

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

	Bombay (1)					Ahmedabad (2)					Sholapur (3)					Jalgaon (4)						
	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living	Fuel and light-ing	Cloth-ing	House rent	Miscel-laneous	Cost of living		
1930 Average	114	100	86	97	100	64	72	107	100	79	70	89	64	107	72	74	..	..	..	..
1945 "	371	247	257	223	235	197	220	107	240	196	198	335	141	107	215	201	299	321	340	100	365	291
1946 "	317	245	257	100	220	259	208	107	243	209	217	313	141	107	246	211	350	298	338	100	450	326
1947 "	344	244	262	100	252	279	234	107	287	219	293	350	141	107	313	248	417	286	342	100	475	369
1948 "	343	333	391	100	275	303	243	107	309	243	286	425	298	107	286	292	490	450	415	100	515	440
1949 "	306	306	345	100	281	307	285	107	332	248	292	408	316	107	337	293	462	434	432	100	531	455
1949																						
May	355	293	406	100	283	306	254	107	342	249	274	414	348	107	340	294	453	429	100	583	422	
June	361	293	308	100	284	300	255	107	342	248	283	434	311	107	343	294	461	431	100	540	424	
July	364	298	307	100	282	302	265	107	335	256	287	414	307	107	340	296	456	424	100	504	417	
August	372	293	307	100	283	306	281	107	335	254	297	409	297	107	341	300	465	421	100	505	422	
September	373	292	307	100	278	306	262	107	335	254	309	284	281	107	337	295	469	428	100	506	425	
October	374	293	307	100	282	307	280	107	335	250	304	300	281	107	338	298	476	429	100	533	432	
November	379	296	307	100	285	310	284	107	335	252	303	330	281	107	337	299	459	435	100	541	424	
December	375	294	307	100	285	308	283	107	335	249	288	355	280	107	332	293	470	436	100	559	432	
1950																						
January	378	294	307	100	283	309	245	107	335	239	300	366	284	107	340	295	483	438	100	571	425	
February	380	294	307	100	287	305	262	107	335	250	303	363	291	107	330	298	448	437	100	609	421	
March	361	292	307	100	296	302	277	107	333	260	302	363	296	107	333	298	443	436	100	610	418	
April	370	288	307	100	297	307	289	107	335	267	307	362	296	107	349	301	418	421	100	649	422	
May	360	286	307	100	295	312	286	107	335	265	289	350	296	107	334	280	449	432	100	647	421	

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for June 1950 with average prices for the year ended June 1934 equated to 100, was 312. The Ahmedabad working class cost of living index number for June 1950 with average prices for the year ended July 1927 equal to 100 was 295. The Sholapur working class cost of living index number for June 1950 with average prices for the year ended January 1928 equal to 100, was 284, while the Jalgaon cost of living index number for June 1950 with average prices for the month of August 1939 equal to 100 was 422.

INDUSTRIAL DISPUTES

During June 1950, there were 30 strikes involving 9,539 workmen and a time loss of 53,183 working days, as compared to 33 disputes in May 1950, involving 1,200 workmen and a time loss of 50,653 man-days. In June 1949, there were 39 disputes involving 32,857 workpeople and a time loss of 201,700 man-days. Further particulars of industrial disputes are given at pages 1424-1428 of this issue.

ABSENTEEISM

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

COTTON MILL PRODUCTION

During May 1950, cotton mills in Bombay City produced 1,03,000 lbs. of yarn and 25,091,000 lbs. of woven goods and those in Ahmedabad produced 15,302,000 lbs. of yarn and 12,500,000 lbs. of woven goods. The total production of cotton yarn and woven goods for the whole of the State amounted to 54,403,000 lbs. and 18,111,000 lbs. respectively. During the same period cotton mills in Bombay City produced 97,063,060 yards of woven goods and those in Ahmedabad 69,096,000 yards while the total production for the State amounted to 203,897,000 yards.

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

Current Notes

BONUS TO BOMBAY MILL WORKERS

Bonus to Bombay Mill workers equal to 1/6th of their basic earnings during 1949 has been granted by the award of the Industrial Court. Four out of 64 mills in the City, with a complement of 10,000 employes, which sustained losses were adjudged not liable for bonus obligation.

The Workmen's Unions based their contention on "good profits" made by the textile industry during the year. It was also alleged that whereas on the one hand the basic wages paid were much below the living wage standard, on the other hand, the real value of the basic wages paid had not been maintained by granting full compensation in the form of dearness allowance for the rise in the cost of living above the August 1939 level.

The Millowners' Association, on the other hand, denied liability for any bonus and alleged that the profit-making capacity of the industry had considerably deteriorated during the year in question. It was contended that the Industrial Court had fully examined the financial position of the industry at the time of the Standardization Award and had fixed wages which it considered fair, upon finding that the industry was not in a position to pay a living wage.

The Court observed,

"It can now be taken as well established that a demand for bonus can be entertained as an industrial dispute when either the wages paid fall short of the living wage standard or the industry or the concern involved makes considerable profits, part of which can fairly be said to have been due to the contribution which the workers may have made to the production effort, and the demand becomes justifiable especially when both these conditions have been satisfied.

"In Part IV of the Constitution of India certain directive principles of State policy have been enunciated and in Articles 39 and 53 thereof it is provided, *inter alia*, that the State shall, in particular, direct its policy towards securing that the citizens have the right to an adequate means of livelihood; that the ownership and control of the material resources of the community are so directed as best to subserve the common good; and that the State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, a living wage."

As the wages in the industry definitely fell short of the living wage standard and profits resulted in part from the contribution of labour to the production effort, the demand for bonus, the Court observed, was justified.

The Court arrived at the quantum of bonus on the following basis:—

Gross Profits	9.96 crores.
Less Depreciation	1.88 crores.
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Balance ..	8.08 crores.
Less bonus to workmen equal to 1/6th of the basic earnings during the year	1.86 crores.
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Balance	6.22 crores.
Less bonus to clerks and other staff	0.30 crores.
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Balance ..	5.92 crores.
Less taxes	2.40 crores.
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Balance ..	3.52 crores.
Less Reserves	2.27 crores.
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Balance ..	1.25 crores.

This balance, the Court opined, would be sufficient to provide for dividend at 6 per cent. on the paid-up capital of 20.9 crores.

STATE ASSISTANCE TO HANDLOOM INDUSTRY

A two-fold scheme to assist the handloom industry in the State, which is faced with considerable unemployment and depression, is being implemented by the Government of Bombay. The scheme envisages provision of working capital to weavers against the pledge of goods or the outright purchase of handloom products at reasonable and current prices and establishment of production units to relieve unemployment.

