1948 <i>B. G. G.</i> , Part I-L, dated 17th November 1949, pages 1894-1897. |
| 5. The Lalbhai Tricunlal Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Discharge of a Jobber | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, page 1816. | 12. The Kalyan Mills Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of Winders <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1869-1870. |
| 6. The Rashtriya Girmi Kamgar Sangh, Barsi, And The Jayashankar Mills Ltd., Barsi. | Retrenchment in the Bundling Department. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, page 1817. | 13. The Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of 16 workers <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1870-1871. |
| 7. The Rashtriya Girmi Kamgar Sangh, Barsi, And The Jayashankar Mills Ltd., Barsi. | Retrenchment in Frame, Ring Frame and Waste Departments. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1819-1821. | 14. Shri Anand Cotton Mills Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. | Reduction of Winders <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1871-1872. |
| | | | 15. Abdul Samed Haji Lal-mohomed Wvg. Factory, Bhiwandi, And Parashuram Hari Kale & four others. (Interim Award.) | Minimum wage, Standardisation of wages, dearness allowance. <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1879-1881. |
| | | | 16. The B. E. S. & T. Undertaking, Bombay, And The B. E. S. T. Workers' Union, Bombay. | Working hours, payment to night shift workers, etc. <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1882-1890. |

Industrial Disputes Act, 1947

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

The Government of Bombay has referred the following 14 disputes to the adjudication of the Industrial Tribunals under Section 10 (1) of the Industrial Disputes Act, 1947 :

1 *Mr. D. G. Kamerkar—*

(i) *No. 880/48, dated 17th November 1949.*—The dispute between the Shri Laxmi Oil Mills, Sangli, and the workmen employed under it, regarding wage scales, dearness allowance and reinstatement.

2 *Mr. M. C. Shah—*

(ii) *No. 5/48, dated 4th November 1949.*—The dispute between the Imperial Chemical Industries (India) Limited, Bombay, and the workmen employed under it, regarding bonus, night shift allowance, etc.

(iii) *No. 804/48, dated 10th November 1949.*—The dispute between the Jayant Metal Manufacturing Company, Limited, Bombay, and the workmen employed under it, regarding bonus, provident fund, minimum basic wage, leave rules, etc.

(iv) *No. 703/48, dated 11th November 1949.*—The dispute between the Bombay Glass Works Limited, Bombay, and the workmen employed under it, regarding wage scales, dearness allowance, bonus, provident fund, etc.

3 *Mr. Salim M. Merchant—*

(v) *No. 701/48, dated 3rd November 1949.*—The dispute between The Bandra Municipality, Bandra, and the workmen employed under it, regarding reinstatement of a Ward Boy.

(vi) *No. 836/48, dated 5th November 1949.*—The dispute between the Hindustan Chemical Works Limited, Bombay, and the workmen employed under it, regarding wage increases, dearness allowance, bonus, leave rules, etc.

(vii) *No. 875/48, dated 10th November 1949.*—The dispute between the Vijaya Engineering Company Limited, Bombay, and the workmen employed under it, regarding dearness allowance, provident fund, gratuity, etc.

(viii) *No. 560/48, dated 21st November 1949.*—The dispute between Goodlass Wall Limited, Bombay, and the workmen employed under it, regarding bonus for 1947-1948 and reinstatement.

4. *Mr. I. G. Thakore—*

(ix) *No. 859/48, dated 16th November 1949.*—The dispute between the Rustom Foundry, Bombay, and the workmen employed under it, regarding minimum basic wage, dearness allowance, bonus, leave rules, etc.

(x) *No. 922/48, dated 23rd November 1949.*—The dispute between Blackwoods India Limited, Bombay, and the workmen employed under it, regarding union recognition, wages, dearness allowance, bonus, provident fund, leave rules, etc.

(xi) *No. 632/48, dated 26th November 1949.*—The dispute between the Mazgaon Tin Factory, Bombay, and the workmen employed under it, regarding reinstatement and payment of compensation.

5. *Mr. P. S. Bakhle—*

(xii) *No. 761/48, dated 16th November 1949.*—The dispute between certain Motor Operators in Kolhapur and the workmen respectively employed under them, regarding dearness allowance.

(xiii) *No. 12/48, dated 23rd November 1949.*—The dispute between the Zandu Pharmaceutical Works, Limited, Bombay, and the workmen employed under it, regarding wages, bonus, gratuity, leave rules, etc.

6. *Mr. P. D. Vyas—*

(xiv) *No. 877/48, dated 5th November 1949.*—The dispute between certain Brick Factories at Ahmedabad, and the workmen respectively employed under them, regarding rates of pay, holidays, etc.

* * * * *

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

1. *Mr. Salim M. Merchant—*

(i) *No. 77/48, dated 26th November 1949.*—The dispute between Alcock Ashdown and Company Limited, Bombay, and the workmen employed under it, regarding bonus for the year 1948.

2. *Mr. P. S. Bakhle—*

(ii) *No. 969/48, dated 16th November 1949.*—The dispute between the Khambatta and H. A. G. Limited, Bombay, and the workmen employed under it, regarding the reinstatement of 10 workers.

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AWARDS PUBLISHED UNDER THE INDUSTRIAL
DISPUTES ACT, 1947

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

| Name of the Concern | Subject | Date of Award |
|---|---|---|
| 1. The Western India Match Co. Ltd., Bombay. | Standing Orders, Dearness Allowance, Leave Rules, Wages, etc. | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1772-1797. |
| 2. The Jagjiwandas Amichandbhai Factory, Ahmedabad. | Bonus for 1948 | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1804-1807. |
| 3. The Pioneer Engineering Works, Ahmedabad. | Bonus | <i>B. G. G.</i> , Part I-L, dated 3rd November 1949, pages 1808-1810. |
| 4. The Indian Radio and Cable Communications Co. Ltd., Bombay. (Interim Award). | Gratuity | <i>B. G. G.</i> , Part I-L, dated 10th November 1949, pages 1862-1872. |
| 5. The Bombay Soap Factory, Bombay. | Bonus, Reinstatement, etc. | <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1940-1943. |
| 6. The Fazalbhoj Nathu & Co., Bombay. | Wages, Dearness Allowance, etc. | <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1943-1956. |
| 7. The Amalgamated Chemical & Dye Stuffs Co. Ltd., Bombay. | Wages, Dearness Allowance, etc. | <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1956 to 1968. |
| 8. The Globe Theatres Ltd., Bombay. | Clarification of Award | <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1991-1992. |
| 9. The Bombay Engineering Metal Works, Ltd., Bombay. | Reinstatement. | <i>B. G. G.</i> , Part I-L, dated 24th November 1949, pages 1995-1996. |

Adjudication Awards

1. COOPER ENGINEERING LTD., SATARA ROAD

The award of Mr. M. K. Trilokekar, Industrial Tribunal, in the dispute between Cooper Engineering Ltd., Satara Road, and the workmen employed under it over questions of bonus, dearness allowance, minimum pay, etc., was published on September 15, 1949.

Reviewing the Company's growing prosperity it was found that the moderate net profits of Rs. 14,351 in the year 1940-41 had been progressively increasing, the net profits for the year 1947-48 being Rs. 1,53,560-4-0.

In the matter of giving wages, dearness allowance, etc., the Tribunal said that this Company would have to toe the line with other engineering concerns in the country in general and with those of equal status and standing in the neighbouring locality in particular. The Company was paying a minimum basic wage of about Rs. 21-2-0 per month which fell short of the minimum basic wage approved by the Central Pay Commission. The Tribunal therefore awarded a minimum wage of Rs. 26 for a month of 26 working days.

The Company was paying a dearness allowance of Re. 1 per day or Rs. 26 per month, but was prepared to link this dearness allowance with the Cost of Living Index Figure of Sholapur, and to increase or decrease one anna in the rupee for every rise or fall of ten points.

The Industrial Court has observed that workers are not entitled to the full extent of the rise in the cost of living unless the industry is benefitted to a corresponding extent by the very contingency which has occasioned the rise. In this case the industry as a whole had benefitted to a large extent, but the demand for dearness allowance on the Sholapur textile workers' scale could not be accepted. As conditions prevailing at Kirlokarwadi did not seem to differ materially from those prevailing at Satara Road, the Tribunal accepted Rs. 56-14-0 as a fair living wage standard at Satara Road and fixed a dearness allowance of Rs. 30-14-0, to be linked with the cost of living index figure of Sholapur for December 1948, and directed that for every rise or fall of 10 points the workers should be paid one anna more or less.

These new rates of minimum wage and dearness allowance were fixed with retrospective effect from January 1949.

With regard to the demand for bonus equal to 4 months' wages the Tribunal said that it was meet and proper that the workers should get a reasonable share in the large profits made by the Company in the year 1947-48, and awarded 3½ months' bonus, the same to include 2½ months' bonus already paid. The conditions laid down for eligibility were that all employees who had worked for at least 75 days should get full bonus, those who had worked for more than 32 days and less than 75 days should

get 50 per cent, and those who had worked for 32 days and less should not be eligible for any bonus. Any employee who was dismissed for misconduct during the year 1947-48 should not be entitled to any bonus.

The Company produced various statements showing that the wage scales for skilled workers prevalent at the time were very fair, and it had given increments to all classes of workers from time to time. The demand for a minimum yearly increment of annas 2 per day to skilled workers of the Company was therefore rejected.

2. BURMAH SHELL OIL STORAGE & DISTRIBUTING CO. OF INDIA LTD., BOMBAY

Observing that the oil industry was one of the industries which should try to give effect to the solemn obligation contained in the Declaration of Philadelphia to promote, "policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection," Mr. I. G. Thakore, Industrial Tribunal in the dispute between the Burmah Shell Oil Storage and Distributing Co. of India Ltd., Bombay, and its workmen held that clerical employees of concerns like the present should be awarded a minimum basic wage of Rs. 85—especially when the minimum for non-profit making concerns like the Government had been fixed at Rs. 77-8-0 by the Central Pay Commission. On behalf of the workmen it was urged that in assessing the capacity to pay not only should account be taken of the capacity of Burmah Shell but also of the Royal Dutch-Shell which is almost unlimited and that the industry should therefore pay a "living wage" as distinct from a "minimum wage" to its workers. The Company, on the other hand, urged that the wages and conditions of service prevailing in the Company were quite fair and that no case had been made for revision and that the fact that the Company paid higher wages when other industries were paying low wages was no argument for compelling the Company to pay still higher wages because wages in other industries had been increased.

According to the Tribunal a wage-level may be fixed either with reference to the capacity to pay of a particular concern, or with reference to the capacity to pay of the whole industry and while the wage scale paid in other concerns in the same industry and very often in other industries is both relevant and useful, it is not the sole criterion and should not come in the way of revising the wages if the concern has the capacity to pay higher wages. Further, if the Tribunal were to be influenced by the scales prevailing in Cal ex (India) Ltd., and the Standard Vacuum Oil Co. Ltd., which have largely been fixed with reference to scales prevailing in Burmah-Shell, it would only result in freezing wages at the existing levels in Burmah-Shell and preventing further progress. "Till we reach the living wage standard comparisons should only be resorted to as a means for securing progress and not as a check to progress."

