

PRINCIPAL TRADE UNIONS IN THE PROVINCE OF BOMBAY ON 1ST APRIL 1949

1	2	3	4	5	6	7	8	9
	GROUP IV—GENERAL —concd.						Rs. a. p.	9
150	Matheran— Matheran Mali Kamgar Union—9th March 1947. [Registered on 21st January 1948.] Poona—	58	D. K. Chowdhary	D. J. Poona	.....	Block No. 113 Matheran	15 0 0	6 7 0
151	The Bombay Provincial Primary Teachers Association— 20th March 1945 [Registered on 6th April 1948.] Sawantwadi—	19,670	M. V. Donde	S. D. Madh...	.....	202 Vetalp...	230 0 0	180 0 0
152	Vapari Kamgar Sangh— 7th March 1948. Surat—	100	D. B. Keluska	D. P. Dher...	.....	Sasai Wada, wada	0 13 6	0 10 0
153	Sawmi Ghatnasta Maha-Maharaj— 7th September 1944 [Registered on 19th Septem- ber 1947.]	450	I. G. Desai	G. H. Jhokar	.....	Kausay...	21 0 0	110 0 0

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for August 1949 with average prices for the year ended June 1934 equated to 100, was 306. The Ahmedabad working class cost of living index number for August 1949 with average prices for the year ended July 1927 equal to 100, was 254. The Sholapur working class cost of living index number for August 1949 with average prices for the year ended January 1928 equal to 100, was 300 while the Jalgaon working class cost of living index number for August 1949 with average prices for the month of August 1939 equal to 100 was 422.

INDUSTRIAL DISPUTES

During August 1949, there were 45 strikes involving 47,228 workmen and a time loss of 245,331 working days as compared to 58 disputes in July 1949 involving 79,516 workers and a time loss of 345,738 man-days. In August 1948, there were 36 industrial disputes, involving 15,715 workers with a time loss of 88,258 man-days. Further particulars of industrial disputes are given at page 152 of this issue.

ABSENTEEISM

During August 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 12.70 per cent. as against 13.05 per cent. in July 1949. For further details see pages 157-158 of this issue.

COTTON MILL PRODUCTION

During July 1949, cotton mills in Bombay City produced 3,18,49,000 lbs. of yarn and 2,60,70,000 lbs. of woven goods and those in Ahmedabad produced 1,57,57,000 lbs. of yarn and 1,21,20,000 lbs. of woven goods. The total production of cotton yarn and piece goods for the whole Province amounted to 3,34,26,000 lbs. and 4,19,71,000 lbs. respectively. During the same period cotton mills in Bombay City produced 10,57,45,000 yards of woven goods and those in Ahmedabad 6,25,88,000 yards, while the total production for the Province amounted to 18,31,74,000 yards.

CLOSURE OF TEXTILE MILLS*

Government is doing its best in the circumstances in which it is placed to help the workers thrown out of employment as a result of closures of textile mills in the Province, by offering them alternate employment, declared Mr. Gulzarilal Nanda, Minister for Labour and Housing, Government of Bombay, in the Bombay Legislative Assembly, on September 13, 1949.

The Minister said, "We in this country cannot give doles but we are doing all we can to help the workers to the best of our capacity. It is not a new phenomenon that mills have closed. They used to be closed in the past. In normal times, uneconomic units have to go out of existence."

The closure of textile mills and the consequent hardship caused to labour was the subject of a debate in the Assembly on an adjournment motion moved by Mr. Tulsidas Jadhav, M.L.A., Sholapur.

STAGGERED HOURS IN FACTORIES

The shortage of the generating capacity of the Tata hydro-electric inter-connected system, which was damaged during the cyclone in Bombay is expected to continue up to 1952. This is disclosed in the Statement of Objects and Reasons of an Ordinance to amend the Bombay Electricity (Emergency Powers) Act of 1946, which was promulgated by the Governor of Bombay early in September last.

The statement says, "The position as regards procuring new generators, spare parts for machinery; fuel supply and wagon transport is still very difficult, with the result that many of the electricity supply undertakings are unable to comply with their obligations under the provisions of the Indian Electricity Act, 1910, to meet the growing demand for the supply of electricity.

"The control over the supply of electricity from the Tata system will, therefore, have to be continued. Similar control will be necessary in the case of supply by the Ahmedabad Electricity Company."

Under the Bombay Electricity (Emergency Powers) Act, 1946 (which was due to expire on September 30, 1949), there is no provision for the regulation of the supply of electricity and periods of work in respect of mills, large industrial concerns and others consuming electric power supplied by licensees. The Ordinance, therefore, lays down that the Provincial Government may specify the period or periods during which work shall be done by an undertaking to which energy is supplied. In effect, the Ordinance empowers the Provincial Government to enforce staggered hours of work in factories and mills.

The relevant clause in the Ordinance reads: The Provincial Government may make an order "for determining the order of priority in which the period or periods during which work shall be done by an undertaking to which the supply of electrical energy is made by a licensee."

* For further details, see *Labour Intelligence*, September 1949.

FREE MEDICAL SERVICE FOR INDUSTRIAL WORKERS—PILOT SCHEME TO START IN JANUARY 1950

Free medical attention through an in-patient, out-patient and domiciliary service to all industrial workers insured under the Employees' State Insurance Act, was recommended by a Committee appointed by the Medical Benefit Council of the Employees' State Insurance Corporation.

The Committee was appointed by the Council in April last, to enquire into matters relating to the standard of medical benefit, maintenance of equipment at the draft medical formulary and draft agreement between the Corporation and Provincial Government and regarding provision of medical benefit. The report of the Committee was considered by the Medical Benefit Council at its meeting in Bombay, on September 2, 1949.

In the first instance, the report of the Committee states, medical benefit will consist largely of out-patient treatment and treatment in their own homes. In the early stages of the scheme a certain number of beds in association with existing general hospitals will have to be reserved for insured workers in highly industrialised areas. The medical care available, apart from hospital services, will include skilled supervision at child birth, simple ante-natal and post-natal care, immunisation against the common infectious diseases and free supply at dispensaries or clinics, of medical advice and drugs.

The Committee further recommends full-time insurance medical officers, who must not be allowed any form of private practice but should be required to devote their whole time to the welfare of insured persons.

Earlier, Dr. Katial informed the Council of the early implementation of the pilot scheme in Delhi which is expected to start in January 1950. Similar schemes are also expected to commence in Kanpur and East Punjab.

Dr. Katial also informed the Council that he had discussions with the Honourable Mr. Morarji Desai, Home Minister, and the Honourable Mr. Gulzarilal Nanda, Labour Minister of the Bombay Government, with a view to starting the scheme in Bombay.

In sparse areas medical service will be provided by a part-time doctor or through mobile dispensaries. There will also be preventive service, like, vaccination, inoculation against diseases of the typhoid group and against tetanus. Inoculation will not be compulsory but will be encouraged.

An important decision taken by the Council was the maintenance of medical records of sickness groups and statistical returns under the insurance scheme. This record will provide a personal history of each insured worker's sickness, which will be maintained for the whole of his life time and will always be available for reference by the insurance doctor. It will also provide statistical information, which will help to show the relative importance of certain groups of diseases among the insured population and facilitate the carrying out of measures for their prevention.

HEALTH INSURANCE FOR DELHI WORKERS

The Standing Committee of the Employees' State Insurance Corporation, at its two-day meeting at New Delhi on September 13-14, 1949, under the Chairmanship of Mr. S. Lall, Secretary, Ministry of Labour, Government of India, commended the implementation of the pilot scheme in Delhi, endorsed the views of the Medical Benefit Council relating to the adoption of allopathic treatment during the first five years of the working of the Health Insurance Scheme and recommended a full time salaried medical service inclusive of domiciliary attention as opposed to the panel system recommended by the Bombay Government.

Reviewing the progress of the medical surveys conducted in various Provinces, the Committee approved of the organisational set up and working plan which envisages the establishment of regional offices and the introduction of the pilot scheme in Delhi in January 1950. The scheme is also expected to be introduced in Kanpur and East Punjab and principal industrial towns in the first half of the financial year 1950-51.

Provincial Governments have been requested to give all possible assistance to the Corporation in setting up of offices and executing the working plan. The scheme is shortly expected to be implemented in various places in Bombay Province, particularly Bombay, Ahmedabad and Sholapur, where 7 lakhs of workers are concentrated, almost one-third of the total insurable population under the Act.

The Committee further approved of the draft agreement to be entered into with the Provinces and the terms of the sharing of the cost of medical benefit. Under the original plan two-thirds of the cost of providing medical care was to be met by the Corporation and one-third by the Provincial Governments. The cost of providing medical benefit to insured workers is estimated as Rs. 7-8 0 per annum per worker for out-door treatment, the share of the Corporation being Rs. 5.

EMPLOYMENT EXCHANGES

The number of persons that have sought the assistance of Employment Exchanges during the last four years has been considerable—27,85,979. So far, more than 7,01,000 consisting of 1,15,000 displaced persons, 2,61,000 ex-servicemen and 3,25,000 civilians have been placed in employment. These statistics require to be viewed in the light of the fact

that this Service has been voluntary on the part both of employers and employment seekers. In spite of this, there has been a steady rise in the number of people utilising the Employment Organisation. While 5,69,872 persons sought employment assistance in 1946, the number rose to 6,29,961 in 1947 and 8,70,904 in 1948. For the first seven months of the current year, it was 6,63,936. Placements also recorded steady progress. The number of persons who secured employment through the Exchanges, which was 1,06,208 in 1946, rose to 1,61,374 in 1947, to 2,60,088 in 1948 and, in the first seven months of the current year, to 1,63,937.

THE STANDING PLANTATION COMMITTEE

The Standing Plantation Committee consisting of representatives of Government (Central and Provincial), Planters and Workers met in New Delhi on September 20, 1949, under the Chairmanship of Mr. S. Lall, Secretary, Ministry of Labour, Government of India.

Opening the proceedings of the meeting, Mr. Lall referred to the orientation in the I. L. O. policy and remarked that its previous conventions and recommendations related mostly to factories and industrial labour, but the I. L. O. was now seriously tackling the agricultural problems. In pursuance of this policy, it was now taking up the question of plantation labour and setting up an International Committee to study the working conditions in plantations all over the world. The purpose of calling the meeting was to determine the line of action this country should adopt in relation to the plantation industry.

The Committee discussed the I. L. O. Questionnaire on "Enquiry into work in Plantations" which had been circulated to all Governments and the answers to be given thereto. The Committee next proceeded to a discussion of the Plantation Bill which the Government of India propose to introduce to govern conditions of labour in plantations.

The Committee which was formed in pursuance of the decision taken at the 2nd session of the International Committee on Plantations in April 1948 consists of 12 members, namely, 4 representatives each of Planters, Workers and Government (Central and Provincial). There are at present over 11 lakhs of persons engaged in work on plantations, the tea estates claiming about 10 lakhs.

I. L. O. CONFERENCE ON PROFESSIONAL WORKERS

The first session of the Advisory Committee on salaried employees and professional workers of the I. L. O. will be held in Geneva from October 24 to October 29, 1949. The agenda will comprise of:

(i) General Report (including general conditions of employment; the aims of the organisations of the salaried employees and professional workers; vocational guidance; selection, training, retraining and placement of salaried employees; and protection of inventions of salaried inventors),

(ii) Weekly and daily rest periods in Commercial concerns and offices.

(iii) The rights of performers as regards broadcasting, television and mechanical reproduction of sounds.

PERMANENT AGRICULTURAL COMMITTEE OF THE I. L. O.

A series of recommendations for action on the international level to improve the living and working conditions of the world's agricultural populations emerged from the recent meeting of the Permanent Agricultural Committee of the International Labour Organisation.

The session—the Committee's third since it was established in 1938—was held at I. L. O. headquarters at Geneva under the chairmanship of E. G. Gooch, M.P., Chairman of the National Union of Agricultural Workers of the United Kingdom.

The Committee's conclusions on the four questions on its agenda were embodied in resolutions which recommended that I. L. O.'s Governing Body place three subjects before the I. L. O.'s general conference for early consideration with a view to the adoption of international regulations.

These questions were those of hours of work in agriculture, the compulsory health examination of children and young persons for fitness for employment in agriculture, and the extension of social security to agricultural populations.

The fourth point on the Committee's agenda was that of security of employment and occupation in agriculture, and the Committee recommended that the Governing Body inscribe it on the agenda of the Committee's next session for further consideration.

The Committee found that hours of work in agriculture were "ripe for regulation on international level," and set forth a series of principles which it suggested might serve as a basis for this regulation.

On the question of social security in agriculture, the Committee called for "vigorous" national and international action. It was in the general interest, the members found, "both from the economic and social points of view, that agriculture should benefit from a treatment equivalent to that enjoyed by urban groups in this respect."

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

A RISE OF FOUR POINTS

In August 1949, the working class cost of living index number in Bombay City, with base July 1933 to June 1934 equal to 100, was 306, being four points higher than in the preceding month. As compared with August 1939, it was higher by 201 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry in Bombay.

The index number for the food group advanced by eight points to 372 owing to greater off-take of rice and wheat in the ration and a rise in the average prices of rice, wheat, gram, raw sugar (gul), sugar (refined) and sweet oil.

The index numbers for the fuel and lighting and the clothing groups remained unchanged at 293 and 307 respectively; while the index number for the miscellaneous group rose by one point to 283 mainly owing to a rise in the price of supari.

The rise of four points in the final index was mainly due to a rise of eight points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

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

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	July 1949	Aug. 1949
Food	47	112	364	372
Fuel and lighting	7	99	293	293
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	282	283
Total	89			
<i>Cost of Living Index Numbers</i>		<i>105</i>	<i>302</i>	<i>306</i>

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

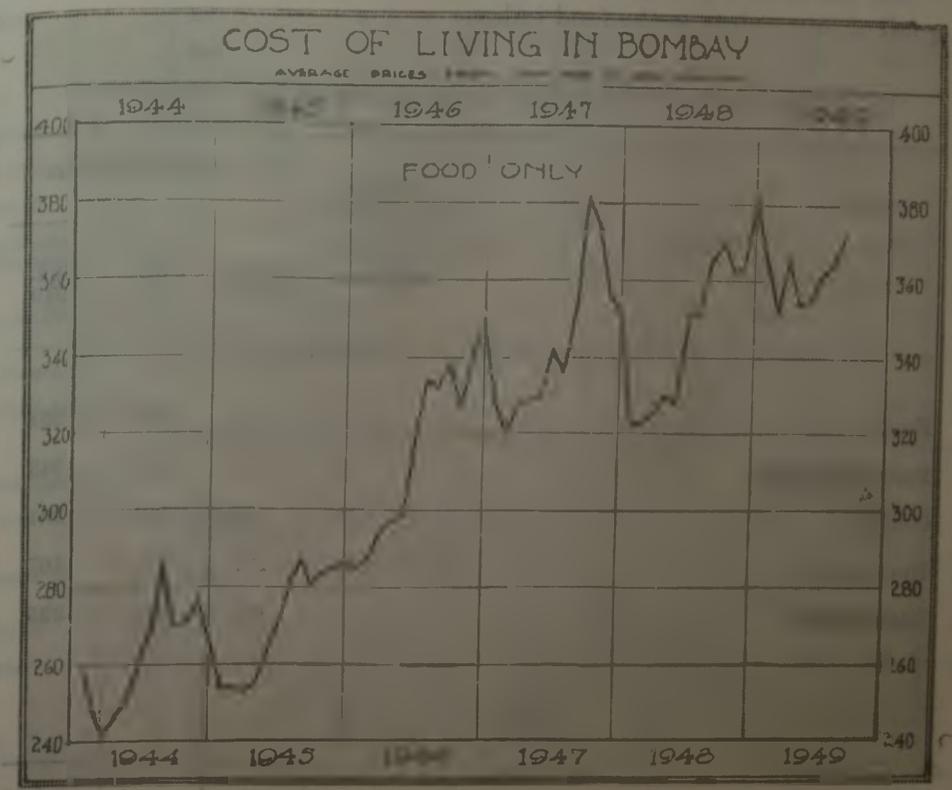
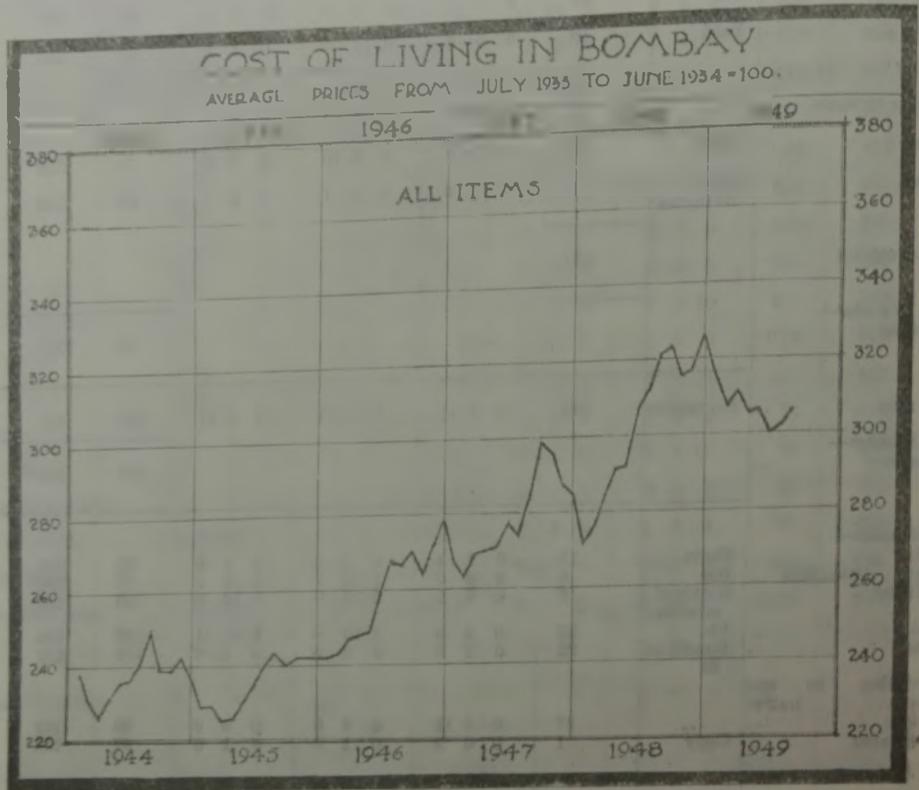
Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers			
		Year ended June 1934	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949	
Lb.	36	Rs. a. p.	Rs. a. p.	Rs. a. p.				
		6 11 5°	22 8 9†	24 2 10†	128†	336	360	
		4	0 6 1	1 15 5	1 15 8	125	516	621
		1	0 4 11	2 7 7	2 15 0	121	805	956
		1	0 1 6	0 5 6	0 6 4	144	367	422
		1	0 1 6	0 5 6	0 6 4	144	367	422
		5	0 2 2	0 7 3	0 8 0	112	335	369
		2	0 10 0	2 4 9	2 4 10	93	368	368
		3	0 1 1	0 4 9	0 3 11	115	438	362
Dozen			1 1 10	3 15 0	3 6 5	118	353	305
Nach	2	0 7 9	1 4 0	1 4 0	129	258	258	
Dozen	9	0 2 4	0 10 9	0 8 2	114	461	350	
Lb.	5	0 4 6	1 3 0	1 3 5	107	422	431	
Seer	7	0 5 0	1 4 8	1 2 11	83	413	378	
Lb.	2	0 12 2	3 0 3	3 0 7	106	397	399	
Paytee	1	0 3 7	0 5 10	0 6 0	100	163	167	
Lb.	3	0 3 3	0 14 8	0 14 9	103	451	454	
"	2	0 1 6	0 5 10	0 5 10	117	389	389	
"	0	0 2 2	0 12 0	0 12 0	138	554	554	
"	1	0 1 2	0 4 8	0 4 1	93	400	350	
"	1	0 0 8	0 2 1	0 2 4	75	313	350	
"	5	0 1 10	0 3 9	0 3 11	68	205	214	
"	5	0 1 2	0 3 6	0 3 7	92	300	307	
"	2	0 2 8	1 0 0	1 0 0	97	600	600	
Half-seer	9	0 2 1	0 13 4	0 14 8	108	640	704	
"	5	0 0 9	0 1 0	0 1 0	100	183	183	
Full Cup								
	100							
					112	364	372	

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949
Fuel and Lighting—Charcoal	28 Lbs.	30	Rs. a. p.	Rs. a. p.	Rs. a. p.			
			0 8 11	2 2 0	2 2 0	100	331	331
Firewood	"	52	0 4 9	0 13 6	0 13 6	96	284	284
Kerosene oil	Bottle	16	0 1 10	0 3 0	0 3 0	105	164	164
Matches	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
Total—Fuel and Lighting		100						
						99	293	293
Clothing—Dhotis	Pair	15	2 7 2	10 0 5	10 0 5	84	410	410
Coating	Yard	12	0 5 6	0 14 0	0 14 0	91	255	255
Shirting	"	23	0 2 7	0 10 0	0 10 0	105	337	337
Cloth for trousers	"	4	0 4 9	1 1 0	1 1 0	99	358	358
Sarees	Each	36	1 12 0	8 6 10	8 6 10	73	258	258
Khans	Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
Total—Clothing		100						
						85	307	307
House rent	Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
Total—House rent						100	100	100
Miscellaneous—Shave	..	13	0 1 4	0 3 0	0 3 0	75	225	225
Bar		9	0 6 7	1 2 7	1 2 8	77	282	284
Soap (washing)	Bottle of	3	0 8 0	0 12 0	0 12 0	100	150	150
Medicine	Lb.	25	0 5 0	1 10 8	1 10 11	120	533	538
Supari	Bundle of 25	22	0 1 0	0 2 6	0 2 6	100	250	250
Travelling to and from place	..	27	0 4 11	0 6 0	0 6 0	95	122	122
Newspaper	copy	1	0 0 9	0 1 0	0 1 0	67	133	133
Total—Miscellaneous		100						
						98	233	233
Total—Total								

... cereals during the 1932-33 ... Budget Enquiry as adjusted to the ... the basis of the ... in working class

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	229	225	226	230	235	240	243	240	242	242	242
1946	259	242	243	247	248	249	259	268	267	270	264	272	279
1947	279	267	263	269	270	271	278	274	284	299	296	287	285
1948	303	271	276	284	291	292	307	312	321	323	315	317	328
1949	---	316	307	311	305	306	300	302	306				

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	263	260	249	241	247	252	261	270	287	270	271	277	267
1945	271	254	254	253	255	263	271	281	287	281	284	285	286
1946	317	285	288	294	297	299	318	334	332	339	327	341	360
1947	344	323	320	328	329	330	342	336	355	382	373	356	351
1948	348	322	323	326	330	328	352	351	366	370	362	363	382
1949	---	365	352	365	354	355	361	364	372				



A FALL OF TWO POINTS

In August 1949, the cost of living index number for the working classes in Ahmedabad City, with base August 1926 to July 1927 equal to 100, receded by two points to 254. As compared with August 1939, it was higher by 181 points. The index relates to the standard of life ascertained during the 1926 family budget enquiry at Ahmedabad.

The index number for food articles receded by four points to 261 mainly owing to a fall in the average prices of milk and potatoes.

The index number for the fuel and lighting group advanced by three points to 343 owing to a rise in the price of firewood; while the index numbers for the clothing and the miscellaneous groups remained unchanged at 291 and 335 respectively.

The fall of two points in the final index from 256 to 254 was due to a fall of four points in the food index.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	July 1949	Aug. 1949
Food	58	65	265	261
Fuel and lighting	7	77	340	343
Clothing	10	88	291	291
House-rent	12	107	107	107
Miscellaneous	4	100	335	335
Total	91			
Cost of Living Index Numbers ..	....	73	256	254

*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*.

(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	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer	62	10 11	22 11 2†	22 15 3‡	59‡	212	214
Wheat	" }							
Bajri	" }							
Mungdal	" }		2	0 3 6	0 10 8	0 10 6	71	305	300
Turdal	" }	5	0 3 4	0 8 2	0 8 2	70	245	245
Sugar (refined)	" }	2	0 5 8	0 14 6	1 0 0	85	256	282
Raw sugar (gul)	" }	2	0 4 9	0 10 4	0 10 0	96	218	211
Tea	Lb.	1	1 0 0	2 6 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	300
Milk	Seer	4	0 4 0	0 12 0	0 11 2	67	800	279
Ghee	" }	12	1 13 10	6 6 4	6 6 4	66	343	343
Potatoes	" }	8	0 2 10	0 11 0	0 9 2	82	388	324
Dry chillies	" }	4	0 9 2	2 11 2	2 11 0	60	471	469
Sweet oil	" }	3	0 10 8	1 12 0	1 14 0	56	263	281
Sweetmeats (chavanna)	" }	1	0 8 10	1 14 0	1 14 0	60	340	340
Total—All Food		100						
Index Number—								
<i>All Food Articles</i>						65	265	261
Fuel and Lighting—								
Firewood	Indian Maund	78	0 15 2	3 9 0	3 9 8	77	376	380
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 8	1 7 6	67	296	294
Matches	Two boxes	3	0 0 8	0 1 6	0 1 6	100	225	225
Total—Fuel and Lighting	and	100						
Index Number—								
<i>Fuel and Lighting</i>							340	343

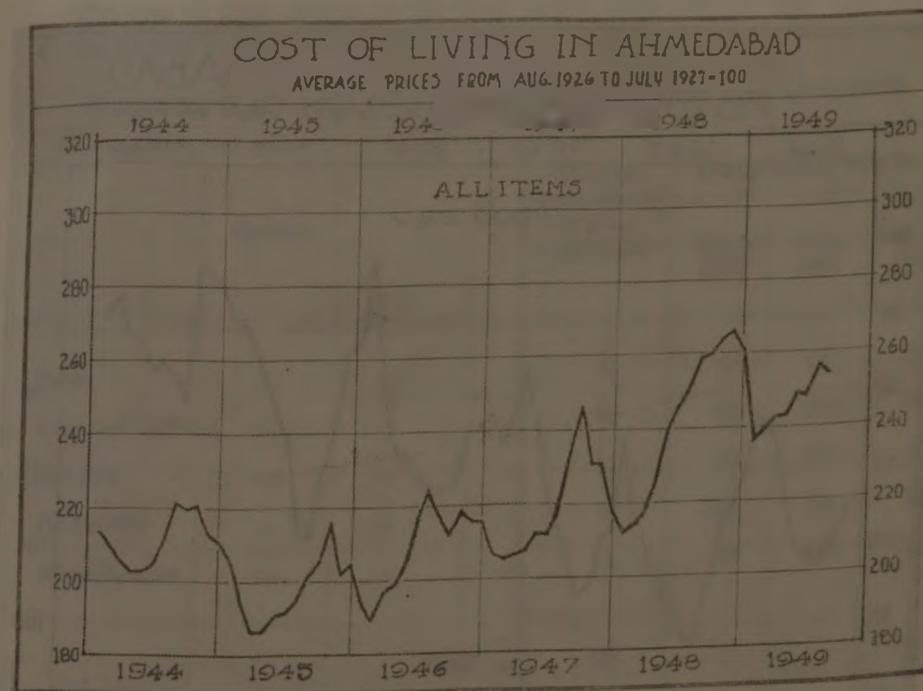
*The average monthly expenditure on cereals during the 1926 Family Budget Enquiry as adjusted to the basic period.

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

‡The weighted average of index numbers for different cereals.

Items	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity					Numbers	
			Year ended July 1927	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949	
			Rs. a. p.	Rs. a. p.	Rs. a. p.				
	Pair ..	16	3 14 6	8 0 11	8 0 11	36	206	206	
	Yard ..	18	0 13 6	2 1 7	2 1 7	77	249	249	
	"	24	0 8 3	1 6 11	1 6 11	90	278	278	
trousers	"	7	0 8 7	1 4 10	1 4 10	56	243	243	
	Each	17	1 7 4	6 15 3	6 15 3	61	477	477	
skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312	
for cholis	"	10	0 13 3	1 10 3	1 10 3	73	198	198	
		100							
			....			68	291	291
	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107	
						107	107	107	
	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300	300	
	Bar, Tata 501	29	0 4 6	1 3 0	1 3 0	100	422	422	
		100							
			....			100	335	335

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	212	214	210	206	203	203	205	211	222	220	221	213	211
1945	199	206	195	187	187	191	192	195	201	205	217	202	206
1946	209	195	190	197	199	204	217	225	217	212	219	216	216
1947	219	207	206	207	208	212	212	218	235	246	231	231	218
1948	243	212	214	217	226	239	245	251	259	260	264	266	261
1949		236	240	242	243	249	248	256	254				



of seven per cent., in house-rent has been ascertained by conducting a special rent enquiry at between July and November 1930.