Several economic factors are responsible for the distressing situation in which the industry finds itself today. The prices of yarn shot up recently, but there was no corresponding rise in the prices of handloom products. Owing to availability of mill-made cloth, the handloom products began to lose market and the prices fell down considerably to make the industry unprofitable. Moreover, rigid conditions in the money market have resulted in the increased cost of holding stocks and have reduced the holding capacity of the middleman in the industry.

To relieve the strain arising out of the shrinkage of finance, particularly at the marketing stage, necessary funds have been placed at the disposal of co-operative bodies to enable them to undertake the work that was being done by trading agencies in normal times. The Joint

Registrar for Industrial Co-operatives and Village Industries is authorised to give guarantee to co-operative central financing agencies or to scheduled banks for a margin up to 25 per cent. or an aggregate amount of Rs. 5 lakhs, whichever is less, to enable the State and District Industrial Co-operative Associations and selected workers' primary co-operative societies to raise funds to the extent of Rs. 2 lakhs. These societies are allowed to advance funds to handloom weavers for operating looms against the pledge of goods or the outright purchase of the finished products at reasonable and current prices.

To provide employment to weavers, Government has sanctioned the establishment of production units in the Bijapur District for one year in the first instance. The District Industrial Association, Bagalkot, has been entrusted with the work of running these units. It has already started 200 looms out of 1,000 sanctioned under the scheme. Government has undertaken to meet losses, if any, to the extent of Rs. 25 per loom per year of working.

FIXATION OF MINIMUM WAGES

Questions relating to hours of work, overtime rates, etc., in the establishments under the Minimum Wages Act, fixation of minimum wages in agriculture, principles of minimum wage fixation, etc., were discussed by the Central Advisory Board at its first meeting in New Delhi on July 20-21, 1950.

The Board, a tripartite organisation consisting of 45 members including representatives of employers, employees and of the Central and State Governments, is appointed under section 8 of the Minimum Wages Act, 1948. The function of the Board is to advise the Central and State Governments in the matter of fixation and revision of minimum wages and other matters covered by the Act and for co-ordinating the work of the Advisory Boards set up by the State Governments.

The Chairman of the Board, Shri V. K. R. Menon, Secretary, Ministry of Labour, referred to special problems in fixing minimum wages in agriculture, and said that a solution of these difficulties would have to be found to give agricultural workers much needed relief.

As regards hours of work, overtime rates, etc., while some delegates favoured uniformity in these matters others felt that these should vary according to local conditions and circumstances. A suggestion was made to amend the existing Shops and Establishments Acts in the States to ensure all-India uniformity.

After discussing of the question of minimum wages in agriculture at length, the Board decided that measures should be taken to enforce the Act by the date originally fixed, viz., March 1951. In this connection, the Ministry of Labour undertook to make available to the various States, as early as possible, the tentative results of the agricultural enquiries which it is now conducting throughout the country.

33RD INTERNATIONAL LABOUR CONFERENCE

The 33rd session of the International Labour Conference, which commenced in Geneva on 7th June under the presidency of Shri Jagjivan Ram, India's Labour Minister,* concluded on 1st July 1950 after adopting a series of resolutions designed to improve the conditions of workers the world over.

DIRECTOR-GENERAL'S REPORT

The Report presented to the Conference by David A. Morse, Director-General of the ILO, described the basic labour and social issues confronting the world today, and contained special proposals for increasing the productivity of labour. Over 80 worker, employer and Government representatives took part in the discussion on the Report, most of whom supported the principle of increased productivity as a means of raising living standards.

Replying to the debate, Mr. Rens,** Senior Assistant Director-General of the ILO said that increase in productivity was not solely an economic objective; it was a social and moral objective. It was the only means of ensuring a progressive and continuous improvement in the standards of living of the countless masses now stagnating in poverty and squalor. But it was also the only means of ensuring their human dignity and their devotion to liberty, for there was a degree of poverty below which human dignity could hardly exist, just as there was a degree of injustice below which freedom has but little value. In the underdeveloped countries increased productivity was necessary in the struggle against poverty and in favour of human dignity and freedom.

VOCATIONAL TRAINING OF ADULTS

In addition to an official Recommendation on the question of vocational training of adults, the Conference adopted resolutions on equal pay for equal work, industrial relations and minimum wage in agriculture, unemployment, compulsory education and adult education.

The Recommendation on vocational training suggests the setting up of international standards for the vocational training of adults, including disabled persons. It covers the definition, principles, scope and methods of training, organization and administration, the training of productive workers, on-the-job training, training outside the undertaking, training of superiors, recruitment and training of instructors, and special provisions for the training of the disabled. It calls upon member states to co-operate on an international basis, with the help of the ILO, by lending experienced personnel on the request of countries seeking such assistance, by providing training opportunities for workers of other countries, and by exchanging personnel and information.

* The presidential address published in *Labour Intelligence*, August 1950.

** The Director-General could not participate in the debate on account of ill-health.

UNEMPLOYMENT

The resolution submitted by the U. K. workers' delegate, for world-wide action to combat unemployment, states that although unemployment is less today than the inter-war period, fear of unemployment still results in a feeling of insecurity among all workers. It expressed the belief of the Conference that mass unemployment and underemployment are social evils which can be eradicated without prejudice to the freedom of the individuals by appropriate policies. The measures suggested are the establishment of adequate unemployment benefits, public works programmes, government fiscal policies to sustain mass purchasing power, adequate economic information and fiscal machinery to make possible the implementation of full employment, improved employment services and training facilities. For countries forced with shortage of capital, the measures recommended include capital formation, utilisation of idle manpower, encouragement of domestic production of scarce materials, improvements in production and organisation requiring little capital expenditure, and creation of suitable conditions for foreign capital while maintaining full national independence, etc.

COMPULSORY AND ADULT EDUCATION

In this resolution the Conference expresses the hope that the ILO would take all appropriate measures to promote opportunities for workers to be educated in order to enable them to participate more effectively in workers' movements. It also affirms ILO's close interest in compulsory free education of children with a view to fitting them for a vocation and for family and civic responsibilities.

EQUAL REMUNERATION FOR EQUAL WORK

Equal remuneration for men and women workers for work of equal value means that rates of remuneration should be established without discrimination based on sex. The Conference agreed that each country should take all practicable measures through the use of existing wage-fixing machinery, legislation or collective bargaining to further and to ensure equal pay for equal work. It decided to take final action on the adoption of a convention or Recommendation on the subject, at the next session.

INDUSTRIAL RELATIONS

As regards industrial relations also, the Conference decided to take final action in 1951 on an official Recommendation on collective agreements. It was also agreed to take final action in 1951 on an official Recommendation setting up international standards for voluntary conciliation and arbitration machinery.