In the present case, the Company had not denied its capacity to pay the various demands of the union and the Tribunal therefore felt it would be justified in looking to the capacity of Burmah-Shell alone to

fix certain wage scales and other conditions of service which it considered to be fair without reference to the capacity of the industry as a whole. Even if the industry as a whole were taken it would appear from the observations made in the Standard Vacuum Oil Co. Ltd., and Caltex (India) Ltd. that the oil distribution industry in India even taken as a whole does not dispute its capacity to pay "Fair Wages." The observations of the Petroleum Committee, in its record of the first session are even more noteworthy. "The workers in the petroleum industry are not among the lowest paid. Indeed, in some countries, it would appear that the skilled petroleum workers are among the best paid as compared with workers in other industries"

With these observations the Tribunal prescribed the following scales and grades for employees in the Company's Branch and General Manager's Offices and for clerical and service staff employees at the installations :

Clerks—

| | |
|-------------------------|---------------------------------------|
| | Rs. 85—5—100—7½—160—E.B. |
| | 3 years 8 years |
| Grade B and Typists | —10—230 |
| | 7 years |
| Grade A and Head Typist | Rs. 130—10—240—E.B.—11—310 |
| | 11 years 4 years |
| Grade II Clerks | Rs. 65—3—80—E.B.—5—120 |
| | 5 years 8 years |

Stenographers—

| | |
|-----------------|--------------------------------------|
| Junior | Rs. 125—7½—170—E.B.—7½—200 |
| | —10—230 |
| Senior | Rs. 150—10—240—E.B.—15—300 |
| Tracers | Rs. 110—7½—170—10—190—E.B. |
| | —10—250 |
| | Rs. 120—10—140—15—200—E.B. |
| | 2 years 4 years |
| Motor Mechanics | —15—260 |
| | 4 years |

Comptists—

| | | |
|-------------------|-----|---|
| Grade "A" | ... | Rs. 140—10—240—E.B.—15—300 |
| Grade "B" | ... | Rs. 110—7½—170—10—190—E.B.—10—260 |
| Draftsmen | ... | Rs. 150—10—240—E.B.—15—330 |
| Sweeper | ... | Rs. 35—2—47—E.B.—2—65 |
| Cleaner | ... | Rs. 1—6—0—As. 1—Rs. 1—12—0—E.B.—As. 1—Rs. 2—2—0 |
| Carpenter | ... | Rs. 2—5—0—As. 5—Rs. 3—9—0—E.B.—As. 6—Rs. 5—7—0 |
| Sepoys and Hamals | ... | Rs. 35—2—55—E.B.—2½—65 |
| Cycle poons | ... | Rs. 5 as cycle allowance plus ordinary scale of a peon. |
| Lift-man | ... | Rs. 40—2—60—E.B.—2½—70 |
| Butler | ... | Rs. 45—2—55—E.B.—2—65 |
| Head Butler | ... | Rs. 50—2—60—E.B.—2—70—3—82 |
| Filing Sepoys | ... | Rs. 40—3—58—E.B.—3—70 |
| Binder | ... | Rs. 50—5—80—E.B.—5—100 |

Cooks—

| | | |
|-------------------|-----|-----------------------|
| Head Cook | ... | Rs. 80—5—105 |
| Second Grade Cook | ... | Rs. 50—3—68—E.B.—3—80 |
| Third Grade Cook | ... | Rs. 45—2—57—E.B.—2—65 |

Drivers—

| | | |
|-------------|-----|------------------------|
| Car-drivers | ... | Rs. 65—5—95—E.B.—5—115 |
|-------------|-----|------------------------|

Workmen at the installations at Sewree, and Wadi Bunder, Santa Cruz and Juhu Aviation Service Stations including watch and ward, drivers, and cleaners, but excluding clerks and service staff, were awarded the following scales and grades:

Unskilled—

| | | |
|------------------------------|-----|---|
| Coolies Men | ... | Rs. 1—6—0—As. 1—Rs. 1—12—0—E.B.—As. 1—Rs. 2—2—0 |
| Women same as above or | ... | Rs. 1—4—0—As. 1—Rs. 1—10—0—E.B.—As. 1—Rs. 1—12—0 |
| Coolies-store | ... | } Rs. 1—6—0—As. 1—Rs. 1—12—0—E.B.—As. 1—Rs. 2—2—0 |
| Coolies-cansaling | ... | |
| Wiremen Coolie | ... | |
| Revolving Crewman | ... | |
| Assistant Carpenter | ... | |
| Assistant Fitter | ... | } Rs. 2—5—0—As. 3—Rs. 3—4—0—E.B.—As. 4—Rs. 4—8—0 |
| Stacker/wagon loader coolies | ... | |

Semi skilled workers—

| | | | |
|---|-----|---|--|
| (1) Machinemen—Cap, clip, Handle Sealing, Shearing, Bung-hole Handles Blanking, Handle Humming, Handle forming, Washer Punching and Electric Hoist. | ... | Rs. 1—10—0—As. 1½—Rs. 2—3—0—E.B.—As. 1½—Rs. 2—9—0. | |
| (2) Machinemen—Top, Bottom, Body trimming, Panel Press, Rolling, Flanging and Body Forming. | ... | Rs. 1—10—0—As. 1½—Rs. 2—3—0—E.B.—As. 1½—Rs. 2—9—0. | |
| (3) Machinemen—Hand Press | ... | Rs. 1—12—0—As. 1½—Rs. 2—5—0—E.B.—As. 1½—Rs. 2—11—0 | |
| (4) Machinemen—Two Cal. Can. Rolling and Squeezer. | ... | Rs. 1—13—0—As. 1½—Rs. 2—6—0—E.B.—As. 1½—Rs. 2—12—0. | |
| (5) Filler | ... | } Rs. 1—10—0—As. 1½—Rs. 2—3—0—E.B.—As. 1½—Rs. 2—9—0 | |
| (6) Examiner | ... | | |
| (7) Tester | ... | | |
| (8) Filling Machine Operator | ... | | |
| (9) Firemen (Bolt heating) | ... | | |
| (10) Soldermaker (Acid maker) | ... | | |
| (11) Oilers | ... | | |
| (12) Beltmen | ... | Rs. 1—12—0—As. 1½—Rs. 2—6—0—E.B.—As. 1½—Rs. 2—11—0 | |
| (13) Stacker/wagon loading coolies | ... | Rs. 1—6—0—As. 1—Rs. 1—12—0—E.B.—As. 1—Rs. 2—2—0 | |
| (14) Stenciller | ... | } Rs. 1—13—0—As. 1½—Rs. 2—6—0—E.B.—As. 1½—Rs. 2—12—0 | |
| (15) Hammermen | ... | | |
| (16) Holder | ... | | |
| (17) Cooper | ... | | |
| (18) Packer | ... | | |
| (19) Checker | ... | | |
| (20) Soldermen soldmachine operator. | ... | | |
| (21) Fireman (on automatic solder-machine)/Handle Solder machineman. | ... | | Rs. 1—15—0—As. 1½—Rs. 2—8—0—E.B.—As. 1½—Rs. 2—14—0 |
| Lower than skilled | ... | | |
| Tank wagon filler Tank measurer. | ... | Rs. 2—1—0—As. 1½—Rs. 2—10—0—E.B.—As. 1½—Rs. 3. | |
| Muccadam (overseer) | ... | Rs. 2—4—0—As. 2—Rs. 2—10—0—As. 3—Rs. 3—3—0—E.B.—As. 3—Rs. 3—15—0. | |
| Letter Painters | ... | Rs. 2—5—0—As. 3—Rs. 3—4—0—E.B.—As. 4—Rs. 4—8—0 | |

Skilled Workers—

| | |
|--------------------------------------|---|
| (1) Rivetter (Boiler maker) Caulker. | Rs. 2-2-0—As. 4—Rs. 3-10-0 E.B.—As. 4—Rs. 4-10-0 |
| (2) Blacksmith | } Rs. 2-5-0—As. 4—Rs. 3-9-0 E.B.—As. 6—Rs. 5-7-0 |
| (3) Carpenter | |
| (4) Pattern Maker ... | } No scale fixed |
| (5) Milling Machine Operator ... | |
| (6) Turner | Rs. 2-5-0—As. 4—Rs. 3-9-0— E.B.—As. 6—Rs. 5-7-0 |
| Engine Driver | } Rs. 2-2-0—As. 4—Rs. 3-10-0— E.B.—As. 4—Rs. 4-10-0 |
| Fitter | |
| (9) Painter | Rs. 2-2-0—As. 3—Rs. 3-1-0— E.B.—As. 4—Rs. 4-5-0 |
| (10) Letter Painter ... | Rs. 2-5-0—As. 3—Rs. 3-4-0— E.B.—As. 4—Rs. 4-8-0 |
| (11) Spray Painter ... | Rs. 3-2-0—As. 2—Rs. 3-10-0— As. 3—Rs. 4-0-0—E.B.— As. 3—Rs. 4-9-0 |
| (12) Muccadam Overseer ... | Rs. 2-4-0—As. 2—Rs. 2-10-0— As. 3—Rs. 3-3-0—E.B.— As. 3—Rs. 3-15-0 |
| (13) Wiremen | Rs. 2-9-0—As. 4—Rs. 3-13-0— As. 5—Rs. 4-2-0—E.B.— As. 5—Rs. 5-6-0 |
| (14) Mason | Rs. 2-9-0—As. 3—Rs. 3-11-0— E.B.—As. 3—Rs. 3-14-0— As. 4—Rs. 4-10-0 |

Highly Skilled—

| | |
|----------------------------------|--|
| (1) Pump Driver ... | Rs. 3-4-0—As. 5—Rs. 5-2-0— |
| (2) Electrical Welder ... | E.B.—As. 5—Rs. 6-6-0 |
| (3) Motor Mechanic ... | Rs. 120—Rs. 10—140—15—200— E.B.—Rs. 15—260 |
| (4) Leading turner ... | No scale fixed |
| (5) Gas welder ... | Same as Electrical Welder |
| (6) Leading fitter ... | Rs. 4-0-0—As. 4—Rs. 5-8-0— E.B.—As. 4—Rs. 6-8-0 |
| (7) Head Mistry—Tin Factory ... | Rs. 105—10—145—15—175— |
| (8) Head Mistry—Machine Shop ... | E.B.—15—265 |
| (9) Head Mistry—can factory ... | Rs. 100—10—160—E.B.—10— 200 |
| (10) Pipeline Mistry ... | No scale fixed |
| (11) Carpenter Mistry ... | Rs. 100—10—150—E.B.—15— 225 |
| (12) Tin Factory Mistry ... | Rs. 100—10—160 E.B.—10— 200 |
| (13) Machine Shop Mistry ... | Rs. 100—10—160—E.B.—10— 200 |

| | |
|--|---|
| (14) Painter Mistry ... | Rs. 80—8—120—E.B.—10—170 |
| (15) Tinsmith Mistry | Rs. 80—8—120—E.B.—10—170 |
| (16) Boiler Maker Mistry | Rs. 80—8—120—E.B.—10—170 |
| (17) Kerbide Pump Mistry | Rs. 80—8—120—E.B.—10—170 |
| (18) Soldershed Mistry | } No scale fixed |
| (19) Transport Department Mistry | |
| (20) Assistant Mistries ... | } No scale fixed |
| (21) Light lorry Drivers and Scamel Mechanical Horse | |
| (22) Heavy Lorry Driver and Refueller Driver | Rs. 65—5—85—7½—100—E.B.— 7½—130 Rs. 90—7½—120—10—140—E.B.— —10—160 |

| | |
|------------------|---|
| Cleaners | Rs. 1-6-0—As. 1—Rs. 1-12-0— E.B.—As. 1—Rs. 2-2-0 |
| Gate Havildar | Rs. 55-2-65—E.B.—2-75 |
| Head Havildar | Rs. 65-3-80 |
| Gate Naik | Rs. 48-2-58—E.B.—2-68 |
| Gate Sepoy | Rs. 40-2-50—E.B.—2-60 |
| Sweeper Muccadam | Rs. 40-2-52—E.B.—2-60 |
| Sweeper | Rs. 35-2-47—E.B.—2-55 |
| Mali | Rs. 35-2-47—E.B.—2-55 |

Rejecting the demand for a point to point adjustment in the salary scales, the Tribunal held that such an adjustment could be justified only if "the prevailing wages in the Company were found to be unsatisfactory and that was not the case with the Company. The prevailing wage structure in this Company is certainly not inferior to wages prevailing in other concerns in the same industry or in other industries except a few categories and I have revised the wages only with a view to bring the wage structure nearer to the living wage standard."