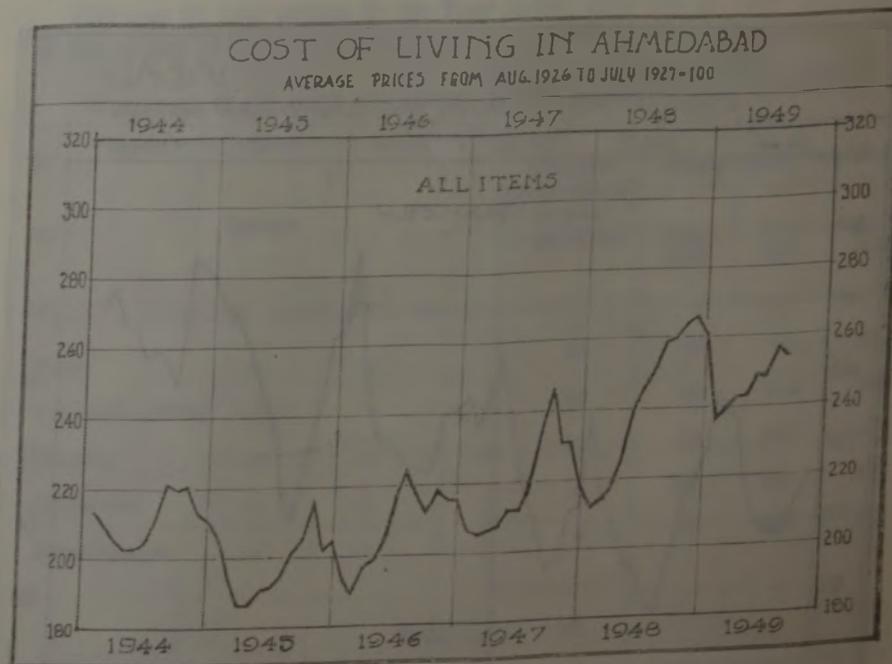
(Average prices from August 1926 to July 1927=100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Shirts	Pair	16	3 14 6	8 0 11	8 0 11	36	206	206
Blanketing	Yard	13	0 13 6	2 1 7	2 1 7	77	249	249
Shirting	..	24	0 8 3	1 6 11	1 6 11	90	278	278
Yarn for trousers	..	7	0 8 7	1 4 10	1 4 10	56	243	243
Shoes	Each	17	1 7 4	6 15 3	6 15 3	61	477	477
Yarn for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312
Yarn for cholis	..	10	0 13 3	1 10 3	1 10 3	73	198	198
Index—Clothing		100						
Index Number—Clothing						68	291	291
Rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107
Index—Rent						107	107	107
Miscellaneous—Sundries	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300	300
Miscellaneous—Sundries	Bar, Tata 501	29	0 4 6	1 3 0	1 3 0	100	422	422
Index—Miscellaneous		100						
Index Number—Miscellaneous						100	335	335

WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—ALL ITEMS

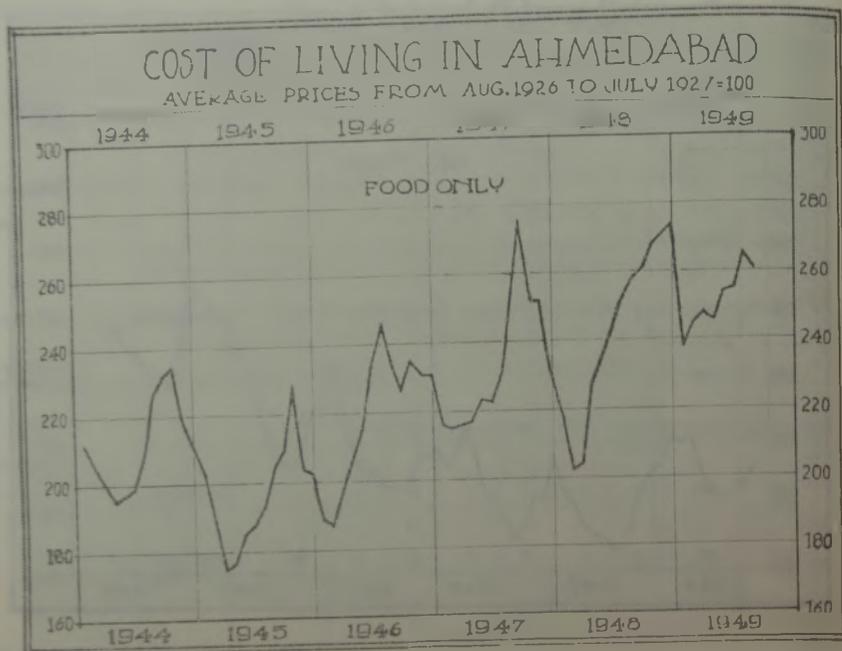
(Base: August 1926 to July 1927=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	212	214	210	206	203	203	205	211	222	220	221	213	211
1945	199	206	195	187	187	191	192	195	201	205	217	202	206
1946	209	195	190	197	199	204	217	225	217	212	219	216	216
1947	219	207	206	207	208	212	212	218	235	246	231	231	218
1948	243	212	214	217	226	239	245	251	259	260	264	266	261
1949	....	236	240	242	243	249	248	256	254				



* The rent of flats was ascertained by conducting a special rent enquiry at Ahmedabad in 1947 and 1948.

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	186	188	193	204	210	229	204	208
1946	219	189	187	198	206	215	234	246	284	220	235	231	231
1947	234	216	216	216	217	223	222	231	258	275	252	252	231
1948	243	218	202	204	226	234	242	252	258	261	268	271	274
1949	238	245	248	246	254	256	265	261					



A RISE OF FOUR POINTS

In August 1949, the working class cost of living index number in Sholapur City, on base February 1927 to January 1928 equal to 100, was 300, being four points higher than in the preceding month and 227 points higher as compared with August 1939, which is the base year month. The index relates to the standard of life as obtained during the 1925 family budget enquiry at Sholapur.

The index number for the food group advanced by ten points to 297 owing to greater off-take of rice, wheat and bajri in the ration and a rise in the average prices of jowari and sweet oil.

The index number for the miscellaneous group rose by one point to 341 owing to a rise in the price of supari.

The index number for the fuel and lighting group rose by five points to 409 owing to a fall in the price of firewood and that for the clothing group by ten points to 297 owing to a fall in the prices of sarees and khans.

The rise of four points in the final index from 296 to 300 was due to a rise of ten points in the food index.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	July 1949	Aug. 1949
Food	49	68	287	297
Fuel and lighting	10	86	414	409
Clothing	12	63	307	297
House-rent	6	107	107	107
Miscellaneous	6	72	340	341
Total ...	83			
Cost of Living Index Number ...	.....	73	296	300

*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.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	July 1949	Aug. 1949	Aug. 1939	July 1949	Aug. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Seer †	}	56	9 5 1‡	24 0 4‡	25 9 0‡	68‡	258	275
Do. †			0 2 0	0 8 10	0 8 2	83	442	408
Do. †			0 3 1	0 9 11	0 9 10	57	322	319
(refined)	Do. †	1	0 5 4	0 15 7	1 0 11	91	292	317
Sugar (gul)	Do. †	2	0 3 6	0 10 2	0 10 10	100	290	310
Lb.		1	1 2 5	2 5 3	2 6 3	57	202	202
Seer †		1	0 4 0	1 0 0	1 0 0	100	400	400
Do. †		8	0 8 1	1 14 0	1 14 0	74	371	371
Do. †		6	0 4 0	0 11 9	0 11 9	75	294	294
Do. †		2	1 7 7	5 2 3	5 5 4	76	351	362
Do. †		1	0 1 0	0 1 0	0 1 6	100	150	150
Do. †		2	0 10 4	1 10 8	1 11 1	77	258	262
Do. †		4	0 1 3	0 3 4	0 2 4	40	267	267
Do. †		2	0 2 5	0 11 3	0 8 6	83	466	352
Do. †		6	0 8 6	1 10 8	1 13 7	47	314	343
-All Food		100						
Number—All Articles						68	337	297
Lighting—								
Indian Maund.		36	0 14 5	4 0 0	3 15 2	83	444	423
Bottle		12	0 2 0	0 4 3	0 4 3	100	213	213
Dozen boxes.		2	0 2 3	0 8 7	0 8 7	125	322	322
-Fuel and Light-		100						

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR—contd.

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers	
			Year ended January 1928	July 1949	Aug. 1949	Aug. 1939	July 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Clothing—							
Dhotie	Pair	16	3 2 11	5 15 11	5 15 11	69	188
Coating	Yard	3	0 6 7	0 15 0	0 15 0	61	228
Shirting	Do.	24	0 5 0	0 10 11	0 10 11	54	218
Cloth for trousers	Do.	2	0 6 0	0 12 3	0 12 3	63	204
Sarees	Each	45	2 3 7	3 5 6	7 14 6	67	375
Khans	Yard	10	0 3 11	1 1 9	1 1 0	57	453
Total—Clothing		100					
Index Number—							
Clothing						63	397
House-rent*	Per month	100	2 6 0	2 8 8	2 8 8	107	107
Index Number—							
House-rent						107	107
Miscellaneous—							
Hair oil (cocoanut oil).	Seer †	9	0 11 1	2 5 4	2 5 4	47	337
Bidis (including tobacco)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400
Pan	50	10	0 0 6	0 1 7	0 1 1	100	317
Supari	Seer||	41	0 12 5	2 10 4	2 14 0	60	341
Soap	Bar	13	0 8 9	1 4 0	1 3 10	50	229
Total—Miscellaneous		100					

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—ALL ITEMS

(Base: February 1927 to January 1928 = 100)

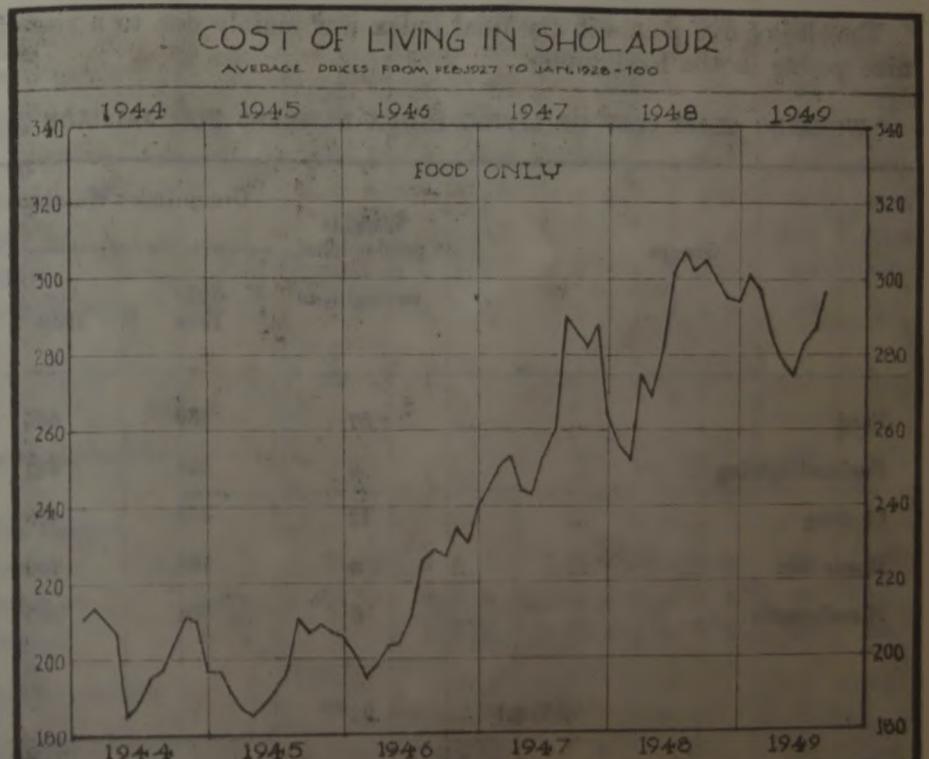
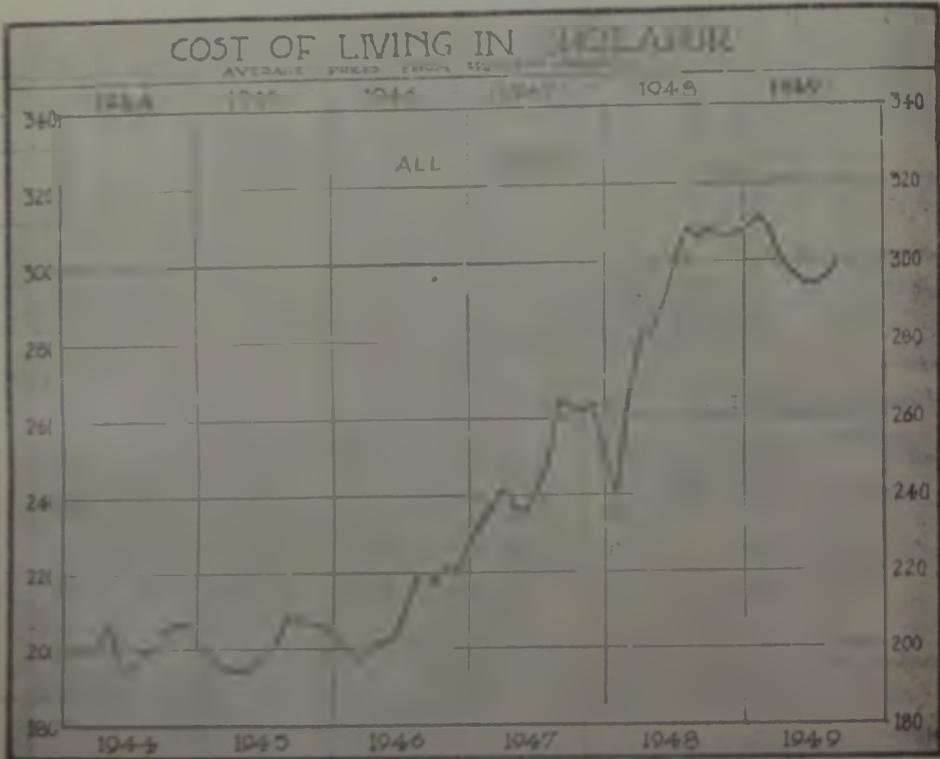
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	201	199	200	201	207	195	195	199	200	205	207	207	200
1945	201	199	195	195	194	196	198	201	209	207	207	206	204
1946	211	201	190	199	202	202	207	218	220	217	222	221	220
1947	248	233	237	242	237	236	243	248	265	263	262	264	240
1948	288	241	260	281	282	289	301	309	306	309	308	307	308
1949	311	300	301	295	294	284	284	296	300	—	—	—	—

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—FOOD ONLY

(Base: February 1927 to January 1928 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	202	211	214	210	207	185	188	195	197	204	211	210	197
1945	199	197	192	187	185	188	191	197	211	207	209	207	206
1946	217	201	195	198	203	204	211	226	220	227	234	230	240
1947	263	245	251	253	244	243	253	260	290	286	282	288	284
1948	286	250	252	275	269	281	301	307	302	305	300	295	294
1949	301	297	285	278	274	283	287	297	—	—	—	—	—



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

A RISE OF FIVE POINTS

In August 1949, the working class cost of living index number for Jalgaon City, on base August 1939 equal to 100, was 422, being five 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.

There was a rise of 12 points in the cereals index due to an increase in the off-take of wheat in the ration; the food index advanced by nine points to 465 owing to a rise in the cereals index and in the prices of turdal, sugar, onions and sweet oil.

The index number for the fuel and lighting group fell by three points to 421 owing to a fall in the prices of kerosene oil and firewood.

There was a fall of two points in the clothing group from 420 to 418 due to a fall in the price of sarees.

The miscellaneous group advanced by a single point to 505 owing to a rise in the price of supari.

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

Groups	Weights proportional to total expenditure	Group Index Numbers	
		July 1949	Aug. 1949
Food	57	456	465
Fuel and lighting	8	424	421
Clothing	12	420	418
House rent	9	100	100
Miscellaneous	6	504	505
Total	92		
Cost of Living Index Numbers		417	422

* Data regarding the scope and method of compilation of the index will be found on pages 1190-31 of the June 1949 issue of the Labour Gazette.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

(Average prices for August 1939 = 100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	July 1949	Aug. 1949	July 1949	Aug. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Rice	Chawtha						
Wheat	"	46	6 13 4 ¹	23 8 2 ¹	24 4 9 ¹	344	356
Jowari	"						
Bajri	"						
Pulses	"						
Tur dal	"	6	0 11 6	4 5 10	4 7 1	607	618
Gram dal	"	8	0 12 0	4 2 0	4 1 10	550	549
Other food Articles—							
Sugar (Refined)	Saar	3	0 4 11	0 14 6	1 0 6	295	306
Raw Sugar (Gul)	"	2	0 3 7	0 10 0	0 10 6	279	298
Tea	1/3 Lb.	1	0 1 3	0 4 8	0 4 8	373	373
Mutton	Beer	5	0 3 0	2 0 0	2 0 0	400	400
Milk	"	8	0 3 0	1 0 0	0 15 0	533	500
Ghee	"	5	1 4 3	3 2 4	3 4 3	681	640
Salt	"	1	0 1 9	0 2 2	0 2 4	124	133
Onions	"	5	0 5 6	2 7 8	2 7 6	721	718
Turmeric	"	1	0 4 3	1 7 2	1 7 2	496	496
Potatoes	"	5	0 1 9	0 12 0	0 9 11	3821	3641
Onions	"	1	0 0 4	0 3 5	0 3 8	1025	1100
Sweet oil	"	7	0 3 4	1 11 0	1 12 10	810	865
Tea (Ready made)	Cup	1	0 0 6	0 2 0	0 2 0	400	400
Total—All Food		100					
							456 465
Fuel and Lighting							
Firewood	Md.	74	0 8 5	2 11 2	2 10 11	513	510
Kerosene oil	Bottle	23	0 2 0	0 3 4	0 3 3	167	183
Matches	Box	3	0 0 4 ¹	0 0 9	0 0 9	200	200
Total—Fuel and Lighting		100					
Index Number—Fuel and Lighting							424 421

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

† Current expenditure on cereals:—The expenditure is calculated since March 1949 (with the reintroduction of rationing) on the basis of the quantities and prices of the different cereals sold in 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.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON - contd

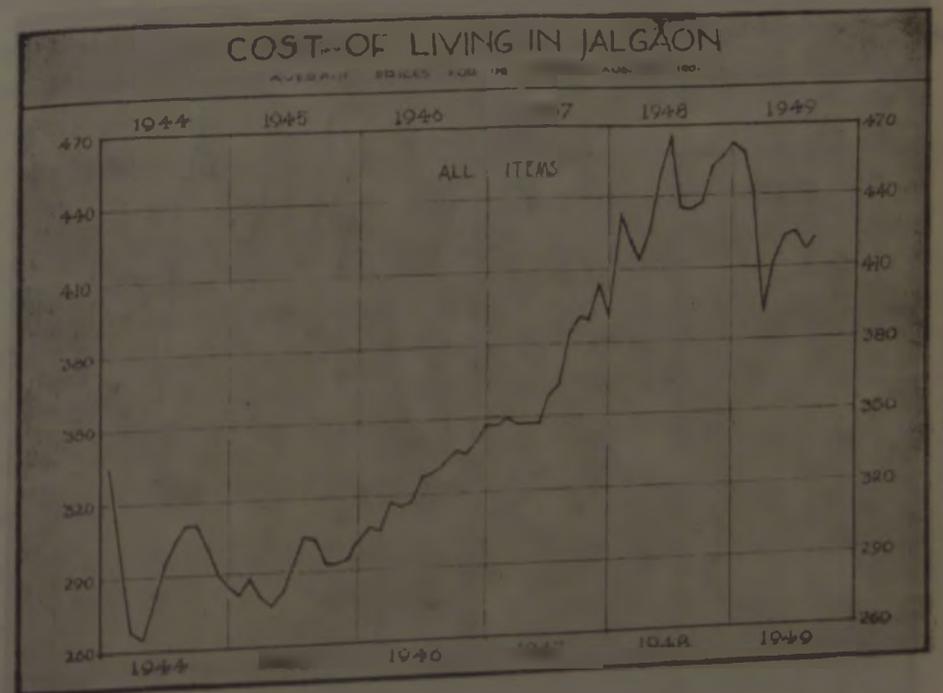
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August	July 1949	Aug. 1949	July 1949	Aug. 1949
			Rs. a. P.	Rs. a. P.	Rs. a. P.		
Clothing—							
Shirts	Pair	16	1 12 0	7 8 0	7 8 0	421	421
Coating	Yard	11	0 3 9	0 13 0	0 13 0	347	347
Shirting	"	17	0 4 2	0 13 9	0 13 9	330	330
	"	4	0 3 10	1 1 9	1 1 9	463	463
Sarees	Each	42	2 2 11	10 9 0	10 6 10	434	478
Kham	"	10	0 4 0	0 14 9	0 14 11	369	373
Total—Clothing		100					
Index Number—Clothing			----	----	----	429	418
House-rent	Per month	100	2 3 3	2 3 3	2 3 3	100	100
Index Number—House-rent			----	----	----	100	100
Miscellaneous—							
Barber	Shave	30	0 1 0	0 3 0	0 3 0	300	300
Sonp	Bar	16	0 5 1	1 3 8	1 3 8	387	387
Hair oil (Coconut oil)	Seer	9	0 4 4	2 7 9	2 7 8	917	915
Fan	100	10	0 0 6	0 4 9	0 4 0	800	800
Supari	Seer	10	0 6 9	2 12 9	2 15 2	663	699
Chewing Tobacco	1/2 Seer	7	0 2 0	0 12 0	0 12 0	600	600
Bidi	Bundle of 25	18	0 8	0 3 0	0 2 11	450	435

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—JALGAON—ALL ITEMS

(Average prices in August 1939 = 100)

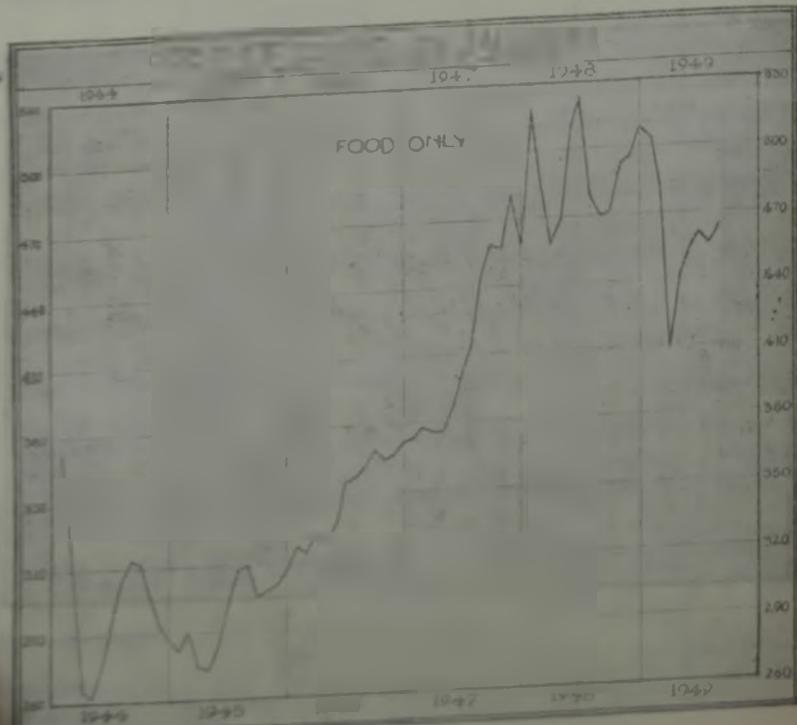
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	295	335	301	268	265	277	295	304	311	311	301	291	296
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	326	307	306	317	315	317	327	329	332	337	336	341	347
1947	369	347	350	347	347	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	436	434	437	452	456	461
1949		458	441	391	412	422	424	417	422	..	..	..	..



Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—JALGAON—FOOD—BASE 1928=100

Year	Average	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
1944	303	273	320	365	262	277	295	313	324	322	308	294	287
1945	299	290	275	273	244	302	320	300	308	310	316		
1946	360	328	325	327	338		361	369	365	367			
1947		373	378		385	403		459	457	481	459		
1948	490	518	484	458	480	510	528	471	493	496			
1949		484	409	441	453		465						



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 July and August 1949

Cost of Living Index Numbers for Industrial Workers in India for the months of July and August 1949

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	July 1949	Aug. 1949	July 1949	Aug. 1949	July 1949	Aug. 1949	July 1949	Aug. 1949
Food	364	372	265	261	287	297	466	485
Fuel and lighting	293	293	340	343	414	409	424	421
Clothing	367	307	291	291	307	297	420	418
Miscellaneous	282	283	385	385	340	341	504	505
Rent	100	100	107	107	107	107	100	
Cost of living	302	306	256	254	296	300	417	422

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)	
	July 1949	Aug. 1949	July 1949	Aug. 1949	July 1949	Aug. 1949
Food	386	388	359	359	546	561
Fuel and lighting	295	295	370	373	511	498
Clothing	370	355	330	331	480	480
Miscellaneous	515	515	280	265	388	388
Rent	....	....	175	175	197	197
Cost of living	378	378	320	320	486	488

(b) Average prices from August 1926 to July 1928=100. (d) Base: August

† Particulars for Nagpur and Kanpur are available on pages 489 of the 1934 issue of the Labour Gazette and at pages 605-606 of the April 1939 issue of the Labour Gazette.

The Nagpur cost of living index number, on base August 1939 equal to 100, was 378 in August 1949, being the same as in the previous month. The index number for the food group rose by two points to 388 and that for the clothing group fell by 15 points to 355, while the index numbers for the fuel and lighting and the miscellaneous groups remained unchanged at 295 and 515 respectively.

The Madras cost of living index number, with the average prices for the year ended June 1936 equal to 100, was 320 in August 1949, being the same as in the preceding month. The index numbers for the food group and house rent remained unchanged at 359 and 175 respectively; those for the fuel and lighting and the clothing groups rose by three and one points to 373 and 331 respectively; while the index number for the miscellaneous group fell by four points to 265.

In August 1949, the Kanpur cost of living index number on base August 1939 equal to 100, was 488, being two points higher than in the preceding month. The index number for the food group rose by five points to 551 and that for the fuel and lighting group fell by 13 points to 498; while the index numbers 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	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Jubbulpore	Madras	Kanpur
1946	306	355	419	434	380	396	321	534
	306	356	423	434	383	401	317	568
	300	362	419	452	386	405	316	547
November	302	364	421	456	387	409	317	534
December	310	358	422	461	389	413	329	508
January 1949	301	323	426	458	380	393	331	506
February	292	329	423	441	374	391	331	515
March	296	332	412	391	374	398	333	479
April	280	333	412	376	376	391	327	468
	291	341	408	422	377	391	327	482
	288	340	403	424	378	391	329	483
	288	340	408	417	78	391	327	486
	291	346	411	422	378	391	327	488

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

Labour Courts*

REVIEW OF DECISIONS FOR THE QUARTER ENDING JUNE 30, 1949

Section 78 of the Bombay Industrial Relations Act, 1946, empowers a Labour Court to decide disputes regarding (i) the propriety or legality of an order passed by an employer under Standing Orders, (ii) the application and interpretation of Standing Orders, (iii) any change made by an employer or desired by an employee in respect of an industrial matter and matters arising out of such change, (iv) industrial disputes in respect of which no provision is made in any submission for the appointment of an arbitrator, and (v) disputes in respect of which it is appointed as an arbitrator by a submission. The Labour Courts are also empowered to decide whether a strike, lockout, or any other change is illegal under the Act. Offences punishable under the Act are also tried by the Labour Court Judges instead of going into the Criminal Courts. Where the payment of compensation on conviction for an offence is provided for, the Court shall determine the compensation and order its payment. A Labour Court has also power to require an employer to withdraw any change which is held by it to be illegal or carry out any change provided such change is a matter in issue in any proceeding before it under the Act. No Labour Court shall, however, take cognizance of any offence except on a complaint by the person concerned or on a report in writing by the Labour Officer.

The Act provides for an appeal to the Industrial Court (i) against certain types of decisions of a Labour Court; (ii) against a conviction by a Labour Court by the person convicted; (iii) against an acquittal by a Labour Court in its special jurisdiction by the Provincial Government; and (iv) for enhancement of a sentence awarded by a Labour Court in its special jurisdiction by the Provincial Government.

DETAILS OF APPLICATIONS FILED AND DECIDED

Between 1st April 1949 and 30th June 1949, the total number of applications filed was 392, of which 59 were from Bombay, 278 from Ahmedabad, 47 from Sholapur and 8 from Jalgaon. Two hundred and fifty-seven applications were pending on 1st April 1949. Of these 649 applications for the second quarter of 1949, 294 were decided during the quarter and the remaining 355 were pending on 1st July 1949.

* The article on Labour Court Decisions up to 31st March 1949 was published in the Labour Gazette, July 1949, pages 1234-1253.

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

Number of Application	Centres				Total
	Bombay	Ahmeda-	Sholapur	Jalgaon	
Pending on 1st January 1949	45	120	19	24	208
Filed between 1st January 1949 and 31st March 1949	72	162	61	9	304
Decided between 1st January 1949 and 31st March 1949...	67	136	38	14	255
Pending on 1st April 1949 ...	50	146	42	19	257
Filed between 1st April 1949 and 30th June 1949	59	278	47	8	392
Decided between 1st April 1949 and 30th June 1949...	70	143	64	17	294
	39	281	25	10	355

Of the 294 applications decided during the quarter ending 30th June 1949, 5 were filed by employers and 289 by and on behalf of employees. All the 5 applications filed by employers related to legality of strikes, 4 of which resulted in their favour. One application was withdrawn by employers. As many as 74 applications were filed against illegal changes by employers. Discharge from service, reinstatement and payment of compensation accounted for 139 applications while the remaining 76 were due to the other causes such as changes desired by employees, provision of amenities, interpretation of awards, compensation for stoppages, etc.

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

Centres	Number of applications by causes				Total
	Illegal strikes and lock-outs	Illegal change	Discharge and reinstatement	Others	
Bombay ...	1		56	8	
Ahmedabad ...		48	68	29	143
Sholapur ...		19	6	39	64
Jalgaon ...	4		11		15
Total	5	74	139	76	294

Four decisions were in favour of employees, 39 in favour of workers, 114 resulted in mutual settlement between the parties, due mainly to the good offices of the Labour Court Judges, 75 cases were dismissed while the remaining 62 were allowed to be withdrawn by the applicants consequent upon mutual settlement, of their own accord between the parties.

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

Centres	In favour of		Resulting in			Total
	Employers	Employees	Mutual agreements	Dismissal	Withdrawal	
Ahmedabad	...	15	104	13	11	143
Sholapur	...	7	7	21	29	64
Jalgaon	4	3	2	6	2	17
Total	4	39	114	75	62	294

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

Number of complaints	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st January 1949	6	9		6	21
Filed between 1st January 1949 and 31st March 1949	2		2		13
Decided between 1st January 1949 and 31st March 1949	4		1	4	17
Pending on 1st April 1949 ...	4	10	1	2	17
Filed between 1st April 1949 and 30th June 1949	3	63	1		67
Decided between 1st April 1949 and 30th June 1949...	3	67	2		72
Pending on 1st July 1949 ...	4	6			10

BOMBAY

The First and the Second Labour Courts, Bombay, were instrumental in deciding 70 applications, 1 of which relating to illegal strike resorted to by employees, was allowed to be withdrawn. Fourteen cases were decided in favour of employees. Twenty-one applications filed by employees against illegal changes effected by employers and on questions of discharge and reinstatement and payment of compensation were withdrawn by the parties after settlement between them had been reached. The remaining 35 applications were dismissed by the Courts.

ILLEGAL CHANGES

Application No. 61 of 1949 was filed by one Sripat Keru, an employee of the B. E. S. T. Undertaking, Bombay, praying for a declaration that the opponent Undertaking had made an illegal change and for a direction for withdrawal of the said illegal change.

The applicant alleged that he entered the services of the Undertaking in 1939 as a coolie in the Public Lighting Department. In recognition of his good work he was promoted to the post of a mucadam in January 1948. As such his duties were of a supervisory nature. From January 1949, however, the applicant was being called upon by the opponent to work as a coolie and the applicant had been all along protesting against that. Inasmuch as the opponent required the applicant to discharge the duties of a lighter, the opponent had withdrawn the customary privilege and thus made a change. Withdrawal of the customary privilege, concession or change in usage was Item No. 7 in Schedule II of the Bombay Industrial Relations Act and Section 42 (1) required an employer intending to effect any change in respect of an industrial matter specified in Schedule II, to give a notice of change. The applicant contended that as no such notice was given, the change made by the opponent was illegal under Section 46 of the Bombay Industrial Relations Act.