MINIMUM WAGES IN AGRICULTURE*

It was decided to place the question of minimum wage fixing machinery in agriculture on the agenda of the next session of the Conference. The draft convention to be adopted would provide for consultation with employers and workers. Partial payment in kind would be allowed

* For the ILO Report on the subject, see *Labour Intelligence*, June 1950.

where this system is customary or usual, but only if it was fair and reasonable and appropriate for the personal use and benefit of the worker and his family. The Recommendation would provide that wages should enable the workers concerned to maintain a suitable standard of living and should be comparable with rates paid in sectors where there are collective bargaining contracts.

INDUSTRIAL DISPUTES IN EIRE

A statistical survey of industrial disputes in Eire for the four-year period, 1946-49, published recently by the Central Statistics Office reveals that the principal causes of industrial disputes involving stoppages of work in that country were conditions of employment in relation to wages and engagement or dismissal of workers. During the four-year period, these causes accounted for over 69 per cent. of the total number of disputes, over 77 per cent. of the workers involved in all the disputes and nearly 84 per cent. of the resultant idleness.

Annual statistics of disputes show 105 disputes in 1946, involving 10,896 workers and time-loss of 150,108 days. In 1947, 194 disputes, involved 22,253 workers and time-loss of 449,438 days. The figures for 1948 were 147 disputes, 16,567 workers and 258,166 days lost. The number of disputes in 1949 was 153, the number of workers involved and days of idleness being 9,837 and 273,151 respectively.

Four disputes, two in mining and quarrying, one in transport, and one in vehicles, accounted for approximately 60 per cent. of the total man-days lost in 1949. These disputes affected four establishments involving 1,862 workers and accounted for a loss of 163,774 man-days.

Only 28 of the 153 disputes in 1949 lasted more than a month, but they accounted for about 73 per cent. of the total number of man-days lost.

Of the 158 disputes that terminated in 1949, workers' claims were wholly admitted in 69 disputes, and partially admitted in a further 31 while in 48 cases they were rejected. About three-fourths of all disputes were settled by direct negotiation. (*Irish Trade Journal and Statistical Bulletin*, March 1950.)

LABOUR INSPECTION IN SWEDEN

During 1948, the central direction of labour protection activities in Sweden passed out of the hands of the State Insurance Institute to the new Labour Protection Administration, according to the Annual Report of the Swedish Labour Inspectorate.

The Administration includes departments for technical matters, hours of work, logging, transport and welfare and is in charge of the general labour inspectorate and the special inspectorates for logging, land transport, mines, air transport, explosive and flammable substances, electricity and stevedoring.

At the end of the year, 22,266 undertakings employing 935,476 workers were registered with the State inspectors who inspected 7,573 undertakings employing 320,229 workers. The number of undertakings registered with the sub-inspectors was 54,717 employing 203,881 workers, 26,336 of these undertakings employing 146,875 workers were inspected during the year. The communal inspectors had 72,097 undertakings registered; inspections were carried out in respect of 68,344 employing 186,351 workers.

Reports of 173,972 industrial accidents were received; of these 395 were fatal. Reported cases of industrial diseases totalled 1,003, of which one was fatal. The devices for accident prevention enumerated in the Report include guards of various kinds for floor openings; safety devices for lifting tackle and hoists; platforms for work on telegraph poles; mobile platforms for painting bridge girders; guards for hydraulic presses, friction screw presses and pressure-welding machines; trip gear for wire-drawing machines; guards for circular saws, planing machines, threshing machines and other agricultural machines; hair protectors for women, racks for dangerous tools; and safety belts.

PARTICIPATION OF TRADE UNIONS IN FACTORY INSPECTION IN POLAND

The new Polish Factory Inspection Act of February 1950 provides for participation by the trade unions in the performance of inspection duties within the establishments.

OBJECTIVE

The objective of social factory inspection by trade union organisations, states the Act, is to supervise the implementation by managements of the provisions of collective agreements and labour regulations regarding industrial safety and health, the employment of women and children, holidays with pay and hours of work; and further, as regards labour protection to supervise the technical and health arrangements made in the establishment.

MACHINERY

The supervision is to be done by social factory inspectors, who include works inspectors, work-shop inspectors and trade union group inspectors. These inspectors are appointed for a term of one year, on the result of an election by the general meeting of the personnel or—in undertakings employing not less than 500 persons—by the personnel representatives. Any person belonging to the trade union, who is employed in the establishment in a non-managerial capacity and is not responsible

for any inspection duty on behalf of the management, may be elected as inspector. Once elected, an inspector may only be dismissed from his employment in case of serious misconduct and with the consent of the works council.

The inspectors are to carry out their duties outside normal working hours; but in exceptional cases they may carry out certain tasks in working hours if the management so agrees.

The Act authorizes the inspectors to enter all establishments and workplaces, and requires both the management and the personnel of the undertaking to provide them with any information or other material required for the performance of their duties. The management is required to keep a register in which the inspectors may enter their remarks. In cases of breach of regulations, and the prevailing conditions of work endangering the life or health of the workers, the inspector is required to notify the responsible head of the undertaking who will take remedial action.

In cases involving the alteration of existing workplaces, construction of new buildings, or modification of production processes and technical apparatus, requiring capital expenditure the inspector should submit a recommendation in writing to the responsible head of the undertaking that provision will have to be made for such expenditure in the financial plan of the following year in case it is impossible to take such action within the limits of current expenditure. If approved by the works council and the appropriate trade union authorities, such recommendation must be notified to the district labour inspector.

The recommendations of social factory inspectors are subject to appeal, which must be made within 15 days of receipt by the management to the district labour inspector, who shall hear both parties before reaching his decision. Appeals against recommendations involving capital expenditures may be carried to a review committee consisting of representatives of the Provincial Planning Office, the governing body of the industry concerned, the district trades council and the appropriate trade union federation, with the district labour inspector as chairman. Appeals against the decision of such a committee may be carried to a committee established at the Ministry of Labour and composed of the representatives of the Ministries concerned, the National Planning Commission, the Central Council of Trade Unions and the appropriate trade union federation. (*Industry and Labour*, 15th June 1950).

WAGE CONTROL IN HOLLAND

The strongly regulatory policy of the Dutch Government on wages and prices has saved the country from dangers of over-inflation and of widespread labour unrest. Wages and prices were strictly regulated during the four years after liberation in 1945, but today, although prices have practically all been "liberalised," wages are still controlled.

Wage control is entrusted to *Rijksbemiddelaars* (Government mediators) who in pre-war times mediated in cases of threatened strikes. After the war, the number of mediators was increased from four to six, and in October 1945, a special labour relations decree allowed them to decide on wages in all branches of industry, except domestic service and government employment, and submitted all collective contracts to their approval. The mediators are subject to instruction from Government (in particular, from the Minister for Social Affairs) and are expected to consult the Institute of Labour.