On the question of bonus for the years 1946, 1947 and 1948, the Union urged that their demand was justified because their earnings fell short of the living wage standard and since the profits made by the Company were enormous, the employees had a right in the fair share of the profits of the Company. To this the Company replied with emphatic denials of any extraordinary profits, and they held that the large bonuses recently paid to the textile workers should not in any way influence the decision of this Tribunal, since the profits made by the textile industry during the last few years could not be compared to the profits of this Company. According to the Company, whereas the average wage of a Bombay Textile worker in the year 1946 was Rs. 34-12-0, in 1947 Rs. 44 and in 1948 Rs. 49, the average wage of a Burmah-Shell worker in the year 1946 was Rs. 47-1-0, in 1947 Rs. 49-5-0 and in 1948 Rs. 51-3-0. As regards dearness allowance, a Bombay Textile worker in 1946 was paid Rs. 35-7-0, in 1947 Rs. 44-3-0 and in 1948 Rs. 49-11-9, while the average dearness allowance paid by this Company has always been slightly higher by a couple of annas than that paid to a Bombay Textile Worker. Thus the Company contended that for the year 1947, on the basis of one month's bonus already paid to a Burmah-Shell worker, he

received Rs. 97-14-9 as against Rs. 93-11-3 received by a Bombay Textile worker inclusive of bonus and on the basis of one months' bonus for the year 1948 offered but refused by the workers a Burmah-Shell worker would receive Rs. 105-8-0 as against Rs. 109-10-9 received by a Bombay Textile worker, including the $4\frac{1}{2}$ months' bonus received by the latter. If to this were added the various other advantages like additional leave, provident fund, free tea and medical aid, etc., enjoyed by the Burmah-Shell employee and which were not available to the textile worker, it could not be denied that the Burmah-Shell employee was considerably better off than the textile worker. For the year 1947, the Tribunal granted an additional bonus equivalent to $\frac{1}{8}$ th of the annual basic wages of an employee, and for 1948 a bonus equivalent to the above was granted.

As regards dearness allowance on the Bombay cost of living index, the Tribunal finding that the revision of salaries effected in 1947 having completely neutralised the rise in the cost of living up to 160, felt that no dearness allowance need be paid up to that figure. The Tribunal therefore awarded that the rupee variations payable on every 10 point group movement in the cost of living above 160 should be as follows :

| | Rs. a. p |
|----------------------------------|----------|
| for salaries from Rs. 100 to 199 | 7 0 0 |
| for salaries from Rs. 200 to 299 | 8 0 0 |
| for salaries from Rs. 300 to 399 | 10 0 0 |
| for salaries from Rs. 400 to 499 | 12 8 0 |

It was further directed that the payment of dearness allowance should be made on the basis of the quarterly average of the working class cost of living index, and to arrive at the cost of living for any one quarter, the average of the previous quarter should be taken. These scales were directed to be effected from 1st March 1949.

2. MESSRS. R. B. ANANT SHIVAJI DESAI TOPIWALA METAL STAMPING WORKS, BOMBAY

The award of Mr. M. C. Shah, Industrial Tribunal, Bombay in the dispute between the R. B. Anant Shivaji Desai Topiwala Metal Stamping Works, Bombay and their employees regarding bonus to certain employees for the year 1947-48 was published on October 20, 1949.

On 18th October 1948, the Company voluntarily declared a bonus equivalent to three months' basic wages to be paid to its workmen subject to certain terms and conditions which it had prescribed. On 23rd October 1948, bonus was paid to all the workmen of the Company excepting nine persons who were refused the same on the strength of the Company's "terms and conditions," by which "those who had left the service of the Company of their own accord prior to the date of declaration of the bonus and who were not in the service of the Company and had not fulfilled the other conditions, were not eligible to earn the bonus."

Before proceeding with the award, the Tribunal dealt with a technical objection, viz., that the employees in question were not workmen under section 2(s) of the Industrial Disputes Act, 1947, and that the dispute in relation to them was not an industrial dispute of which cognizance could be taken by this Tribunal. In reply, the Tribunal stated, "In my opinion, the definition of workmen, in section 2(s) of the Act does not require that the persons who are the subject of the adjudication proceedings should necessarily be in the employer's service at the date of the dispute or at the date of the proceedings, because if that were so, it will create a queer and anomalous position by which any person who has either, voluntarily left the service of his employer, or who has been discharged by the employer prior to the commencement of any dispute will have no remedy whatever against his employer on the simple ground that he had ceased to be a workman at or prior to the date of the dispute." The contention was therefore rejected.

As regards the claim for bonus, the Tribunal seeing no justification for depriving the nine workmen of their claim to bonus declared, "The Company's contention, viz., that the employee should be on the muster roll of the Company at the time of the declaration and payment of the bonus is evidently too onerous and harsh and no Tribunal can, in fairness, recognise such condition or enforce it to the employees' detriment".

4. RAVI UDAYA VIJAYA PHOTO LITHO OFFSET WORKS, GHATKOPAR

The award of Mr. Salim M. Merchant, Industrial Tribunal, in the dispute between the Ravi Udaya Vijaya Photo Litho Offset Works, Ghatkopar, and their workmen, regarding scales of wages, dearness allowance, bonus, etc., was published on October 20, 1949.

The workmen, through the Bombay Press Employees' Union, demanded that the Company should grant three months' basic wages plus dearness allowance as bonus for the year 1947 without any conditions being attached to the payment thereof. The Tribunal rejected this demand on the grounds that the Company had already paid a month's bonus for the year 1947-48 and the meagre profits made by the Company in that year did not justify the grant of an additional bonus.

Dearness allowance was awarded at the rate of 70 per cent. of the Bombay Millowners' Association rate, with effect from 1st April 1949.

The Union desired that occupations in the press should be appropriately designated and a proper wage scale should be fixed for each occupation.

The following wage scales and classification were therefore fixed with the direction that if any employee was getting higher wages and in a better scale, he should continue to do so:—

| Designated Employee | Classification Awarded | Wage Scales Awarded |
|--|------------------------|------------------------------------|
| | | Rs. |
| 1. Foreman or Supervisor .. | Skilled | 175—10—275. |
| 2. Artist (a) Designer (b) Latho Artist } | Do. | 100—10—180—E.B.—10—280. |
| 3. Press Tinker .. | Do. | 60—3—75—E.B.—5—100—E.B.—10—180. |
| 4. Off-Set Printer .. | Do. | 100—5—150—E.B.—7½—180—E.B.—10—280. |
| 5. Flat Bed Printer .. | Do. | 100—5—150—E.B.—7½—180—E.B.—10—280. |
| 6. Flat Bed Transfer Printer .. | Do. | 75—5—120—E.B.—7½—180—E.B.—10—280. |
| Off-Set Transfer Printer .. | Do. | 75—5—120—E.B.—7½—180—E.B.—10—280. |
| 8. Assistant Transfer Printer .. | Do. | 60—3—75. |
| 9. Assistant Printer .. | Do. | 60—4—100. |
| 10. Head Varnisher .. | Do. | 75—5—100—E.B.—8—180—E.B.—10—280. |
| 11. Cutter .. | Do. | 60—3—75—E.B.—5—100. |
| 12. Head Pressman .. | Do. | 60—3—75—E.B.—5—120. |
| 13. Off-Set and Flat Bed Feeder .. | Semi-Skilled | 40—4—80. |
| 14. Varnisher .. | Do. | 40—4—80. |
| 15. Grinding Machine Man .. | Do. | 40—4—80. |
| 16. Ink Grinder and Sharpener .. | Do. | 40—4—80. |
| 17. Plate Grinder .. | Un-Skilled | 30—2—60. |
| 18. Carpenter .. | Skilled | 60—3—80. |
| 19. Assistant Carpenter .. | Semi-Skilled | 45—3—60. |
| 20. Electrician .. | Skilled | 75—5—175. |
| 21. Driver (Lorry) .. | Do. | 75—5—100. |
| 22. Cleaner .. | Un-Skilled | 30—2—60. |
| 23. Balancer or Coolies .. | Do. | 30—2—60. |
| 24. Watchman .. | Do. | 30—2—60. |

The Union claimed one month's privilege leave, 15 days' sick leave, and 10 days' casual leave per year of service with full pay and dearness allowance, with liberty to accumulate privilege and sick leave for three years. Referring, in this connection, to the Cama formula which was arrived at between the owners of some leading printing presses in Bombay and their employees in Bombay as represented by this same Union, the Tribunal awarded 30 days' leave in the year on the basis of 2 days in the month plus 6 days at the end of the year, such leave to be allowed to be accumulated up to 90 days.

Sick leave was awarded at 7 days in the year on full pay and dearness allowance with the right to accumulate up to six years, i.e., 42 days subject to the following conditions:—

(1) But the rule must be that in cases of accumulation of sick leave for a period which would make the total period of such leave longer than seven days during the year, the applicant must first exhaust all the privilege leave due to him and then, if necessary, draw on the accumulation of sick leave which he has made.

(2) Ordinarily sick leave should be granted only on the production of a medical certificate but for temporary absence for a day owing to sickness, a medical certificate should not be insisted upon.

(3) During the entire period of service of an employee, sick leave^a shall not be taken for more than 6 months.

5. WESTERN INDIA MATCH CO. LTD., BOMBAY

The award of Mr. Salim M. Merchant, Industrial Tribunal, in the dispute between the Western India Match Co., Ltd., Bombay, and its monthly paid employees in its factory at Ambernath regarding dearness allowance, wage scales, etc., was published on November 3rd, 1949.

The Western India Match Co., Ltd., is the premier Match Manufacturing Company in this country and supplies over 80 per cent. of the country's requirements of matches. It operates not only in Bombay Province, but has branches and factories in other Provinces of India, in addition to splint factories at Madras and the Andaman Islands. It also owns and runs a Chlorate of Potash Factory at Ambernath. The Company's factory at Ambernath is a highly mechanised unit; all work from sizing of wood to bandrolling being done through the agency of machines. This factory which is admittedly the largest employs about 235 to 240 monthly paid employees and about 1,800 daily paid workmen, the total number of workmen employed in the Company's factories throughout India being about 8,000.

The Wimco Employees' Association, on behalf of the workmen, claimed that the monthly paid employees were entitled to a higher rate of dearness allowance than at the Bombay Millowners' Association's rate which had been formulated for daily paid textile operatives. The Company argued that its present rate of dearness allowance was quite satisfactory and that the Tribunal should take into account the fact that the Company,

among other things, pays production bonus, grants benefits of the purchase of grain at Bombay rates and makes provisions for the free education of the employees' children.

The Tribunal, considering the financial capacity of the Company, and the fact that these were monthly paid employees belonging to the middle classes whose standard of living was admittedly higher, felt that they should get a higher minimum dearness allowance than at the Bombay Millowners' Association's rate. In the existing scheme of dearness allowance the following changes were directed to be made—On the 1st Rs. 100 of salary, 70 per cent. with a minimum of Rs. 60 on the rest slab as given in the scale. If the dearness allowance as worked out on the basis of the scheme provided by the Company is higher than Rs. 60 per month, the employees shall be paid dearness allowance on that scale. In calculating the dearness allowance it was further directed that the weekly holidays in the month should be taken into account and also that an employee who draws salary for a notified working day on which he is absent, shall be paid dearness allowance for that day.