The opponent stated that the applicant was promoted to mucadam Grade II in recognition of long and good work to fill a vacancy previously held by a lighter and not in order that he might be a supervisor.

Referring to the contention of the applicant that the duties of mucadam should be of a supervisory nature, the Judge observed that the mere designation would not be a proper test to determine the nature of duties actually performed by an employee. The opponent stated that the post held by the applicant carried a higher salary than that paid to an ordinary lighter but there was no change in his duties as a result of the promotion. Some time after his promotion the applicant would not do his normal duties, but wanted to perform only supervisory duties. This naturally led to deterioration of his work which fact necessitated the Mains Superintendent to give the applicant a memo, asking him to make an immediate and sustained improvement in his work and behaviour.

The deterioration in work was denied by the applicant and reliance was placed in support of the same on the fact that in January 1949, the applicant was given the annual increment due to him in the grade of a mucadam. To this the Judge remarked, "Increment within the grade has all along been considered as a normal feature and in my opinion this grant of increment in January 1949 is not sufficient to prove that the work of the applicant has not deteriorated."

On the evidence before the Court, the Judge was not prepared to hold that the duties of a mucadam in the Public Lighting Department were of a purely supervisory nature. That being so the opponent had not made any change and much less an illegal change by requiring the applicant to perform the duties of a lighter. The application was, therefore, rejected.

B. D. Kanchan, a clerk in the Meyer Mills Ltd., Bombay, filed an application (No. 63 of 1949) praying for a decision that the change made by the opponent Mills by ordering the applicant to attend to coupon selling was an illegal change and for the relief that the said change be ordered to be withdrawn and for compensation.

The applicant was working as a Cashier in the opponent Mills from 1st June 1947. On 4th March 1949, the opponents gave a notice of change to the elected representatives of clerical employees proposing to retrench eight clerks one of which was the coupon seller. On the next day, the opponent ordered the applicant to attend to selling of canteen coupons in addition to his duties. The applicant contended that the allocation of work of coupon selling to him constituted an illegal change under section 46 (2) as it was a change in respect of an industrial matter specified in Schedule II.

The contention of the opponents was that the Cashier had no sufficient work for the whole day and so he was given other odd jobs. As the applicant did not show much interest in these odd jobs he was asked to attend to coupon selling which involved handling of cash and for which the applicant had time. The opponents contended that it did not constitute an illegal change.

The Court remarked, "It is an admitted fact that the opponents wanted to retrench the staff for reorganization of the work so it is clear that the duties of the retrenched clerks will have to be performed by some other clerks. As far as the work of the coupon seller is concerned, pursuant to the opponent's order dated 5th March 1949, it was to be performed by the Cashier. So by the order dated 5th March 1949, the applicant will have to do the duties of Cashier as well as of coupon seller. This is clearly a reform in the existing system of work in this department. By this reform it is intended to reorganise the distribution of work in more economic manner.....So the order in question clearly aimed rationalisation which means a reform in a particular industrial unit for substituting uneconomic and inefficient practices by systematic and scientific methods. (Report of the Textile Labour Inquiry Committee Volume II, page 183.) Assuming that the order does not fall within the

narrow scope of the term rationalisation, it is clear that the order aims at economising the cost of labour by division of work, and so will fall within the scope of 'efficiency system of work.' So in my view of the matter the change effected by the order in question will be in respect of the industrial matter specified in Schedule II, item 4."

The opponents next contended that the change was merely an experimental measure. The opponents relying on the order in Application No. 57 of 1940 (*Labour Gazette*, Volume XX, page 429) urged that as the change was merely an experimental measure, it would not fall within the scope of item 4, Schedule II. To this the Court remarked, that the ruling which was relied upon was under the Bombay Industrial Disputes Act, in which item 4 of Schedule II was as follows:

'Introduction of rationalisation or other system of work.'

Under the Bombay Industrial Relations Act, the relevant item is as follows:

'Rationalisation or other efficiency systems of work.'

As the words 'introduction of' were used in the item, it was held in Application No. 57 of 1940 that experiments would not be covered by item 4 of Schedule II of the Bombay Industrial Disputes Act. Under the Bombay Industrial Relations Act the words 'introduction of' have been deleted which meant that experiments would be covered by item 4. Hence, even assuming that the change was an experiment, it would fall within the scope of item 4 of Schedule II. Since no notice of change was given as required by section 46(2), the Court held that the order dated 5th March 1949, requiring the applicant to attend to coupon selling was an illegal change. The opponents were directed to withdraw the said change within 14 days from the date of the order.

DISCHARGE AND REINSTATEMENT

Application No. 29 of 1949 was filed by one Namoo Ganoo of the Seksaria Cotton Mills Ltd., Bombay, stating that he had been working in the opponent Mills for the last few years as a permanent operative in the Ring Department and his service record had been clean. On 7th October 1948, he was given a charge-sheet for tampering with the electric installation, abetment in stealing a bulb and theft of Company's property. On 11th October he was served with a discharge order under Standing Order No. 19(a) with 13 days' wages in lieu of notice. The order was made without any enquiry and without any reason of fault on his part. The reason for discharge was 'services not required.' The applicant contended that no opportunity was given to explain his conduct. He therefore prayed for a declaration that the discharge order is improper and/or illegal and in contravention of the Standing Orders, that he be reinstated and paid compensation for loss of earnings.

The opponents alleged that on 6th October 1948, the applicant with some of his co-workers came to the Mills at about 6 p.m. There were on that day two incidents of fire in the Ring Department. Consequently, three sepoys in plain clothes were posted to keep watch in the Department. At about 8-30 p.m. one of the sepoys caught the applicant and another worker removing a bulb. Both the workers were then taken to the Head Jamadar who took the bulb from the applicant and made the necessary enquiries which led him to suspect the two workers as being mischief-mongers who wanted to attempt sabotage in the Department. The necessary charge sheet was given to the workers on 7th October and a thorough enquiry was made in the matter by the Manager, Mill Labour Officer and the Spinning Master. As a result of the enquiry, the applicant was found guilty of an offence of a serious nature. The Manager, out of consideration for the long service of the applicant, passed an order of discharge against him.

The Court remarked that on the evidence before it, it was not prepared to hold that the applicant was present on the Mill premises at the time of the two fires on 6th October or was in any way connected with them. The Management had already decided to dismiss the applicant on 7th October; the order of dismissal was passed by the Management before any opportunity was given to the applicant to explain the circumstances against him. There was nothing in the body of the charge sheet to show when the enquiry was to be held and before what time the operative was to submit his explanation if any. In this connection, the Court referred to the decision of the Industrial Court in the *Amalner Girmi Kamgar Union, Amalner versus the Pratap Spinning and Manufacturing Co. Ltd., Amalner* (*Labour Gazette*, Vol. XXI, Page 1119) where the allegations and the order of suspension were communicated to the operative at the same time and it did not appear that any opportunity was given to the workers to explain the circumstances alleged against them. In that case the final order was incorporated in the same slip given to the applicants. The Industrial Court had held that that action of the management amounted to a breach of the Standing Order No. 22 and therefore an illegal change. Since in the present case the charge sheet and the order of dismissal were incorporated in the same slip, the action of the Management could not be considered as being in compliance of the Standing Order No. 22 and was, therefore, illegal.

The reason for discharge as stated in the order, was "your services are not required." In this connection, the Court referred to the decision of the Industrial Court in *Sholapur Spinning and Weaving Company Limited, Sholapur versus Narayan Tukaram Madhikar, 1948 I. C. R. (Bom.) 305*. In that case, where the reason for discharge was stated as 'your services are no longer required,' Mr. Justice Sen had observed:

"As to the nature of the reasons that the employee is expected to give as the justification of an order for discharge, speaking for myself, I find very little difference, if any, between the statement 'I am discharging you' and 'Your services are no longer required.' In my opinion a reason such as was given in this case hardly amounts to any reason at all."

The Court agreed with those observations. The reason given in the discharge order was therefore no order at all. The Manager had made a note on the reverse side of the counterfoil of the discharge order to the effect that the operative admitted to have abetted Ramoo Bhau in tampering and stealing the Company's burning bulb and having hidden the bulb. The offence was of a grave nature and deserved severe punishment. But considering his length of service and young age and giving due consideration to the special recommendation to show leniency made by the Labour Officer, the Manager ordered him to be discharged with 13 days' pay in lieu of notice.

The Court remarked that if the applicant had admitted the misconduct alleged against him, why was it not mentioned in the discharge order? The Manager had not in his evidence stated that he held the view that the reason was such as would lay the company or him open to criminal or civil proceedings at the instance of the operative concerned. According to the Manager, there was no proof as regards the charge of theft of the bulb.

As to the question of 'tampering with electric installation,' the Court was unable to agree that the mere removal of the bulb would have caused any injury to the electric installation. Moreover, there was nothing in the statement of reasons to show that the Manager had taken the applicant's previous record of service into consideration in awarding the punishment.

The Manager had stated that although it was not possible to prove a case of sabotage against the applicant, he might have been involved in it. To this the Court remarked that there was no evidence on record to prove beyond doubt that the applicant or Ramoo Bhau were on the Mill premises at the time of the two fires. 'Sabotage' or 'attempt at sabotage' was a serious misconduct and if any action was to be taken against an operative on that account he ought to be given an opportunity to meet that charge. There was no mention about that in the so-called charge sheet. Nor was there any mention of even a suspicion to that effect in the reason stated in writing by the Manager on reverse side of the counterfoil of discharge order. Under the circumstances the Court was unable to hold that the Management had any reasonable ground to suspect that the applicant was involved in an attempt at sabotage.

The order of dismissal against the applicant on 7th October 1948 was not in compliance with Standing Order No. 22 and so was bad in law. As was pointed out by the Industrial Court in *S. A. Appaswami—versus—The Jasmine Silk Mills Ltd., Bombay* (Labour Gazette, Volume XXIII, page 199), the subsequent order of discharge would not make that order of dismissal valid in law. With regard to two charges on which the applicant was called upon to give an explanation, the Manager had held one (theft of the bulb) not proved against the applicant. On the second charge, viz., removing the bulb, having regard to the fact that the applicant had a perfectly clean record of service the punishment in the form of a discharge was, in the opinion of the Court, too

severe and improper. A fine or suspension would have been quite an adequate punishment under the circumstances of the case. The procedure followed by the Management was fundamentally wrong and had caused serious prejudice to the applicant. The order of discharge was, therefore, also illegal.

Mr. Justice Sen, had in *Gauri Ambu and Others—versus—The Phoenix Mills Ltd., Bombay* (Bombay Government Gazette, Part I, dated 21st October 1948, page 4685) observed that where something fundamentally wrong and not a mere irregularity vitiates the order of dismissal or discharge, ordinarily there should be an order for reinstatement. The opponent was, therefore, directed to reinstate the applicant within three weeks from the date of the order and to pay him 13 days' wages as compensation.

Another application (No. 25 of 1948) filed by one Dhondu Ambaji against the Shree Ram Mills Ltd., Bombay, praying for reinstatement ended in favour of the applicant.

The applicant alleged that he was a permanent employee of the opponent mills. On 3rd November 1947, he was working as a Sorter in the Folding Department and during his short absence on that day there was a mistake in sorting. When he came to know of the mistake he informed the Supervisor. On 4th November, he was served with a discharge order terminating his service with 13 days' wages in lieu of notice. The applicant contended that he was not given a chance to explain his conduct to the Manager and the discharge order was passed without any enquiry.

The opponents contended that the discharge order was proper and legal, that the said order was passed under Standing Order No. 19 (a) and under the said Standing Order before passing such an order. The opponents alleged that the applicant was habitually negligent in his work and that repeated warnings had no effect on him.

The Court came to the conclusion that the mistake in sorting was committed by Gajanan (applicant's assistant) and not by the applicant. It was argued on behalf of the opponents that the delegation of his work by the applicant to any other worker was dereliction of duty on his part. The Court found that the applicant was instructed that the work of bundlers should not be interrupted. If the rate of production were to be the same, it would not have been possible for the Sorter to go out without asking his assistant to carry on the work during his temporary short absence. If he were not to do that, the work of the bundlers would be interrupted and the Sorter would be held responsible for such interruption. The Court was therefore not satisfied that in asking Gajanan to carry on the work of sorting during the applicant's short absence, the applicant was acting in contravention of the specific instructions given to him. It was also possible for the weighing clerk to detect the mistake in packing and the mistake was at any rate, detected before the packed bales had left the Folding Department.

The Manager had stated that because the Government was taking a very serious notice of wrong packing and short packing he took the action against the applicant. To this, the Court remarked that as to the yardage prescribed by the Central Government Notification, the mistake committed in the case would not amount to contravention of the Government order and there was no likelihood of the opponents being prosecuted for violation of that order. The mistake was not so serious as the opponents wanted to show.

The applicant was only technically responsible for the mistake which was committed in fact by Gajanan. The latter was only suspended for a day while the applicant who was technically responsible for it had been discharged from service. The Court held that the discharge from service in the case of an operative with eleven years' service to his credit was too drastic a punishment and that was improper.

The discharge order stated that the reasons were personally explained to the applicant. The opponents had alleged that the applicant was habitually negligent in his work and that repeated warnings had no effect on him and he continued to be negligent in his work. Standing Order No. 19 (a) required that the reasons for termination of service should be recorded in writing and should be communicated to the operative, if he so desired at the time of discharge. The reasons in this case were not recorded in writing. Thus the provisions of Standing Order No. 19 (a) had not been complied with and the order of discharge was also illegal.

The Court declared that the order of discharge was illegal and improper. The opponents were directed to reinstate the applicant on his previous post and pay him six months' wages as compensation, since, in spite of earnest efforts the applicant was unable to secure another job.

In application No. 62 of 1949, the applicant, one Shahabuddin Gulab, alleged that he was employed in the Acme Thread Co. Ltd., Bombay, for the last several years and was working as a Measurer. On 6th October 1948, he was served with a fourteen days' notice of discharge. The reason for discharge was stated in the notice as shortage of work. The applicant contended that there was no shortage of work at all but that the Company wanted to effect a reduction in the number of workers and that consequently he was served with a discharge notice. This reduction in the number of workers having been effected without a notice of change under Section 42 (1), the discharge of the applicant was illegal.

The opponent stated that the Management had closed the night shift working by reason of shortage of raw material and that this resulted in lesser work necessitating the discharge of the applicant. It was further contended that the legality or illegality of the discharge order would depend on the question whether the provisions of Standing Order No. 19 were or were not observed and not on whether the change was legal or illegal. To this the Court remarked "It is no doubt that Standing Order No. 19 deals with the question of discharge and lays down the

procedure, Standing Order No. 19 must, however, be read so as to harmonise with the provisions of the Act under which it was framed. If therefore the provisions of the Act require some particular procedure to be followed and that procedure is not followed, mere compliance with the requirements of Standing Order No. 19 would not make the discharge a legal one." The Court referred to the decision of the Industrial Court in *Ekanath Mahadeo and Others—vs.—the Bombay Textile Mills Ltd., Bombay (Labour Gazette, Volume XXIII, Page 703)*. In that case the applicants had contended that the action of the Management in discharging them by giving them 14 days' notice for shortage of work amounted to an illegal change. The case for the applicants was that they along with others were permanent workers, that as nobody else was employed in their places their discharge even though with notice amounted to a reduction in the number of persons which was intended to be of a permanent or semi-permanent nature and it fell under Item I of Schedule II of the Bombay Industrial Disputes Act for which a proper notice under Section 28 of that Act was necessary. Sir Harshidbhai Divatia, the then President of the Industrial Court, upheld the contention of the applicants and declared the discharge of the applicants to be an illegal change.

The Court found that nobody was appointed in place of the applicant and that there was a reduction of a permanent nature in the number of persons employed in the occupation of a Measurer. Following the decision in the above case, the Court held that the discharge of the applicant was illegal.

In *Gauri Ambu and others—vs.—The Phoenix Mills Ltd., Bombay (Bombay Government Gazette, Part I, dated 21st October 1948, page 4695)*, Mr. Justice Sen had observed as follows:

"It seems to me that in cases of discharge under Standing Order No. 19 or dismissal under Standing Order No. 22, where such action could properly be taken by the Management but where the procedure adopted has been faulty, amounting to a mere irregularity and no prejudice has been caused to the operative in question by the adoption of such procedure, the Court would not ordinarily order reinstatement."

The Court observed that the applicant was given 14 days' notice terminating his service from 21st October 1948. After the expiry of the notice he was kept as a *bodhi* up to 9th December 1948. If a notice of change as required by Section 42 (1) had been given and the procedure of conciliation had been gone through, it would have been possible for the opponent Company to discharge the applicant by the 9th December 1948 or thereabout. That no notice of change was given under Section 42 was only an irregularity so far as the applicant's discharge was concerned. It could not also be said that any prejudice had been caused to the applicant. It was therefore held it was not a fit case for ordering reinstatement. The opponent Company was directed to pay to the applicant as compensation the amount of the difference between the wages the applicant would have drawn as a Measurer and those actually drawn by him from 21st October 1948 to 9th December 1948.

Jagannath Sakharan filed an application (No. 44 of 1949) praying for relief that he be reinstated in his original post of Jobber in the Jubilee Mills Ltd., Bombay from where he was demoted and for compensation. The applicant contended that he was working as a permanent Jobber in the Night Shift for the last three years. The night shift was closed in May 1948 and was restarted from 1st September 1948. When the shift was closed the applicant was working as kiernan in the day shift. When the night shift was restarted the applicant started working as a Jobber and was given a permanent ticket. On 4th September 1948, a new Jobber was appointed for the night shift and the applicant was reverted to the position of the kiernan. On the 10th November 1948, the opponents passed a formal order of discharge under Standing Order No. 19(a) and in the same order it was stated that the applicant was engaged as a permanent kiernan in the day shift without affecting continuity of service in the mills.

The opponents contended that the applicant was not very efficient or competent to work as a full fledged Jobber and the day shift Jobber was required to supervise the night shift for two hours. So after re-starting the night shift a more competent and experienced new worker was appointed as a Jobber. The opponents contended that the applicant's being reverted as a kiernan was legal and justified. They also contended that the discharge order dated 10th November 1948 was legal and proper.

The Court remarked that demotion could not be divided into discharge or dismissal and subsequent re-employment. But assuming it could be divided like that even then the discharge order would have no effect because admittedly the discharge took place on 4th September 1948 and the discharge order must be passed and served or tried to be served on 4th September 1948, otherwise the discharge would be illegal.

As to the question whether the demotion of the applicant was proper and justifiable, the Court remarked, "It is true that the applicant was being helped by the day shift Jobber throughout his employment as a Jobber. But the applicant also says, and that was not denied, that the Jobber prior to him was also being helped by the day shift Jobber. Moreover, this practice had continued for a very long period and the applicant was never warned in writing that if he would not be able to work alone, he would be demoted or discharged for inefficiency and so there was no reason why abruptly as far as the applicant is concerned, the practice should be changed and he should be demoted."

The next ground for demotion was that the opponents had engaged a new Jobber who was more experienced and competent. To this the Court remarked: "I do not think that it will be proper and justifiable to demote the applicant and then bring a new work. If the opponents want to engage new and more efficient persons, certainly they can do so but not at the cost of the old workers against whom they have not got anything in particular to say. Grounds of inefficiency may be alleged

against anybody but if any action is to be taken for it, the inefficiency must be conclusively proved.....the applicant cannot be blamed for the defects and so even if the opponents have employed a new man, it will not be proper and justifiable to demote the applicant. If the opponents want to employ a new man, they may do so without prejudicing the rights or privileges of the applicant. So I hold that the demotion of the applicant is not proper and justifiable."

The opponents were directed to reinstate the applicant to his original post of Jobber.

Application No. 74 of 1949 was filed by one Janardhan Parshuram Gondhalkar, a Gate-keeper in the Jam Manufacturing Co. Ltd., Bombay, for a declaration that the discharge order dated 14th January 1949 was illegal and improper and for the order of reinstatement and for compensation.

The opponents stated that the reasons for discharge were recorded but not communicated to the applicant because they were incriminating to the Company. They alleged that a theft of three bales of cloth was committed by the Godown-clerk and they were inquiring about the theft, they received certain information which raised grave suspicions against the applicant also and therefore the applicant was discharged. The applicant denied the charge and contended that he had nothing to do with the theft.

The applicant was a Gate-keeper and it was his duty to see that the goods going out of the gate were going with proper gate pass. He had also to make entries about this in the *kachcha* and *pucca* gate report books. It was on the record that the cloth bales were sent out of the Mills by the Godown-keeper and that the gate pass was prepared by either the Godown-keeper or his assistant and was countersigned by either the Manager or the Head Clerk. The daily gate report book did show that thirty-one bales went out of the gate on 18th June 1948 and it was not even alleged that the relevant gate pass for thirty-one bales was improperly or incorrectly filled in, signed or counter-signed. The Manager had asked the Godown-keeper to explain the loss of the bales. He had also called Mr. Ramade (another employee) to check the bales. On 21st June 1948, Mr. Ramade reported to the Manager that the Godown-keeper and the applicant had gone to his house on the previous day and the Godown-keeper wanted Mr. Ramade to persuade the applicant to destroy the relevant gate pass. But Mr. Ramade advised the applicant not to do so. The opponents alleged that the applicant did not report this incident to the Manager till he was called, when he admitted the incident. The Manager had not alleged that the applicant hesitated to admit the incident. The Court observed that if the applicant had guilty conscience he would not have admitted the incident easily. "Even considering from the laymen's viewpoint, it can be stated that unless and until the applicant had shown his willingness or had done something showing or suggesting that he was willing to join the conspiracy, no action should be taken against him."

The whole incident seemed to be absolutely unnatural. There was nothing in the evidence to show that the applicant was careless in performing his duties at the gate. Moreover, as far as the Manager was concerned, he was informed about the alleged incident at Mr. Ramade's house, on 21st June 1948. According to him, the information was complete on that day. The applicant was discharged on 14th January 1949. This long delay in passing discharge order was not explained which itself raised grave doubt about the propriety of the discharge order.

The Court further observed, "Even though the three bales are stolen and Mr. Dalvi (Godown-keeper) was absconding from 21st June 1948, no complaint is filed or the theft is even reported to the Police. The Manager admits that the last bale is traced to a shop and in spite of that nothing is done. This strange silence is also not explained.....this means that no efforts have been made even to trace Mr. Dalvi. So the main culprit remains unpunished, while the applicant for no fault of his is deprived of his job."

Considering all these circumstances cumulatively, the Court held that the opponents had not acted properly in discharging the applicant and so the discharge order dated 14th January 1949 was improper. The opponents were directed to reinstate the applicant.

Delivering judgment in Application No. 56 of 1949, Mr. P. S. Bakhle, Judge, First Labour Court, Bombay, declared, "The applicant has invariably overstayed the leave granted to him by anything over one month. The total period of absence from duty during the last 7 years comes to 24 months. It is in my opinion rather unfair to the employer to require him to retain in service an employee who has developed the habit of overstaying his leave by a considerably long time."*

The applicant, one Bindadin Lachhman, had alleged that he was in service for 21 years and had a good service record. In August 1948, he was taken ill and was under the treatment of the B. E. S. T. Undertaking's Doctor for about a month. On the recommendation of the said Doctor, the applicant went on one month's sick leave up to 11th September 1948, on which date he sent a medical certificate from a medical practitioner recommending one month's leave for restoration of his health. To that certificate the Undertaking informed the applicant to resume duty before 11th October 1948. He reported to duty on 9th November when he was told his services were terminated.

The Court referred to the order of the Industrial Court in *Chandrushkhar Shirtaz vs. the Indian Woollen Mills Ltd., Bombay (Labour Gazette, Volume XX, page 298)*, in which it was laid down that the Court could not consider the propriety or legality of orders passed under the rules of the Company. The application was not maintainable in so far as it related to the propriety or legality of the discharge order. The Court declared that the opponent had shown all the indulgence that he could show to a worker of the type of the applicant. Hence the application was dismissed.

There were 18 applications filed by Tram-Conductors of the B. E. S. T. Undertaking, Bombay, praying for declaration that their discharge was illegal and/or improper, for reinstatement and for compensation for the periods of unemployment. All these employees were charged with receiving fare and not issuing tickets.

The Court held that under section 78 (1) A (a) (i) the propriety or legality of an order passed under Standing Orders could be enquired into by the Labour Court, but as no such Standing Orders had been settled under section 35 of the Bombay Industrial Relations Act, it was not open to the Court to enquire into the question of propriety or legality of the orders passed.

All the applicants were served with notices stating charges against them. These notices further required the applicants to appear in person before the Traffic Superintendent (Trams) when the charges would be investigated in the presence of the applicants. The Court found that from the time of the service of the notices to the dates of enquiry the applicants had sufficient time to make necessary arrangements about their defence. It could not, therefore, be said that no fair, adequate or sufficient notice was given to the applicants about the enquiries. The Court was also not prepared to hold that the enquiries were vitiated on account of the non-compliance with the principles of natural justice. The applications were dismissed.

In application No. 103 of 1949, Mr. D. M. Vin, Judge, Second Labour Court, Bombay, declared that the conduct of the applicant amounting either to gross negligence likely to involve the Bank in serious losses, or to abetting or conniving at fraud or dishonesty in connection with the business of the Bank would be more than sufficient to justify the dismissal of the applicant.*

J. R. Kalap, the applicant, contended that he was orally suspended on 14th February 1949 and then on 17th February, he was given a discharge order by the opponent, the Jodhpur Commercial Bank Ltd., Bombay. On 26th March 1949, he was given a letter calling upon him to submit an explanation in writing with regard to certain irregularities mentioned therein. The explanation was given on 29th March. After this, the applicant received a letter stating that he was dismissed with effect from 15th February 1949. The applicant prayed for a decision that the dismissal was not legal or proper and for the relief of reinstatement and compensation.

The Judge maintained that it was because of the applicant's conduct that a large amount of Rs. 1,20,000 could be fraudulently overdrawn. The applicant had acted knowingly. There was no valid reason at all for the applicant for not obtaining the Agent's sanction. Looking to all these circumstances, the Judge opined that the dismissal order was proper.

As the mandatory requirements of the Model Standing Orders about the inquiry had not been complied with, the Judge held the discharge order to be illegal. But it could not be said that the non-compliance with the provisions of Standing Order had in any way prejudiced the applicant. Hence it was not a fit case in which the relief of reinstatement could be granted. But since the dismissal order was illegal, the Judge directed that the opponents should pay one month's wages as compensation to the applicant.

COMPLAINTS

Remarking that "the penal provisions of the Bombay Industrial Relations Act were not intended merely to strike terror among the workers," Mr. P. S. Bakhle, Judge, First Labour Court, Bombay, fined 27 workers of the Jam Manufacturing Co. Ltd., Bombay, for participating in a strike declared illegal by the Labour Court. This was the first instance in which the penal provisions of the Act had been enforced against workers.

Said the Judge, "It has to be borne in mind that in the interest of the nation, production must be kept as high as possible and for that reason strikes have to be deprecated. It was also to be remembered that these offences have been recognized since the enactment of the Bombay Industrial Disputes Act, 1938. There have been many illegal strikes in Bombay since then but the employers had not resorted to these penal provisions. This naturally created in the minds of the workers a feeling that these penal provisions were intended only to strike terror among the workers."

All the accused found guilty of going on strike or joining a strike which the Labour Court held to be illegal were directed to pay a fine of Re. 1 each while an additional fine of Rs. 2 was imposed on those found guilty of continuing the strike after the lapse of 48 hours after it had been declared illegal by the Labour Court.*

AHMEDABAD

In all, 143 applications were decided by the Labour Court, Ahmedabad, out of which 48 applications related to illegal changes effected by employers, 66 to discharge from service, reinstatement and payment of compensation, while the remaining 29 were filed for other reasons. Unlike in the case of Bombay, 104 applications ended in mutual compromise between the parties, due mainly to the good offices of the Court. Thirteen applications were dismissed due to technical irregularities, eleven applications were withdrawn by the applicants, while the remaining 15 were decided in favour of workers.

ILLEGAL CHANGES

The Textile Labour Association, Ahmedabad, filed an application (No. 408 of 1948) stating that the opponent, the Vivekanand Mills Co. Ltd., Ahmedabad, stopped all of a sudden, the payment of production

bonus to mucedams [without giving any notice of change. The opponents did so because the said mucedams joined the Union. It thus prayed that the said act of the opponent be decided as amounting to an illegal change within the meaning of Section 46 of the Bombay Industrial Relations Act and the opponent be required to withdraw the same.

"The opponent alleged that the production bonus was given to the workers with a view to encouraging and enhancing the efficiency of the work done by them and it depended on the wish and intention of the Company without creating any right or precedent. It was further alleged that since the wage had been standardized by the Industrial Court, Bombay in Reference No. 18 of 1947, the workers were not entitled to get such bonuses, inasmuch as the Industrial Court, at the time of fixing standard wages of weavers considered various questions of bonuses and raised the wages.

The Judge, Mr. P. D. Vyas, observed, "Whatever may be the object in discontinuing this practice, *prima facie*, the notice of change was required to be given under Section 42(I) read with item Nos. 7 and 9 of Schedule II of the Bombay Industrial Relations Act. The item No. 9 of the said Schedule is for wages which means remuneration of all kinds, capable of being expressed in terms of money and includes any bonus, as can be seen from the definition given in sub-clause 39 of section 3 of the Act. The item No. 7 of Schedule II namely, withdrawal of any customary concession or privileges or change in usage will also be applicable, inasmuch as this practice of payment of production bonus was admittedly going on since the last about 5 years before the same was stopped. In view of the abovesaid definition of the term 'wages' as now given, the matter does not rest on the mere sweet will of the opponent Mills Company so that the payment can be stopped at any time..... If for the sake of efficient production, any such bonus was being paid by way of an incentive for work, the workers become entitled to the same in the same manner as their normal wage and if the opponent wanted to discontinue for any reason the payment of any such bonus, the proper course should have been given a notice of change under Section 42(I) of the Bombay Industrial Relations Act."

As regards the contention of the opponent that all such payments were deemed to have been taken into account when the wages were standardized by the Industrial Court, the Judge remarked that if anything under the Award actuated the Mills discontinuing the payment, it would have been stopped soon after the Award. On the contrary, in spite of the Award, the payment was actually continued for a period of 4 months and in the opinion of the Court, either because the Jobbers formed a Union or for any other reason best known to the opponent, the payment was stopped with effect from 1st September 1948. The opponent had thus committed an illegal change which he was asked to withdraw.

In application No. 112 of 1949, the Textile Labour Association, Ahmedabad, stated that eight permanent workers of the Gujarat Cotton Mills Co. Ltd., Ahmedabad, were all of a sudden discharged on

* Labour Intelligence, August 1949, p. 12.