As a result of this control, industrial peace has been widely and steadily maintained, both compared with the '20s' and with other countries, and government policy has succeeded in keeping wages at slightly below but not too much below the rising level of prices.

This policy, on the whole, gave fair results, although special groups—large families, unskilled workers and agricultural workers—got larger wage raises than others (partly as a consequence of a war-time trend). Thus a well-trained worker with years of experience, living in a large town with a small family, has great difficulty in making both ends meet. Derationing and rapid liberalisation of prices have widened the "scissors" of prices and wages and heightened the tensions on the labour front.

The slowness of the mediators has been the cause of many complaints, particularly from the side of the workers. The mediators are not only bound by the general government policy on wages and prices, but by the advice of the Institute of Labour. The unique position of the latter, representative of all interests concerned, makes its advice a very strong influence from which neither the mediators nor government can easily withdraw. (*The Economist*, June 3, 1950).

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

INDEX REMAINS STATIONARY

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

Despite a fall in the cereals index, the index number for the food group remained steady at 380 owing to a rise in the prices of milk, chillies and potatoes.

The index number for the fuel and lighting and the clothing groups remained unchanged at 288 and 307 respectively.

There was a fall of one point in the miscellaneous group to 294 due to a fall in the price of supari.

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	May 1950	June 1950
Food .. .	47	112	380	380
Fuel and lighting . . .	7	99	288	288
Clothing .. .	8	85	307	307
House-rent .. .	13	100	100	100
Miscellaneous . . .	14	98	295	294
Total .. .	89			
Cost of Living Index Numbers .. .	....	105	312	312

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY—contd.

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY—contd.

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	May 1950	June 1950	Aug. 1939	May 1950	June 1950
Food—			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Rice	Lb.	36	6 11 5 ^o	23 11 3 [†]	23 6 9 [†]	128 [‡]	853	349
Patni	"							
Wheat	"							
Jowari	"							
Rajri	"							
Turdal	Paylee	4	0 6 1	1 15 2	1 14 8	125	512	504
Gram	"	1	0 4 11	2 8 0	2 8 0	121	814	814
Raw sugar (gul)	Lb.	1	0 1 6	0 9 2	0 9 4	144	611	622
Sugar (refined)	"	5	0 2 2	0 6 9	0 6 9	112	312	312
Tea	"	2	0 10 0	2 7 1	2 7 0	93	391	390
Fish, dry—Bumlovs	Dosen	3	0 1 1	0 3 6	0 3 6	116	323	323
" fresh—Bhing or palah	Each	1	1 1 10	2 8 0	2 8 0	118	224	224
" " Prawns	Dosen	2	0 7 9	2 13 4	2 13 4	129	585	585
" " Bumlovs	"	2	0 2 4	0 12 10	0 13 0	114	550	557
Butter	Lb.	5	0 4 6	1 2 6	1 2 0	107	411	400
Milk	Seer	7	0 5 0	1 1 10	1 3 0	83	357	360
Ghee	Lb.	2	0 12 2	3 1 3	3 0 5	106	405	398
Salt	Paylee	1	0 3 7	0 4 10	0 4 7	100	136	128
Chillies, dry	Lb.	3	0 3 3	0 15 8	1 0 6	103	482	508
Tamarind, old	"	2	0 1 6	0 8 6	0 8 6	117	567	567
Turmeric	"	2	0 2 2	0 12 0	0 12 0	138	554	554
Potatoes	"	1	0 1 2	0 3 0	0 3 9	93	257	321
Onions	"	1	0 0 8	0 1 8	0 1 4	75	250	200
Brinjals	"	5	0 1 10	0 4 10	0 4 8	68	264	255
Pumpkins, white	"	5	0 1 2	0 3 6	0 3 6	92	300	300
Coconut oil	Half-seer	2	0 2 8	1 3 1	1 2 11	97	716	709
Sweet oil	"	2	0 2 1	0 14 9	0 15 0	108	708	720
Tea, ready made	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	131
Total—All Food		100						
All Food Articles						112	380	380

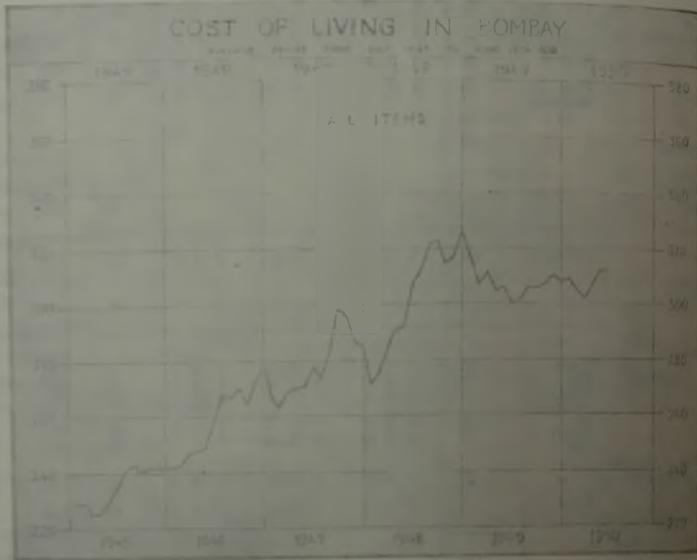
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Charcoal	28 Lbs.	30	0 8 11	2 0 0	2 0 0	100	359	359
Firewood	"	52	0 4 9	0 13 6	0 13 6	96	284	284
Kerosene oil	Bottle	16	0 1 10	0 3 2	0 3 2	105	173	173
Matches	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting						99	288	288
Clothing—								
Dhotis	Pair	15	2 7 2	10 0 5	10 0 5	94	410	410
Coating	Yard	12	0 5 6	0 14 0	0 14 0	91	255	255
Shirting	"	23	0 2 7	0 10 0	0 10 0	105	387	387
Cloth for trousers	"	4	0 4 9	1 1 0	1 1 0	99	358	358
Sarees	Each	36	3 4 4	8 6 10	8 6 10	73	258	258
Khans	Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
Total—Clothing		100						
Index Number—Clothing						85	307	307
House-rent	Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
Index Number—House rent						100	100	100
Miscellaneous—								
Shave	..	13	0 1 4	0 3 0	0 3 0	75	225	225
Bar	..	9	0 6 7	1 2 2	1 2 3	77	276	277
Soap (washing)	..	3	0 8 0	0 12 0	0 12 0	100	150	150
Medicine	Bottle of mixture.	3	0 8 0	0 12 0	0 12 0	120	590	583
Supari	Lb.	25	0 5 0	1 13 6	1 13 2	100	250	250
Bidi	Bundle of 25	22	0 1 0	0 2 6	0 2 6			
Travelling to and from native 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						

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX BOMBAY—ALL ITEMS

(Base: July 1933 to June 1934=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	235	229	229	235	236	230	235	240	243	240	242	242	242
1946	250	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	324
1949	307	316	307	311	308	306	300	302	306	306	307	310	308
1950	--	309	305	302	307	312	312	..	..	..	..	..	..