The Union's demand for a minimum basic wage of Rs. 35 per month for unskilled workers on the ground that the cost of living in Ambernath was higher than that at Bombay was felt to be unjustified and the Tribunal held that the minimum for an unskilled worker should be Rs. 28 as offered by the Company.

The following table shows the various categories of employees, the pay scales demanded, those offered by the Company and those awarded by the Tribunal. These scales were to be effected from 1st January 1949.

| Designations | Pay scale demanded by the Union | Pay scales offered by the Company | Pay scales awarded |
|----------------------------------|---------------------------------|-----------------------------------|--------------------|
| | Rs. | Rs. | Rs. |
| 1. Sweepers | 35-1-55 | 28-1-35 | 28-1-50 |
| 2. Males | 35-1-55 | 28-1-35 | 28-1-50 |
| 3. Gram and Provision Shop Peons | 35-1-55 | 28-1-35 | 28-1-50 |
| 4. Lorry Cleaners | 35-1-55 | 28-1-35 | 28-1-50 |
| 5. Creche Aya | 35-1-55 | 28-1-35 | 28-1-50 |
| 6. Office Sepoys | 35-1-45-2-55 | 30-1-40-E.B.-2-50 | 30-1-40-50 |
| 7. (Bombay) Runner | 40-2-80 | 35-1-40-2-80 | 40-2-70 |

| Designations | Pay scale demanded by the Union | Pay scales offered by the Company | Pay scales awarded |
|-----------------------------|---------------------------------|-----------------------------------|----------------------|
| | Rs. | Rs. | Rs. |
| 8. Tea-maker | 45-2-85 | 35-1-40-2-60 | 46-2-65 |
| 9. School Staff | 40-2-80-3-90 | 40-2-60-E.B.-3-75 | 40-2-60-3-90 |
| <i>Medical Staff</i> | | | |
| 10. Compounders | 60-2-160 | 40-2-50-E.B.-3-75 | 50-2-60-5-120 |
| 11. Dressors | 45-2-85 | 35-1-50-E.B.-2-00 | 35-1-40-2-70 |
| 12. Nurses | 40-2-60-3-90 | 35-1-50-E.B.-2-00 | 40-2-60-3-90 |
| 13. Car Drivers | 50-5-150 | 50-3-95 | 50-5-100 |
| 14. Lorry Drivers | 75-5-175 | 60-3-105 | 70-5-105 |
| 15. Welders | 125-10-275 | 80-7-145-E.B.-8-209 | 90-7-150-E.B.-10-210 |
| <i>Fitter—First Grade—</i> | | | |
| Fitters | | | |
| Turners | | | |
| Millers | | | |
| Tin Smiths | | | |
| Motor Mechanics | 65-9-155-12-275 | | |
| Electricians | | | |
| Masons | | | |
| Carpenter Mistry | | | |
| | | 60-5-110-E.B.-7-145-E.B.-8-209 | |
| <i>Fitter—Second Grade—</i> | | | |
| Fitters | | | |
| Pipe Fitters | | | |
| Blacksmiths | | | |
| Boltmen | | | |
| Carpenters | 65-5-115-8-195 | | |
| Cell-Room Attendants | | | |
| Shapingruen | | | |
| Masons | | | |

| Designations | Pay scale demanded by the Union | Pay scales offered by the Company | Pay scales awarded |
|-------------------------------------|---------------------------------|---------------------------------------|---|
| | Rs. | Rs. | Rs. |
| 1. Engine Drivers | 125—10—225—15—375 | 100—7—142—E.B.—10—232 | 115—7½—145—E.B.—10—245 |
| 2. Assistant Engine Driver. | 100—8—260 | 70—5—100—E.B.—7—175 | 75—5—100—E.B.—7½—175 |
| 3. Boiler Driver | 65—5—115—8—195 | 55—3—70—E.B.—5—120 | 65—5—75—7½—120 |
| 4. Telephone Operator | 75—5—150 | 60—5—110—E.B.—7—145 | 65—5—110—7—145—150 |
| 5. Supervisors | 75—8—155—10—165—15—300 | 55—5—100—E.B.—7—149—E.B.—8—205 | 65—5—110—7—145—E.B.—8—185—10—235 |
| 6. Clerks | 75—8—155—10—165—15—300 | 60—5—110—E.B.—7—145—E.B.—8—185—10—235 | 65—5—110—7—145—E.B.—8—185—10—235 |
| 7. Store Keepers and Godown Keepers | 75—8—155—10—165—15—300 | 60—5—110—E.B.—7—145—E.B.—8—185—10—235 | 65—5—110—7—145—E.B.—8—185—10—235 |
| 8. Wood Measurers .. | 75—8—155—10—165—15—300 | 60—5—110—E.B.—7—145 | 65—5—110—7—145—10—205 |
| 9. Typists | 80—8—160—10—210 | 60—5—110—E.B.—7—145 | 65—5—110—7—145—10—205 |
| 10. Steno-typists | 125—10—225—15—300 | 110—8—190—E.B.—10—230 | 115—5—130—7½—160—10—190—E.B.—12½—240—15—300 |
| 11. Technical Supervisors | 125—10—225—15—300 | Not offered | 115—5—130—7½—160—10—190—E.B.—12½—240—15—300 |

quarters having sufficient sanitary arrangements," observed Mr. M. K. Trilokkar, Industrial Tribunal, referring to the question of housing in the dispute between the Pandharpur Municipality, Pandharpur, and the workmen employed under it.

"At the request of the workers," continued the Tribunal, "I visited the Karad Dharmashala at Pandharpur. This Dharmashala is open to the public. However the rear portion of the Dharmashala is partitioned by a brick wall and about 35 workers are accommodated therein. These rooms, about 10' x 9½', partitioned by ugly locking, torn straw mats, are no better than stables. The Municipality has graciously agreed to replace these cane partitions by brick wall partitions..... if the proposed alterations are carried out these rooms will be perfect hovels..... There was one water pipe, but the tap was missing. Through a tiny hole in the pillar, water was flowing and these workmen could collect water with difficulty"..... The residential arrangements made by the workers in the open land were even worse. "They have built one-roomed-mud houses hardly 4 feet in height. One has to bend considerably to enter these rooms which have hardly any space inside to move about. The roofs are of old, rusted tin-sheets torn from kerosene tins, and heavy stones are placed over them so that the gale may not blow away the roof. Just as the so-called quarters in the Karad Dharmashala are stables, these one-roomed mud-houses can be appropriately termed as pigeon-holes. Sanitation was conspicuously absent and there were no latrines or washing places for these unfortunate creatures. The whole site was simply nauseating."

With these observations, the Tribunal directed that house-rent shall be paid at the rate of Rs. 4 if the unit of the family consists of one workman, and if such unit consists of more than one workman, all such workmen who are Municipal employees shall get Rs. 2 each in addition to the Rs. 4 for the head of the family. This applied to the inmates of the Dharmashala. As regards the workers who had built their own structures, the Tribunal directed that they should be paid Rs. 2 per month as house rent allowance if the unit of family consisted of one Municipal employee. If it consisted of more than one member, then the head of the family should be paid Rs. 2 per month as house rent allowance each additional member being paid Rupee 1.

Referring to the claim of the workmen for pay scales on the lines recommended by the Pay Commission the Tribunal held that the present scales of the workmen covered by this reference were below the living wage scale and that the Municipality would have to find ways and means to increase its income. "In these days of high cost of living the workmen must get at least the living wages and therefore the Municipality must be prepared to take the odium if it finds it necessary to raise taxes." After taking into consideration the Municipality's capacity to pay, the potential revenue it is likely to get and the interest of the workers, the Tribunal prescribed the following scales :—

6. THE PANDHARPUR MUNICIPALITY, PANDHARPUR
 "It is the paramount duty of the Municipality to build pakka structures to house its essential service men. Their duty is onerous and after such duty it is absolutely essential that they should have decent

| Name of Department | Designation | Existing Scale | Prescribed Scale |
|---|----------------------------|----------------|------------------|
| | | Ra. | Ra. |
| 1. Pilgrim Committee Staff | Watchman | 12-1/3-18 | 25-1/2-30 |
| | Sweepers | 11-1/1-30 | 25-1/2-30 |
| | Yatra Committee clerk | 30-2/2-40 | 40-1-50-2-60 |
| | Yatra Accountant | 35-5/2-80 | 55-3-100 |
| | Compounder, I. D. Hospital | 25-3/2-55 | 40-1-50-2-60 |
| 2. Office | Peons | 12-1/3-18 | 25-1/2-30 |
| | Watchman | 15-1/2-25 | 25-1/2-30 |
| | Nagadi peon | 12-1/3-18 | 25-1/2-30 |
| | Jamadar | 16-1/3-22 | 25-1/2-30 |
| | Pressman | 12-1/3-18 | 25-1/2-30 |
| | Store clerk | 20-2/2-40 | 40-1-50-2-60 |
| | Record Keeper | 20-2/2-40 | 40-1-50-2-60 |
| | Despatch clerk | 20-2/2-40 | 40-1-50-2-60 |
| | Nagadi clerk | 20-2/2-40 | 40-1-50-2-60 |
| | Head Printer | 20-2/2-40 | 40-1-50-2-60 |
| | Typist | 25-3/2-55 | 40-1-50-2-60 |
| | Building permission clerk | 25-3/2-55 | 40-1-50-2-60 |
| | Provident Fund clerk | 25-3/2-55 | 40-1-50-2-60 |
| | Sub-committee clerk | 40-5/2-80 | 55-3-100 |
| | Store Keeper | 40-5/2-80 | 55-3-100 |
| Cashier | 40-5/2-80 | 55-3-100 | |
| Office Superintendent | 50-5/2-100 | 60-4-120 | |
| Head Accountant | 40-5/2-90 | 55-3-100 | |
| 3. Jakat Khata | Jakat peon | 12-1/3-18 | 25-1/2-30 |
| | Naka clerk | 14-1/2-25 | 40-1-50-2-60 |
| | Naka clerk | 15-1/1-30 | 40-1-50-2-60 |
| | Rasid Nond clerk | 18-1/1-30 | 40-1-50-2-60 |
| | Jakat checker | 20-2/2-40 | 40-1-50-2-60 |
| | Jakat office clerk | 25-3/2-55 | 40-1-50-2-60 |
| | Chakputti vasuli clerk | 25-3/2-55 | 40-1-50-2-60 |
| | Jakat Inspector | 40-5/2-80 | 55-3-100 |
| 4. House-tax | House-tax peon | 12-1/3-18 | 25-1/2-30 |
| | Vasuli clerk | 25-2/2-40 | 40-1-50-2-60 |
| | Varant clerk | 35-5/2-70 | 45-3-72 |
| | Vasuli Superintendent | 40-5/2-80 | 55-3-100 |
| | Revision Officer | 60-4-120 | 60-4-120 |
| 5. Fire Extinguish- ment Department. | Peon | 12-1/3-18 | 25-1/2-30 |
| 6. Lighting Department | Kandilwala | 12-1/3-18 | 25-1/2-30 |