1st December 1948 with one month's notice pay. This act of the opponent amounted to reduction in the number of persons employed in Mills and for this purpose a notice of change was necessary as required by Section 42(I) of the Bombay Industrial Relation Act read with item No. 1 of Schedule II. The opponent having not done so, it was prayed that the opponent should be held to have committed an illegal change and be required to withdraw the same.

The opponent admitted to have committed an illegal change, hence he was asked to withdraw the change and reinstate those eight workers on their original posts.

DISCHARGE AND REINSTATEMENT

Somabhai Kashiram, an employee of the Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, filed an application (No. 378 of 1948), stating that he was in the employment of the opponent Mills for the last 22 years and was discharged with 13 days' wages in lieu of notice, summarily. The reason stated in the discharge order was vague and untrue and the requirements of the Standing Order No. 19 were not complied with. He thus prayed that the order should be decided as illegal and improper and the opponent be required to reinstate him and pay him compensation.

The opponent contended that the applicant was warned orally as well as in writing for less efficiency in his Department. In spite of that the applicant showed no improvement and his work being unsatisfactory, he was given a show-cause-notice on 21st July 1948. He did not accept the said show-cause-notice but he did appear personally to give the explanation. On inquiry the applicant himself expressed a desire for being discharged with 13 days' wages. To this the Court remarked that there was no satisfactory proof on that score. If the applicant himself wanted to be relieved, it was difficult to understand why he was not there and then relieved by passing the due order and paying him 13 days' wages. On the contrary, the applicant admittedly worked in the night shift and it was at mid-night on the same day that he was given the discharge order with 13 days' wages. The Judge remarked that the applicant had been summarily discharged from service at mid-night not only without properly complying with the provisions of Standing Order No. 19 but also without any true and sufficient reason.

The Court further remarked that if the various charges which were tried to be alleged against the applicant were true it would in substance come to this that he was guilty of habitual negligence or neglect of work for which the opponent ought to have taken action under Standing Order No. 22 after due show-cause-notice. The applicant was discharged without any previous opportunity to render explanation as deposed by him. The opponent was directed to reinstate the applicant on his original post and to pay him one month's wages by way of compensation.

Ahmed Badar of the Gopal Mills Co., Ltd., Broach, contended in Application No. 380 of 1948 that he was illegally and improperly dismissed on 6th November 1948 without complying with the provisions of

Standing Order No. 22 and the opponent thus committed an illegal change. The opponent alleged that the applicant was served with a show-cause-notice on 27th October 1948 for having gone on an illegal strike, on 15th February 1948 and also for insulting the Head Jobber. The applicant refused to accept it and so it was sent to the Textile Labour Union. Then on 29th October 1948, the Management gave only a lighter punishment and the applicant was suspended for two days. Thereafter on 5th November 1948, the applicant instigated certain workers to forcibly enter the department and work on the machines, even though the said workers had remained absent without leave and new persons were employed on their machines. In view of this misconduct the applicant was given a show-cause-notice on the same day, i.e., on 5th November 1948 but the applicant refused to accept the same and hence it was sent to the Textile Labour Union. The applicant having not rendered any explanation and he being guilty of serious misconduct, was dismissed on 6th November 1948 by serving upon him a dismissal order under Standing Order No. 22.

The Judge remarked that the dismissal order passed against the applicant was without any previous show-cause-notice which was obviously illegal. The Court was not prepared to believe that the applicant instigated the workers as alleged by the opponent since the evidence adduced by the opponent was highly conflicting and deserved no weight. The order of dismissal passed against the applicant was entirely illegal and improper and the opponent was directed to reinstate the applicant on his original post and to pay full compensation equivalent to the wages he would have earned during the period of his dismissal from 6th November 1948 upto the date of reinstatement.

In Application No. 381 of 1948, the applicant, Jeshingbhai Motibhai, an employee of the Arvind Mills Co. Ltd., Ahmedabad, contended that the Manager of the Mills maliciously and without any ground gave him a show-cause-notice at 4 p.m. on 10th November 1948. He was not given sufficient time to render explanation and yet when he had gone for the same, he was roughly treated and not heard. The Manager, on the contrary, made defamatory charges and dismissed him at 11 a.m. on 11th November 1948. The applicant thus prayed that the said act of the opponent be decided as illegal and improper and the opponent be required to reinstate him on his original post and pay him compensation.

The opponent contended that the applicant had made false and baseless allegations against the Manager of the Mills and that he was not roughly treated. The applicant through one Udhav Ramchandra had committed an act of bribery by unlawfully collecting moneys on 23rd October 1948 from other workers, when this fact came to the Manager's notice, the applicant was served with a show-cause-notice on 10th November 1948 and on the next day, i.e., 11th November 1948, he was dismissed after being afforded sufficient opportunity to render explanation and after full inquiry.

At the instance of the parties the application was heard together with Application No. 382 of 1948 filed by one Somabhai Hirabhai. The Judge remarked, ".....the whole inquiry conducted by the Manager is full of irregularities and even though he may be actuated by the best of motives, the dismissal orders passed by him cannot be sustained as legal and proper. Here was a serious charge of bribery against the two applicants which would bring them into disrepute for life and mar their future prospects. If there is corruption in any shape or form in any department, the management would certainly be justified in taking all possible steps to root out the evil but before particular individuals are branded as corrupt, there must be adequate and reliable proof to arrive at that conclusion."

The Court further remarked that the Manager had already made up his mind and arrived at his final conclusion even before the applicant Jeshingbhai was heard under show-cause-notice. This was fundamentally wrong on the part of the Manager and it militated against all principles of natural justice, inasmuch as no man could be condemned at his back before he was heard. The Manager had admitted that at the time of the inquiry both the applicants insisted on their innocence and denied any knowledge in the matter which was being brought against them. The Judge remarked, "Under these circumstances, before the two applicants were branded as corrupt, it was the duty of the Manager to see that there was an adequate and reliable evidence to hold the charge proved. On the contrary, the inquiry was held in a slipshod, irregular manner and right from the beginning upto the time of hearing we find various inconsistent statements on the opponent's behalf."

The Court therefore declared that the dismissal orders were illegal and improper, the opponent was directed to reinstate the applicants on their original posts and pay them compensation equivalent to the wages they would have earned during the period of their unemployment from the date of dismissal upto the date of reinstatement.

The Textile Labour Association, Ahmedabad, in Application No. 410 of 1948 contended that one Nagarbhai Gulabbhai was working as a Jobber in the Ramkrishna Mills Co. Ltd., Ahmedabad, for the last 10 years but in 1948, the opponent tried to press the workers through the said Jobber to attend to three machines and when the workers expressed their inability to do so, this Jobber was dismissed on the alleged ground of having instigated the workers. It thus prayed that the order of dismissal be decided as illegal and improper and he be reinstated on his original post.

The contention of the opponent was that the Jobber was quite negligent in his work. Not only this but he was rude in his behaviour and used to utter foul words to his superiors. He also threatened other workers and was in the habit of instigating other workers so as to break the peace and harmony in the Mills. He was given several warnings but he did not improve and hence the opponent was justified in dismissing him.

The Judge remarked, "When we examine the evidence now adduced, it is difficult to hold that this Jobber was really guilty of the various charges made against him.....it is highly probable that he has been made a victim of the controversy in respect of working three machines. The dismissal order passed against him thus cannot be upheld as legal and proper and the opponent ought to reinstate him on his original post.....the opponent shall pay him compensation equivalent to the wages he would have earned during the period of his unemployment from the date of dismissal upto the date of reinstatement excepting the days on which he got *badli* jobs."

In Application No. 35 of 1949, one Lallubhai Mangaldas Shah a clerk in the Ajit Mills Co., Ltd., Ahmedabad, alleged that he was improperly and illegally discharged from service with effect from 29th July 1948. He was not given any notice to show cause nor had he committed any misconduct. He thus prayed that the discharge order be declared improper, unjust and illegal and the opponent be ordered to reinstate him and to pay him compensation.

The opponent alleged that the applicant was given one month's discharge notice on 30th June 1948 for misbehaviour, disobedience, abusing officers, neglecting work and late attendance. The period of the said notice expired on 29th July 1948 and the applicant was so discharged after fully hearing him.

The Judge observed, "This is a case in which the Manager has made inquiry and given the applicant an opportunity of being heard before he was discharged.....simply because no formal order of discharge was passed on 29th July 1948 after the expiry of the notice period, it cannot be said that the applicant's discharge is illegal." This would at best amount to an irregularity in not complying with the requirements of Standing Order No. 16 for clerks, but the fact of the applicant having been validly discharged with one month's notice stood. "It is very likely that the applicant indulged in general misbehaviours paying no heed to the instructions of his immediate superiors..... In my opinion it is amply clear from the evidence on record that in view of the general

misbehaviour shown by the applicant, he has rightly been discharged from service with one month's notice and the said act of the opponent cannot be said to be illegal or improper."

The Textile Labour Union, Broach, had filed an application (No. 117 of 1949) against the Broach Fine Counts Spinning and Weaving Co., Ltd., Broach, praying that the closure of the Mills be decided as amounting to an illegal change and illegal closure. The Judge held that the action of the management in entirely closing the Mills amounted to an illegal closure within the meaning of Section 98A of the Bombay Industrial Relations Act.*

SHOLAPUR

Out of the 64 applications dealt with by this Court, 19 related to illegal changes, 6 to discharge and reinstatement and 39 to other causes, including mostly changes desired by employees. Of the 64 applications, 7 were decided in favour of employees, 7 resulted in mutual agreement, 21 were dismissed while the remaining 29 were allowed to be withdrawn.

ILLEGAL CHANGES

The Rashtriva Girni Kamgar Sangh, Poona, filed an application (No. 34 of 1949) stating that the opponent, the Vijay Textiles Ltd., Poona, introduced two-loom system in place of one-loom system without following the procedure laid down under the Bombay Industrial Relations Act. The opponent contended that some weavers requested that they may be allowed to work on two-loom so that they would get increased wages. The opponent agreed to this and allowed those willing workers to work on two-loom.

The Judge, Mr. M. K. Trilokekar, observed that the only question for consideration was as to whether the opponent introduced rationalisation and if so whether the opponent had committed an illegal change. The Court found that no weaver was deprived of his work. The Management thought that if the weavers were willing to work double looms there was no harm in allowing them to do so since these weavers got double payment and thus their earnings increased.

The Judge referred to three decisions of Mr. Justice Rajadhyaksha, the then Member of the Industrial Court, on the point of rationalisation. These decisions showed that item No. 4 of Schedule II refers to the

* For further details see *Intelligence*, Jul. 1949, pages 12-13. The decision of the Labour Court as subsequently affirmed by the Industrial Court, Bombay (See *Intelligence*, September 1949.)

introduction of a system of rationalisation and not to sporadic, occasional and temporary and comparatively insignificant changes effected in the strength of the employees engaged in a particular department. In one case he had held that the discharge of a worker by directing one worker to attend to two sides of the machine in respect of a few machines and for a very short period would not amount to the introduction of a system of rationalisation whatever may be the motives that underlay the action of the management in taking the step. However, in another case where out of 26 machines, on 20 machines the system of doubles was introduced and which lasted for four months, it was held that the case was covered by item No. 4 of Schedule II. (*Digest of the Industrial Court Cases*, by K. R. Wazkar, page 49.) The present case was distinguishable from those cases inasmuch as the so-called introduction of double system did not deprive a single worker of his work. Out of 40 looms about 22 looms on the average were in use and the remaining used to remain idle. Thus if some of the weavers expressed a desire to work two looms with a view to augmenting their income, it could not be said that the management was guilty of introducing rationalisation without following the procedure laid down under the Bombay Industrial Relations Act. In the result, the application was dismissed.

Fourteen employees of the Sholapur Spg. & Wvg. Co. Ltd., Sholapur, filed an application (No. 55 of 1949) for illegal change. The applicants contended that they were permanent employees working in the Cheese Winding Department in the Night Shift. On 12th February 1949, the opponent issued a notice under Standing Order No. 9 informing the applicants that the Night Shift would be discontinued from 19th March 1949. They alleged that the opponent by this notice wanted to effect permanent reduction which amounted to a change in the matter covered by item No. 1 of Schedule II of the Bombay Industrial Relations Act. It was also alleged that this reduction was in pursuance of the rationalisation scheme and therefore it was also a change covered by item No. 4 of Schedule II. Since the opponent did not give any notice as required by Section 42(I), these changes amounted to illegal changes.

The opponent contended that the Night Shift was stopped under Standing Order No. 9 after giving one month's notice and therefore its action was perfectly justifiable. No change was effected in the industrial matters mentioned in Schedule II and therefore no notice was necessary under section 42(I) of the Act.

The Judge remarked, "The Standing Order No. 9 is in respect of item No. 3 of Schedule I and enables the opponent Co. to discontinue any shift after giving one month's notice. That procedure was followed by the opponent Company. Under Section 40 of the Bombay Industrial Relations Act, the Standing Orders 'shall be determinative of the relations between the employer and his employees in regard to all industrial matters specified in Schedule I.' In other words these Standing Orders, constitute a statutory contract between the employer and

employees and therefore if the employer proceeds under a Standing Order and discontinues the Night Shift the employees affected cannot challenge that order by making an application for an illegal change.

In Application No. 81 of 1945, (Rajaram Laxman and Laxman Vithoba vs. The Hirjee Mills Ltd., Bombay, *Labour Gazette*, Vol. XXV, April 1946, page 599), it was held that there was no illegal change since the provisions of Standing Order No. 9 had been duly complied with. The then President of the Industrial Court had observed, "The opponent Company is entitled to discontinue the Night Shift working by following the provisions of the Standing Orders and as these provisions have been followed, there has been no illegal change. It was not necessary for the opponent Company to give any notice under Section 28 if they had complied with all the provisions of Standing Order No. 9."

The Judge remarked that the above authority could be said to be on all fours with the facts of the present case. Moreover, the Night Shift was to be discontinued from 19th March 1949 but the present application was filed on 18th March 1949 when there was no reduction whatsoever. Thus, the application was premature since no cause of action had arisen on the date of the application. Hence the application was premature as well as misconceived, and was therefore dismissed.

DISCHARGE AND REINSTATEMENT

Application No. 50 of 1949 was filed by one Dattu Govind Shringare a weaver in the Parekh Mills, Ahmednagar. The applicant alleged that he was a permanent employee and was dismissed on 22nd December 1948 without following the procedure laid down under Standing Order. The Court remarked that the opponent did not give a charge sheet to the applicant setting forth the circumstances appearing against him and requiring his explanation. No inquiry was held by the Management regarding the alleged misconduct. The Management summarily dismissed the applicant for "habitual negligence" which is a misconduct falling under Standing Order No. 23(m). Thus the order of dismissal was illegal. The opponent was directed to reinstate the applicant and to pay him two months' wages inclusive of all allowances as compensation.

JALGAON

Seventeen applications were decided by this Court during the quarter. Four applications filed by employers against illegal strikes resulted in their favour. Of the remaining 13 applications, 2 related to illegal changes and 11 to discharge and reinstatement. Three applications were decided in favour of workers, 2 resulted in mutual agreement, 6 were dismissed by the Court while the remaining 2 were allowed to be withdrawn.

ILLEGAL STRIKE

On the failure of conciliation proceedings between the Khandesh Spinning and Weaving Mills Co. Ltd., Jalgaon and the Jalgaon Girni Kamgar Union over a demand for bonus for the year 1948-49, the Union on 28th March 1949 gave a notice of strike with effect from 11th April 1949. On intervention by the Provincial Government and a reference of the dispute to the Wage Board, the notice of strike was withdrawn. Government intervention, it was argued, took away the workers' right to strike and as a demonstration cessation of work was staged in the Mills on 12th April 1949.*

The Management filed an application (No. 10 of 1949) in the Labour Court, Jalgaon, for a declaration that the strike was illegal. In reply, it was contended that the cessation did not amount to an illegal strike as it was a protest against the policy of the Provincial Government and that this was not an industrial matter.

The Judge remarked that while according to the opponent Union the cessation was a protest against the composition of the Wage Board, the real purpose was ultimately and primarily the enforcement of the bonus demand. Two Union officials, examined as witnesses, had said that speeches at a meeting held on 10th April 1949 made a grievance of the absence of proper representation on the Wage Board and that it was for this reason that the strike on 12th April was advocated at the meeting. The composition of the Board and its functions, remarked the Judge, are not of easy comprehension to workers and "I do not think it possible to believe that this subject alone divorced from the immediate question of the bonus demand, was the subject of speeches on April 10, though it was one of the subjects stressed by the speakers." One of the witnesses had said that it was decided at the meeting to forward the resolution concerning the Wage Board to Government by the Union and if it was not accepted by the Government there should be a cessation of work. But nothing of the kind was done and the strike on April 12 took place despite this decision. Further, the composition of the Wage Board is not a new matter at all. The Joint Secretary of the Union admitted that some six to nine months back the Union had intimated to Government the names of the persons who should be appointed as workers' representatives on the Board. Meetings concerning the Wage Board were held more than six months back and "I do not see any fresh or new reason for making a new protest or representation in the matter at all." It was, therefore, held that the cessation of work related to and was in consequence of a dispute relating to an industrial matter. Further, no notice as required under the Bombay Industrial Relations Act had been given. The cessation of work was, therefore, declared to be an illegal strike.

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE PROVINCE

Disputes in August 1949	45
Work-people involved	47,228
Working days lost	2,45,331

NUMBER AND MAGNITUDE

Strike activity in the province which suddenly flared up in July 1949 recording the highest figures of disputes, workers involved and man-days lost since the beginning of the year showed appreciable improvement during August 1949. The number of disputes declined from 58 to 45 while the number of work-people involved and working days lost recorded a fall of 40.61 per cent. and 29.04 per cent. as compared to July 1949. The Bombay Municipal Sweepers' strike which commenced since May 13, 1949 was still in progress at the end of the month and accounted for a time loss of about 92,000 man-days during the month under review.

Figures for the month under review show 45 disputes in progress involving 47,228 workers and a time loss of 2,45,331 man-days as compared with 58 disputes in July 1949 with 79,516 workers and a time loss of 3,45,738 man-working days. In August 1948 there were 36 disputes involving 15,715 workers and a time loss of 88,258 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 10 or more persons and of not less than 24 hours' duration except when the number of working days lost is more than 100.

Of the 45 disputes in progress during August 1949, 18 were in the Textile industry, 6 in the Engineering, 2 in the Transport and the remaining in other industries. The disputes in the Textile industry alone accounted for 57.6 per cent. or more than half of the total time loss and involved nearly 29,000 workers or about 62 per cent. of the workers in all the disputes.

Seven of the 45 disputes were in progress at the beginning of August while the remaining 38 disputes were recorded during the month. Twenty-seven or more than half of the total disputes in existence lasted less than a week—most of them 1 to 3 days only. About 48.6 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 August 1949			Number of work-people involved in all disputes in progress in August 1949	Aggregate duration in working days of all disputes in progress in August 1949
	Started before beginning of August	Started in August	Total		
Textiles	3	15	18	20,419	141,413
Engineering		6	6	2,324	1,665
Transport ...	...	2	2	420	1,350
Miscellaneous	4	15	19	13,165	100,903
Total August 1949 ...	7	38	45	47,228	2,45,331
Total July 1949	8	50	58	79,516	3,45,738
Total August 1948 ...	8	28	36	15,715	88,258

Analysing the disputes according to localities, 29 of the 45 disputes recorded for the month were in Bombay City, two each at Sholapur, Ahmedabad and Viramgaum (Ahmedabad District) and one each at Dharwar, Bijapur, Ramwadi and Barsi (Sholapur District), Baramati (Poona District), Dharangaon (East Khandesh District), Prantij (Sabarkantha District) and Ambernath, Borivli and Bassein (Thana District).

Of the total disputes in existence during August 1949, 16 disputes arose over questions of "pay and allowances", 4 related to "bonus issues", 9 to grievances about "personnel", 10 to "leave and hours of work" while the remaining 6 disputes were due to "other" causes.

Of the 39 disputes that terminated during the month, five resulted in favour of the workers, 27 in favour of the employers, four were compromise settlements, two were indefinite in result—work being resumed pending final settlement and the remaining one dispute was inconclusive.

The highest peak (4,243,194) 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 in industrial disputes. The nearest approach to this was in February 1931, when only 108 working days were lost.

PROGRESS OF IMPORTANT INDUSTRIAL DISPUTES

BOMBAY

Bombay Municipality (Health and Engineering Departments).—There was an appreciable improvement in the strike situation during the month. The number of workers attending duty rose from 8,000 at the end of the previous month to about 9,500 during August 1949. The strike committee of the Municipal Kamgar Sangh issued printed Marathi leaflets asking the strikers not to be misled by the false propaganda of the Municipal Executive and other interested parties. The Committee also declared that all attempts at settlement proved futile because of the uncompromising attitude of the Municipal Commissioner and the Government.

The Municipal authorities were reported to have issued 550 dismissal notices and a like number of ejection notices to the strikers in the Engineering Department. The appeal filed by the striker Kashya Vithal against his conviction by the Chief Presidency Magistrate was decided by the High Court on August 30. The learned Judges set aside the conviction and sentence and ordered him to be released. At the end of the month about 5,600 workers were still reported to be on strike. The number of man-days lost during the month was about 92,000.

The Dhanraj Mills.—The management of the Mill had retrenched 44 doffer boys during July 1949 for want of sufficient work. On July 29 all the doffer boys requested the management to reinstate the discharged workers. But as the management refused to grant their request the total complement of 85 doffer boys of the 1st shift resorted to a stay-in-strike on August 1, 1949. The management immediately notified to the strikers that their strike was illegal and that they should resume work immediately. The notice, however, had no effect on the strikers and the management therefore closed the Mill due to the strike. On an application made by the Management, the Labour Court declared the strike illegal on August 10. Thereupon, all the strikers resumed work unconditionally on August 11 and the strike ended. The total time loss due to the strike was about 29,500 man-days.

The Dawn Mills.—The management of the Dawn Mills introduced a new system of working for the doffer boys according to the decision of the Industrial Court. Under the new system only 120 doffer boys were required as against 130 required previously. On August 11 out of the total complement of 130 doffer boys 27 remained absent. The management substituted 17 workers and brought the total number of doffer boys to 120 as required according to the new scheme. The doffer boys demanded that there should be 130 doffer boys in the 1st shift. But as the management refused to grant their demand, all the 120 doffer boys resorted to a stay-in-strike on August 11. The management put up a notice informing the strikers that their strike was against the decision of the Industrial Court and disciplinary action would be taken against them if they failed to resume work immediately. The strikers paid no heed to the notice. The management, therefore, closed the

1st shift except certain departments as a result of which about 900 workers were thrown idle. In the afternoon 120 doffer boys of the 2nd shift also joined the strike. Whereupon, the management closed down the 2nd shift except certain departments. The Mill worked partially till 25th August. In the meantime, the management discharged 10 doffer boys for taking part in the illegal strike. On 25th August 63 strikers of the 1st shift returned to work unconditionally. The strike was also declared illegal by the Labour Court in the afternoon on the same day. All the strikers, therefore, resumed work on August 26 and the strike ended. Besides the strikers, about 1,800 workers were affected indirectly due to the strike. The total time loss due to the strike was of the order of 20,000 man-working days.

Western India Spg. & Mfg. Mill.—Demanding holiday on account of "Gokul Asthami" about 1,175 workers of the 2nd and 3rd shifts of the Western India Spg. and Mfg. Mill struck work on August 16. August 17 was a holiday as declared by the Mill Owners' Association, Bombay. The strikers, therefore, resumed work unconditionally on August 18 in their respective shifts.

Phoenix Mills.—The management of the Phoenix Mills had agreed to grant leave to the workers at 11-0 p.m. on August 16 on account of fast on "Gokul Asthami Day." The workers, however, demanded that they should be allowed to leave the Mill at 8-0 p.m. As this was refused by the management 1,540 workers out of the total complement of 1,700 of the night shift did not start work at 4-0 p.m. on August 16 and resorted to a stay-in-strike and left the Mill at 5-30 p.m. Later on the management sent away the remaining 160 workers and closed the Mill. All the strikers returned to work unconditionally on August 18 as August 17 was a holiday for the Mill.

The National Rayon Silk Mill.—Demanding an increase in their dearness allowance from Rs. 1-5-0 to Rs. 1-8-0 the total complement of 100 workers of the National Rayon Silk Mill resorted to strike on August 25. The management immediately put up a notice stating that their strike was illegal and that they should resume work within 24 hours. The strike was, however, in progress at the end of the month without any change in the situation.

Western India Tanneries Ltd.—Protesting against the refusal by the management to grant holiday on August 28, on account of "Ganpati Visarjan Day" 253 workers of the Western India Tanneries Ltd. absented themselves from duty at 8-0 a.m. on 28th August 1949. They returned to work on the next day.

VIRAMGAUM (AHMEDABAD DISTRICT)

The Prabha Mills.—Demanding the arrears of dearness allowance and wages at increased rates according to the Award of the Industrial Court, 612 workers of the 2nd shift of the Prabha Mills resorted to strike on August 21, 1949. The management, thereupon, closed the 2nd shift after recess. On August 22, 1,005 workers of the 1st shift out of the

total complement of 1,140 also joined the strike. The strikers approached the Mamlatdar for settling their dispute. The Mamlatdar, however, advised them to resume work first and then resort to constitutional means to secure their demand. The strikers did not agree to this suggestion. All the remaining 128 workers of the 2nd shift also joined the strike in the afternoon. On 23rd August the Mill remained closed due to the strike. About 500 workers approached the President of the Viramgaum Municipality and Mr. K. M. Patel, Municipal Councillor who advised them to resume work but the workers did not agree. In the evening on the same day the representatives of the workers held discussions with the management as a result of which an amicable settlement was reached between the parties according to which each worker was to be paid an advance of Rs. 10 pending decision of the revision appeal filed by the management. The amount so paid to the workers was to be deducted when effecting full payment of arrears of dearness allowance and wages according to the award. The settlement pleased the workers and accordingly all the strikers resumed work on August 24. The dispute caused a time loss of about 4,400 man-working days.

DEARWAR

Dharwar Borough Municipality.—All the 176 menial workers of the Dharwar Borough Municipality struck work on 19th August 1949, demanding increase in dearness allowance from Rs. 25 to Rs. 35 with retrospective effect from 1st January 1949. The strike continued till the evening of 23rd August when the Municipality agreed to grant the demand of the strikers. The strikers, therefore, resumed work on August 24, 1949.

AMBERNATH THANA DISTRICT)

The Ahmed Abdul Karim Mills.—The strike in the Ahmed Abdul Karim Mills reported earlier terminated on August 18 on the unconditional return of the workers. On August 13 some of the strikers assembled unlawfully near the factory gates and obstructed the Works Manager and the General Manager from leaving the office. They also threatened the Police. Nine of the strikers were arrested in this connection. On August 18, Mr. Baig, the Manager of the Bombay Head Office of the Mills arrived at Ambernath and advised the strikers to resume work and to give time to the management to consider their demand. The strikers agreed to this and resumed work. Nearly 38,000 man-days were lost due to the strike.

SHOLAPUR

The Vishnu Cotton Mills. The strike in the Vishnu Cotton Mills which commenced on July 25 as a protest against the management's order to work as double shifters affected nearly all the 5,446 workers of the mills either directly or indirectly. The management had, therefore, to close the Mills practically every day under Standing Order No. 18. The strike was, however, declared illegal on August 6, by the Labour Court, Sholapur. From the next day the workers gradually began to

drift back for work and by 12th August the Mills resumed normal working. About 55,000 man-days were lost due to the strike. The Mill authorities served about 56 workers with charge-sheets for participating in the illegal strike.

EMPLOYMENT SITUATION IN AUGUST 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 the five important textile centres of the Province, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh.

Returns were received from 134 or 95.4 per cent. of the 141 mills reported as working at these centres during August 1949. The supply of Labour was reported as adequate by a majority of the mills. The average percentage of absenteeism in the textile industry in these centres amounted to 12.70 per cent. as against 13.05 per cent. in the previous month.

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

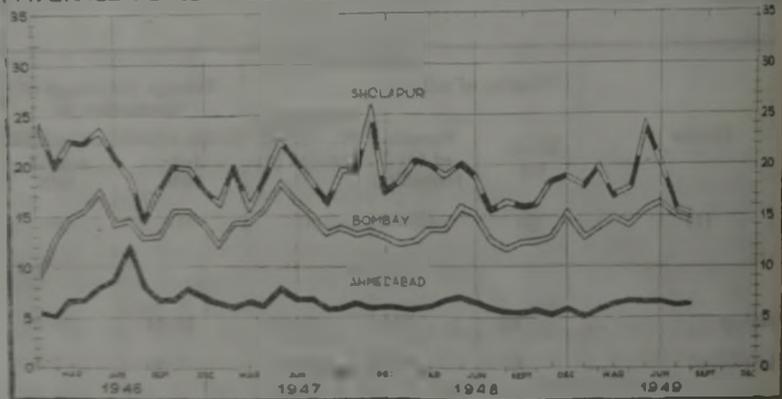
Centre	Number of mills		Percentage of Col. (3) to Col. (2)	Average percentage of absenteeism in	
	Working	Furnished information		July 1949	August 1949
(1)	(2)	(3)	(4)	(5)	(6)
Bombay	64	63	98.44	16.44	15.39
Ahmedabad	67	61	91.04	7.00	7.35
Sholapur	6	6	100.00	18.74	17.85
Viramgaum	1	1	100.00	10.71	10.66
East Khandesh	3		100.00	10.19	9.60
All Centres	141	134	95.04	13.05	12.70

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 the mills are being covered in calculating the absenteeism. For purpose of

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

Centre	Average percentage of absenteeism in	
	July 1949	August 1949
Bombay	15.02	14.34
Ahmedabad	6.18	6.37
Sholapur	15.73	15.17
Viramgaum	8.90	8.95
East Khandesh	9.28	9.27
All Centres	11.75	11.60

AVERAGE PERCENTAGE ABSENTEEISM IN THE COTTON MILL INDUSTRY



(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 the representative work-shops was 14.46 per cent. as against 14.07 per cent. in the previous month. The percentage absenteeism in the Bombay Port Trust amounted to 11.36 in the Chief Engineer's Department and 6.45 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR AUGUST 1949

One hundred and ninety-nine cases were disposed of in the Province, during August 1949, under the Workmen's Compensation Act, 1923, 22 more than in the preceding month. Of these, 195 cases were disposed of by the Commissioner for Workmen's Compensation, Bombay.

Hundred cases were in the Textile Industry, 26 in the Engineering Industry, 43 in the Transport Services and the remaining 30 cases were in the other groups of industries.