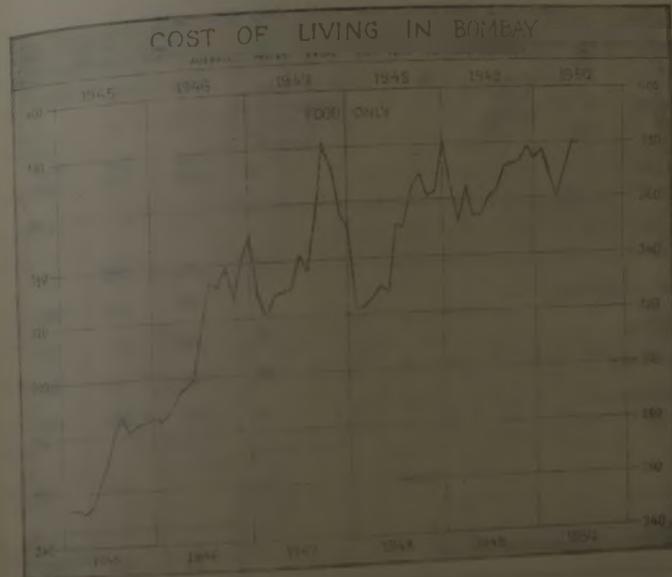


Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—BOMBAY—FOOD ONLY

(Base: July 1933 to June 1934=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	--	271	254	254	253	255	263	271	281	287	281	284	285
1946	--	317	285	288	294	297	299	315	334	332	339	327	341
1947	--	344	328	320	328	329	330	342	336	355	362	373	356
1948	--	348	322	323	326	330	328	332	351	365	370	362	363
1949	--	366	365	352	355	354	355	361	364	372	373	374	379
1950	--	--	378	369	361	370	380	380	..	..	..	..	..



The Ahmedabad Working Class Cost of Living Index* for June 1950

INDEX REMAINS STATIONARY

In June 1950, the cost of living index number for the working classes in Ahmedabad City, on base : August 1926 to July 1927 equal to 100 was 265, being the same as in the preceding month. As compared with August 1939, it was higher by 192 points. The index relates to the standard of life ascertained during the 1926 family budget enquiry at Ahmedabad.

The index number for the food group advanced by one point to 287 owing to a rise in the prices of sugar, ghee, potatoes and chillies.

The index numbers for the fuel and lighting, the clothing and the miscellaneous groups remained steady at 282, 291 and 335 respectively.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

(Average prices for the year ended July 1927=100)

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	May 1950	June 1950
Food	58	65	286	287
Fuel and lighting	7	77	282	282
Clothing	—	68	291	291
House rent	12	107	107	107
Miscellaneous	4	100	335	335
Total	91			
Cost of Index Numbers ..	....	73	265	

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Prices per Unit of Quantity			Index Numbers		
			Year ended July 1927	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. p.	Rs. a. p.	Rs. a. p.			
<i>Food Articles—</i>								
Rice	Lb. }	62	10 11 6*	30 13 5†	20 4 0†	59‡	289	273
Wheat	" }							
Bajri	" }							
Mungdal	Seer		0 3 0	0 9 4	0 9 2	71	267	262
Turdal	"		0 3 4	0 8 0	0 8 0	70	240	240
Sugar (refined)	"		0 5 8	0 13 4	0 14 10	85	255	262
Kaw sugar (kul)	"	2	0 4 9	1 0 0	1 0 0	96	337	337
Tea	"	1	1 0 0	2 8 8	2 8 0	63	254	250
Salt	Seer	1	0 1 0	0 1 0	0 1 0	100	100	100
Mutton	"	8	0 5 4	1 0 0	1 0 0	75	300	300
Milk	Seer	4	0 4 0	0 11 0	0 11 0	67	275	275
Ghee	"		1 13 10	6 0 8	6 8 0	60	344	349
Potatoes	"	8	0 2 10	0 6 0	0 8 2	82	212	238
Dry chillies	"	4	0 9 2	2 0 0	2 4 0	60	349	393
Sweet oil	"	3	0 10 8	1 14 6	1 14 2	56	296	283
Sweetmeats (chavanas)	"	1	0 8 10	1 13 10	1 15 4	60	338	332
Total—All Food		100						
<i>Index Number—</i>								
All Food Articles							286	287
<i>Fuel and Lighting—</i>								
Firewood	Indian Mand	78	0 15 2	2 14 0	2 14 0	77	303	303
Kerosene oil	Small bottle		1 2	0 1 8	0 1 8	79	143	143
Castor oil	Seer	8	0 8 0	1 7 2	1 7 2	67	290	290
Matches	Two boxes	1	0 0 8	0 1 6	0 1 6	100	225	225
Total—Fuel and Lighting		100						
<i>Index Number—</i>								
Fuel and Lighting							77	282

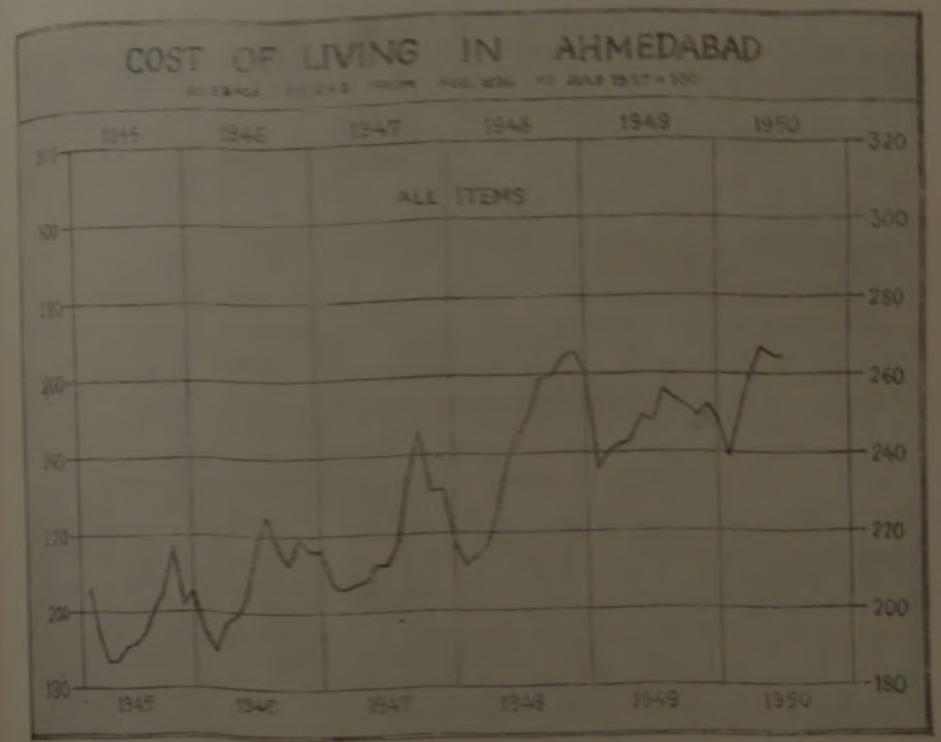
* The average monthly expenditure on cereals during the 1926 Family Budget Enquiry as adjusted to the base period.