| Name of Department | Designation | Existing Scale | Prescribed Scale |
|--------------------------------------|------------------|----------------|------------------|
| | | Ra. | Ra. |
| Water Supply Department | Waterman | 12-1/1-20 | 25-1/2-30 |
| | Fitter | 20-2/2-40 | 40-1-50-2-60 |
| 8. Gutter cleaning | Gavandi Bigari | 12-1/3-18 | 25-1/2-30 |
| | Nala Baphai | 13-1/1-11 | 25-1/2-30 |
| | Gattarwala | 14-1/1-20 | 25-1/2-30 |
| | Pakhalwala | 14-1/1-20 | 25-1/2-30 |
| 9. Sanitation Super- vising staff | Gavandi | 25-2/2-45 | 40-1-50-2-60 |
| | Ward Peon | 12-1/3-18 | 25-1/2-30 |
| | Mahar Mukadam | 14-1/1-25 | 25-1/2-30 |
| | Bhangi Mukadam | 15-1/1-25 | 25-1/2-30 |
| 10. General Conser- vancy | Watch Inspector | 20-2/2-40 | 40-1-50-2-60 |
| | Clerk | 40-1-50-2-60 | 40-1-50-2-60 |
| | Sweepers (Women) | 12-1/1-18 | 25-1/2-30 |
| | Bhangis (Women) | 14-1/1-20 | 25-1/2-30 |
| | Chintewale | 13-1/1-18 | 25-1/2-30 |
| | Bhangis (men) | 15-1/1-22 | 25-1/2-30 |
| | Kacharagadiwala | 15-1/1-22 | 25-1/2-30 |
| 11. Special Conser- vancy | Bhangis (Boys) | 12-1/1-15 | 15-12-25 |
| | Bhangis (women) | 14-1/1-20 | 25-1/2-30 |
| 12. Compost Manure | Bhangis (men) | 15-1/2-22 | 25-1/2-30 |
| | Bigaris | 13-1/1-18 | 25-1/2-30 |
| 13. Municipal pensary | Bhangi | 15-1/1-22 | 25-1/2-30 |
| | Clerk | 14-1/2-25 | 40-1-50-2-60 |
| | Peon | 12-1/3-18 | 25-1/2-30 |
| | Cook | 12-1/3-18 | 25-1/2-30 |
| | Bhangi | 15-1/1-22 | 25-1/2-30 |
| | Bhisti | 16-2/2-35 | 30-1-40 |
| | Dresser | 18-2/2-40 | 30-1-40 |
| | Ward Ayya | 16-2/2-36 | 30-1-40 |

| Name of Department | Designation | Existing Scale | Prescribed Scale |
|------------------------------|-------------------------|-----------------|------------------|
| | Compounder | 20-2/2-50 | 40-1-50-2-60 |
| | Case Writer | 20-2/2-40 | 40-1-50-2-60 |
| | Head Compounder | 20-2/2-50 | 45-3-72 |
| | Clerk | 25-3/2-55 | 40-1-50-2-60 |
| 14. Maternity Home | Watchman | 12-1/3-18 | 25-1/2-30 |
| | Sweeper | 14-1/1-20 | 25-1/2-30 |
| | Ward Ayya | 16-2/2-36 | 30-1-40 |
| | Ward Ayya (trained) | 20-1/2-30 | 30-1-40 |
| | Ward Dai | 20-1/2-30 | 30-1-40 |
| | Compounder | 20-2/2-50 | 40-1-50-2-60 |
| 15. Coronation Dispensary | Dresser and Peon | 12-1/2-20 | 25-1/2-30 |
| | Compounder | 20-2/2-50 | 40-1-50-2-60 |
| | Case writer | 20-2-50 | 40-1-50-2-60 |
| 16. Doshi Dispensary | Assistant pounder (Jum) | 12-1/1-20 | 30-1-40 |
| | Compounder | 12-1/1-20 | 30-1-40 |
| | Clerk | 20-2/2-40 | 40-1-50-2-60 |
| 17. Birth and Death Register | Clerk | 25-3/2-55 | 40-1-50-2-60 |
| 18. Dispensary | Peon | 12-1/3-18 | 25-1/2-30 |
| | Vaccinator | 25-1-35-36-1-46 | 40-1-50-2-60 |
| 19. Anti Malaria Department | Peon | 12-1/3-18 | 25-1/2-30 |
| 20. Anti Plague Dispensary | Peon | 12-1/3-18 | 25-1/2-30 |
| | Clerk | 20-2/2-40 | 40-1-50-2-60 |
| 21. Food Adult ration | Peon | 12-1/3-18 | 25-1/2-30 |
| 22. Shop Inspection | Peon | 12-1/3-18 | 25-1/2-30 |
| 23. Market Slaughter House | Market Mukadam | 15-1/2-25 | 25-1/2-30 |
| 24. Dak Bungalow | Peon | 12-1/3-18 | 25-1/2-30 |

| Name of Department | Designation | Existing Scale | Prescribed Scale |
|-----------------------------|-------------------|----------------|------------------|
| 25. Kondwada | Clerk | 18-1/2-25 | 40-1-50-2-60 |
| 26. Municipal Garden | Assistant Mali | 12-1/3-18 | 25-1/2-30 |
| | Mali | 15-1/2-25 | 25-1/2-30 |
| 27. Public Works Department | Sopoy | 12-1/3-18 | 25-1/2-30 |
| | Mukadam | 20-1/1-30 | 40-1-50-2-60 |
| | Clerk | 20-2/2-40 | 40-1-50-2-60 |
| | Carpenter | 25-2/2-45 | 40-1-50-2-60 |
| | Gavandi | 25-2/2-45 | 40-1-50-2-60 |
| | Mistry | 25-3/2-55 | 40-1-50-2-60 |
| 28. Technical School | Sopoy | 12-1/3-18 | 25-1/2-30 |
| | Clerk | 25-3/2-55 | 40-1-50-2-60 |
| | Carpenter/Teacher | 25-3/2-55 | 40-1-50-2-60 |
| 29. Lokamanya Vidyalaya | Sopoy | 12-1/3-18 | 25-1/2-30 |
| | Clerk | 30-3/2-60 | 40-1-50-2-60 |

The workmen's claim that they should get dearness allowance according to the scales prescribed for Government servants, i.e., Rs. 25 and Rs. 35, was felt to be a moderate demand and dearness allowance was granted at Rs. 25 for those getting a salary of Rs. 50 and below, and Rs. 35 for those getting Rs. 51 and above.

The workmen demanded that the menial staff should get casual, privilege and sick leave on the same terms as was granted to the superior staff, and that female employees should be given 45 days' maternity leave. The Tribunal observed that the leave rules of the Municipality were applicable in the case of all Municipal servants and therefore there was no reason why the menial staff should be deprived of the benefit of their casual, privilege and sick leave. As compared with the maternity benefit of 8 weeks given under the Bombay Maternity Benefit Act, the demand for 45 days' maternity leave was extremely moderate and was conceded.

As far as the daily rated staff were concerned, the Tribunal rejected the demand, that all employees who were continuously working in the Municipality should be made permanent, on the grounds that the Municipality has to engage casual labour for seasonal work and would thus have to create more permanent posts. The Municipality having agreed that those monthly rated employees who worked in a clear vacancy continuously for 6 months should be made permanent, a direction was made accordingly.

Labour Legislation

THE MINIMUM WAGES (CENTRAL ADVISORY BOARD) RULES, 1949

In exercise of the powers conferred by section 29 of the Minimum Wages Act, 1948 (XI of 1948), the Central Government is pleased to make the following rules, the same having been previously published as required by the said section, namely—

PRELIMINARY

1. These rules may be called the Minimum Wages (Central Advisory Board) Rules, 1949.

2. *Definition.* In these rules, unless there is anything repugnant in the subject or context,

(i) "the Act" means the Minimum Wages Act, 1948 (XI of 1948);

(ii) "Board" means the Central Advisory Board constituted under section 8 of the Act;

(iii) "Chairman" means the Chairman of the Central Advisory Board; and

(iv) "Member" means a member of the Central Advisory Board.

3. *Constitution of the Central Advisory Board.*—The Board shall consist of the following members, to be nominated by the Central Government, namely:—

(i) a Chairman;

(ii) Five independent members, of whom two at least shall be officers of the Central Government, one of whom shall be nominated as the Vice-Chairman of the Board, and one at least shall be an official member representing the Chief Commissioners' Provinces in rotation;

(iii) One independent member representing each of the Governor's Provinces;

(iv) fifteen members representing employers in the scheduled employments; and

(v) fifteen members representing employees in the scheduled employments.

4. *Terms of office of members.*—(1) Subject to the provisions of these rules, the terms of office of members, other than official members, shall be two years commencing from the date of their appointment:

Provided that a member shall, notwithstanding the expiry of the said period of two years, continue to hold office until the appointment of his successor.

A member nominated to fill a casual vacancy shall hold office, only so long as the member in whose place he is nominated would have been entitled to hold office if the vacancy had not occurred.

(3) The official members shall hold office until replaced by others.

5. *Eligibility for renomination.*—An outgoing member shall be eligible for renomination.

6. *Resignation.*—(1) A member other than the Chairman may resign his office by a letter in writing addressed to the Chairman.

(2) The Chairman may resign his office by a letter addressed to the Central Government.

(3) A member shall be deemed to have vacated his office—

(i) if he is declared to be of unsound mind by a competent court;

or

(ii) if he is an undischarged insolvent; or

(iii) if before or after the commencement of the Act, he has been convicted of an offence which, in the opinion of the Central Government, involves moral turpitude.

(4) The Central Government may cancel the nomination of a member if, in its opinion, he has ceased to represent the interest on whose behalf he was nominated.

7. *Cessation and restoration of membership.*—(1) If a member fails to attend three consecutive meetings of the Board, he shall cease to be a member thereof.

(2) A person, who ceases to be a member under sub-rule (1) shall be informed of such cessation by a letter sent to him by registered post within fifteen days from the date of cessation. The letter shall indicate that if he desires restoration to membership, he may apply in writing in this behalf to the Chairman within thirty days from the receipt of such letter. Every such application shall contain the reason for the failure to attend three consecutive meetings. The application for restoration to membership, if received, shall be placed before the Board and if a majority of members present at the meeting are satisfied that the reasons for failure to attend three consecutive meetings are adequate, the member shall be restored to membership immediately after a resolution to that effect is adopted.

8. *Minimum number of meetings.*—(1) The Board shall meet at least once each year.

(2) The Chairman may, whenever he thinks fit and shall within fifteen days of the receipt of a requisition in writing from not less than one-half of the members, call a meeting of the Board.

9. *Notice of meetings.*—(1) The Chairman shall decide the date, time and place of every meeting. Ordinarily, notice of not less than 21 days from the date of posting thereof shall be given to every member for each meeting of the Board. A list of business proposed to be transacted at the meeting shall be attached with the notice.

(2) If it is necessary to convene an emergent meeting at least 10 days' notice shall be given to every member.

10. *Chairman of the meeting.*—The Chairman or, in his absence, the Vice-Chairman shall preside at the meetings. In the event of the absence of both the Chairman and Vice-Chairman, the members present may elect one amongst themselves to preside at the meeting.

11. *Quorum.* No business shall be transacted at any meeting unless at least fifteen members are present :

Provided that if at any meeting less than fifteen members are present, the Chairman may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members attending it.

12. *Business of business.* Any business which requires consideration by the Board shall be considered at a meeting thereof :

Provided that the Chairman may, if he thinks fit, direct that the necessary papers may be referred for opinion to all members.

Provided further that the decision on any question which is so referred shall be acted upon only if it is supported by not less than a two-thirds majority of the members of the Board. Where there is no such majority or where the Chairman so decides the question shall be considered at a duly convened meeting of the Board.

13. *Method of voting.* Voting shall ordinarily be by show of hands. If any member asks for voting by ballot, or if the Chairman so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairman may desire.

14. *Decision by majority.*—Every question at a meeting of the Board shall be decided by a majority of the votes of the members present and voting :

Provided that in the case of equality of votes, the Chairman or the person presiding shall have a casting vote.