There were 76 proceedings under the Act. Compensation was awarded in 67 cases, seven cases were dismissed while one case was withdrawn. The remaining one case was in respect of recovery of compensation already awarded. Of the 123 cases of registration of agreements, 111 were registered while registration for the remaining 12 cases was refused.

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

Nature of employment	Proceedings					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 ..	21	2	—	—	—	23	68	9	77
Engineering ..	3	1	—	—	—	4	22	—	22
Metals ..	3	—	—	—	—	3	—	—	3
Food, Drink and Tobacco ..	2	2	—	—	—	4	5	—	9
Chemicals ..	5	—	—	1	—	6	1	—	7
Paper and Printing ..	—	—	—	—	—	—	2	—	2
Stone, Bricks and Glass ..	2	—	—	—	—	2	—	—	2
Bulking and Roads ..	—	—	—	—	—	—	—	1	1
Miscellaneous ..	2	—	—	—	—	2	1	1	4
<i>Group III—Services</i>									
Transport ..	27	2	1	—	—	30	13	1	43
Public Administration ..	2	—	—	—	—	2	—	—	2
Total ..	67	7	1	1	—	78	111	12	195

COMPENSATION PROCEEDINGS

The Gross amount of compensation awarded in lump sums was Rs. 70,576 as against Rs. 77,045 in the previous month and the total amount of monthly instalments was Rs. 65 as against Rs. nil in the preceding month.

There were 25 proceedings in respect of fatal accidents, 43 of permanent partial disablement and 8 of temporary disablement.

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

Nature of injuries	Original claims for compensation		No. of cases	No. of cases	No. of cases	No. of cases	Reviews and other miscellaneous applications	Grand Total
	Settled in favour of applicants							
	By lump sums	By instalments						
	No. of cases	Rs. a. p.	No. of cases	Total amount of instalments (monthly)	Total No. of cases			
Fatal	21*	51,210 0 0	1	65 0 0	22	1	2	25
total disablement	--	--	--	--	--	--	--	--
Permanent partial disablement	39	19,000 0 0	--	--	39	--	3	43
Temporary disablement	6	366 3 0	--	--	6	--	2	8
Total	66	70,576 3 0	1	65 0 0	67	1	2	70

*In one case out of the Rs. 900 were paid in lump sum the remaining amount in monthly instalments.

REGISTRATION OF AGREEMENTS

All the 123 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 46,202 as against Rs. 51,911 in the previous month.

TRADE CONDITIONS IN AHMEDABAD

AUGUST 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during August 1949, was 118,000 maunds as against 181,500 during July 1949 and 210,000 maunds during June 1949. The cumulative total for the eight months ending 31st August 1949, comes to 1,506,000 maunds as against 1,158,000 maunds for the corresponding period of the year 1948.

SEPTEMBER 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during September 1949, was 103,000 maunds as against 118,000 maunds during August 1949 and 181,500 during July 1949. The cumulative total for the nine months ending 30th September 1949, comes to 1,609,000 maunds as against 1,236,000 maunds for the corresponding period of the year 1948.

NIGHT SHIFTS IN COTTON MILLS IN THE PROVINCE

At the beginning of September 1949, there were 66 mills in Bombay city and 59 in Ahmedabad working night shifts. The number of men doing night work were 88,390 and 47,912 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st August 1949 there were 507 unions in the Province of Bombay registered under the Indian Trade Unions Act, 1926. The following fourteen unions were registered during the month of August 1949 :

(1) *Victoria Jubilee Technical Institute Employees' Union, Bombay.*—(Registered on 5th August 1949). *President*—Mr. N. R. Gharat ; *General Secretary*—Mr. V. A. Buwa ; *Treasurer*—Mr. T. B. Khadye ; *Hon. Adviser*—Mr. S. H. Jhabvala.

COMPENSATION PROCEEDINGS

The Gross amount of compensation awarded in lump sums was Rs. 70,576 as against Rs. 77,045 in the previous month and the total amount of monthly instalments was Rs. 65 as against Rs. nil in the preceding month.

There were 25 proceedings in respect of fatal accidents, 43 of permanent partial disablement and 8 of temporary disablement.

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

Nature of injuries	Original claims for compensation					No. of cases with- drawal, missed cases	No. of rec- very cases	Reviews and other miscel- lanous applica- tions	Grand Total
	Settled in favour of applicants								
	By lump sums		By instalments						
	No. of cases	Total amount	No. of cases	Total amount of instal- ments (month- ly)	Total No. of cases				
Fatal	21*	51,210	1	65 0	1			25	
Permanent total dis- ablement									
Permanent partial disabie-	39	19,000 0 0			39	3		43	
Temporary dis- ablement	6				6			8	
Total						1	3	74	

*In one case of the Rs. 900 awarded, Rs. 450 were paid in lump sum and the remaining amount in monthly instalments of Rs. 15.

REGISTRATION OF AGREEMENTS

All the 123 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 46,202 as against Rs. 51,911 in the previous month.

TRADE CONDITIONS IN AHMEDABAD

AUGUST 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during August 1949, was 118,000 maunds as against 181,500 during July 1949 and 210,000 maunds during June 1949. The cumulative total for the eight months ending 31st August 1949, comes to 1,506,000 maunds as against 1,158,000 maunds for the corresponding period of the year 1948.

SEPTEMBER 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during September 1949, was 103,000 maunds as against 118,000 maunds during August 1949 and 181,500 during July 1949. The cumulative total for the nine months ending 30th September 1949, comes to 1,609,000 maunds as against 1,236,000 maunds for the corresponding period of the year 1948.

NIGHT SHIFTS IN COTTON MILLS IN THE PROVINCE

At the beginning of September 1949, there were 66 mills in Bombay city and 59 in Ahmedabad working night shifts. The number of men doing night work were 88,390 and 47,912 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st August 1949 there were 507 unions in the Province of Bombay registered under the Indian Trade Unions Act, 1926. The following fourteen unions were registered during the month of August 1949 :

(1) *Victoria Jubilee Technical Institute Employees' Union, Bombay.*— (Registered on 5th August 1949). *President*—Mr. N. R. Gharat ; *General Secretary*—V. A. Buwa ; *Treasurer*—Mr. T. B. Khadye ; *Hon. Adviser*—Mr. S. H. Jhabvala.

(2) *Bombay Iron & Steel Workers' Union (Red Flag)*.—(Registered on 5th August 1949). *President*—Mr. Vithal Chaudhari; *General Secretary*—Mr. V. P. Bapat; *Joint Secretaries*—Messrs. S. N. Parikh, M. D. Mistry; *Treasurer*—Shrimati Maina Gawankar.

(3) *Iwacom Ltd. and Art Bangle Ltd. (Kandivli) Workers' Union*.—(Registered on 5th August 1949). *President*—Mr. Keshavrao Narayan Sathe; *General Secretary*—Mr. Keshav Narayan Korgaokar; *Joint Secretaries*—Messrs. Chintaman P. Pandit, Mohan Ranchod Patel; *Treasurer*—Mr. Shinwar S. Keni.

(4) *Rashtriya Gumasta Mandal, Amalner*.—(Registered on 5th August 1949). *President*—Mr. Damoo Supdoo Vani; *General Secretary*—Mr. Hanmant R. Kolte; *Secretaries*—Messrs. Vamanrao Y. Naik, Kashinath Tryambak Vani; *Treasurer*—Mr. Giri Supdoo Vani.

(5) *Phaltan Municipal Servants Union*.—(Registered on 11th August 1949). *President*—Mr. D. D. Sonar; *General Secretary*—Mr. M. Y. Dani; *Joint Secretary*—Mr. D. S. Kulkarni; *Treasurer*—Mr. J. R. Kulkarni; *Legal Adviser*—Mr. V. N. Agashe.

(6) *Bombay Weights and Measures Manual Assistants' Association*.—(Registered on 11th August 1949). *President*—Mr. M. K. Ostawal; *General Secretary*—Mr. R. B. Alurkar; *Treasurer*—Mr. V. H. Bhagwat.

(7) *Gannon Dunkerley Employees' Union, Bombay*.—(Registered on 11th August 1949). *President*—Mr. Adam Adil; *General Secretary*—Mr. K. L. Mansukhaney; *Secretary*—Mr. P. P. Nadkar; *Treasurer*—I. J. Kachhy.

(8) *Kesar Sugar Works Ltd. (Chemical Factory) Workers' Union, Bombay*.—(Registered on 31st August 1949). *President*—Mr. M. M. Pawar; *General Secretary*—Mr. K. R. Patel; *Secretary*—Mr. Shankar Dhondur; *Treasurer*—Mr. Ganpat Kondaji.

(9) *Municipal Kamgar Sabha, Kolhapur*.—(Registered on 31st August 1949). *President*—Mr. S. B. Havire; *General Secretary*—Mr. R. B. Lad; *Joint Secretary*—Mr. Pusha Karale; *Treasurer*—Mr. Krishna Chavan.

(10) *Paper Mills Mazdoor Sabha, Bombay*.—(Registered on 31st August 1949). *President*—Mr. D. S. Nargolkar; *General Secretary*—Mr. Vinayak Purohit; *Secretary*—Mr. Raghunath Sabhan; *Treasurer*—Shrimati Aruna Purohit.

(11) *Godown Kamgar Union, Satara*.—(Registered on 31st August 1949). *President*—Mr. Narayan Rama Jadhav; *General Secretary*—Mr. Dnyanoba Vithal Kadam; *Joint Secretary*—Mr. Anna Nana Mhaskar; *Treasurer*—Mr. Balu Parbati Rasal.

(12) *Coyla Mazdoor Sabha, Bombay*.—(Registered on 31st August 1949). *President*—Mr. Adam Adil; *General Secretary*—Haridas Shukla; *Assistant Secretary*—Mr. Ajaipal Singh; *Treasurer*—Mr. Mohuprasad Jugga.

(13) *The Wanless T. B. Sanatorium National Employees' Union, Wanlesswadi*.—(Registered on 31st August 1949). *President*—Mr. B. G. Naik; *General Secretary*—Mr. V. B. Awale; *Joint Secretary*—Mr. S. D. Kothavale; *Treasurer*—Mr. Alfred Masoji.

(14) *Pottery Workers' Union, Ahmedabad*.—(Registered on 31st August 1949). *President*—Mr. Somanath P. Dave; *Secretary*—Mr. C. G. Shah; *Joint Secretary*—Mr. Bhanuprasad R. Mehta; *Treasurer*—Mr. V. K. Trivedi.

The total number of registered unions on 31st August 1949 was 521.

* * * * *

THE BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

NOTIFICATION

No. 1902/46.—In exercise of the powers conferred by sub-section (5) of Section 1 of the Bombay Shops and Establishments Act, 1948 (Born. LXXXIX of 1948), the Government of Bombay is pleased to direct that all the provisions of the said Act shall come into force in the Anand Municipal area with effect from the 1st October 1949.

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

2nd September 1949.

* * * * *

INDIAN TRADE UNIONS ACT, 1926

NOTIFICATION

No. 610/46.—In exercise of the powers conferred by Section 29 of the Indian Trade Unions Act, 1926 (XVI of 1926), the Government of Bombay is pleased to amend the Bombay Trade Unions (Recognition) Regulations, 1948, as follows, namely:

For regulation 23 of the following regulation shall be substituted, namely:

"23. For the purpose of sub-section (4) of section 28E the proportion, which the number of the workmen referred to in clause (b) of section 28D who are members of the trade union and are not in arrears

of their subscription for any period exceeding three months shall bear to the total number of such workmen, shall be as specified below :

(i) Total number of workmen	Membership of union compared to the total number of workmen expressed as percentage.
Up to 1,000	33½
1,00 and above but less than 2,500	25
2,500 and above but less than 5,000	20
5,000 and above but less than 10,000	15
10,000 and above but less than 25,000	12½
25,000 and above	10

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

29th September 1949.

THE INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATION

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

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

(a) in column 3 against item No. 2, for the word 'Satara' the words 'Satara North, Satara South, Kolhapur' shall be substituted ;

(b) in column 3 against item No. 3, for the words 'and Cambay State,' the words 'Baroda, Mehsana, Amreli, Sabar Kantha and Banas Kantha,' shall be substituted.

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

29th September 1949.

THE JALGAON GIRNI KAMGAR UNION, JALGAON.

On an application made by the Khandesh Spg. & Wvg. Co. Ltd., Jalgaon, under Section 15 (b) (v) of the Bombay Industrial Relations Act, 1946, on the question of the cancellation of the registration of the above Union, and the subsequent enquiry held by the Registrar, Bombay Industrial Relations Act, 1946, in this connection, the latter, in exercise of the powers conferred on him under Section 15 of the Act, has, on 15th September 1949, cancelled the registration of the Jalgaon Girni Kamgar Union, Jalgaon, as representative Union for the cotton textile industry in the local area of Jalgaon Municipal Borough for aiding and assisting the continuance of a strike which began on 16th May 1949, and which was declared to be illegal by the order of the Labour Court, Jalgaon, dated 13th June 1949 in application (LCJ) No. 13 of 1949.

FOREIGN

WORK STOPPAGES IN OTHER COUNTRIES

UNITED STATES

Preliminary figures for February 1949 show 225 strikes and lockouts beginning in the month, in which 80,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 650,000 man-days. Corresponding figures for January 1949, are 225 strikes and lockouts, involving 70,000 workers, with a time loss of 800,000 days.

Preliminary figures for March 1949, show 275 strikes and lockouts beginning in the month in which 500,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,600,000 man-days.

CANADA

Preliminary figures for March 1949, show 10 strikes in existence involving 5,978 workers, with a time loss of 135,725 man-days, as compared with nine strikes in February 1949, with 7,235 workers involved and a loss of 71,732 days.

Preliminary figures for April 1949, show 18 strikes and lockouts in existence involving 7,877 workers, with a time loss of 139,500 man-days.

COST OF LIVING IN THE U. K.—1938-1948

In arriving at the rise in the overall middle-class cost of living, the underlying principle is that the national price indices implied or shown in the National Income White Papers must be the weighted average of working-class and middle-class price indices, if by "middle class" is meant to cover all those other than "working-class." The first step is to make the "working-class" and national price indices as nearly comparable as possible. The middle-class cost of living index for the war years can then be obtained as a residual. The division of national consumption in 1938 was approximately £2,361 millions working-class and £1,950 millions middle-class. Using these as weights middle-class cost of living indices are obtained as set out in the following table :

Working-class and Middle-class Cost of Living (1938=100)

Year	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948
National price index	102	119	133	143	148	152	156	160	171	184
Middle-class cost of living	103	120	136	146	153	157	164	171	183	194
Working-class cost of living	102	119	130½	140	144½	147½	149	151½	161½	175½

The table indicates how price movements favoured the working-class relatively to the rest of the community—or what may be called the “progressive” effect of price changes. The progressive effect of price movements from year to year could be measured by the following ratio :

$$\frac{\text{Middle-class cost of living in year T}}{\text{Middle-class cost of living in year T-1}} \quad \frac{\text{Working-class cost of living in year T}}{\text{Working-class cost of living in year T-1}}$$

This ratio indicates the extent to which the working class was sheltered from price increases—whether because of a socially discriminating price policy or not. A high ratio indicates a high “progressive” effect and vice versa.

The main progressive effect clearly took place in two steps, 1940–41 when price controls and subsidies were greatly extended, and 1944–45 when drink prices actually fell, while prices of luxury goods and services rose sharply; 1947–48, with its big increases in food and drink prices, compared to other goods, saw the first major step in the other direction.

These calculations can also be extended to sections of the middle-classes. First dividing the middle-class into “upper” and “lower” according to whether incomes in 1938 were above or below £500 we have the results as outlined below :

Cost of Living Indices for “Upper” and “Lower” Middle-Class (1938=100)

Year	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948
All middle-class	103	120	136	146	153	157	164	171	183	194
Upper middle-class	103	121	139	148	157	160	170	179	193	208
Lower middle-class	102	118	133	144	148	152	154	158	168	181

Much the same development is evident as was shown by comparison between working and middle-classes; 1940–41 saw a substantial increase in upper middle-class living costs relative to lower middle, and a fortiori relative to working-class, followed by another fanning out of indices in 1942–43 and again in 1944–45, when the increased prices mainly affected the highest income groups, whose living costs have apparently increased at a fairly steady rate since 1941.

THE POST-WAR MIDDLE-CLASS COST OF LIVING INDEX

Treating each Laspeyre type price relative for commodity groups as the weighted average of working-class and middle-class relatives, and using the working-class relatives for each group already calculated the middle-class price relatives shown in the following table are obtained as residuals :

Working-class and Middle-class Price Relatives for 1947 (1938=100)

Commodity group	National price relative	Working-class price relative	Middle class price relative
Food	151	138	186
Drink	250	253	246
Tobacco	335	337	331
Rent and rates	111	111	111
Fuel and light	150	151	144
Household durables	220	206	234
Other household goods	166	166	166
Clothing	189	174	202
Reading matter	118	118	118
Motoring and travel	146	135	153
Communications	134	134	134
Entertainments	176	178	172
Other services	149	149	149
Other goods	221	185	231
Income in kind of H. M. F.	154	154	154
Travel abroad	260	.....	260
	171	162	182

Grouping into categories suitable for linking to the Retail Prices Index gives price relatives for the Index Groups. From these could be obtained estimated middle-class weights for the base date of the Index. The middle-class index could be linked to the new Retail Prices Index, to

obtain an approximate measure of short-period current movements in the middle-class cost of living. A revised series for the middle-class cost of living, as outlined below is then obtained:

Middle-class Cost of Living (1938=100)

Year and month	1947	1948	1949
January .. ..	.....	190	197
February .. ..	.....	193	198
March .. ..	.....	193	198
April .. ..	.....	195	198
May .. ..	.....	195	.....
June	182	197	.....
July	183	195	.....
August	183	196	.....
September	184	196	.....
October	185	197	.....
November	188	197	.....
December	189	197	.....

The approximate middle-class cost of living for March 1949, compared to 1938 by commodity groups is shown below:

Index Group	Middle-class cost of living—March 1949 (1938=100)
I Food	201
II Rent	110
III Clothing	237
IV Fuel	154
V Durables	255
VI Other goods	224
VII Services	167
VIII Drink and Tobacco	294
Total	198

Making allowance for the decline in quality compared to pre-war, the cost of living for the whole of the middle-class in March before the Budget, would be found to be almost exactly twice pre-war. (From an article entitled Cost of Living, 1938-48, by Dudley Seers in the *Bulletin of the Oxford University Institute of Statistics*, May 1949.)

REPORT OF THE COTTON MANUFACTURING COMMISSION
ON WAGES AND METHODS OF WORK

The Cotton Manufacturing Commission appointed by the Minister of Labour and National Service in November 1946 to review wages arrangements and methods of organising work in the manufacturing section of the industry, referred, in its Interim Report, to the need for "redeployment," which it described as the reorganisation of work and payment in order to secure (a) that the skill of the operative is used to best advantage; (b) that the operative is provided with the opportunity and incentive to work to the best of her capacity; and (c) that the most effective use is made of the equipment available, with such improvements as can be readily carried out. In furtherance of this object the Commission recommended a new wage scheme for weavers, made up of a base wage and a bonus based on output. The bonus was to be calculated from piece rates which were the result of a scientific assessment of the skill and effort required from the weaver.

The Final Report of the Commission reviews a "notional" trial of the Commission's method of payment. The trial which took place at 39 mills and covered 1,032 weavers and 5,268 looms, showed that weavers in the great majority of sheds were substantially under-occupied, particularly in the case of four loom rayon weavers.

Any new wage system, states the Report, which seeks to relate reward to effort, must, under the same conditions of work and in the absence of any redeployment, inevitably result in substantial increases in the earnings of some weavers and decreases in the earnings of others. The new scheme had been designed to give additional rewards to a weaver who took more looms. The great majority of weavers who are at present paid under terms of the Uniform List will earn more under the proposed new method of payment than they do at present: in most cases the increase will be substantial.

A number of mills in Lancashire have, according to the Report, introduced the scheme and in each case, as a result of redeployment, weavers were able to take an increased number of looms. On an average production per man hour increased by 89.4 per cent.; earnings increased by 43.2 per cent. and costs were reduced by 21.6 per cent. after allowing for the cost of the additional ancillary staff. (*Ministry of Labour Gazette*, May 1949.)

Conciliation and Arbitration

NOTIFICATIONS

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

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

No. 170/49, dated 15th June 1949

Names of Parties

(1) Representing Employers :

Mr. P. R. Shah, Partner, Popular Silk Mills, Bombay.

(2) Representing Employees :

Mr. Raichand H. Shah,
Mr. A. L. De 'Souza,
Mr. Sitaram Daji,
Mr. Kamil Aranaha

Elected representatives of employees of the Popular Silk Mills, Bombay.

Short Recital of Case

On 26th March 1949, the elected representatives of employees of the Popular Silk Mills, Bombay, sent a notice of change in Form "L" to the management demanding an unconditional bonus for the year 1948 equivalent to 25 per cent. of the wages earned including dear food allowance during that year. As no agreement was possible between the parties Form "X" was sent to the Conciliator on 11th April 1949. Conciliation proceedings were held on 26th April 1949, 29th April 1949, 17th May 1949, 25th May 1949, 1st June 1949 and 7th June 1949, and on the last of these dates, as a special case, 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) All employees whether permanent or *hault* who have worked in the Mill shall be given a bonus equivalent to 20 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 1948 to 31st December 1948.

(d) In 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 one instalment by 30th 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) P. R. Shah,
Partner,
Popular Silk Mills, Bombay.

(Signed) Raichand H. Shah,
(") Sitaram Daji,
(") A. L. De'Souza,
(") Kamil Aranaha,
Elected representatives of
employees.

13th June 1949.

(Signatures of Parties)

(Signed) E. J. S. RAM,
Conciliator,

14th June 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 15th June 1949.

BEFORE THE CONCILIATOR Mr. A. C. AMDEKAR

No. 57/49, dated 12th March 1949

Names of Parties

(1) Representing Employers :

Mr. Karsandas G. Ved, Manager, New Era Textile Mills Ltd.,
Tulsi Pipe Road, Bombay.

(2) Representing Employees :

Mr. Shreenath Durgaprasad,
Mr. Raman Vithoba,
Mr. S. P. Sundrawada.

Short Recital of Case

On 13th January 1949, the Manager of New Era Textile Mills Ltd. gave a notice of change in Form "K" to the elected representatives of employees representing occupation "A"—Process Operatives of the Mill, to the effect that the mill proposed to retrench 104 persons in the different processes of the cotton section in the Occupation which have to be closed for want of work. As there was no agreement "N" form was sent to the Conciliator and was registered by him on 22nd February 1949. Conciliation proceedings were held on 2nd, 9th and 10th March 1949 and the following settlement was reached between the parties.

Terms of Settlement

(1) The Management of the New Era Textile Mills Ltd. shall retrench with immediate effect 104 men in the seven sections of occupation "A" inclusive of 12 of the men who have recently left the mill of their own accord.

(2) The Management shall absorb in about 25 vacancies, in any other departments, such of the retrenched men as are willing to work in those departments of the mill and are ultimately found to be competent to do the work. The men who are so absorbed shall not lose the continuity of their service in the mill.

(3) The workmen who are actually retrenched shall be given pay for the holidays that are due to them under the Factories Act. They shall also be given irrespective of their previous period of service, 15 days' wages with dearness allowance as an *ex-gratia* payment on their retrenchment. This payment as well as the pay for the holidays shall be given to them before Saturday, 12th March 1949.

(4) Whenever the Management re-opens the sections which are now being closed, retrenched men shall be given preference in re-employment and 15 days' clear notice may be given to enable them to join if they wish to do so.

(Signed) Karsandas G. V. d.,
Manager, New Era Textile
Mills Ltd., Tulsi Pipe Road,
Bombay.

(Signed) Shreenath Durgaprasad,
Left hand thumb impression of
Rama Vithoba,
(Signed) S. P. Sundrawada.

(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator,

10th March 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, dated 12th March 1949.

No. 90/49, dated 5th April 1949

Names of Parties(1) *Representing Employers :*

Mr. M. D. Rajadhayax, Assistant Labour Officer, Morarjee Gokuldas Spinning and Weaving Co. Ltd., Bombay.

Mr. R. A. Gokarn, Dyeing Master, Morarjee Gokuldas Spinning and Weaving Co. Ltd., Bombay.

(2) *Representing Employees :*

Janardan Parmananda,

Dukhi Kashi,

Bhagwati Sitlaprasad,

Ramnidhi Ramlal,

Bansukhlal Madhavji,

Elected representatives of employees in occupation 'F.'

Short Recital of Case

On 3rd March 1949, the Manager, the Morarjee Gokuldas Spinning and Weaving Co. Ltd., gave a notice of change to the elected representatives of employees in occupation "F" to the effect that he proposed to retrench 19 workmen in Piece Dyeing Department owing to reduction in work on account of production control imposed by Government. As there was no agreement between the parties, "N" Form was sent to the Conciliator on 10th March 1949. Conciliation proceedings were held on 24th March and 1st April 1949 and the following agreement was reached between the parties.

Terms of Settlement

(1) The Management of the Mill shall not retrench any permanent post in the Piece Dyeing Department.

(2) So long as there is less work in the Piece Dyeing Department the Management shall temporarily transfer those of the permanent men who have no work, to the Yarn Dyeing Department and shall give them work in that Department in preference to other temporary men who are doing the work in that department at present.

(3) Whenever work increases in the Piece Dyeing Department the permanent men transferred to the Yarn Dyeing Department shall be brought back to Piece Dyeing Department as and when required.

(4) The Management may not fill up any vacancies occurring in the Piece Dyeing Department till such time as normal working is resumed in that department.

(Signed) M. D. Rajadhayax, (Left Thumb Impression of)
Assistant Labour Officer, Dukhi Kashi,
Morarjee Goculdas Spg. & Wvg. (Left Thumb Impression of)
Co. Ltd., Bombay. Ramnidhi Ramlal,
(Signed) Bhagwati Sitlaprasad,
(Signed) Mansukhlal Madhavji.

(Signed) R. A. Gokarn,
Dyeing Master,
Morarjee Goculdas Spg. &
Wvg. Co. Ltd., Bombay.

(Signatures of Parties)

(Signed) A. C. AMDEKAR,
Conciliator,
1st April 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 5th April 1949.

* * * * *
No. 68/49, dated 26th March 1949

Names of Parties

- (1) *Representing Employers :*
Mr. J. Pereira, Labour Officer, Sassoon and Alliance Silk Mill Ltd.,
Bombay No. 10.
- (2) *Representing Employees :*
Mr. N. R. Daftardar,
Mr. G. H. Kulkarni,
Mr. J. A. Rane,
Mr. S. B. Parab,
Mr. R. J. Powar,
Elected representatives of employees in Occupation 'C' of the
Sassoon and Alliance Silk Mill Ltd., Bombay.

Short Recital of Case

On 28th February 1949 the elected representatives of the Sassoon and Alliance Silk Mill Ltd., Bombay, in Occupation "C" gave a notice of change in Form "L" to the Manager of the Mill demanding that the award of the Industrial Court for the clerical staff in the cotton textile industry in Bombay dated 26th October 1948 should be applied in toto to the clerical employees working in the Mill. As there was no agreement between the parties, "N" Form was sent to the Conciliator on 9th March 1949. Conciliation proceedings were held on 18th and 24th March 1949 and the following agreement was arrived at between the parties.

Terms of Settlement

(1) The management of the Sassoon and Alliance Silk Mill Ltd., agree to apply in toto, but with effect from 1st November 1948, to their clerical employees in Occupation group "C," the award of the Industrial Court for Occupation "H" in the Cotton Textile Industry in Bombay published in the *Bombay Government Gazette* Extraordinary, dated 28th October 1948.

(2) The arrears of pay thus due to the employees from 1st November 1948 shall be paid to them within one month's period.

(3) This agreement shall cease to have force, if and when an award relating to standardization of pay scales of clerical staff in Silk Mills in Bombay is given and made binding by Government on the Silk Mills.

(Signed) J. Pereira,
Labour Officer, Sassoon and
Alliance Silk Mill Ltd.,
Bombay.

(Signed) G. H. Kulkarni,
(Signed) J. A. Rane,
(Signed) S. B. Parab,
(Signed) R. J. Powar,
Elected representatives of
employees in occupation "C"
of the Sassoon and Alliance
Silk Mill Ltd., Bombay.

(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator,

24th March 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 26th March 1949.

* * * * *
No. 166/48, dated 18th May 1949

Names of Parties

- (1) *Representing Employers :*
Mr. D. B. Kale, Labour Officer, The Gendalal Mills Ltd., Jalgaon.
- (2) *Representing Employees :*
Dinkar Dajiba Shingade, General Secretary, Girmi Kamgar Union
(Red Flag), Jalgaon.
Dasarath Shripat and Tatyaba Hari Lahare, Members of
Managing Committee of the Union.

Short Recital of Case

On 5th April 1949, the General Manager of Gendalal Mills Ltd., Jalgaon, gave a notice of change in Form "K" to the Jalgaon Girmi Kamgar Union stating that the mill was not in a position to maintain its General

Department owing to heavy expenditure and want of sufficient work and that it proposed to retrench the nine workmen in that department in consequence. As there was no agreement between the parties, "N" Form was sent to the Conciliator on 14th April 1949. Conciliation proceedings were held at Jalgaon on 30th April, 7th May and 15th May 1949 and the following settlement was reached between the parties.

Terms of Agreement

(1) All the nine posts mentioned in the notice of change shall be abolished with effect from 1st June 1949 and the eight permanent men (one post being vacant) shall be provided for as follows:

(a) The tongawala shall be engaged as motor cleaner.

(b) One cartman shall be absorbed in the existing vacancy of sweeper in the Carding Department.

(c) The second cartman shall be given a *badli* pass in the Folding Department.

(d) Of the remaining five general workers, three shall be given *badli* passes in Engineering Department, one shall be given a *badli* pass in the Spinning Department and one in Watch & Ward Department.

(2) The six men, who are given *badli* passes, shall be given priority over all other *badli* workers in the departments on being confirmed in the next permanent vacancies that may occur. *Badli* worker, Dasrath Ganu, in the Engineering Department should, however, be given first chance of permanency in that department, even in preference to the above *badli*s. Any of these men shall also be given the chance of being confirmed in any vacancy of an unskilled workman, that may occur in any other department than the one where he is working.

(3) When the retrenched men, who are given *badli* passes are confirmed in future vacancies, the break in their service till the time of their being made permanent again shall be condoned.

Jalgaon, E. K., dated 15th May 1949.

(Signed) D. B. Kale,
Labour Officer,
for the Gendalal Mills Ltd.,
Jalgaon.