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

‡ The weighted average of index numbers for different cereals.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Clothing—								
Dhotis	Pair ..	16	3 14 8	8 0 11	8 0 11	36	206	204
Coating	Yard ..	13	0 13 6	2 1 7	2 1 7	77	249	249
Shirting	..	24	0 8 3	1 6 11	1 0 11	90	278	278
Cloth for trousers	..	7	0 8 7	1 4 10	1 4 10	56	243	243
Sarcons	Each	17	1 7 4	6 15 3	6 15 3	61	477	477
Cloth for skirts	Yard	13	0 8 1	1 3 0	1 3 0	72	312	312
Khans for cholis	..	10	0 13 3	1 10 3	1 10 3	73	198	198
Total—Clothing		100						
Index Number—								
Clothing						68	291	291
House-rent*								
House-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107
Index Number—						107	107	107
Miscellaneous—								
Bids	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300	300
Soap	Bar, Tata 501	29	0 4 6	1 3 0	1 3 0	100	422	422
Total Miscellaneous		100						
Index Number—						100	335	335
Miscellaneous								

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	185	185	185	185	185	185	185	185	185	185	185	185	185
1946	200	200	200	200	200	200	200	200	200	200	200	200	200
1947	215	215	215	215	215	215	215	215	215	215	215	215	215
1948	230	230	230	230	230	230	230	230	230	230	230	230	230
1949	245	245	245	245	245	245	245	245	245	245	245	245	245
1950	260	260	260	260	260	260	260	260	260	260	260	260	260

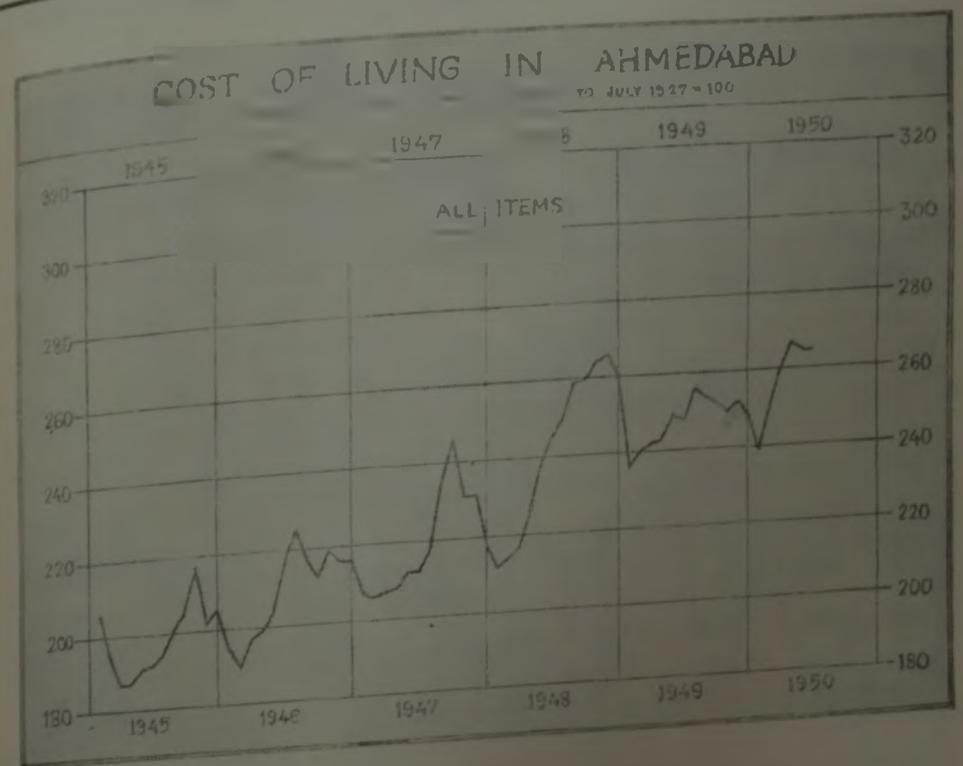


* The rise of seven per cent. in house-rent has been ascertained by conducting a special rent enquiry at Ahmedabad between July and November 1950.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
<i>Clothing—</i>								
Dhotis	Pair ..	16	3 14 6	8 0 11	8 0 11	36	206	206
Coating	Yard ..	13	0 13 6	2 1 7	2 1 7	77	249	249
Shirting	"	24	0 8 3	1 6 11	1 6 11	90	278	278
Cloth for trousers	"	7	0 8 7	1 4 10	1 4 10	56	243	243
Sarces	Each	17	1 7 4	6 15 3	6 15 3	61	477	477
Cloth for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312	312
Khans for cholis	"	10	0 13 3	1 10 3	1 10 3	73	198	198
Total—Clothing		100						
<i>Index Number—</i>								
<i>Clothing</i>						68	291	291
House-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107
<i>Index Number—</i>								
<i>House-rent</i>						107	107	107
<i>Miscellaneous—</i>								
Bidis	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300	300
Soap	Bar, Tata 501	29	0 4 6	1 3 0	1 3 0	100	422	422
Total Miscellaneous		100						
<i>Index Number—</i>								
<i>Miscellaneous</i>						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.
1945	199	206	195	187	187	191	192	195	201	205	217	202	205
1946	209	195	180	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	248	236	240	242	243	249	248	256	254	252	250	252	249
1950	....	239	250	260	267	265	265	..	..	..	..	..	..