15. *Proceedings of the meeting.*—(1) The proceedings of each meeting shown *inter-alia* the names of the members present thereat shall be forwarded to each member of the Board, to the Central and Provincial Governments and to all State Governments where the Act is in force, as soon after the meeting as possible and, in any case, not less than seven days before the next meeting.

(2) The minutes of each meeting shall be confirmed with such modifications as may be considered necessary at the next meeting.

P. SHARMA, Under Secy.

Books, Publications and Reports

I. BOOKS

The following books were added to the Library during November 1949 :

EMPLOYMENT—

Hayes, G. *Spending, Saving and Employment* Alfred A. Knoff, New York.

GENERAL ECONOMICS—

Harris, S. E. *The New Economics*—Alfred A. Knoff, New York.

Laidler, H. W. *Social Economic Movements*—Routledge & Kegan Paul Ltd., London.

Pettangill, R. *Price Economics*—The Ronald Press Co., New York.

Weekes, B. M. *How to file and Index*—The Ronald Press Co., New York.

INDUSTRIES & MANAGEMENT—

Fogarty, M. P. *Further Studies In Industrial Organisation* Methuen & Co., Ltd., London.

D. Chamanlal. *Cottage Industries & Agriculture in Japan* New Book Co., Ltd., Bombay.

Synton, R. P. *Incentives and Management In British Industry*—Routledge and Kegan Paul Ltd., London.

Rose, F. G. *The Internal Finance of Industrial Undertakings*—3rd issue: Pitman and Sons, Ltd., London.

LABOUR—

Florence, P. *Labour*—Hutchinson's University Library, London.

Omen, W. V. *Labour Problems*—The Ronald Press Co., New York.

Omen, W. N. *Labour Management Economics*—The Ronald Press Co., New York.

STATISTICS—

Eisenhart, H. W. *Techniques of Statistical Analysis*—McGraw-Hill Book Co., London.

TRADE & COMMERCE—

Killough, H. *Economics of International Trade*—McGraw-Hill Book Co., London.

WAGES—

Uggle, H. W. *Wage fixation Methods*—The Ronald Press Co., New York.

II. PUBLICATIONS

The following publications were received in the Library during November 1949:

INDIA

Agricultural Situation in India.—Volume IV, No. 6 (September 1949) (Office of the Economic Adviser to the Government of India, New Delhi).
African Labour.—Volume I, No. 3 October 1949 (Bangalore).
Bombay Co-operative Quarterly.—Volume XXIII No. 2 (October 1949) (The Provincial Co-operative Institute, Bombay).
Calcutta Statistical Association Bulletin.—Volume 2 No. 7 (October 1949). (H. Chatterjee & Co. Ltd., 19 Shamacharan Desai, Calcutta.)
Capital.—Volume CXXIII. Nos. 3&4-3088. (Capital, 4 Lyons Range, Calcutta, No. 1.)
Commerce.—Volume LXXIX, Nos. 2025-2627. (P. Berton Fox, Commerce (1975) Ltd., Royal Insurance Buildings, Churchgate Street, Bombay.)
Eastern Economist.—Volume XIII, Nos 17-19 (Eastern Economist Ltd., 52, Queen's Way, New Delhi).
Economic Weekly.—Volume I, Nos. 45-46 (Bombay).
Engineer.—Volume XXVII Nos. 10-11 (October—November 1949). The Mechanical Engineer Association (India), Bombay.
Hind Mazdoor.—Month, October-November 1949 (Bombay).
Hyderabad Government Bulletin Economic Affairs.—Month August-1949. (Office of the Economic adviser, Finance Department, H. E. H. The Nizams Government, Hyderabad.)
Indian Finance.—Volume XLIV, Nos. 19-21. (Indian Finance, 116 Lower Circular Road, Calcutta.)
Indian Journal of Economics.—Volume XXX, No. 116 (July 1949). (Indian Economic Association, Allahabad.)
Indian Labour Gazette.—Volume VII, No. 3 (September 1949). (Labour Bureau, Ministry of Labour, Government of India, New Delhi.)
Indian Journal of Social Work.—Volume X, No. 2 (September 1949). (Bureau of Research and Publications, Tata Institute of Social Sciences, Byculla, Bombay.)
Indian Railway Magazine.—Volume XXV, No. 9 (September 1949). (Railway User's Federation, Madras.)
Indian Textile Journal.—Volume LIX, No. 709 (October 1949). (The Indian Textile Journal Ltd., Bombay.)
Indian Trade Journal.—Volume CLXXV, Nos. 2253-2255 (Department of Commercial Intelligence and Statistics, India, Calcutta).
Journal of Commerce and Statistics.—Volume 1, No. 12 (October 1949). (Bureau of Commercial Intelligence and Statistics, Bombay.)
Journal of the University of Bombay.—Volume XVIII, No. 24 (September 1949). (University of Bombay, Bombay.)
Kamgar.—Volume III, Nos. 1-2.
Labour Law Journal.—Volume I No. 8 (November 1949). (Sri. R. Venkatraman, 1/1711, Roy Appetah High Road, Madras.)

Mahratta.—Volume LXIX Nos. 43 & 45.
Monthly Bulletin of Statistics U. P.—Volume III No. 9 (September 1949) (Superintendent, Printing and Stationery, Allahabad).
Monthly Survey of Business Conditions In India.—Volume 17 No. 9 (September 1949). (Office of the Economic adviser to the Government of India, New Delhi).
New Democrat.—Volume XIX No. 2 (November 1949). (Editor, L. V. Ferreira, 113, Hindu Colony, Bombay 14).
Railway Herald.—Volume XXI Nos. 14-15. (Editor, Railway Herald Motivilla, Thana, Bombay).
Reserve Bank of India Bulletin.—Volume September 1949. (Reserve Bank of India, Bombay).
Tata Quarterly.—Month October 1949. (Tata Industries Ltd. Bombay).
Weekly Bulletin of Statistics.—Volume 1 Nos. 51-52. (Office of the Economic Adviser to the Government of India, New Delhi).
The Worker.—Volume 1 No. 2 (Bombay).

FOREIGN

American Federationist.—Month September-October 1949. (American Federation of Labour).
American Labour News.—Dated October 31st and November 15th 1949. (United States Information Services, Bombay).
Board of Trade Journal.—Volume 157 Nos. 2753-2755 (H. M. Stationery Office, London).
Bulletin of the Oxford University Institute of Statistics.—Volume 11 No. 16 (October 1949). (Oxford).
Coal.—Month October 1949 (London).
Economica.—Volume XVI, No. 63 (London).
Economist.—Volume CLVII Nos. 5537-5539. (London).
Economic Digest.—Month October 1949. (London).
Greek Bulletin.—dated September 16th 1949. (London).
Industrial Court Awards.—Volume Nos. 2227-2234. (London).
Industrial Safety Survey.—Volume XXV No. 2 (April-June 1949).
Industrial Welfare and Personnel Management.—Month September-October 1949. (London).
Industry.—Month September 1949. (U. Kingdom).
Industry and Labour.—Volume 11 Nos. 7-8 (I.L.O. Geneva).
International Free Trade Union News.—Month October-November 1949. (New York).
I. L. O. News Service, Geneva.—Month November 1949. (Geneva).
Journal of the Royal Statistical Society.—Month CXII 1949. (London).
Journal of the Textile Institute.—Month September 1949 (Manchester).
Labour.—Month October 1949. (London).
Labour Gazette.—Month August-September 1949. (Department of Labour, Canada, Ottawa).
Labour Information Bulletin.—Month September-October 1949. (Washington).
Labours Monthly Survey.—Month August-September 1949. (London).

Labour Research. Month October 1949. (Research Department, London).

League Reporter. Volume I Nos. 13-17 (Washington).

Monthly Abstracts of Statistics.—Month August 1949. (N. Zealand) (Census and Statistics Department, Wellington).

Monthly Bulletin of Statistics. U. N.—Month October 1949. (U. N.).

Monthly Labour Review.—Month September 1949.—(U. S. Department of Labour, Washington).

New Dawn.—Volume 3, No. 21 (Manchester).

New Statesman and Nation.—Volume XXXVIII Nos. 971-972 (London).

New Republic.—dated. September 5th, 19th & October 17th 1949. (London).

Official Bulletin.—Volume XXXII Nos. 1-2 (I. L. O. Geneva).

Planning.—Volume XVI, No. 303 (London).

Statist.—Volume CL Nos. 3735-3737 (London).

Times Review of Industry.—Month October 1949. (London).

Textile Mercury.—Volume CXXI Nos. 3157-3159 (Textile Mercury Ltd., Manchester).

Textile Weekly.—Volume 44, Nos. 1125-1127. (The National Federation of Textile Works Manager's (Manchester).

Trade Union News Bulletin.—July 1949. (Norway).

United Nations Bulletin.—August 1949. (New York).

World.—Month October 1949.

III. REPORTS

The following reports were received in the Library during November 1949:

BANKING—

Fourth annual report 1948-1949 of the International Bank for Reconstruction and development; issued by the Board of Governors, International Bank for Reconstruction and Development, Washington, D. C.

CONSTITUTION—

Constitution of the Grand Lodge Statutes for the Government of Lodges and Protective Laws.—(U. S. A.)

CURRENCY—

Report on currency and Finance for the year 1948-1949.—(G. Claridge & Co., Ltd., Bombay).

EDUCATION—

Education in Sweden; issued by the Swedish Institute, Sweden.

EMPLOYMENT—

Tables relating to Employment & Unemployment in Great Britain 1948.—(His Majesty's Stationery Office, London).

FOOD—

Bombay Plans to Grow More Food.—(Directorate of Publicity, Bombay).

GENERAL

The Bombay Civil List corrected upto 1st July 1949.—(The Superintendent, Government Printing & Stationery, Bombay).

INDUSTRIAL PRODUCTION—

Productivity Pays and how.—(British Information Services, Office of the U. K. High Commissioner in India, Bombay).

INDUSTRIAL MANAGEMENT—

Drastic Laws Increase Workers Safety.—(Swedish Institute, Sweden).

Management Procedures in the Determination of Industrial Relations Policies by Helen Bakes.—(Industrial Relations Section, Department of Economics and Social Institute, New Jersey).

LABOUR—

A Survey of Social and Labour Conditions in Sweden.—(Swedish Employers Confederation, Swedish Institute, Sweden).

Sweden is Modern.—(Swedish Employers Confederation, Swedish Institute, Sweden).

INTERNATIONAL LABOUR OFFICE—

Bibliographical Bulletin On Vocational Guidance, Selection & Framing.—(I. L. O. Geneva, 1949).

General Report I: Iron and Steel Committee: 3rd Session: Geneva, 1949.—(I. L. O., Geneva).

Metal Trades Committee: General Report I: 3rd Session. Geneva, 1949.—(I. L. O., Geneva).

Metal Trades Committee: Systems of wage calculation in the Metal Trades, Report III, 3rd Session, Geneva, 1949 (I. L. O. Geneva).

WELFARE—

Social Welfare in Sweden by Konard Person.—(Swedish Institute, Sweden).