(Signed) Dinkar Dajiba Shingade,
for The Jalgaon Girmi Kamgar
Union (Red Flag).

(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act,

Bombay, dated 18th May 1949.

No. 179/49, dated 17th June 1949

Names of Parties

(1) *Representing Employers:*

Mr. M. D. Reubins, Manager, India United Mills, Mill No. 4,
Bombay.

(2) *Representing Employees:*

Mr. G. K. Jayawant, Representing Rashtriya Mill Mazdoor Sangh,
Bombay (Representative Union).

Short Recital of Case

On 5th May 1949, the Manager, India United Mills Ltd., Mill No. 4 gave a notice of change in Form "K" to the elected representatives of employees to the effect that he intended to retrench 14 workers in both the shifts in the Warehouse Department, owing to less work due to change-over to fine counts. As there was no agreement between the parties "N" Form was sent to the Conciliator on 12th May 1949. Conciliation proceedings were held on 26th May and 2nd, 11th and 15th June 1949 and the following settlement was reached between the parties. As the Rashtriya Mill Mazdoor Sangh, Bombay, was subsequently declared a Representative Union for the cotton textile industry in Bombay, it was requested later on to represent the employees in this dispute in place of the elected representatives.

Terms of Settlement

(1) Twelve workers in the Warehouse Department shall be retrenched on juniority basis, with effect from 20th June 1949.

(2) The retrenched workers shall be immediately given *badli* passes in the first instance with a view to absorb them in permanent vacancies as and when they occur on seniority basis. They shall be given preference in *badli* work and also priority in getting absorbed in future permanent vacancies.

(3) Whenever the retrenched men are confirmed in permanent vacancies, their break in service shall be condoned.

(4) If a retrenched worker prefers not to take *badli* work, the management shall give him due intimation by post of the improvement in the prospects of his getting work. He shall be given 15 days as joining time. His not taking *badli* work shall not adversely affect his reabsorption in next permanent vacancy.

(Signed) M. D. Reubins,
Manager, India United Mills
Ltd., Mill No. 4, Bombay.

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

(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator,

15th June 1949.

(Signed) D. G. KALE,

Registrar, Bombay Industrial Relations Act,

Bombay, dated 17th June 1949.

BEFORE THE CONCILIATOR Mr. R. J. TAMBOLI

No. 32/49, dated 28th February 1949

Names of Parties(1) *Representing Employers :*

Mr. N. M. Pandya, Assistant Labour Officer, Ahmedabad, Shri Ramkrishna Mills Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. R. M. Shukla).

Short Recital of Case

On the 3rd January 1949, the management gave a notice of change in Form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to close one Ring Frame running on Coloured Weft. Failing agreement "N" Form was sent to the Conciliator on the 16th January 1949. Conciliation proceedings were held on the 25th January 1949, 3rd February 1949 and 22nd February 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

(1) The management may stop one Ring Frame running on Coloured Weft Yarn.

(2) The worker attending the Ring Frame Machine to be stopped shall be permanently absorbed by the Mills either in the Winding or Grey Winding Departments. It shall be open to the management to get rid of one of *badli* workers employed in the Department in which the above worker is absorbed.

(3) This settlement shall come into effect from 1st March 1949.

(Signed) N. M. Pandya,
Assistant Labour Officer,
Ahmedabad, Sri Ramkrishna
Mills Co. Ltd., Ahmedabad.

(Signed) R. M. Shukla,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signature of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

22nd February 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 28th February 1949.

No. 36/49, dated 28th February 1949

Names of Parties(1) *Representing Employers :*

Mr. H. P. Shah, Manager, Gopal Mills Co. Ltd., Broach.

(2) *Representing Employees :*

Textile Labour Union, Broach (Mr. R. H. Patel, Secretary).

Short Recital of Case

On the 11th December 1948, the Textile Labour Union, Broach, as a Representative Union, gave a notice of change in Form "L" to the management demanding ten days' holidays with pay for each of the years 1946 and 1947 to all the Paherawallas, Jamadars, Bhangis, Water-women, Ayas and other workers who did not get the same. Failing agreement "N" Form was sent to the Conciliator on the 20th December 1948. Conciliation proceedings were held on the 31st December 1948, 13th January 1949, 19th January 1949, 25th January 1949, 2nd February 1949, 11th February 1949, 14th February 1949 and 22nd February 1949, on the last of which dates a settlement on the following terms was reached.

Terms of Settlement

(1) The management agrees to pay ten days' wages in lieu of ten days' holidays with pay for each of the years 1946 and 1947, to all the Paherawallas, Jamadars, Bhangis, Water-women, Ayas and other workers, who have not enjoyed the above holidays immediately after a similar decision is taken in the case of the said employees serving in Textile Mills at Ahmedabad.

(Signed) H. P. Shah,
Manager,
Gopal Mills Co. Ltd., Broach.

(Signed) R. M. Shukla,
for Secretary,
Textile Labour Union, Broach.

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

22nd February 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 28th February 1949.

No. 38/49, dated 28th February 1949

Names of Parties(1) *Representing Employers :*

Mr. H. P. Shah, Manager, Gopal Mills Co. Ltd., Broach.

(2) *Representing Employees :*

Textile Labour Union, Broach (Mr. R. H. Patel, Secretary).

Short Recital of Case

On the 31st December 1948, the management gave a notice of change in Form "K" to the Textile Labour Union, Broach, as a Representative Union, stating that they desired to fix every year the list of annual holidays to be observed in the Mills in accordance with the list of such holidays fixed by the Ahmedabad Mill Owners' Association, Ahmedabad. Failing agreement "N" Form was sent to the Conciliator on the 8th January 1949. The conciliation proceedings were held on the 13th January 1949, 19th January 1949, 25th January 1949, 2nd February 1949, 11th February 1949, 14th February and 22nd February 1949, on the last of which dates settlement on the following terms was reached.

Terms of Settlement

The management shall fix every year holidays to be observed in their Mills at Broach, on the lines of such holidays fixed by the Ahmedabad Mill Owners' Association, Ahmedabad, with the provision that owing to any special circumstances if the management finds it necessary to make a departure from the same, the substitution may be made according to the local customs.

(Signed) H. P. Shah,
Manager,
Gopal Mills Co. Ltd., Broach.

(Signed) R. M. Shukla,
for Secretary,
Textile Labour Union, Broach.

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

22nd February 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 28th February 1949.

No. 35/49, dated 28th February 1949

Names of Parties(1) *Representing Employers :*

Mr. V. V. Baxi, Manager, Nagri Mills Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. R. M. Shukla).

Short Recital of Case

On the 15th January 1949, the management gave a notice of change in Form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that they desired to reduce the number of Erection Fitters from 2 to 1 in the Ring Frame Section. Failing agreement "N" Form was sent to the Conciliator on the 27th January 1949. Conciliation proceedings were held on the 2nd, 22nd and 24th February 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 may revert Mr. Shivram Kalidas who is at present working as an Erection Fitter in the Ring Frame Section to his original post of a Mukadam in the same Section. The management shall, however, give this workman first preference to serve as an Erection Fitter in case they desire to increase the number of such fitters in future.

(2) The reversion of Mr. Shivram Kalidas shall take place immediately after one post of Mukadam falls vacant in the Ring Frame Section by a separate settlement between the Mills and the Textile Labour Association, Ahmedabad.

(Signed) V. V. Baxi,
Manager,
Nagri Mills Co. Ltd.,
Ahmedabad.

(Signed) R. M. Shukla,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

24th February 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 28th February 1949.

No. 40/49, dated 28th February 1949

Names of Parties

(1) *Representing Employers :*

Mr. H. P. Shah, Manager, Gopal Mills Co. Ltd., Broach.

(2) *Representing Employees :*

Textile Labour Union, Broach (Mr. R. H. Patel, Secretary).

Short Recital of Case

On the 11th December 1948, the Textile Labour Union, Broach, as a Representative Union, gave a notice of change in Form "L" to the management demanding reduction of working hours from 12 to 8 in one shift with half an hour's recess, weekly holidays with pay and one month's leave with pay every year to the Paherawallas. Failing agreement "N" Form was sent to the Conciliator on the 20th December 1948. Conciliation proceedings were held on the 31st December 1948, 13th January 1949, 19th January 1949, 25th January 1949, 2nd February 1949, 11th February 1949, 14th February 1949 and 22nd February 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

The management agrees to adopt the following procedure for Paherawallas immediately after a similar decision is taken in the case of the said employees serving in Cotton Textile Mills at Ahmedabad.

(1) Reduction of working hours from 12 to 8. The work to be taken in one shift only with half an hour's recess.

(2) Weekly holidays and one month's leave every year in case of sickness or for household affairs with pay and dearness allowance.

(Signed) Illegible
for Secretary,
Textile Labour Union,
Broach.

(Signed) H. P. Shah,
Manager,
Gopal Mills Co. Ltd., Broach.

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

22nd February 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 28th February 1949.

No. 54/49, dated 12th March 1949

Names of Parties

(1) *Representing Employers :*

Mr. R. N. Oza, Labour Officer, Monogram Mills Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. R. M. Shukla).

Short Recital of Case

On the 22nd January 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 Loom-cleaners from 6 to 4 in the Weaving Department (3rd shift). Failing agreement "N" Form was sent to the Conciliator on the 31st January 1949. Conciliation proceedings were held on 9th February, 22nd February, 28th February, 7th March and 10th March 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 Loom-cleaners in the Weaving Department (3rd shift) from 6 to 4 and discharge 2 junior-most Loom-cleaners after giving them one month's notice or wages in lieu of notice.

(2) The discharged Loom-cleaners shall be given preference as *badlis* and in filling any vacancy that may arise in future.

(3) This settlement shall not prejudice the rights of discharged workers for the arrears of wages and dearness allowance if any, bonus for 1948 and holidays with pay.

(4) This settlement shall come into effect immediately.

(Signed) R. N. Oza,
Labour Officer, Monogram
Mills Co. Ltd., Ahmedabad.

(Signed) R. M. Shukla,
for Secretary, Textile Labour
Association, Ahmedabad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

10th March 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 12th March 1949.

No. 73/49, dated 18th March 1949

Names of Parties

(1) *Representing Employers :*

Mr. T. H. Patel, Agent, Hindustan Mercantile Bank Ltd., Station Branch, Ahmedabad.

(2) *Representing Employees :*

Mr. D. T. Parmar,

Mr. S. A. Brahmabhatt,

Mr. C. G. Bhatt,

Mr. Maganbhai Pathubhai,

Elected Representatives of employees of Hindustan Mercantile Bank Ltd., Station Branch.

Short Recital of Case

On the 13th December 1948, the elected representatives of employees of the Hindustan Mercantile Bank Ltd., Station Branch, Ahmedabad, gave a notice of change in Form "L" to the management, demanding application of the Award given by the Honourable Industrial Court, Bombay, on the 11th March 1948 (Reference No. 20 of 1947) fixing pay-scales, etc. of Clerks working in the Banking Industry at Bombay to the employees in the Bank at Ahmedabad. Failing agreement "N" Form sent to the Conciliator on the 24th December 1948. Conciliation proceedings were held on the 7th January, 18th January, 28th January, 15th February, 24th February, 28th February and 8th March 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

(1) The Bank has applied the Award of the Industrial Court, Bombay, dated 11th March 1948 (Reference No. 20 of 1947) to its employees working in Gandhi Road Branch with retrospective effect from 1st January 1947. The Bank also agreed to pay arrears of salary and dearness allowance, if any to these employees on or before the 31st March 1949.

(2) The Bank, in view of the above arrangements with the employees of Gandhi Road Branch, shall also pay to all the employees who were working in the Station Road Branch prior to 1st March 1949, arrears of salary and dearness allowance worked out on the same lines adopted for employees of Gandhi Road Branch or in other words presuming that

the above Award had remained in operation from the period from 1st January 1947 to 28th February 1949. The arrears shall be paid on or before the 31st March 1949.

(Signed) T. H. Patel,
Agent, Hindustan Mercantile
Bank Ltd., Station Branch,
Ahmedabad.

(Signed) Mr. D. T. Parmar,
(Signed) Mr. S. A. Brahmabhatt,
(Signed) Mr. C. G. Bhatt,
(Signed) Maganbhai Pathubhai,
Elected Representatives of
employees of Hindustan Mercantile Bank Ltd., Station Branch.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

8th March 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 18th March 1949.

* * * * *
No. 115/49, dated 26th April 1949

Names of Parties

(1) *Representing Employers :*

Mr. A. V. Ghate, Labour Officer, The Ahmedabad Jay Bharat Cotton Mills Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Messrs. M. T. Shukla and J. G. Parmar).

Short Recital of Case

On the 28th March 1949, the management gave a notice of change in Form "K" to the Textile Labour Association, Ahmedabad, stating that they desired to reduce 11 Warpers for want of work. Failing agreement "N" Form was sent to the Conciliator on the 4th April 1949. Conciliation proceedings were held on the 8th, 18th and 21st April 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

(1) The management shall retrench 11 junior most Warpers from the Warping Department after giving them one month's notice or wages in lieu of notice, with the further condition that if any of these Warpers

have worked as Creel Boys or Fitters for eight months or more they shall be absorbed as Creel Boys or Fitters and juniormost Creel Boys or Fitters will be discharged with one month's notice or wages in lieu of notice, provided that the said Warpers are willing to work as Creel Boys or Fitters.

(2) The total number of workers to be retrenched according to clause (1) above shall be eleven.

(3) Juniority of the workers to be retrenched shall be decided in consultation with the Textile Labour Association.

(4) The retrenched workers shall be given first preference as *badlis* and in filling in any permanent vacancy that may occur in future in the Warping Department.

(5) This settlement shall not prejudice the rights of the retrenched workers for their bonuses of 1948 and 1949 and holidays with pay.

(6) This settlement shall come into effect from the 21st April 1949.

(Signed) A. V. Ghate, (Signed) J. G. Parmar,
Labour Officer, The Ahmedabad for Secretary, Textile Labour
Jay Bharat Cotton Mills Ltd., Association, Ahmedabad.
Ahmedabad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

21st April 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay. 26th April 1949.

* * * *

No. 151/49, dated 29th April 1949

Names of Parties

(1) *Representing Employers :*

Mr. L. L. Shah, Secretary, New Maneckchock Spg. & Wvg. Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. N. H. Shaikh, Secretary).

Short Recital of Case

On the 2nd February 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 replace the present Winding Machines by four High Speed Winding Machines and reduce the total strength of winders from 83 to 36. Failing agreement, "N" Form was sent to the Conciliator on the 17th February 1949. Conciliation proceedings were held on 21st February 1949, 10th March 1949, 28th March 1949, 5th April 1949, 8th April 1949 and 22nd April 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 replace the present Winding Machines by four High Speed Winding Machines and start the work of replacement with immediate effect.

(2) The management shall engage, from amongst the present Winders as many seniormost Winders as are necessary to work on the High Speed Winding Machines to be installed in such a manner that their wages shall not be adversely affected.

(3) It is hereby agreed that the dispute regarding the solution of unemployment of surplus Winders that has arisen in view of this settlement, be referred to the Industrial Court, Bombay, for its arbitration and the decision of the said Court shall be binding on the parties. Pending the decision of the Court the management shall accommodate the surplus Winders in other departments of the Mills but their wages shall not be adversely affected.

(4) This settlement shall come into effect from the 1st May 1949.

(Signed) L. L. Shah,
Secretary, New Maneckchock
Spg. & Wvg. Co. Ltd.,
Ahmedabad.

(Signed) N. H. Shaikh,
Secretary, Textile Labour
Association, Ahmedabad.

(Signature of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

22nd April 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 29th April 1949.

No. 154/49, dated 10th May 1949

Names of Parties(1) *Representing Employers :*

Mr. M. G. Desai, Manager, Mr. T. T. Pandya, Labour Officer,
Ahmedabad New Textile Mills Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. J. C. Desai).

Short Recital of Case

On the 9th April 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 Warpers (day shift) from 20 to 12 in view of less work. Failing agreement, "N" Form was sent to the Conciliator on the 22nd April 1949. Conciliation proceedings were held on the 2nd May 1949, on which date a settlement on the following terms was reached.

Terms of Settlement

(1) The management shall reduce the strength of Warpers in the day shift from 20 to 16 and discharge four Warpers the names of whom shall be decided in consultation with the Textile Labour Association, Ahmedabad, with effect from the 5th June 1949.

(2) The discharged Warpers shall be given preference as *badlis* and in filling in any vacancy that may arise in future.

(3) This settlement shall not prejudice the rights of discharged Warpers for their bonuses for 1948 and 1949 and holidays with pay.

(4) This settlement shall come into effect from the 3rd May 1949.

(Signed) M. G. Desai,
Manager, Ahmedabad New
Textile Mills Co. Ltd.,
Ahmedabad.

(Signed) Jayantilal C. Desai,
for Secretary, Textile Labour
Association, Ahmedabad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

2nd May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 10th May 1949.

No. 155/49, dated 10th May 1949

Names of Parties(1) *Representing Employers :*

Mr. V. B. Kotdawala, Labour Welfare Officer, Sarangpur Cotton
Manufacturing Co. Ltd., No. 2, Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Messrs. M. T. Shukla
and J. G. Parmar).

Short Recital of Case

On the 13th April 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 26 workers in the Bleaching Finishing Department (9 from 1st Shift and 17 from 2nd Shift). Failing agreement, "N" Form was sent to the Conciliator on the 25th April 1949. Conciliation proceedings were held on the 2nd May 1949 on which date, a settlement on the following terms was reached.

Terms of Settlement

(1) The management shall reduce the following workers in the 1st and 2nd shifts after giving them one month's notice or wages in lieu of notice.

1st Shift

1. Ghasi Bhora.
2. Ghasiram Gisaji.
3. Mulchand Dhundi.
4. Kajodi Panchu.
5. Ghanshyam Narayan.
6. Hemraj Popi.
7. Kishan Bhore.
8. Ramkul Ramhet.
9. Ramsing Kalu.

2nd Shift

1. Kindari Kundan.
2. Devtadin Dhundi.
3. Chiranji Chhote.
4. Babu Diman.
5. Ramsuraj Ramsumer.
6. Vardhu Nayar.
7. Giriraj Rupa.
8. Jagannath Ramcharan.
9. Gangasahay Bhore.
10. Chhagu Chhote.
11. Bhura Moti.
12. Narayan Girdhar.
13. Rayaji Dhanaji.
14. Surajmal Sital.
15. Govind Maniram.
16. Javan Gisi.
17. Prabhudayal Mulchand.

(2) The discharged workers shall be given preference as *badlis* and in filling in any vacancy that may arise in future in that department in any of the shifts.

(3) This settlement shall not prejudice the rights of discharged workers for their bonuses for 1948 and 1949 and holidays with pay.

(4) This settlement shall come into effect from the 3rd May 1949.

(Signed) V. B. Kotdawala,
Labour Welfare Officer,
Sarangpur Cotton Mfg. Co. Ltd., No. 2,
Ahmedabad.

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

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

2nd May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, 10th May 1949.

* * * *

No. 160/49, dated 4th June 1949

Names of Parties

(1) *Representing Employers :*

Mr. Prabhudas Lallubhai, Manager, Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad.

(2) *Representing Employees :*

Textile Labour Association, Ahmedabad (Mr. J. C. Desai).

Short Recital of Case

On the 4th April 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 workers in the Stamping Department by one. Failing agreement, "N" Form was sent to the Conciliator on the 16th April 1949. Conciliation proceedings were held on the 16th, 24th and 30th May 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 reduce the strength of workers in the Stamping Department from 19 to 18 by not filling in a vacancy that may arise due to promotion or death of or leaving the services of the Mills by any of them.

OCT., 1949

(2) This settlement shall come into effect from the 1st June 1949.

(Signed) P. Lallubhai,
Manager,
Ahmedabad Sarangpur Mills Co.
Ltd., Ahmedabad.

(Signed) J. C. Desai,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

30th May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.
Bombay, 4th June 1949.

* * * *

No. 163/49, dated 4th June 1949

Names of Parties

(1) *Representing Employers :*

Mr. B. B. Pattani, Manager, New Shorrocks Spg. & Mfg. Co. Ltd., Nadiad.

(2) *Representing Employees :*

Textile Labour Union, Nadiad (Mr. S. P. Dave, General Secretary).

Short Recital of Case

On the 28th April 1949, the management gave a notice of change in Form "K" to the Textile Labour Union, Nadiad, as a Representative Union stating that since they have intended to stop mixing of Indian Cotton, they wanted to reduce 9 workers. Failing agreement, "N" Form was sent to the Conciliator on the 9th May 1949. Conciliation proceedings were held on the 14th and 25th May 1949 and in view of subsequent discussions, a settlement on the following terms was reached.

Terms of Settlement

(1) The management may reduce the strength of workers in the Blow Room by 7 in the day shift and 2 in the night shift as mentioned in the Notice of Change with the understanding that only juniormost workers of their respective categories shall be affected.

(2) Out of the above 9 workers, 6 seniormost workers shall be absorbed in other departments of the Mill without their wages being adversely affected.

(3) Remaining 3 workers shall either be absorbed by the management in the Mill if possible or shall be discharged with one month's wages. In case the workers shall be discharged they shall be entitled to bonuses for 1948 and 1949 and holidays with pay proportionately. They shall also be given preference as *bablis* and in filling in any vacancy that may arise in future.

(4) This settlement shall come into effect from 1st June 1949.

(Signed) B. B. Pattani,
Manager,
New Shorrock Spg. & Mfg.
Co. Ltd., Nadiad.

(Signed) S. P. Dave,
General Secretary,
Textile Labour Union,
Nadiad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,
30th May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act,

Bombay, 4th June 1949.

* * * *

No. 164/49, dated 4th June 1949

Names of Parties

(1) *Representing Employers :*

Mr. B. B. Pattani, Manager, New Shorrock Spg. & Mfg. Co. Ltd., Nadiad.

(2) *Representing Employees :*

Textile Labour Union, Nadiad (Mr. S. P. Dave, General Secretary).

Short Recital of Case

On the 30th April 1949, the management gave a notice of change in Form "K" to the Textile Labour Union, Nadiad, as a Representative Union stating that they desired to split up the work done in the Grey Folding Department and re-arrange the same on the basis of the system adopted in cotton textile mills in Bombay City. Failing agreement, "N" Form was sent to the Conciliator on the 10th May 1949. Conciliation proceedings were held on the 14th and 25th May 1949 and in view of subsequent discussions, a settlement on the following terms was reached.

Terms of Settlement

(1) It shall be open to the management to split up the work done in the Grey Folding Department and re-arrange the same on the basis of the system that is being adopted in cotton textile mills in Bombay subject to the following conditions :

(a) No worker in the Grey Folding Department shall be over-burdened with work as a result of this settlement.

(b) Preference shall be given to seniormost Folders to fill in the posts of Head Cut-looker and Cut-lookers, etc., whose wages shall be on the basis of standardization of wages fixed for such categories of workers in mills in Bombay City.

(c) The strength of the department (which is at present working day shift only) shall be increased by four.

(2) This settlement shall come into effect from the 6th June 1949.

(Signed) B. B. Pattani,
Manager,
New Shorrock Spg. & Mfg.
Co. Ltd., Nadiad.

(Signed) Somnath P. Dave,
General Secretary,
Textile Labour Union,
Nadiad.

(Signatures of Parties)

(Signed) R. J. TAMBOLI,
Conciliator,
30th May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act,

Bombay, dated 4th June 1949.

* * * *

No. 161/49, dated 6th June 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. M. T. Shukla).

Short Recital of Case

On the 28th 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 number of Ropemen in the Engineering Department. Failing agreement, "N" Form was sent to the Conciliator on the 10th April 1949. Conciliation

proceedings were held on the 13th April, 25th April, 26th April, 9th May, 12th May, 25th May and 3rd 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 abolish the post of a Rope-man in the Engineering Department (night shift) provided a junior-most Ropeman is absorbed in the same department on the non-technical post created in view of electrification.

(2) This settlement shall come into effect from the 11th June 1949.

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

(Signed) M. T. SHUKLA,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signatures of parties)

(Signed) R. J. TAMBOLI,
Conciliator.

3rd June 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 6th June 1949.

BEFORE THE CONCILIATOR Dr. H. G. ABHYANKAR

No. 175 49, dated 19th May 1949

Names of Parties

(1) *Representing Employers :*

Mr. G. K. Pradhan, Secretary to the Managing Director, Saswad Mali Sugar Factory Ltd., Malinagar.

(2) *Representing Employees :*

The Government Labour Officer, Sholapur.

Short Recital of Case

On 12th January 1949, the Government Labour Officer, Sholapur, acting as the representative of employees of Saswad Mali Sugar Factory Ltd., Malinagar, served a notice of change in "L" Form to the Manager, Saswad Mali Sugar Factory Ltd., Malinagar, in connection with the employees' demand for bonus equivalent to five months' pay to non-seasonal employees and four months' pay to seasonal employees for the

year 1947-48. As no agreement was possible between the parties report in Form "N" was sent to the Conciliator and the dispute was registered on 25th January 1949. Conciliation proceedings were accordingly held on 18th February 1949, 19th March 1949, 23rd March 1949 and on 6th April 1949 and eventually, a settlement was arrived at as per terms given below :

Terms of Settlement

The management agree to pay to the employees of the factory in all 3½ months' wages as bonus for the year 1947-48, an advance part of which has already been paid to most of the employees entitled to it, on 20th August 1948, on certain terms and conditions. Those employees who were entitled to the advance bonus but have not been paid so far shall be given the same on the same terms and conditions as applicable on 20th August 1948, before 30th June 1949. The remaining part of the bonus, i.e., 2½ months' wages will be paid to the employees in the following manner :

I. Category No. 1: Permanent, i.e., engaged continuously all the year round—

<i>Period of service</i>	
1 to 3 months ...	.. 25 per cent.
3 to 6 months ...	.. 50 per cent.
6 to 9 months ...	.. 75 per cent.
9 months and over	.. 100 per cent., i.e., 2½ months wages.

II. Category No. 2: *Seasonal*—

<i>Period of service</i>	
30 to 90 days ...	50 per cent.
90 to 180 days ...	75 per cent.
180 days and above	100 per cent., i.e., 2½ months' wages.

III. Category No. 3: *Weekly paid*—

<i>Period of service</i>	
3 to 6 months ...	.. 2 weeks' wages.
6 to 9 months ...	.. 4 weeks' wages.
9 months and over	.. 6 weeks' wages.

(Signed) G. K. Pradhan,
Secretary to the Managing
Director, Saswad Mali Sugar
Factory, Ltd., Malinagar.

(Signed) L. C. Joshi,
Government Labour Officer,
Sholapur, for Employees of
Saswad Mali Sugar Factory
Ltd., Malinagar.

(Signatures of parties)

(Signed) H. G. ABHYANKAR,
Conciliator,

17th May 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 19th May 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.) 104 of 1949.*—The dispute between the Textile Labour Union, Surat, and the Surat Cotton Spinning and Weaving Mills, Surat, relating to the proposed reduction of Doffers.

(2) *Reference No. (I.C.) 105 of 1949.*—The dispute between the Textile Labour Union, Surat, and Surat Cotton Spinning and Weaving Mills, Surat, relating to the proposed reduction of Reelers.

(3) *Reference No. (I.C.) 106 of 1949.*—The dispute between (i) The Sholapur Spinning and Weaving Mills Ltd., Sholapur, (ii) The Jam Shri Ranjitsingji Spinning and Weaving Mills Ltd., Sholapur, (iii) The Narsinggirji Manufacturing Co. Ltd., Sholapur, (iv) The Vishnu Cotton Mills, Ltd., Sholapur and (v) the Laxmi Cotton Manufacturing Co. Ltd., Sholapur and the workmen respectively employed under them relating to bonus for the year 1948.

(4) *Reference No. (I.C.) 107 of 1949.*—The dispute between the Vivekanand Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to stoppage of production bonus to Muccaddams.

(5) *Reference No. (I.C.) 109 of 1949.*—The dispute between the Girni Kamgar Sangh, Gadag, and the Narayandas Chunilal Mills, Gadag, relating to change in basic wages.

(6) *Reference No. (I.C.) 110 of 1949.*—The dispute between the Textile Labour Union, Surat, and the Surat Cotton Spinning and Weaving Mills, Surat, relating to wages of workers, etc.

(7) *Reference No. (I.C.) 111 of 1949.*—The dispute between the Prabha Mills, Virangaum, and the Textile Labour Union, Virangaum, relating to bonus for 1948.

(8) *Reference No. (I.C.) 112 of 1949.*—The dispute between the National Hosiery Workers' Union, Borivli and the Borivli Hosiery Mills, Borivli, relating to bonus for 1948.

(9) *Reference No. (I.C.) 113 of 1949.*—The dispute between the National Hosiery Workers' Union, Borivli, and the Borivli Hosiery Mills, Borivli, relating to bonus for 1948-49.

(10) *Reference No. (I.C.) 114 of 1949.*—The dispute between the Chalisgaon Girni Kamgar Union, Chalisgaon, and Shri Laxminarayan Mills Co. Ltd., Chalisgaon, relating to standardization of wages.

(11) *Reference No. (I.C.) 115 of 1949.*—The dispute between the Asarva Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 13 workers.

(12) *Reference No. (I.C.) 116 of 1949.*—The dispute between the Aryodaya Spinning Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 9 workers.

(13) *Reference No. (I.C.) 117 of 1949.*—The dispute between the Aryodaya Spinning Mills, Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 10 Bleaching Folders.

(14) *Reference No. (I.C.) 118 of 1949.*—The dispute between the Aryodaya Spinning Mills, Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 326 workers in the Spinning Department.

(15) *Reference No. (I.C.) 119 of 1949.*—The dispute between the Nagri Mills, Ltd., Ahmedabad and the Textile Labour Association, Ahmedabad, relating to the reduction of 6 workers.

(16) *Reference No. (I.C.) 120 of 1949.*—The dispute between the Nagri Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the discharge of one Mr. Sharma.

(17) *Reference No. (I.C.) 121 of 1949.*—The dispute between the Nagri Mills, Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of oilers.

(18) *Reference No. (I.C.) 122 of 1949.*—The dispute between the Textile Labour Union, Surat and the Surat Cotton Spinning and Weaving Mills, Surat, relating to the reduction of Doubling Tenters.

(19) *Reference No. (I.C.) 123 of 1949.*—The dispute between the Kaiser-I-Hind Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the installation of machines and reduction of workers.

(20) *Reference No. (I.C.) 124 of 1949.*—The dispute between the Kaiser-I-Hind Mills, Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 26 workers.

* * * *

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

The Government of Bombay has referred the following trade disputes for decision to the Wage Board for the Cotton Textile Industry :

(1) *No. 16/48, dated 5th September 1949.*—The dispute between the Pratap Spg., Wvg. & Mfg. Co. Ltd., Amalner and the Rashtriya Mill Mazdoor Sangh, Amalner, relating to the demand for five days' holidays with pay or pay including dearness allowance for five days to be given, to those employees who had put in at least 115 working days from 1st July to 31st December 1947.