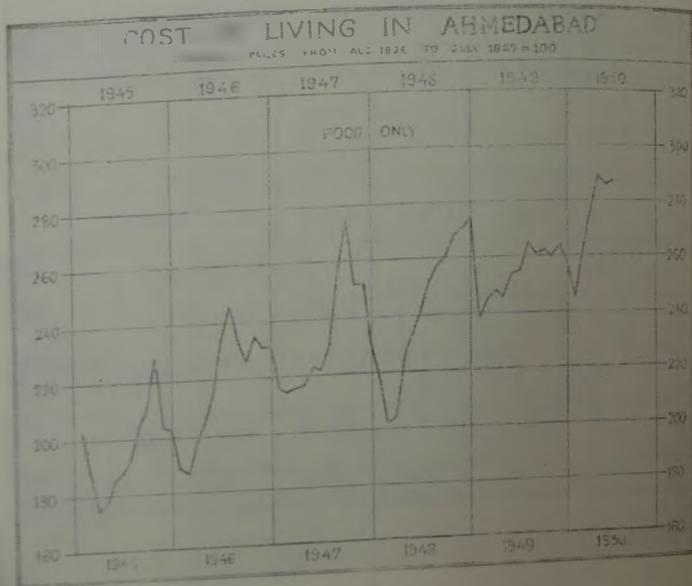


Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—FOOD ONLY

(Base: August 1926 to July 1927=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	197	203	188	177	185	188	193	204	210	229	204	208	208
1946	219	189	187	206	215	234	246	234	226	235	231	231	231
1947	231	216	215	217	223	222	231	253	275	252	232	231	231
1948	243	218	202	226	234	242	252	256	251	268	271	274	274
1949	255	238	245	246	254	255	265	261	262	260	264	258	258
1950	..	245	202	289	286	287	..	..	..	..	..	..	..



The Sholapur Working Class Cost of Living Index* for June 1950

A FALL OF FIVE POINTS

In Jun 1950, the working class cost of living index number in Sholapur City, on base: February 1927 to January 1928 equal to 100, was 284, five points lower than in the preceding month and 211 points lower than compared with August 1939, which is the pre-war month. The index number is the standard of life ascertained during the 1925 family budget enquiry at Sholapur.

The index number for the food group receded by six points to 283 owing to less rate of rice, wheat and bajri in the ration and a fall in the average price of wheat, bajri and maize.

The index number for the fuel and lighting group fell by ten points to 296 owing to a fall in the price of kerosene.

There was a fall of three points in the miscellaneous group owing to a fall in the price of jowar.

The index number for the clothing group receded by one point to 107. The fall of five points in the final index to 284 was due mainly to a fall of six points in the food group and ten points in the fuel and lighting group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

Group's	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	May 1950	June 1950
Food	49	289	283	283
Fuel and lighting	10	86	350	340
Clothing	12	63	296	296
House rent	6	107	107	107
Miscellaneous	6	72	351	348
Total	83	73	289	284

Cost of Living Index Numbers ...

... compilation of the index will be found

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	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer †	56	0 5 1½	20 5 0½	24 11 8½	68½	283	265
Wheat	Do. †							
Jowari	Do. †							
Gram	Do. †	9	0 2 0	0 7 2	0 7 3	83	358	363
Turdal	Do. †	6	0 3 1	0 7 4	0 7 5	57	238	241
Sugar (refined)	Do. †	1	0 5 4	0 14 3	0 14 3	91	267	267
Raw sugar (gul)	Do. †	2	0 3 6	0 14 10	1 1 6	100	424	500
Tea	Lb.	1	1 2 5	2 8 0	2 8 0	57	217	217
Beef	Seer †	1	0 4 0	1 0 0	1 0 0	100	400	400
Mutton	Do. †	8	0 3 1	1 14 0	1 14 0	74	371	371
Milk	Do. †	6	0 4 0	0 10 8	0 10 8	75	267	267
Ghee	Do. †	2	1 7 7	5 0 0	5 0 0	76	339	339
Salt	Do. †	1	0 1 0	0 1 6	0 1 3	100	150	125
Chillies	Do. †	2	0 10 4	2 0 0	2 4 5	77	310	352
Onions	Do. †	4	0 1 3	0 1 9	0 1 9	40	140	140
Potatoes	Do. †	2	0 2 5	0 6 0	0 7 3	83	248	300
Sweet oil	Do. †	6	0 8 6	1 13 4	1 15 3	47	345	368
Total—All Food		100						
Index Food Articles						68	289	263
Fuel and Lighting—								
Firewood	Indian Maund	86	0 14 5	3 5 9	3 4 0	83	373	361
Kerosene oil	Bottle	12	0 2 0	0 3 9	0 3 9	100	188	188
Matches	Dozen boxes	2	0 2 8	0 9 0	0 9 0	125	338	338
Total—Fuel and Lighting		100						
Index Number—						86	350	340

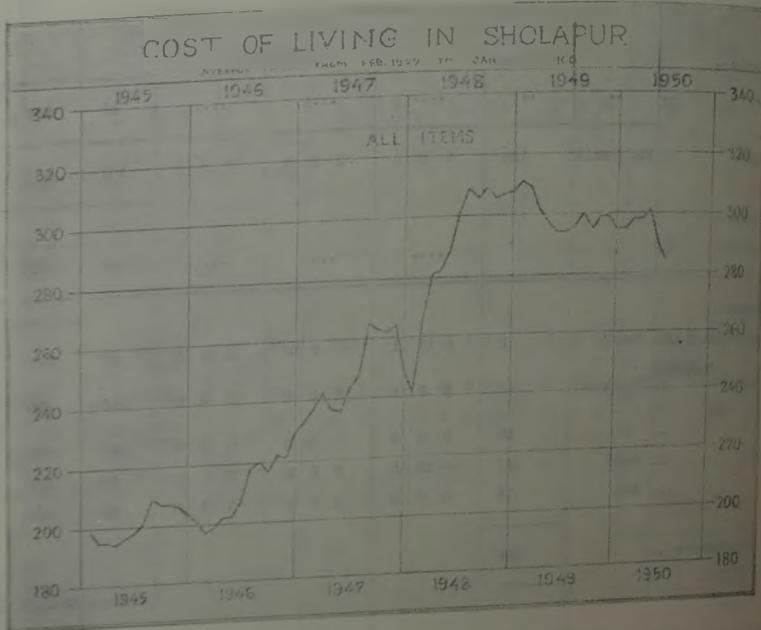
Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity					
			Year ended January 1928	May 1950	June 1950	Aug. 1939	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Clothing—	Pair	16	3 2 11	6 15 11	6 15 11	69	188	188
Dhotis	Yard	3	0 6 7	0 15 0	0 15 0	61	228	228
Coating	Do.	24	0 5 0	0 10 11	0 10 11	54	218	218
Shirting	Do.	2	0 6 0	0 12 3	0 12 3	63	204	204
Cloth for trousers	Do.	45	2 3 7	8 0 0	8 0 0	67	360	360
Sarees	Each	10	0 3 11	1 0 0	1 0 0	57	409	409
Khans	Yard							
		100						
						63	296	296
Home-rent*	Per month	100	2 6 0	2 8 8	2 8 8	107	107	107
House-rent						107	107	107
Oil (coconut oil)	Seer †	9	0 11 1	2 9 10	2 10 8	47	377	385
Bills (including tobacco)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
Pan	50	10	0 0 6	0 2 6	0 2 4	100	500	467
Sopari	Seer||	41	0 12 5	2 8 0	2 8 0	60	322	322
Soap	Bar	13	0 8 9	1 2 0	1 2 0	60	206	206
Total—Miscellaneous		100						
Index Number—						72	351	343