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN OCTOBER 1949

| Occupation and locality | Approximate number of work people involved | | Date when dispute | | Cause | Result | Number of working days lost during the month |
|--|--|------------|-------------------|---------|---|--|--|
| | Directly | Indirectly | Began | Ended | | | |
| <i>Textile Industry</i> | | | 1949 | 1949 | | | |
| The Harivallabhdas Mulchand Mill, Ahmedabad. | 284 | | 5 Oct. | 6 Oct. | Demand for holiday on 5th October 1949 on account of "Basi-Id". | The strike ended in favour of the employers. | 284 |
| Madhowji Dharamsey Mill, Bombay. | 120 | 2,031 | 5 Oct. | 14 Oct. | Demand for reinstatement of the retrenched doffer boys. | The strike ended in favour of the employers. | 14,659 |
| The Maheshwari Mills, Ahmedabad. | 1,080 | .. | 6 Oct. | 17 Oct. | Demand for immediate payment of the arrears of their dearness allowance for August and September 1949 and bonus for 1948. | The strike ended in a compromise. | 11,441 |
| The Gujarat Cotton Mill, Ahmedabad. | 1,200 | .. | 6 Oct. | 10 Oct. | Lockout following workers' demand for immediate payment of their wages, dearness allowance and bonus for the year 1948. | The strike ended in favour of the workers. | 5,400 |
| The Asha Silk Mill, Vikhroli (Thana District). | 234 | .. | 10 Oct. | 12 Oct. | Protest against alleged wrong calculation of wages of some of the workers. | The strike ended in a compromise. | 468 |
| The Shri Laxmi Silk Mill, Bombay. | 87 | .. | 11 Oct. | 12 Oct. | Demand for the appointment of a carpenter for the 3rd shift. | The strike ended in favour of the workers. | 80 |
| The Chunilal Jivan Singapuri Factory, Surat. | 30 | .. | 13 Oct. | 14 Oct. | Demand for the reinstatement of 3 discharged workers. | The strike ended in favour of the workers. | 30 |
| Shri Central Silk Mill, Bombay. | 11 | 4 | 15 Oct. | 24 Oct. | Protest against the proposed closure of the mill. | The strike ended in favour of the employers. | 71 |
| The United Silk Mills, Bombay. | 26 | .. | 17 Oct. | 19 Oct. | Demand for reintroduction of time-scale wages. | The strike ended in favour of the employers. | 39 |
| The Kamala Mills, Bombay. | 1,017 | 2,753 | 18 Oct. | | Protest against apprehended retrenchment of doffer boys. | The strike continues | 35,955 |
| The Gendalal Mills, Jalgaon (E. K. District). | 35 | 690 | 21 Oct. | | Demand for reinstatement of 116 retrenched workers (including 20 workers) of the Ring Department. | The strike continues | 5,455 |
| Raghuvanshi Mills, Bombay. | 2,009 | .. | 25 Oct. (6-30) | 25 Oct. | Protest against the closure of the 3rd shift. | The strike ended in favour of the employers. | 221 |
| Mehra Dyeing Printing and Silk Mill, Bombay. | 68 | .. | 31 Oct. | | Protest against the introduction of "Pali" system. | The strike continues | 44 |

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN OCTOBER 1949—contd.

| Occupation and locality | Approximate number of work-people involved | | Date when dispute | | Cause | Result | Number of working days lost during the month |
|---|--|------------|-------------------|---------|--|--|--|
| | Directly | Indirectly | Began | Ended | | | |
| <i>Engineering</i> | | | | | | | |
| Hind Cycles Ltd., Bombay. | 730 | | 2 Oct. | 3 Oct. | Demand for holiday on 2nd October 1949 on account of "Gandhi Jayanti Day". | The strike ended in favour of the employers. | 649 |
| General strike in Steel Safe Factories and Shops, Bombay. | 344 | .. | 6 Oct. | .. | Demand for payment of wages for Sundays and Public holidays. | The strike continues .. | 6,626 |
| M. Metal Works, Matkoper, Bombay. | 150 | .. | 24 Oct. | 29 Oct. | Demand for one month's wages as "Diwali bonus". | The strike ended in favour of the employers. | 386 |
| Hampton Parkinson (Works) Ltd., Bombay. | 555 | .. | 25 Oct. | 26 Oct. | Demand for 4 months' wages as bonus. | The strike ended in favour of the employers. | 277 |
| <i>Transport</i> | | | | | | | |
| Indian Overseas Airlines Ltd., Santacruz, Bombay. | 160 | .. | 11 Oct. | 14 Oct. | Demand for immediate payment of wages. | The strike ended in favour of the workers. | 344 |
| <i>Miscellaneous</i> | | | | | | | |
| Bombay Municipality (Health and Engineering Departments), Bombay. | 10,690 | .. | 13 May | 17 Oct. | Demand for (1) abolition of daily wage system, (2) fixed grades of pay on increased rates of pay scales, (3) dearness allowance according to the cost of living index, (4) provision of free quarters, (5) six hours' working day, (6) revision of leave rules, (7) gratuity, free medical aid and clothing etc. | The strike ended in favour of the employers. | 42,502 |
| Bidi Factories at Nipani, Nipani (Belgaum District) | 936 | .. | 14 Sept. | | Demand for reinstatement of the workers removed from service, withdrawal of notices issued to the workers and implementation of the agreement reached previously with the unions of the workers. | The strike continues | 24,7 |

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN OCTOBER 1949 --contd.

| Group and locality | Approximate number of workpeople involved | | Date when dispute | | Cause | Result | Number of working days lost during the month | Total number of working days lost in the month |
|--|---|------------|-------------------|---------|--|--|--|--|
| | Directly | Indirectly | Began | Ended | | | | |
| contd. | | | | | | | | |
| The Gadag Belgru Municipal Borough, Gadag (Dharwar District). | 221 | .. | 1 Oct. | 11 Oct. | Demand for (1) payment of dearness allowance for the period from 1st January 1948 to 16th July 1948 according to Government scale, (2) increase in the .. for the period from 1st January 1948 to 30th November 1948 and (3) increase in dearness allowance at the rate of Rs. 10 per month with effect from 1st January 1949. | Indefinite | 2,210 | |
| The Western India Tanneries Ltd., Dharavi, Bombay. | 290 | .. | 2 Oct. | 3 Oct. | Demand for holiday on 2nd October 1949 on account of "Gandhi Jayanti Day". | The strike ended in favour of the employers. | 290 | |
| The Hindustan Vanaspati Mfg. Co. Ltd., Bombay. | 300 | .. | 4 Oct. | 6 Oct. | Protest against the introduction of "Pali" system. | The strike ended in favour of the employers. | 356 | |
| 24. The Grand Wood Works and Saw M.S., Bombay. | 32 | .. | 4 Oct. | 7 Oct. | Demand for holiday on October 4 on account of "Bakri-Id". | The strike ended in favour of the employers. | 82 | |
| 25. The Godrej Soap Ltd., Bombay. | 30 | .. | 11 Oct. | 12 Oct. | Protest against the closure of the factory and demand for work to all the workers. | The strike ended in .. | 30 | |
| 26. The Bel-Air Sanatorium, Panchgani (District Satara North). | 43 | .. | 19 Oct. | 22 Oct. | Demand for an increase in pay and dearness allowance and protest against the retrenchment of 9 workers. | The strike ended in favour of the employers. | 129 | |
| 27. The Western India Tanneries, Dharavi, Bombay. | 300 | .. | 23 Oct. | 24 Oct. | Protest against the order of the management to stop work on 23rd October 1949. | The strike ended in favour of the employers. | 300 | |
| 28. Sewri Coal .. Bombay. | 525 | .. | 24 Oct. | 25 Oct. | Demand for increase in wages. | The strike ended in favour of the workers. | 413 | |
| 29. Saify Book Mfg. Depot, Bombay. | 26 | .. | .. | .. | Demand for bonus equal to one month's wages including dearness allowance. | The strike continues .. | 5 | |
| 30. Shahi Bidi Works, Poona. | 80 | .. | 31 Oct. | .. | Protest against the decrease in their wages. | The strike continues .. | 4 | |

RETAIL PRICES OF FOOD ARTICLES IN SEPTEMBER AND OCTOBER 1949*

Note.—The figures in italics are index numbers of prices taking July 1944 prices as 100 in each case

| Articles | Price per | September 1949 | | | | October 1949 | |
|----------|-----------|-----------------------|------------------------|------------------------|-----------------------|-----------------------|------------------------|
| | | Bombay | Ahmedabad | Bhopalpur | Poona | Bombay | Ahmedabad |
| | | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. | Rs. a. p. |
| | Maund | 20 0 0 <i>319</i> | 15 6 2 <i>258</i> | 21 14 9 <i>473</i> | 16 1 3 <i>218</i> | 20 0 0 <i>319</i> | 15 6 <i>258</i> |
|  | .. .. | 14 13 1 <i>265</i> | 12 4 11 <i>426</i> | 18 4 9 <i>354</i> | 13 12 8 <i>295</i> | 12 4 2 <i>219</i> | 12 4 <i>426</i> |
|  | .. .. | 9 7 11 <i>240</i> | 10 5 2 <i>271</i> | 13 5 3 <i>464</i> | 12 8 0 <i>364</i> | 8 7 5 <i>214</i> | 10 5 <i>271</i> |
|  | .. .. | 13 2 8 <i>305</i> | 10 5 2 <i>219</i> | 9 6 0 <i>267</i> | 13 12 8 <i>336</i> | 8 7 5 <i>196</i> | 10 5 <i>219</i> |
| | | | | | | | |
| | Maund | 26 3 8 <i>610</i> | 26 10 8 <i>667</i> | 22 13 5 <i>532</i> | 18 4 7 <i>501</i> | 26 3 8 <i>610</i> | 26 10 <i>667</i> |
|  | .. .. | 25 6 4 <i>435</i> | 29 1 5 <i>473</i> | 24 8 6 <i>420</i> | 24 1 0 <i>364</i> | 25 6 4 <i>435</i> | 29 1 <i>473</i> |
| | | | | | | | |
| | | <i>282</i> | <i>294</i> | <i>390</i> | <i>281</i> | <i>237</i> | <i>294</i> |
| | | | | | | | |
| | Maund | 40 0 0 <i>693</i> | 40 0 0 <i>600</i> | 40 0 0 <i>400</i> | 40 0 0 <i>428</i> | 35 2 8 <i>609</i> | 40 0 0 <i>500</i> |
|  | .. .. | 35 2 8 <i>411</i> | 26 10 8 <i>649</i> | 24 9 9 <i>317</i> | 30 7 7 <i>334</i> | 50 0 0 <i>534</i> | 35 8 11 <i>366</i> |
| | Lb. | 2 2 8 <i>593</i> | 2 7 0 <i>500</i> | 1 15 2 <i>254</i> | 1 15 2 <i>412</i> | 2 2 8 <i>593</i> | 2 7 0 <i>500</i> |
| | Maund | 4 6 3 <i>206</i> | 2 8 0 <i>166</i> | 7 2 8 <i>322</i> | 3 5 4 <i>177</i> | 4 6 3 <i>206</i> | 2 8 0 <i>166</i> |
| | Seer | 1 4 0 <i>387</i> | 1 4 0 <i>333</i> | 1 4 0 <i>801</i> | 2 0 0 <i>752</i> | 1 4 0 <i>387</i> | 1 4 0 <i>333</i> |
|  | .. .. | 2 8 0 <i>600</i> | 2 8 0 <i>667</i> | 1 12 0 <i>467</i> | 1 14 0 <i>500</i> | 2 8 0 <i>600</i> | 2 8 0 <i>667</i> |
| | Maund | 50 0 0 <i>544</i> | 24 9 10 <i>492</i> | 26 10 0 <i>366</i> | 40 0 0 <i>400</i> | 40 0 0 <i>435</i> | 24 9 10 <i>492</i> |
|  | .. .. | 213 4 0 <i>420</i> | 290 11 8 <i>655</i> | 182 12 3 <i>326</i> | 200 0 0 <i>292</i> | 213 4 0 <i>420</i> | 290 14 8 <i>655</i> |
|  | .. .. | 20 0 0 <i>447</i> | 20 0 0 <i>525</i> | 18 13 3 <i>471</i> | 12 8 0 <i>371</i> | 20 0 0 <i>447</i> | 20 0 0 <i>525</i> |
|  | .. .. | 12 8 0 <i>805</i> | 20 0 0 <i>1000</i> | 7 2 8 <i>287</i> | 10 0 0 <i>499</i> | 12 8 0 <i>805</i> | 20 0 0 <i>1000</i> |
|  | .. .. | 80 0 0 <i>315</i> | 47 0 11 <i>235</i> | 64 0 0 <i>240</i> | 84 0 0 <i>299</i> | 80 0 0 <i>315</i> | 47 0 11 <i>235</i> |
| | | | | | | | |
| | | <i>493</i> | <i>520</i> | <i>356</i> | <i>415</i> | <i>491</i> | <i>468</i> |
| | | | | | | | |
| | | <i>447</i> | <i>473</i> | <i>358</i> | <i>355</i> | <i>435</i> | <i>485</i> |