(2) *No. 707/48, dated 30th September 1949.*—The dispute between the New Union Mills, Ltd., Bombay and the Rashtriya Mill Mazdoor Sangh, Bombay, relating to the entire closure of the Colour Winding and Pirn Winding Departments and the reduction in the number of Gray Winders.

SUBMISSIONS UNDER SECTION 66 OF THE BOMBAY
INDUSTRIAL RELATIONS ACT, 1946

No. 176/49. In exercise of the powers conferred on me under Section 66(3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 26th day of June 1949 registered the following submission entered into, between the management of the Lalbhai Tricumlal Mills Co. Ltd., Ahmedabad and the Textile Labour Association, Ahmedabad, agreeing to refer the dispute regarding dismissal of Jobber Sadguru to the arbitration of the Industrial Court, Bombay.

SUBMISSION

(Under Section 66 of the Bombay Industrial Relations Act, 1946)

With reference to the Notice of Change in form "L" given by the Textile Labour Association, Ahmedabad, as a Representative Union to the Lalbhai Tricumlal Mills Ltd., Ahmedabad, on the 11th May 1949 demanding dismissal of Jobber Sadguru in the Dyeing Department and the subsequent "N" form sent to the Conciliator on the 25th May 1949, it is hereby agreed between the parties that the dispute be referred to the Industrial Court, Bombay, for its arbitration.

(Signed) Illegible,
Labour Officer,
Lalbhai Tricumlal Mills Ltd.,
Ahmedabad.

(Signed) R. J. TAMBOLI,
Conciliator,
3rd June 1949.

(Signed) M. T. Shukla,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 26th June 1949.

No. 150/49.—In exercise of the powers conferred on me under Section 66(3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 1st day of July 1949 registered the following submission entered into, between the management of the Ahmedabad Mfg. & Calico Ptg. Co. Ltd.

(Calico Mills), Ahmedabad, and the Textile Labour Association, Ahmedabad, agreeing to refer the dispute regarding reduction of 47 workers of various categories from both day and night shifts to the arbitration of the Industrial Court, Bombay.

SUBMISSION

(Section 66 of the Bombay Industrial Relations Act, 1946)

With reference to the Notice of Change in form "K" given by the management of the Ahmedabad Mfg. & Calico Ptg. Co. Ltd. (Calico Mills), Ahmedabad, to the Textile Labour Association, Ahmedabad, as a Representative Union on the 30th April 1949, stating that in view of introduction of battery trucks (Electric cars) they desired to reduce 47 workers of various categories from both day and night shifts and the subsequent "N" form sent to the Conciliator on the 14th May 1949, it is hereby agreed between the parties that the dispute be referred to the Industrial Court, Bombay, for its arbitration.

(Signed) Illegible,
Labour Officer,
Ahmedabad Mfg. & Calico Ptg. Co. Ltd.
(Calico Mills), Ahmedabad.

(Signed) Jayantilal Desai,
for Secretary,
Textile Labour Association,
Ahmedabad.

(Signed) R. J. TAMBOLI,
Conciliator.

1st July 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 1st July 1949.

No. 193/49.—In exercise of the powers conferred on me under Section 66(3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 18th day of July 1949 registered the following submission entered into, between the management of the Marsden Spg. & Mfg. Co. Ltd., Ahmedabad, and

the Textile Labour Association, Ahmedabad, agreeing to refer the dispute regarding reduction of certain employees in the Dyeing, Bleaching, Finishing, Starch Mangle and Calendering Departments to the arbitration of the Industrial Court, Bombay.

SUBMISSION

(Section 66 of the Bombay Industrial Relations Act, 1946)

With reference to the Notice of Change in form "K" given by the management of the Marsden Spg. & Mfg. Co. Ltd., Ahmedabad, to the Textile Labour Association, Ahmedabad, as a Representative Union on the 2nd June 1949, stating that they desired to reduce the strength of workers in the Dyeing Department by 4, Bleaching by 9, Finishing and Starch Mangle by 7 and Calendering by 4 and the subsequent "N" form sent to the Conciliator on the 10th June 1949, it is hereby agreed between the parties that the dispute be referred to the Industrial Court, Bombay, for its arbitration.

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

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

(Signed) G. K. DHUTIA,
Conciliator,

4th July 1949.

(Signed) D. G. KALE,
Registrar, Bombay Industrial Relations Act.

Bombay, dated 18th July 1949.

AWARDS PUBLISHED UNDER THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

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

Names of Parties	Subject	Date of Award
1. The Textile Labour Association, Ahmedabad, and; Shree Bhagwati Spg. & Wvg. Works, Ahmedabad.	Bonus for the year 1948...	B. G. G., Part I-L, dated 18th August 1949, pages 1055-1057.
*2. The Sholapur Spg. & Wvg. Co. Ltd., Sholapur; The Vishnu Cotton Mills Ltd., Sholapur; The Laxmi Cotton Mfg. Co. Ltd., Sholapur; The Narsingirji Mfg. Co. Ltd., Sholapur; The Jam Shri Ranjitsinghji Wvg. Co. Ltd., Sholapur And Their employees in the clerical departments. (Part II of the Award)	Pay scales, overtime, dearness allowances, gratuity, etc.	B. G. G., Part I-L, dated 18th August 1949, pages 1059-1068.
*3. The Sholapur Spg. & Wvg. Co. Ltd., Sholapur; The Vishnu Cotton Mills Ltd., Sholapur; The Laxmi Cotton Mfg. Co. Ltd., Sholapur; The Narsingirji Mfg. Co. Ltd., Sholapur; The Jam Shri Ranjitsinghji Spg. & Wvg. Co. Ltd., Sholapur And Their employees.	Bonus for the year 1948..	B. G. G., Part I-L, dated 18th August 1949, pages 1068-1077.
4. The B. E. S. T. Undertaking, Bombay And The B. E. S. T. Workers' Union, Bombay. (Part I of Award)	Retiring age limit, dearness allowance.	B. G. G., Part I-L, dated 25th August 1949, page 1183.
†5. The Kesar Sugar Works Ltd., (Chemical Factories), Goregaon And Its workmen.	Dearness allowances, bonus, etc.	B. G. G., Part I-L, dated 1st September 1949, pages 1197-1205.
6. The Textile Labour Union, Viramgaum And The Prabha Mills, Viramgaum.	Scales of pay, etc.	B. G. G., Part I-L, dated 1st September 1949, pages 1214-1220.
7. Empire Dyeing and Mfg. Co. Ltd., Bombay And The Elected Representatives of Workmen.	Bonus for 1948	B. G. G., Part I-L, dated 8th September 1949, pages 1266-1267.

* Awards by the Wage Boards.

† Mutual settlements.

Arbitration Awards

1. CERTAIN COTTON TEXTILE MILLS IN BOMBAY AND THEIR EMPLOYEES

The award of the Industrial Court, Bombay, in the dispute between certain cotton textile mills and factories in Bombay which are not members of the Millowners' Association, Bombay, and their employees regarding bonus for the year 1948 in one instalment and in addition an adequate share in the profits of the industry, was published on July 21, 1949.

These 22 mills and factories were not all undertakings of the same kind, though the majority of them were small cotton weaving factories. Some of these concerns paid no dearness allowance at all, and some had paid (in 1948) a larger amount in basic wages than in dearness allowance, and some *vice versa*. The undertakings were largely of a heterogeneous character. The nature of their produce, the materials and processes used, and the markets for which they produced, were not the same in all cases. Some of them had made profits and some had incurred losses, and in most the machinery was old, inefficient or small, the capital employed per concern varying from Rs. 70,000 to Rs. 18,25,000.

In such circumstances the considerations that guided the court in adjudicating the claims of the workers could have little relevance to the question of bonus to be awarded and it was felt that it would be anomalous and unjust to lay down a uniform scale of bonus for all 22 concerns as demanded by the employees.

The concerns were therefore grouped into six classes, viz. :

- (1) Venus Silk Mills, Bombay.
- (2) Acme Thread Co., Ltd., Bombay.
- (3) National Cotton Products Ltd., Bombay, and Cotton Waste Mill, Bombay.
- (4) New India Textiles, Bombay.
- (5) Calcuttawala Tape Works, Bombay and Eastern Tape Manufacturing Co. Ltd., Bombay, and B. K. Dalal Knitting Factory, Bombay.
- (6) All other concerns.

In view of the letter of the workers of the Venus Silk Mills to the Rashtriya Mill Mazdoor Sangh, protesting against their being involved in matters concerning the cotton industry as only art silk cloth was manufactured in the said mills and stating that they had already received bonus for the year 1948 and had no complaint against the management, no direction was given regarding employees of that Company.

With their employed capital of Rs. _____ the Acme Thread Co., Ltd., had made a large profit of Rs. 5,22,000. With the agreement of both the parties, a bonus equal to 1/6th of the consolidated earnings, was given out by the award to the workers.

The first concern in the next group having made a very small profit, and the second having incurred a loss, it was not found possible to grant even half a month's wages as bonus, particularly as the monthly wage bills in both concerns were large. No bonus was therefore awarded to employees of the said concerns.

The New India Textiles Bombay, though manufacturing only art silk products, was formerly producing cotton textiles and was thus being treated in the same way as other cotton mills. In 1947 the Company had given 2½ months bonus, and in 1948, 15 silk and art silk concerns had agreed to pay 3 months' basic wages as bonus. In view of this and the fact that the Company had made a profit of Rs. 10,369 it was directed to give a bonus equivalent to 1/8th of the total earnings of the workers for 1948.

In the 5th group the 1st concern had already paid one month's basic wages as bonus to its employees. It had made a profit of Rs. 13,589 while its monthly wage bill was Rs. 2,140. The 2nd concern had made no profit but its employed capital was larger than that of the first, while its monthly wage bill was Rs. 1,264. Figures of the 3rd Company were not yet received. It was therefore considered proper in the case of these three companies to grant bonus equivalent to 1/12th of the total earnings of the workers.

Several of the remaining concerns had made no profits, but the best managed among them had made a profit of Rs. 3,00,000. It was agreed by the companies to pay the workers of all these concerns bonus equivalent to 1/12th of the total earnings of the workers.

2. THE MILLOWNERS' ASSOCIATION, AHMEDABAD

The award of the Industrial Court in the dispute between the Millowners' Association, Ahmedabad and the Textile Labour Association regarding modification of the award in Reference No. 18/47, dated 21st April 1948, and standardisation of wages, was published on July 21, 1949.

The reference was in respect of demands for standardisation and a general increase in wages, abolition of the system of contract labour, etc. The Textile Labour Association was aggrieved by the change in the mode of computing wages or remuneration made in that award. It urged that whereas under the award known as the Delhi Settlement mills desirous of rationalising work in any section of the spinning department had been permitted to do so on granting the workers 45 or 47½ per cent. increase (according to counts worked upon) in their wages for additional work entailed thereby, and Ring piecers minding "doubles" had been thereunder getting wages increased according to that percentage, by the mode substituted by this Court's award, the percentage of increase was considerably reduced, particularly in the case of those working on frames with 170 spindles to a side and less. It further pointed out that the net gain over the pre-award wage of those Ring-piecers was negligible, leaving no inducement to those Ring-piecers and resulting in impeding or arresting the progress of rationalisation in the Mills. The Association demanded that all Warp Ring-piecers attending to a side of 170 spindles or less should be paid a basic wage of Rs. 35-12-0 for a month of 26 days with an additional 13 annas for every 10 spindles attended to.

The Millowners' Association maintained that under the rate prescribed by the award the average increase in the wages for working "doubles" over wages for working "singles" had been about 30 per cent. and a majority of Ring-piecers working "doubles" had been getting between 25 and 41·5 per cent. increase over the pre-award wages. It contended, that when Government were attempting to bring wage rates in the textile industry to a uniform level all over India, it was unfair that Ahmedabad alone should be singled out to adopt a new basis and a higher standard of wages.

While the Court was conscious of the right given to parties by section 116-A of the Bombay Industrial Relations Act, to obtain modification of a portion only of an award it was reluctant to interfere with the scheme or details of an award which it thought had not had a fair trial for a reasonably long period, unless it was satisfied that they had been inequitable in their operation or had resulted in hardships or obvious injustice to individuals considerable in number. The Court was unable to find that these conditions existed in the present case.

The argument that there was now little inducement to Ring-piecers to mind two sides because the award had reduced remuneration for "doubles" to a much lower percentage than that agreed to under the Delhi Settlement took for granted that for all time to come the Mills

would have to pay in terms of the Delhi Settlement, increase of 45 per cent. or 47½ per cent. for "doubles" over corresponding wages for "singles." The Mills had agreed to pay that increase because they had simultaneously obtained a cut of 6½ per cent. in the basic rate of wages for "singles."

Under the Court's award such basic rates for "singles" had been increased substantially and it appeared unreasonable for the Textile Labour Association to insist on maintaining a similar percentage of increase as before for "doubles" over that increased rate. The difference between the two was bound to show a smaller percentage, especially in respect of frames with spindles less than 340.

There had also come about a material change in working conditions in the years subsequent to the Delhi agreement of 1935. Owing to the mills taking to production on finer counts, the work load per individual and the output per unit had been appreciably reduced as also the working hours, a circumstance which had added to the cost of production.

Under the scheme in Bombay, a basic wage rate of Rs. 34-2-0 had been fixed for Ring-piecers attending to frames up to 200 spindles and an increase at the rate of Rs. 1-2-0 had been provided for every 20 spindles over 200. In the Ahmedabad scheme the Court had advisedly fixed a higher basic rate of Rs. 34-15-0 in respect of 200 spindles or less and a higher rate of Rs. 1-3-6 for every 20 spindles in addition, which rate was higher than that for Sholapur and that fixed by the United Provinces Labour Enquiry Committee (1946-48).

As for the contention of the Textile Labour Association that the Industrial Court had been concerned only with fixing standard wages for various occupations in the industry and that it was not within its sphere to prescribe additional remuneration for rationalised processes by relating it to work-load, the Court said that on principle no scheme of standardisation could be complete without relating it to work-load.

As it did not see good ground to modify the award, the Court rejected the application.

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 19 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. 750/48, dated 30th August 1949.—The dispute between Messrs. Mackinnon Mackenzie and Company, Bombay and the workmen employed under it, regarding salary scales, bonus, leave, medical facilities, dearness allowance, house rent allowance, gratuity provident fund, etc.

(ii) No. 1910/46, dated 9th September 1949.—The dispute between the Standard Vacuum Oil Company, Bombay and the workmen employed under it (at the Installations and Aviation Stations) regarding bonus for the year 1947.

2. *Mr. M. C. Shah*—

(iii) No. 703/48, dated 29th August 1949.—The dispute between the Bombay Glass Works, Limited, Bombay and the workmen employed under it regarding reinstatement, unemployment allowance, etc.

3. *Mr. Salim M. Merchant*—

(iv) No. 837/48, dated 4th October 1949.—The dispute between the Sizing Materials Company Limited, Bombay and the workmen employed under it, regarding pay scales, dearness allowance, bonus, leave rules, provident fund, gratuity, etc.

(v) No. 844/48, dated 4th October 1949.—The dispute between the Rubberex Industries Limited, Bombay and the workmen employed under it, regarding minimum basic wage, dearness allowance, bonus, leave with pay, provident fund, etc.

4. *Mr. P. S. Bakhle*—

(vi) No. 14/48, dated 26th August 1949.—The dispute between the Oriental Metal Pressing Works, Bombay and the workmen employed under it regarding union recognition, leave rules, gram shop, bonus, gratuity, etc.

(vii) No. 578/48, dated 26th August 1949. The dispute between (1) Lever Brothers (India) Limited, Bombay, (2) Lever Brothers (India) Ltd., Soap Factory, Bombay and (3) Hindustan Vanaspati Manufacturing Company Limited, Bombay and the workmen respectively employed under them, regarding bonus for the year 1948 and the previous years.

(viii) No. 821/48, dated 30th August 1949. The dispute between Manecklal Ichharam Marfatia and Company, Surat and the workmen employed under it, regarding pay scales, dearness allowance, provident fund bonus, leave rules, etc.

(ix) No. 357/48, dated 30th August 1949.—The dispute between the Bombay Steam Navigation Company Limited, Bombay and the

workmen employed under it, regarding retrenchment, reinstatement, unemployment compensation, etc.

(x) No. 375/48, dated 8th September 1949.—The dispute between the Rashtriya Metal Industries Limited, Bombay and the workmen employed under it, regarding wage scales, dearness allowance, leave rules, provident fund, gratuity, bonus, etc.

(xi) No. 415/48, dated 28th September 1949.—The dispute between Pure Products and Madhu Canning Limited, Bombay, and the workmen employed under it, regarding minimum basic wages, dearness allowance, leave rules, etc.

5. *Mr. I. G. Thakore*—

(xii) No. 714/48, dated 14th September 1949.—The dispute between the Structural Engineering Works, Limited, Bombay and the workmen employed under it, regarding union recognition, union shop, wages, dearness allowance, leave rules, provident fund, bonus, etc.

(xiii) No. 678/48, dated 20th September 1949.—The dispute between the Mukund Iron and Steel Works Limited, Bombay and the workmen employed under it, regarding bonus for the year 1948-49.

(xiv) No. 739/48, dated 29th September 1949.—The dispute between the Fazalbhoy Nathoo and Company, Bombay and the workmen employed under it, regarding reinstatement and unemployment compensation.

6. *Mr. P. D. Vyas*—

(xv) 827/48, dated 29th August 1949.—The dispute between the Pioneer Engineering Works, Ahmedabad, and the workmen employed under it, regarding bonus for the year 1948.

(xvi) No. 822/48, dated 30th August 1949.—The dispute between the Rally Metal Works, Ahmedabad and the workmen employed under it, regarding bonus for the year 1948.

(xvii) No. 843/48, dated 30th August 1949.—The dispute between the National Fancy Yarn Mills, Surat, and the workmen employed under it, regarding wage scales, dearness allowance, bonus, etc.

(xviii) No. 834/48, dated 16th September 1949.—The dispute between the Champaklal Brothers Factory, Surat and the workmen employed under it, regarding wage scales, dearness allowance, bonus, etc.

7. *Mr. M. K. Trilokekar*—

(xix) No. 546/48, dated 30th September 1949.—The dispute between the Hubli Municipality and the workmen employed under it, regarding pay scales, dearness allowance, hours of work, provident fund, housing scheme, etc.

* * * * *

The following 4 disputes were referred to the adjudication of the Industrial Tribunal under section 10 (2) of the Industrial Disputes Act, 1947:

1. *Mr. Salim M. Merchant*—

(i) No. 1032/46, dated 30th August 1949.—The dispute between the Surat Borough Municipality, Surat and the workmen employed under it, regarding gratuity, house rent allowance, etc.

2. Mr. P. S. Bakhle—

(ii) No. 34448, dated 30th August 1949. The dispute between the East Asiatic Company (India) Limited, Bombay and the workmen employed under it, regarding scales of pay, dearness allowance, leave rules, gratuity, provident fund, hours of work, overtime, etc.

(iii) No. 185646, dated 10th September 1949. The dispute between the Bassein Motor Service Company, Bassein and the workmen employed under it, regarding dearness allowance, bonus, minimum pay scales, etc.

(iv) No. 895134, dated 29th September 1949.—The dispute between the Ford Motor Company of India Limited, Bombay and the workmen employed under it, regarding overtime, holidays, travelling allowance, provident fund, gratuity, leave rules, dearness allowance, salary scales, etc.

* * * * *

AWARDS PUBLISHED UNDER THE INDUSTRIAL
DISPUTES ACT, 1947

The awards in the following concerns were published in the *Bombay Government Gazette* :

Name of the Concern	Subject	Date of Award
1. The Amrit Vanaspati Co. Ltd., Bombay.	Bonus	B. G. G., Part I-L, dated 25th August 1949, pages 1121-1123.
2. Rinon Road Iron Foundry, Bombay.	Basic wages, dearness allowance, etc.	B. G. G., Part I-L, dated 25th August 1949, pages 1126-1132.
3. The Ford Motor Company of India Ltd., Bombay.	Benefits awarded in A.I.T 21 of 1947.	B. G. G., Part I-L, dated 25th August 1949, pages 1147-1151.
4. The Goodlass Wall, Ltd., Bombay.	Reinstatement and unemployment relief.	B. G. G., Part I-L, dated 25th August 1949, pages 1152-1157.
*5. Messrs. Ishwardas Harjivandas Panchal, Ahmedabad.	Bonus	B. G. G., Part I-L, dated 25th August 1949, pages 1159-1161.
*6. Metalware Industries, Bombay (Final Award).	Basic wage, yearly increments, dearness allowance, bonus, leave, provident fund, etc.	B. G. G., Part I-L, dated 25th August 1949, pages 1164-1166.
7. Bombay Engineering and Metal Works Ltd., Bombay.	Dearness allowance, leave, increments, etc.	B. G. G., Part I-L, dated 25th August 1949, pages 1169-1181.
8. The Pancharpur Municipality.	Pay scales, dearness allowance, leave, etc.	B. G. G., Part I-L, dated 8th September 1949, pages 1223-1230.
*9. The Saraswati Foundry, Bombay.	Minimum basic wages, dearness allowance, bonus, etc.	B. G. G., Part I-L, dated 8th September 1949, pages 1252-1261.
*10. Mr. Gopaldas Khemchand, Ahmedabad.	Bonus	B. G. G., Part I-L, dated 8th September 1949, pages 1262-1263.

* Mutual settlements.

Adjudication Awards

1. THE BRANDON & CO. LTD., BOMBAY

The award of Mr. Salim M. Merchant in the dispute between the Brandon and Co. Ltd., Bombay, and the workmen employed under it in the Washing Department regarding recognition of the Washing Company Workers' Union, Bombay, as a Representative Union, increase in the basic wage with retrospective effect, additional leave, transfer, etc., was published on 7th July 1949.

The principal business of this Company is that of caterers to the G. I. P. Railway and its main source of income is from its refreshment rooms and dining cars. The laundry Department is a subsidiary one and probably would not have been started if the main business had not been that of caterers. The Company in the past had made huge profits and even its balance sheet for the six months ending 31st December 1948 showed that it had made good profits, albeit of a reduced amount, during that period. The Tribunal was therefore not satisfied that the Company had not the capacity to meet further demands.

The Union's first demand was that it should be recognised as a Representative Union. The Union was directed to adopt the procedure described in the Trade Unions Amending Act of 1947 when it came into force and to apply to the Company for recognition, and if it failed to obtain it, to move the Labour Court for recognition.

The Company had no fixed wage scales and paid a fixed monthly salary to the various categories of its employees. A definite wage scale for all categories of employees was felt to be not only desirable but essential as wage scales help the workers to know definitely in advance as to how their wages would increase with length of service and create a sense of security. Besides, it does not make them dependent upon the discretion of the employer with regard to future increments. To the demand of the workers for revised basic wages, therefore the following were awarded :

				Rs
Ironer	..	...	55-24-80	
Lorry Hamals	..	...	45-2-65	
Calenderman	..	...	45-2-65	
Firemen	..	...	70-3-100	
Boilerman	..	...	100-5-125	
Machine Washerman	..	...	45-2-65	
Hand Washerman	..	...	55-2½-80	
Van Driver	..	...	95-6-110	

For Hydro Men and Drying Men the scale of Rs. 45-2-65 was recommended.

These scales were granted with retrospective effect from the date of reference of the dispute to adjudication, i.e., 1st February 1949, and adjustment was directed on the following principles with effect from the same date :

For less than one year's service ...	No increment in the revised scale.
For service of one complete year ...	One increment in the revised scale.
For service of more than 2 years but less than 4.	Two increments in the revised scale.
For service of more than 4 years ...	Three increments in the revised scale.

Since the laundry was governed by the Factories Act, it was directed that privilege leave and its accumulation should be granted as provided for in the Act. The Company however was directed to continue its existing practice of granting 7 days' leave without pay and dearness allowance in the year.

Following the award of Mr. K. C. Sen in the dispute between the United Motors Ltd., and its workmen, 7 days' sick leave in the year on full pay and dearness allowance was awarded on the following conditions :

- (1) In cases of application for sick leave for a period longer than 7 days during the year, the applicant must first exhaust all privilege leave due to him and then if necessary draw on the accumulation of sick leave which he has made.
- (2) Sick leave should be allowed to be accumulated up to 42 days.
- (3) During the whole period of service an employee should not avail himself of more than 8 months' sick leave.
- (4) For absence of one day owing to sickness, no medical certificate should be insisted on.

The Company's offer of seven days' casual leave in the year on full pay and dearness allowance was accepted with the reminder that such leave could only be claimed for emergent and unforeseen circumstances and not as of right. It was directed that not more than 3 days' casual leave should be taken at a time and the grant of casual leave should be dependent upon the exigencies of work.

"The provision of a Provident Fund has come to be regarded as one of the necessary conditions of employment and one which may well be conceded by an employer whose business has attained sufficient stability," said the Tribunal. "This claim is being sought to be given legislative sanction." Considering that the firm had in its employ about 60 employees, and that it had been working for some years and had attained stability, it was felt appropriate that the firm should frame a scheme of Provident Fund and put it into operation from 1st January 1950. The employees were to be required to contribute at the rate of one anna in the rupee of their basic salary and the Company to contribute an equal

amount. It was directed that a Trust be framed for the purpose, and the rules be framed on the lines of the model rules framed by Government with the recommendation that provision be made in the rules for representation of at least one employee on the Board. Furthermore, the firm was directed to retain model rules numbers 12 and 13 intact in respect of the circumstances in which accumulations were payable and deductions made.

2. THE BOMBAY METAL AND ALLOYS MANUFACTURING CO. LTD., BOMBAY

The award of Mr. Salim M. Merchant, Industrial Tribunal, Bombay, in the dispute between the Bombay Metal and Alloys Manufacturing Company Ltd., Bombay, and the workmen employed under it, represented by the Metal Mazdoor Sabha, regarding fixation of minimum wage, dearness allowance, gratuity, etc., was published on July 28, 1949.

The Company belongs to a group of metal industries and its chief work is that of melting and refining non-ferrous metals such as white metal, bell metal and aluminium. It also undertakes engineering work. The Sabha argued that the Company had been doing flourishing business and had amassed huge profits. On examination of the balance sheets of the Company, however, it was found that this was not correct, and in dealing with the demands, the Tribunal was considerably influenced by the financial incapacity of the Company.

The Sabha demanded a minimum wage of Rs. 1-4-0 per day for unskilled labour. For Peons, Hamals and Watchmen it demanded the wage scale of Rs. 40-3-95 and Rs. 5 more for the Head of each of these categories.

The Company's statement showed that only 28 of its daily-paid employees were getting a salary of Re. 1 per day inclusive of dearness allowance—all the rest were getting higher wages. The Company stated that if the Sabha's demands were to be granted it would impose a recurring burden of about Rs. 400 per month or Rs. 4,800 per annum. As Rs. 30 per month had generally come to be accepted as the basic minimum wage to be paid to the lowest class of unskilled workmen in Bombay City, it was felt that the Sabha was not justified in its demand, and a minimum basic wage of Rs. 1-2-6 per day for a month of 26 days was awarded with effect from 1st February 1949 and with the direction that employees who had been in the service on that date but who had left thereafter, should be entitled to receive their arrears, except those employees who had been dismissed for misconduct. Both parties being agreeable, the scale of Rs. 35-1-45-2-55 was awarded to Peons, Hamals and Watchmen, and Rs. 5 per month more for Heads of these categories, with effect from 1st February 1949.

Adjustment was awarded on the following principles :

For less than one year's service ...	No increment in the revised scale.
For service of one completed year ...	One increment in the revised scale.
For service of more than two years but less than 4 years.	Two increments in the revised scale.
For service of more than 4 years ...	Three increments in the revised scale.

It was directed that those employees who were getting more than the maximum should continue to do so, and that after these increments were granted the employees should be stepped up to the nearest increase in the revised scale if the amount of their salaries with the increments as added above, fell short of the amount in the graded step.

Regarding dearness allowance the Sabha demanded that workmen should be paid the difference between the old rate and the new rate fixed by the Industrial Court for the period of 13 months, i.e., from 1st January 1947 to 31st January 1948. The Company argued that since 1944 it had paid dearness allowance at a rate comparable to the rate paid by the Bombay Millowners' Association to textile workers, but as it had made no agreement or contract to pay the same dearness allowance as would be paid from time to time by that Association, it was not obliged to pay the difference for the period of 13 months.

In the dispute between the Alcock Ashdown & Co. Ltd., Bombay, and its workmen, Mr. D. G. Kamerkar had observed "It is not necessary that the Company should have given an express assurance to its workmen that it would pay dearness allowance on the textile scale or would abide by the terms of agreements or awards in disputes between the textile mills and their workmen...It is difficult to conceive how the scale 'happened to be' the textile scale unless the Company had in fact intended to grant dearness allowance to its workmen on the precise basis on which textile mills had been paying such allowance to their workmen...The revised scale of dearness allowance for Textile workers was made applicable retrospectively from January 1947 because the standardized wage rates had been made operative from that date. There is stronger reason therefore to direct employers who had not revised their basic wage structure, but had only been giving dearness allowance on the textile scale, to pay with retrospective effect from 1st January." The Tribunal therefore made the same direction in the case of employees of this Company.

Regarding Peons, Hamals and Watchmen, the Tribunal said, "I do not see why this category of subordinate employees should get a lower rate of dearness allowance than is paid to the daily rated staff. I therefore award that they shall be paid dearness allowance at the rate awarded to workers in the textile mills in Bombay City by the Industrial Court in Ref. 1, 4 and 5 of 1946, with effect from 1st February 1949.

As the Tribunal felt that a scheme of gratuity would place an unduly heavy burden upon the financial resources of the Company (especially as there was also a Provident Fund), the demand for gratuity was disallowed.

Further the Sabha demanded that the rules of the Provident Fund should be so revised as to enable every employee to contribute 18 pies in the rupee from his salary, and an equal contribution should be made by the Company. Considering the financial position of the Company, the existing contribution of the Company (16 pies in the rupee) was felt to be fair and reasonable.

Considering that this was an industrial concern, casual leave of 7 days a year with full pay and allowance was felt to be adequate as against the demand for 10 days. It was emphasised that such leave was to be taken only for emergent and unforeseen events and not as a matter of right. Fifteen days' sick leave a year on half pay on production of a medical certificate from a registered medical practitioner was granted with the right to accumulate up to 60 days and the condition that it should be granted only on exhaustion of all privilege leave. On the demand for 15 days' leave without pay, the Company offered to grant 50 per cent. of the earned leave as leave without pay and a direction was made accordingly.

With regard to Peons, Hamals and Watchmen, 7 days' casual leave in a year, 15 days' sick leave with half pay and the right to accumulate up to 60 days under the same conditions as those made for daily-paid workmen, and one month's privilege leave on full pay and dearness allowance for every completed year of service was granted with the direction that privilege leave should be allowed to be accumulated up to 3 years, i.e., 90 days.

The Tribunal felt that when the financial results of a Company for any year do not show any profits or show a very small margin of profits, it would not justify a Tribunal to award bonus to the workmen. The demand for bonus was therefore rejected.

These scales were granted with retrospective effect from the date of reference of the dispute to adjudication, i.e., 1st February 1949, and adjustment was directed on the following principles with effect from the same date :

For less than one year's service ...	No increment in the revised scale.
For service of one complete year ...	One increment in the revised scale.
For service of more than 2 years but less than 4.	Two increments in the revised scale.
For service of more than 4 years ...	Three increments in the revised scale.

Since the laundry was governed by the Factories Act, it was directed that privilege leave and its accumulation should be granted as provided for in the Act. The Company however was directed to continue its existing practice of granting 7 days' leave without pay and dearness allowance in the year.

Following the award of Mr. K. C. Sen in the dispute between the United Motors Ltd., and its workmen, 7 days' sick leave in the year on full pay and dearness allowance was awarded on the following conditions :

- (1) In cases of application for sick leave for a period longer than 7 days during the year, the applicant must first exhaust all privilege leave due to him and then if necessary draw on the accumulation of sick leave which he has made.
- (2) Sick leave should be allowed to be accumulated up to 42 days.
- (3) During the whole period of service an employee should not avail himself of more than 8 months' sick leave.
- (4) For absence of one day owing to sickness, no medical certificate should be insisted on.

The Company's offer of seven days' casual leave in the year on full pay and dearness allowance was accepted with the reminder that such leave could only be claimed for emergent and unforeseen circumstances and not as of right. It was directed that not more than 3 days' casual leave should be taken at a time and the grant of casual leave should be dependent upon the exigencies of work.

"The provision of a Provident Fund has come to be regarded as one of the necessary conditions of employment and one which may well be conceded by an employer whose business has attained sufficient stability," said the Tribunal. "This claim is being sought to be given legislative sanction." Considering that the firm had in its employ about 60 employees, and that it had been working for some years and had attained stability, it was felt appropriate that the firm should frame a scheme of Provident Fund and put it into operation from 1st January 1950. The employees were to be required to contribute at the rate of one anna in the rupee of their basic salary and the Company to contribute an equal

amount. It was directed that a Trust be framed for the purpose, and the rules be framed on the lines of the model rules framed by Government with the recommendation that provision be made in the rules for representation of at least one employee on the Board. Furthermore, the firm was directed to retain model rules numbers 12 and 13 intact in respect of the circumstances in which accumulations were payable and deductions made.

2. THE BOMBAY METAL AND ALLOYS MANUFACTURING CO. LTD., BOMBAY

The award of Mr. Salim M. Merchant, Industrial Tribunal, Bombay, in the dispute between the Bombay Metal and Alloys Manufacturing Company Ltd., Bombay, and the workmen employed under it, represented by the Metal Mazdoor Sabha, regarding fixation of minimum wage, dearness allowance, gratuity, etc., was published on July 28, 1949.

The Company belongs to a group of metal industries and its chief work is that of melting and refining non-ferrous metals such as white metal, bell metal and aluminium. It also undertakes engineering work. The Sabha argued that the Company had been doing flourishing business and had amassed huge profits. On examination of the balance sheets of the Company, however, it was found that this was not correct, and in dealing with the demands, the Tribunal was considerably influenced by the financial incapacity of the Company.

The Sabha demanded a minimum wage of Rs. 1-4-0 per day for unskilled labour. For Peons, Hamals and Watchmen it demanded the wage scale of Rs. 40-3-95 and Rs. 5 more for the Head of each of these categories.

The Company's statement showed that only 28 of its daily-paid employees were getting a salary of Re. 1 per day inclusive of dearness allowance—all the rest were getting higher wages. The Company stated that if the Sabha's demands were to be granted it would impose a recurring burden of about Rs. 400 per month or Rs. 4,800 per annum. As Rs. 30 per month had generally come to be accepted as the basic minimum wage to be paid to the lowest class of unskilled workmen in Bombay City, it was felt that the Sabha was not justified in its demand, and a minimum basic wage of Rs. 1-2-6 per day for a month of 26 days was awarded with effect from 1st February 1949 and with the direction that employees who had been in the service on that date but who had left thereafter, should be entitled to receive their arrears, except those employees who had been dismissed for misconduct. Both parties being agreeable, the scale of Rs. 35-1-45-2-55 was awarded to Peons, Hamals and Watchmen, and Rs. 5 per month more for Heads of these categories, with effect from 1st February 1949.

Books, Publications and Reports

I. BOOKS

The following books have been added to the Library during September 1949 :

HEALTH—

Bureau of Co-operative Medicine, New York. *Co-operative Health Associations.*

R. W. Harris. *National Health Insurance in Great Britain, 1911-1946* (George Allen & Unwin Ltd., London).

HOUSING—

U. Alm. *Co-operative Housing in Sweden*—(The Royal Swedish Commission, N. York).

M. J. Elsas. *Housing before the War and after*—(Slaplers Press Ltd., Cavendish Place, London, W. 1).

C. Healy. *Rural Housing and Planning*—Publications Department of the League of Nations, Geneva (Switzerland)

INDIAN ECONOMICS—

L. N. Prem. *Industrial Co-operative & Village Industries in Bombay Province*—(Industrial Co-operative Library, Bombay).

M. C. Singh. *Cottage & Small Scale Industries*—(Saterbistan, Allahabad).

N. H. Thakkar. *Indian Cotton Textile Industry Housing Twentieth Century*—(Vora & Co., Publishers Ltd., Bombay).

B. Vidwans. *Our Country: Its Wealth and Population*—(Vora & Co., Publishers Ltd., Bombay).

B. Vidwans. *State Aid to Agriculturists in India*—(Bank of India Agricultural Credit Department, Bombay).

INDUSTRIES AND MANAGEMENT—

F. W. Lawe. *Staff Management*—(Institute of Personnel Management, London, E.C. 2).

G. R. Moscon. *Functions of a Personnel Department*—(Vora & Co. Publishers Ltd., Bombay 2).

J. B. Tayler. *Industrial Co-operation*—(Industrial Co-operative Library, Bombay).

J. B. Tayler. *Training for Industrial Employment*—(Institute of Personnel Management, London, E.C. 2).

LABOUR—

M. Keir. *Labour Problems from both sides*—(The Ronald Press Company, New York).

MISCELLANEOUS—

K. W. Shaw. *Stalin-Wells Talk*—(Vora & Co., Publishers Ltd., Bombay 2).

PLANNING—

K. T. Shah. *Report of the National Planning Committee*—(Vora & Co., Publishers Ltd., Bombay).

K. T. Shah. *Banking, Planning and Constitution-Making.*

STATISTICS—

A. E. Waugh. *Elements of Statistical Methods*—McGraw Hill Book Co., Inc. New York).

II. PUBLICATIONS

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

INDIA

Agricultural Situation in India.—Volume IV, No. 4 (July 1949). (Office of the Economic Adviser to the Government of India, New Delhi)

Capital.—Volume CXXIII, Nos. 3074-3077. (Capital, 4 Lyons range, Calcutta No. 1)

Commerce.—Volume LXXIX, Nos. 2016-2019. (F. Berton for Commerce (1935) Ltd., Royal Insurance Buildings Churchgate Street, Bombay)

Eastern Economist.—Volume XIII, Nos. 8-12. (Eastern Economist Ltd., 52 Queensway, New Delhi)

Economic Weekly.—Volume 1, No. 38-39 (Bombay)

Engineer.—Volume XXVII, Nos. 8-9, (August-September 1949). The Mechanical Engineer Association (India), Bombay

Hind Mazdoor.—Month-July 1949, (Bombay)

Indian Finance.—Volume XLIV, Nos. 9-14. (Indian Finance, 116 Lower Circular Road, Calcutta)

Indian Labour Gazette.—Volume VII, Nos. 1-25, July-Quarterly. (Labour Bureau, Ministry of Labour, Government of India, New Delhi)

Indian Journal of Social Work.—Volume X No. 1 (June 1949). (Bureau of Research and Publication, Tata Institute of Social Sciences, Byculla, Bombay)

Indian Railway Magazine.—Volume XXV, No. 8 (August 1949). (Railway User's Federation, Madras)

Indian Textile Journal.—Volume LIX, No. 707 (August 1949). (The Indian Textile Journal Ltd., Bombay)

Indian Trade Journal.—Volume LLXXIV, Nos. 2243-2247. (Department of Commercial Intelligence and Statistics, Calcutta)

India and Israel.—Volume II, No. 4 October 1949.

Journal of Commerce and Statistics.—Volume I, No. 11 (September 1949). (Bureau of Commercial and Intelligence and Statistics, Bombay)

Kamgar.—Volume II, Nos. 45-48.

Labour Bulletin, U. P. Volume VIII, No. 10. (Commissioner of Labour and Employment, U. P.)

Labour Law Journal.—Volume I, No. 6 (September 1949). Sri R. Venkatraman, 1/1711 Roy Apettah High Road, Madras)

Mahratta.—Volume LXIX, No. 35.

Monthly Bulletin of Statistics, U. P.—Volume III, No. 7 (July 1949). (Superintendent, Printing and Stationery, Allahabad)

Monthly Survey of Business Conditions in India.—Volume 17, No. 7 (July 1949). (Office of the Economic Adviser to the Government of India, New Delhi)

Mysore Labour Gazette.—Volume 1, No. 9 (June 1949). (Department of Labour, Government of Mysore, Bangalore)

New India.—Volume XII, Nos. 12-14. (Central India, Printing and Litho Works Ltd., Nagpur)

People's Raj.—Volume III, Nos. 20-21. (Directorate of Publicity Government of Bombay, Bombay)

Railway Magazine.—Volume XXI, Nos. 3-7. (Editor, Railway Magazine Motivilla, Thana).

Republic.—Volume 1, No. 14, Calcutta.

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

Weekly Bulletin of Statistics.—Volume 1, Nos. 41-44. (Office of the Economic Adviser to the Government of India, New Delhi)

FOREIGN

American Federationist.—August 1949.

American Labour News.—Dated 1st, 3rd, 6th, 19th September 1949. (United States Information Services, Bombay)

Board of Trade Journal.—Volume 157, Nos. 2742-2748. (H. M.'s Stationery Office, London)

British Information Services.—Month July-August 1949 (New Delhi)

British Management Review.—Volume VIII, No. 2 (July 1949)

Bulletin of the Oxford University Institute of Statistics.—Volume II, Nos. 7 and 8 (July-August 1949). (Oxford)

Coal.—August 1949. (London).

Economist.—Volume CLVII, Nos. 5527-5531.

Economic Digest.—July-August 1949 (London)

Economic Journal.—Volume LIX, No. 235 (September 1949)

Industrial Court Awards.—Nos. 2219-2226 (London)

Industrial Welfare and Personnel July-August 1949 (London)

Industry.—August 1949 (Westminister)

Industry and Labour.—Dated 1st and 15th August 1949. (I. L. O. Geneva)

International Free Trade Union News.—September 1949. (New York)

International Labour Review.—July-August 1949. (I. L. O. Geneva)

Irish Trade Journal.—June 1949. (Dublin)

Journal of Royal Statistical Society.—Volume CXI, Part IV, 1948.

Journal of the Textile Institute.—July 1948. (Manchester)

Labour.—August 1949.

Labour Gazette.—July 1949. (Department of Labour, Canada, Ottawa)

Labour Information Bulletin.—April-August 1949. (Washington)

Labour Research: August 1949. (Research Department, London)

Labour Review: June 1949. (Hull, Due)

Law Supplement.—No. 309, dated 27th July 1949 (Manchester)

Legislative Series.—May-June 1949. (I. L. O. Geneva)

Ministry of Labour Gazette.—July-August 1949 (London)

Monthly Abstracts of Statistics.—(New Zealand). (Census and Statistics Department, Wellington)

Monthly Bulletin of Statistics, U. N.—August 1949 (U. N.)

Monthly Bulletin of Union Statistics.—April 1949 (S. Africa)

Monthly Digest of Statistics.—June 1949 (U. K.).

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

New Dawn.—Volume 3, No. 16-17 (Manchester)

New Statesman and Nation.—Volume XXXVIII, Nos. 960-961 (London)

New World News.—Volume 5, No. 8 (August 1949)

New Republic, dated 20th and 27th June 1949

11th and 18th July 1949. (London)

Outlook. 1949.

Personnel Management.—July-August 1949.

Planning.—Volume XVI, No. 301.

Statist.—Volume CL, Nos. 3725-3729.

Times Review of Industry.—August 1949 (London)

Textile Mercury.—Volume CXXI, Nos. 3147-3151 (Manchester)

Textile Weekly.—Volume 44, Nos. 1115-1119, (Manchester)

Two Minutes of Employment Facts.—dated 1st, 15th July 1949.

United Nations Bulletin.—Dated 1st and 15th July 1949. (Oxford Book and Stationery Co., New Delhi)

World.—August 1949. (United Nations)

III. REPORTS

The following reports were added to the Library during 1949:

GENERAL ECONOMICS—

The Short Economic Survey 1948: The Facts and Figures of the Country's Position in Words and Pictures.—(His Majesty's Stationery Office, London)

World Economic Report 1948, United Nations.—(Department of Economic Affairs, New York)

FACTORY REGULATION—

The Factories and Enquiry Acts, 1900 to 1945 and Regulation.—(Government Printer, B. S. Bank, Queensland)

FAMILY BUDGETS—

Report on an Enquiry into the Family Budgets of Middle Class Employees of the Central Government.—(Government of India, Delhi)

INDUSTRIES AND MANAGEMENT—

Government and Industry: A survey of Machinery for Consultation and Co-operation.—(His Majesty's Stationery Office, London)

Recommendations of Adjudicators Industrial Tribunals and Courts of Enquiry in respect of Labour Disputes during the first half of 1948.—(Government of Madras, Madras)

Recommendations of Adjudicators Industrial Tribunals and Courts of Enquiry in respect of Labour Disputes during the second half of 1948.—(Government of Madras, Madras)

INTERNATIONAL LABOUR OFFICE—

Seafarers' Conditions in India and Pakistan.—(International Labour Office, Geneva)

Vocational Training of Adults including Disabled persons.—(International Labour Office, Geneva)

Vocational Training of Adults in Belgium.—(International Labour Office, Geneva)

Methods of Family Living Studies.—(International Labour Office, Geneva)

PORT TRUST—

Administration Report of Madras Port Trust for the year 1948-49.—(Madras Port Trust, Madras)

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	Housing	Miscellaneous	Cost of living	Food	Fuel and lighting	Clothing	Housing	Miscellaneous	Cost of living	Food	Fuel and lighting	Clothing	Housing	Miscellaneous	Cost of living	Food	Fuel and lighting	Clothing	Housing	Miscellaneous	Cost of living	
1939 Average	114	100	86	100	97	108	64	78	72	107	100	78	70	89	64	107	72	74	..	..	..	..	..	..	..
1944 "	263	289	276	100	230	237	212	331	251	107	220	212	202	318	107	212	201	201	303	302	403	100	289	296	296
1945 "	271	247	257	100	223	255	197	317	220	107	240	199	198	336	141	107	215	201	299	321	340	100	365	291	291
1946 "	317	246	257	100	250	269	219	269	208	107	263	209	217	313	141	107	246	211	350	298	338	100	450	326	326
1947 "	344	244	262	100	202	279	234	263	210	107	287	219	263	350	141	107	313	248	417	286	342	100	475	369	369
1948 "	368	333	391	100	275	303	243	347	309	107	309	243	286	425	298	107	286	292	490	450	415	100	516	440	440
August	365	362	443	100	287	321	258	370	337	107	332	259	302	465	301	107	303	306	470	485	440	100	495	434	434
September	370	366	446	100	282	323	261	353	341	107	332	260	305	459	298	107	318	309	471	490	455	100	506	437	437
October	362	369	407	100	280	315	268	368	341	107	310	264	300	453	298	107	320	306	493	487	462	100	531	452	452
November	363	373	423	100	275	317	271	365	341	107	306	266	295	448	333	107	314	307	406	488	472	100	530	456	456
December	382	377	406	100	274	326	274	348	291	107	306	281	294	447	344	107	316	308	509	488	445	100	543	461	461
January	368	372	390	100	270	316	238	325	291	107	306	236	301	431	345	107	323	311	504	490	448	100	529	458	458
February	362	351	404	100	273	307	245	317	291	107	309	240	297	419	352	107	339	309	484	453	452	100	505	441	441
March	365	303	390	100	282	311	248	310	291	107	318	242	285	414	353	107	327	301	409	416	452	100	505	391	391
April	354	293	401	100	281	305	246	325	291	107	352	243	278	414	348	107	343	297	442	409	429	100	500	412	412
May	355	293	406	100	283	306	254	332	291	107	342	249	274	414	348	107	340	294	453	435	429	100	533	422	422
June	361	293	396	100	284	300	255	323	291	107	342	248	283	414	311	107	343	294	461	431	428	100	540	424	424
July	364	291	397	100	282	302	255	340	291	107	335	256	287	414	307	107	340	296	456	424	429	100	504	417	417
August	372	293	397	100	283	306	251	343	291	107	335	254	297	409	297	107	341	300	465	421	418	100	505	422	422

(1) Average prices from July

—100.

(4) Average prices for the month of August 1939—100.

1937 to January 1928—100.

		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<i>Realis—</i>									
Rice	Maund	20 0 0 319	15 6 2 258	21 14 9 473	17 12 5 241	20 0 0 319	15 6 2 258	21 14 9 473	16 7 2 224
Wheat	"	14 13 1 266	12 4 11 426	18 4 9 354	13 12 0 204	14 13 1 265	12 4 11 426	18 4 9 354	13 11 2 201
Rawari	"	9 7 11 240	10 5 2 271	13 5 3 464	12 8 9 366	9 7 11 240	10 5 2 271	13 5 3 464	12 3 3 360
Barji	"	13 2 8 305	10 5 2 219	9 6 0 267	10 0 0 244	13 2 8 305	10 5 2 219	9 6 0 267	10 0 0 244
<i>Index No.—Cereals</i>		282	294	390	264	282	294	390	
	Maund	19 12 1 459	29 1 6 727	22 13 5 532	20 0 0 161	26 3 8 419	29 1 5 717	22 13 5 532	
	"	25 6 4 435	32 0 0 520	24 8 6 420	22 13 9 346	25 6 4 435	32 0 0 520	24 8 6 420	
<i>Sulca</i>		447	444	476	447	423	624	476	

<i>Articles of food—</i>									
Sugar (refined)	Maund	40 0 0 693	40 0 0 600	35 9 0 356	37 10 4 402	40 0 0 693	40 0 0 600	35 9 0 356	
Sugar (gul)	"	29 14 6 348	26 10 8 649	10 13 6 217	22 13 9 326	35 2 8 411	26 10 8 649	16 13 6 217	
	Lb.	2 2 8 593	2 7 0 500	1 15 2 254	1 15 2 412	2 2 8 593	2 7 0 500	1 15 2 256	
	Maund	4 6 3 206	2 8 0 166	7 2 8 322	3 5 4 177	4 6 3 206	2 8 0 166	7 2 8 322	
	Seer	1 4 0 387	1 4 0 333	1 4 0 801	2 0 0 752	1 4 0 387	1 4 0 333	1 4 0 801	
		2 8 0 340	2 8 0 667	1 12 0 467	1 14 0 500	2 8 0 600	2 8 0 667	1 12 0 467	
	Maund	35 2 8 382	35 8 11 711	26 10 0 366	40 0 0 400	35 2 8 382	30 7 7 609	26 10 0 366	
		213 4 0 420	290 14 8 655	182 12 3 326	200 0 0 292	213 4 0 420	290 14 8 655	182 12 3 326	
	"	20 0 0 447	25 9 7 672	20 0 0 500	20 0 0 593	20 0 0 417	30 7 7 609	16 0 0 400	
	"	10 0 0 644	20 0 0 1000	7 2 8 287	7 4 4 363	10 0 0 644	20 0 0 1000	7 2 8 287	
nut oil	"	80 0 0 315	47 0 11 235	64 0 0 240	88 0 0 314	80 0 0 315	47 0 11 235	64 0 0 240	
<i>No.—Other articles of food</i>		458	553	376	412	463	556	367	
<i>No.—All food articles (unweighted)</i>		415	501	391	381	423	502	336	

Sources of the price quotations used in this table are the monthly returns of average retail prices current supplied by the Director of Agriculture, Po

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN AUGUST 1949

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number working days lost in the dispute or termination
	Directly	Indirectly	Began	Ended				
			1949	1949				
1. Ahmed Abdul Karim Mills, Ambernath (Thana District).	1,888		24 July	18 Aug.	Demand for 3 months' wages as bonus.	The strike ended in favour of the employers.	24,300	24,300
2. The Vishnu Cotton Mill, Sholapur.	538	4,908	25 July	12 Aug.	Protest against management's order to work as double-shifters.	The strike ended in favour of the employers.	42,633	55,000
3. The Madhusudan Mills, Bombay.	243	5,300	28 July	3 Aug.	Demand for withdrawal of management's order to give more production.	The strike ended in favour of the employers.	9,999	12,000
4. The Dhanraj Mills, Bombay.	85	3,292	1 Aug.	11 Aug.	Demand for reinstatement of discharged workers.	The strike ended in favour of the employers.	29,452	29,452
5. The Shah Silk Mill, Bombay.	18	...	2 Aug.	3 Aug.	Demand for an increase in the rates of wages.	Indefinite	14	14
6. The Jawahar Silk Mill, Borivili (Thana District).	86	...	4 Aug.	5 Aug.	Demand for an increase in dearness allowance and daily wages.	The strike ended in favour of the employers.	43	43
7. The Jubilee Mills, Bombay.	200	664	4 Aug.	5 Aug.	Demand for reinstatement of discharged workers.	The strike ended in favour of the employers.	513	513
8. The Dawn Mills, Bombay.	240	1,829	11 Aug.	28 Aug.	Demand for abolition of the new system of work introduced by the management for the doffer boys.	The strike ended in favour of the employers.	20,232	20,232
9. Harivallabhdas Mulchand Mills, Ahmedabad.	850	650	13 Aug.	14 Aug.	Demand for payment of bonus before 15th August instead of 19th August—the date fixed by the management.	The strike ended in favour of the employers.	1,150	1,150
10. The Central Wvg. & Mfg. Co., Bombay.	36	17	13 Aug.	18 Aug.	Protest against the reduction in the rates of wages from 12½ pies and 10½ pies to 8½ pies and 7½ pies per yard according to the quality of the cloth produced.	The strike ended in a compromise.	133	133
11. The Modern Mills, No. 1, Bombay.	80	591	13 Aug.	16 Aug.	Demand for abolition of the new system of working introduced by the management for the doffer boys.	The strike ended in favour of the employers.	1,257	1,257
12. The Madhobji Dharamsey Mill, Bombay.	1,145		16 Aug.	18 Aug.	Demand for holiday on 16th August 1949 on account of "Goku Ashtami".	The strike ended in favour of the employers.	573	573

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN AUGUST 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>Textile Industry contd.</i>							
The Western Spg. & Mfg. Mill, Bombay.	1,173	—	16 Aug.	18 Aug.	Demand for holiday on 16th August 1949 on account of "Gokul Ashtami".	The strike ended in favour of the employers.	1,173
The Phoenix Mill, Bombay.	1,540	100	16 Aug.	18 Aug.	Protest against management's refusal to grant concession to leave the mill at 8 p.m. on account of "Gokul Ashtami".	The strike ended in favour of the employers.	1,650
The Khatau Makanji Spg. & Wvg. Mill, Bombay.	1,466	—	16 Aug.	18 Aug.	Demand for holiday on 16th August 1949 on account of "Gokul Ashtami".	The strike ended in favour of the employer.	1,000
The Prabha Mills, Viramgaum (Ahmedabad District).	1,745	135	21 Aug.	24 Aug.	Demand for arrears of dearness allowance and payment of wages at increased rates according to the award of the Industrial Court.	The strike ended in a compromise.	4,430
17. The National Rayon Silk Mill, Bombay.	100	—	25 Aug.		Demand for an increase in the dearness allowance from Rs. 1-5-0 to Rs. 1-8-0.	The strike continues	600
18. The Prabha Mills, Viramgaum (Ahmedabad District).	340	—	30 Aug.	31 Aug.	Demand for advance of Rs. 10 as promised by the management.	The strike ended in favour of the workers.	340
<i>Engineering</i>							
19. Alcock, Ashdown & Co. Ltd., Bombay.	783	—	2 Aug. (11 a.m.)	2 Aug. (4 p.m.)	Protest against the discharge of a worker.	The strike ended in a compromise.	520
20. The Empress Iron and Brass Works, Bombay.	141	—	4 Aug.	5 Aug.	Protest against the retrenchment notices served by the management on 10 workers.	The strike ended in favour of the employers.	141
21. The Indo-Belga Engineering Co. Ltd., Ahmedabad.	90	—	10 Aug.	12 Aug.	Demand for change from piece-rates to time-rates.	The strike ended in favour of the employers.	70
22. The Bombay Steam Navigation Co. Ltd., Bombay.	910	—	11 Aug. (7-30 a.m.)	11 Aug. (1-45 p.m.)	Protest against the refusal by the management to grant bonus.	Indefinite	590
23. The Zenith Tin Works, Bombay.	336	—	16 Aug. (8-45 a.m.)	16 Aug. (1-30 p.m.)	Protest against management's refusal to grant leave to two workers.	The strike ended in favour of the employers.	150
24. The National Button Factory, Vile-Parle, Bombay.	64	—	28 Aug.	28 Aug.	Demand for reinstatement of the discharged worker.	The strike ended in favour of the employers.	168

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN AUGUST 1949 contd.

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
<i>Transport</i>							
25 Patkar Bus Co., Bissein (Thana District).	70	180	7 Aug.	8 Aug.	Demand for reinstatement of a discharged conductor.	The strike ended in favour of the employers.	500
26 Indian Airways Co. Ltd., Bombay.	170		10 Aug.	18 Aug.	Demand for payment of outstanding wages.	The strike ended in favour of the workers.	850
<i>Miscellaneous</i>							
27 Bombay Municipality (Health & Engineering Departments), Bombay.	10,690		13 May		Demand for (1) abolition of daily wage system, (2) fixed grades of pay on increased rates of pay scales, (3) dearness allowance according to 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 continues ...	91,979
Prantij Municipality, Prantij (Sabar Kantha District).	27	...	2 July	11 Aug.	Demand for increase in wages, increase in the number of employees, scholarships to Harijan students, dearness allowance on the scale of other Government servants, supply of uniforms, etc.	The strike ended in favour of the employers.	202
Mohan Pictures, Andheri, Bombay.	185	...	30 July	9 Aug.	Demand for reinstatement of the retrenched staff.	The strike ended in favour of the workers.	1,110
Vithal Bidi Works, Baramati (Poona District).	12	...	30 July	7 Aug.	Protest against reduction in their wage rates.	Inconclusive	72
The Mahalaxmi Glass Works Ltd., Bombay.	125	...	1 Aug.		Demand for abolition of the shift system introduced by the management.	The strike continues	1,875
Godavari Sugar Mill's Ltd., Ramwadi (Sholapur District).	200	...	2 Aug.	5 Aug.	Demand for abolition of working on contract basis.	The strike ended in favour of the employers.	600
Ramlal Rubber Mfg. Co., Bombay.	67	...	5 Aug.	6 Aug.	Demand for reinstatement of the retrenched staff.	The strike ended in favour of the employers.	67
The Sholapur Samachar Printing Press, Sholapur.	11	...	5 Aug.	11 Aug.	Demand for an increase in their pay.	The strike ended in favour of the employers.	77
The Western India Tanneries Ltd., Dharavi, Bombay.	267	...	8 Aug.	9 Aug.	Demand for holiday on 8th August on account of "Cocoanut Day".	The strike ended in favour of the employers.	267

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN AUGUST 1949—concl'd

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number working days lost in the district
	Directly	Indirectly	Began	Ended				
<i>Miscellaneous—concl'd.</i>								
6. Two Bidi Factories at Bijapur, Bijapur.	50		9 Aug.	17 Aug.	Demand for an increase in the wages from Rs. 1-8-0 to Rs. 1-10-0 for manufacturing 1,000 bidis.	The strike ended in favour of the workers.	250	
7. Bombay Municipality (City Engineering Department), Bombay.	284		15 Aug.	16 Aug.	Demand for holiday on account of "Independence Day".	The strike ended in favour of the employers.	284	
8. The Western India Tanneries Ltd., Dharavi, Bombay.	260		17 Aug.	18 Aug.	Demand for holiday on 17th August on account of "Gokul Ashtami".	The strike ended in favour of the employers.	260	
9. Mazgaon Dock Ltd., Bombay.	2,082		18 Aug. (7-30 a.m.)	18 Aug. (12-30 p.m.)	Demand for immediate reply to their request for bonus equal to 4½ months' wages.	The strike ended in a compromise.	1,561	
40. Four Bidi Workshops at Dharangaon, Dharangaon (East Khandesh District).	89		10 Aug.		Demand for an increase in the rate of wages from Rs. 1-14-0 to Rs. 2 4 0 for making 1,000 bidis.	The strike continues	940	
41. Dharwar Municipal Borough, Dharwar.	176		10 Aug.	24 Aug.	Demand for dearness allowance at the rate of Rs. 35 per mensem with retrospective effect from 1st January 1949.	The strike ended in favour of the workers.	880	
42. The Western India Tanneries Ltd., Dharavi, Bombay.	253		18 Aug.	29 Aug.	Demand for holiday on 28th August on account of "Ganpati Visarjan Day".	The strike ended in favour of the employers.	253	
43. Five Printing Presses, Barsi (Sholapur District).	13		30 Aug.		Demand for increase in pay and bonus equal to one month's pay, 8 hours' working day, dearness allowance at the rate of Rs. 45-0-0 p. m., weekly holiday, etc.	The strike continues	26	
44. Imperial Industrial Co., Bombay.	12		30 Aug.		Demand for holiday on 31st August on account of "Gauri Pujan Day".	The strike continues	14	
45. Sunderdas Saw Mill, Bombay.	371		31 Aug. (8-30 a.m.)	31 Aug. (1-30 p.m.)	Workers struck work on a misunderstanding concerning a charge sheet against a worker	The strike ended in favour of the employers.	186	