| | | | | | | | |
|--|-------|-----------------------|------------------------|------------------------|-----------------------|-----------------------|------------------------|
| | Maund | 40 0 0 <i>693</i> | 40 0 0 <i>600</i> | 40 0 0 <i>400</i> | 40 0 0 <i>428</i> | 35 2 8 <i>609</i> | 40 0 0 <i>500</i> |
|  | .. .. | 35 2 8 <i>411</i> | 26 10 8 <i>649</i> | 24 9 9 <i>317</i> | 30 7 7 <i>334</i> | 50 0 0 <i>534</i> | 35 8 11 <i>366</i> |
| | Lb. | 2 2 8 <i>593</i> | 2 7 0 <i>500</i> | 1 15 2 <i>254</i> | 1 15 2 <i>412</i> | 2 2 8 <i>593</i> | 2 7 0 <i>500</i> |
| | Maund | 4 6 3 <i>206</i> | 2 8 0 <i>166</i> | 7 2 8 <i>322</i> | 3 5 4 <i>177</i> | 4 6 3 <i>206</i> | 2 8 0 <i>166</i> |
| | Seer | 1 4 0 <i>387</i> | 1 4 0 <i>333</i> | 1 4 0 <i>801</i> | 2 0 0 <i>752</i> | 1 4 0 <i>387</i> | 1 4 0 <i>333</i> |
|  | .. .. | 2 8 0 <i>600</i> | 2 8 0 <i>667</i> | 1 12 0 <i>467</i> | 1 14 0 <i>500</i> | 2 8 0 <i>600</i> | 2 8 0 <i>667</i> |
| | Maund | 50 0 0 <i>544</i> | 24 9 10 <i>492</i> | 26 10 0 <i>366</i> | 40 0 0 <i>400</i> | 40 0 0 <i>435</i> | 24 9 10 <i>492</i> |
|  | .. .. | 213 4 0 <i>420</i> | 290 11 8 <i>655</i> | 182 12 3 <i>326</i> | 200 0 0 <i>292</i> | 213 4 0 <i>420</i> | 290 14 8 <i>655</i> |
|  | .. .. | 20 0 0 <i>447</i> | 20 0 0 <i>525</i> | 18 13 3 <i>471</i> | 12 8 0 <i>371</i> | 20 0 0 <i>447</i> | 20 0 0 <i>525</i> |
|  | .. .. | 12 8 0 <i>805</i> | 20 0 0 <i>1000</i> | 7 2 8 <i>287</i> | 10 0 0 <i>499</i> | 12 8 0 <i>805</i> | 20 0 0 <i>1000</i> |
|  | .. .. | 80 0 0 <i>315</i> | 47 0 11 <i>235</i> | 64 0 0 <i>240</i> | 84 0 0 <i>299</i> | 80 0 0 <i>315</i> | 47 0 11 <i>235</i> |
| | | | | | | | |
| | | <i>493</i> | <i>520</i> | <i>356</i> | <i>415</i> | <i>491</i> | <i>468</i> |
| | | | | | | | |
| | | <i>447</i> | <i>473</i> | <i>358</i> | <i>355</i> | <i>435</i> | <i>485</i> |

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

| | Bombay (1) | | | | | | Ahmedabad (2) | | | | | | Sholapur (3) | | | | | | Jalgaon (4) | | | | | | |
|--------------|------------|-------------------|----------|------------|---------------|----------------|---------------|-------------------|----------|------------|---------------|----------------|--------------|-------------------|----------|------------|---------------|----------------|-------------|-------------------|----------|------------|---------------|----------------|-----|
| | Food | Fuel and lighting | Clothing | House rent | Miscellaneous | Cost of living | Food | Fuel and lighting | Clothing | House rent | Miscellaneous | Cost of living | Food | Fuel and lighting | Clothing | House rent | Miscellaneous | Cost of living | Food | Fuel and lighting | Clothing | House rent | Miscellaneous | Cost of living | |
| 1939 Average | 114 | 100 | 86 | 100 | 97 | 106 | 64 | 78 | 72 | 107 | 100 | 73 | 70 | 89 | 64 | 107 | 72 | 74 | .. | .. | .. | .. | .. | .. | .. |
| 1944 | 263 | 289 | 275 | 100 | 230 | 237 | 212 | 331 | 251 | 107 | 220 | 212 | 202 | 318 | 141 | 107 | 212 | 201 | 303 | .. | .. | 403 | 100 | 289 | 295 |
| 1945 | 271 | 247 | 257 | 100 | 223 | 235 | 197 | 317 | 220 | 107 | 240 | 199 | 198 | 335 | 141 | 107 | 215 | 201 | 299 | .. | .. | 340 | 100 | 265 | 291 |
| 1946 | 317 | 245 | 257 | 100 | 220 | 259 | 210 | 269 | 208 | 107 | 263 | 269 | 217 | 313 | 141 | 107 | 246 | 211 | 350 | 208 | 338 | 100 | 450 | 324 | |
| 1947 | 344 | 244 | 262 | 100 | 252 | 270 | 234 | 263 | 210 | 107 | 287 | 219 | 203 | 350 | 141 | 107 | 313 | 248 | 417 | 208 | 312 | 100 | 475 | 369 | |
| 1948 | 348 | 333 | 391 | 100 | 275 | 303 | 243 | 347 | 309 | 107 | 309 | 243 | 286 | 425 | 208 | 107 | 286 | 292 | 490 | 450 | 415 | 100 | 516 | 440 | |
| 1948 October | 362 | 369 | 407 | 100 | 280 | 315 | 268 | 368 | 341 | 107 | 310 | 264 | 300 | 453 | 298 | 107 | 320 | 306 | 493 | 487 | 462 | 100 | 531 | 453 | |
| November | 363 | 373 | 423 | 100 | 275 | 317 | 265 | 341 | 107 | 306 | 266 | 293 | 448 | 333 | 107 | 314 | 307 | 496 | 483 | 472 | 100 | 530 | 456 | | |
| December | 382 | 377 | 406 | 100 | 274 | 326 | 274 | 343 | 291 | 107 | 306 | 261 | 294 | 447 | 344 | 107 | 318 | 303 | 509 | 488 | 445 | 100 | 542 | 461 | |
| January | 365 | 372 | 390 | 100 | 279 | 316 | 238 | 323 | 291 | 107 | 306 | 236 | 301 | 431 | 345 | 107 | 323 | 311 | 504 | 490 | 448 | 100 | 529 | 468 | |
| February | 352 | 351 | 404 | 100 | 273 | 307 | 245 | 317 | 291 | 107 | 309 | 240 | 297 | 419 | 352 | 107 | 339 | 309 | 481 | 453 | 452 | 100 | 505 | 441 | |
| March | 365 | 303 | 390 | 100 | 282 | 311 | 248 | 310 | 291 | 107 | 318 | 242 | 285 | 414 | 358 | 107 | 327 | 301 | 400 | 416 | 452 | 100 | 505 | 391 | |
| April | 354 | 293 | 401 | 100 | 281 | 375 | 246 | 325 | 291 | 107 | 352 | 243 | 278 | 348 | 107 | 343 | 297 | 442 | 409 | 429 | 100 | 560 | 413 | | |
| May | 355 | 293 | 406 | 100 | 283 | 306 | 254 | 332 | 291 | 107 | 342 | 249 | 274 | 414 | 348 | 107 | 340 | 294 | 453 | 435 | 429 | 100 | 583 | 422 | |
| June | 361 | 293 | 366 | 100 | 284 | 300 | 255 | 323 | 291 | 107 | 342 | 248 | 283 | 414 | 311 | 107 | 343 | 294 | 461 | 431 | 428 | 100 | 540 | 424 | |
| July | 364 | 293 | 307 | 100 | 282 | 302 | 265 | 340 | 291 | 107 | 335 | 256 | 287 | 414 | 307 | 107 | 340 | 296 | 456 | 421 | 420 | 100 | 504 | 417 | |
| August | 372 | 293 | 307 | 100 | 283 | 306 | 261 | 343 | 291 | 107 | 335 | 254 | 297 | 409 | 297 | 107 | 341 | 300 | 465 | 421 | 418 | 100 | 505 | 422 | |
| September | 373 | 292 | 307 | 100 | 278 | 306 | 262 | 309 | 291 | 107 | 335 | 252 | 294 | 399 | 284 | 107 | 337 | 295 | 469 | 423 | 421 | 100 | 506 | 425 | |
| October | 374 | 293 | 307 | 100 | 282 | 307 | 266 | 306 | 291 | 107 | 335 | 250 | 304 | 390 | 281 | 107 | 338 | 299 | 476 | 429 | 424 | 100 | 523 | 432 | |

(1) Average prices from July 1933 to June 1939 = 100. (2) Average prices from August 1926 to July 1927 = 100. (3) Average prices from February 1927 to January 1928 = 100. Average prices for the month of August = 100.

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for November 1949 with average prices for the year ended June 1934 equated to 100, was 310. The Ahmedabad working class cost of living index number for November 1949 with average prices for the year ended June 1927 equated to 100, was 252. The Sholapur working class cost of living index number for November 1949 with average prices for the year ended June 1928 equated to 100, was 299; while the Jalgaon working class cost of living index number for November 1949 with average prices for the year ended August 1939 equated to 100, was 424.

INDUSTRIAL DISPUTES

During November 1949, there were 36 strikes involving 22,828 workmen and a time loss of 39,678 working days, as compared to 30 disputes and a time loss of 27,141 working days in October 1949, involving 26,722 man-days. In November 1949 there were 56 disputes involving 26,722 workers and a time loss of 8,669 man-days. Further particulars of industrial disputes are given at pages 482-491 of this issue.

ABSENTEEISM

During November 1949, the average absenteeism in the textile industry in five important textile centres in the Province, viz., Bombay City, Ahmedabad, Sholapur, Viramgam and Nashik, amounted to 13.43 per cent. as against 13.92 per cent. in October 1949. For further particulars, see pages 491-493 of this issue.

COTTON MILL PRODUCTION

During October 1949, cotton mills in Bombay City produced 2,74,88,000 lbs. of yarn and 2,56,25,000 lbs. of woven goods and these in Ahmedabad produced 1,31,13,000 lbs. of yarn and 1,39,77,000 lbs. of woven goods. The total production of cotton yarn and woven goods for the whole of the Province amounted to 4,61,74,000 lbs. and 4,43,69,000 lbs. respectively. In the same period cotton mills in Bombay city produced 10,56,31,000 yards of woven goods and those in Ahmedabad 7,54,65,000 yards while the total production for the Province amounted to 19,91,28,000 yards.