* Home-rent has been ascertained by conducting a special rent enquiry at Sholapur

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—ALL ITEMS
(Base: February 1927 to January 1928=100)

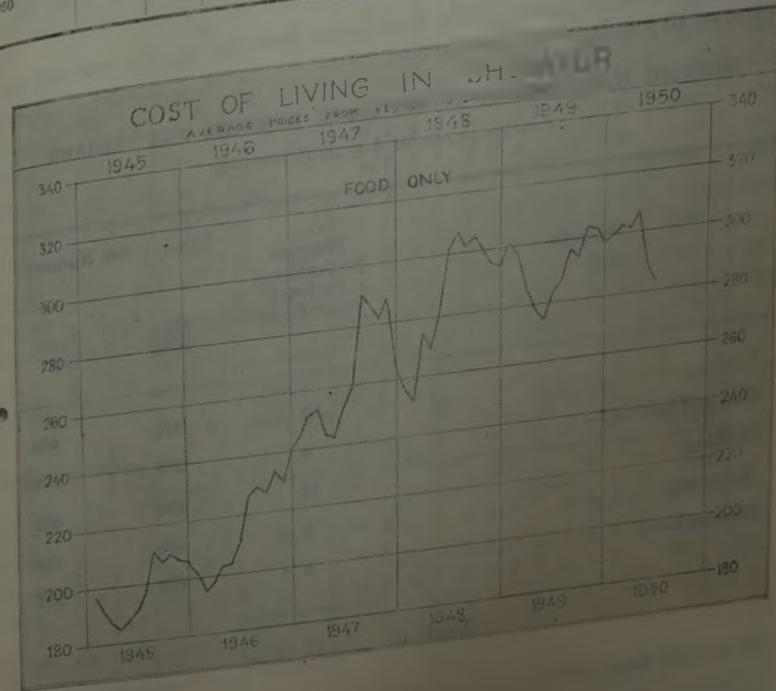
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	190	195	195	194	195	198	201	209	207	207	208	208	208
1946	211	201	200	202	202	207	218	220	217	222	221	223	223
1947	248	253	237	242	237	230	243	248	265	263	262	264	261
1948	292	241	251	281	282	280	301	300	306	309	306	307	308
1949	290	311	300	301	297	294	294	296	300	295	299	299	296
1950	295	298	298	301	289	284	..	..	..	..	..	..	..



Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—FOOD ONLY
(Base: February 1927 to January 1928=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	198	197	192	187	185	188	19	197	211	207	209	207	206
1946	217	201	195	198	203	204	21	226	220	227	234	230	240
1947	262	245	251	253	244	243	24	260	290	280	282	288	264
1948	286	256	252	275	269	281	30	307	302	305	300	295	294
1949	292	301	297	285	278	274	21	287	29	294	304	303	298
1950	300	303	302	307	280	283	..	..	..	..	..	..	..



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

A RISE OF THREE POINTS

In June 1950, the working class cost of living index number for Jalgaon City, on base: August 1939 equal to 100, was 424, being three points higher than in the preceding month. The index relates to the standard of life ascertained during the October 1937 family budget enquiry at Jalgaon.

The index number for the food group advanced by 15 points to 464 owing to a greater off-take of wheat in the ration and a rise in the average prices of wheat, pulses, raw sugar (gul), chillies, vegetables and sweet oil.

The index numbers for the fuel and lighting and the clothing groups remained steady at 398 and 432 respectively.

There was a fall of 96 points in the miscellaneous group from 647 to 551 owing to a fall in the price of pan.

The rise of three points in the final index from 421 to 424 was due to a rise of 15 points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

(Average prices for August 1939=100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		May 1950	June 1950
Food	57	449	464
Fuel and lighting ...	8	398	398
Clothing	12	432	432
House-rent	9	100	100
Miscellaneous	6	647	551
Total ...	92		
Cost of Living Index Numbers ...	.....	421	424

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	May 1950	June 1950	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Food Articles—							
Rice	Seer	100	6 13 4°	25 8 10†	26 11 3†	374	391
Wheat	"						
Jowari	"						
Bajri	"						
Pulses—							
Tur dal	Chawthai	6	0 11 6	3 12 3	3 14 11	524	547
Gram dal	"	3	0 12 0	3 13 1	4 1 11	509	540
Other food Articles—							
Sugar (Refined)	Seer	3	0 4 11	0 13 0	0 13 0	264	264
Raw Sugar (Gul)	"	2	0 3 7	0 15 10	1 0 11	442	472
Tea	1/8 Lb.	1	0 1 3	0 4 11	0 4 11	393	393
Mutton	Seer	5	0 8 0	2 0 0	2 0 0	400	400
Milk	"	8	0 3 0	0 14 0	0 14 0	467	467
Ghee	"	5	1 4 8	8 0 10	8 2 0	623	629
Salt	"	1	0 1 9	0 1 10	0 1 10	105	105
Chillies	"	5	0 5 6	2 7 1	2 7 10	711	724
Turmeric	"	1	0 4 8	1 6 8	1 6 4	486	479
Potatoes	"	5	0 1 9	0 6 3	0 7 7	214‡	280‡
Onions	"	1	0 0 4	0 0 11	0 0 10	275	250
Sweet oil	"	7	0 3 4	1 13 5	1 13 10	883	895
Tea (Ready made)	Cup	1	0 0 6	0 2 0	0 2 0	400	400
Total—All Food		100					
Index Number—All Food						449	464
Fuel and Lighting—							
Pitewood	Md.	74	0 8 5	2 8 0	2 8 0	475	475
Kerosene oil	Bottle	23	0 2 0	0 3 6	0 3 6	175	175
Matches	Box	3	0 0 4‡	0 0 9	0 0 9	200	200
Total—Fuel and Lighting		100					
Index Number—Fuel and Lighting							398

* The average monthly expenditure on cereals during the October 1937 family budget enquiry as adjusted to 1949 prices.

† 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 ration shops at Jalgaon. The prices of cereals have been adjusted so as to make it comparable with the average rise in the

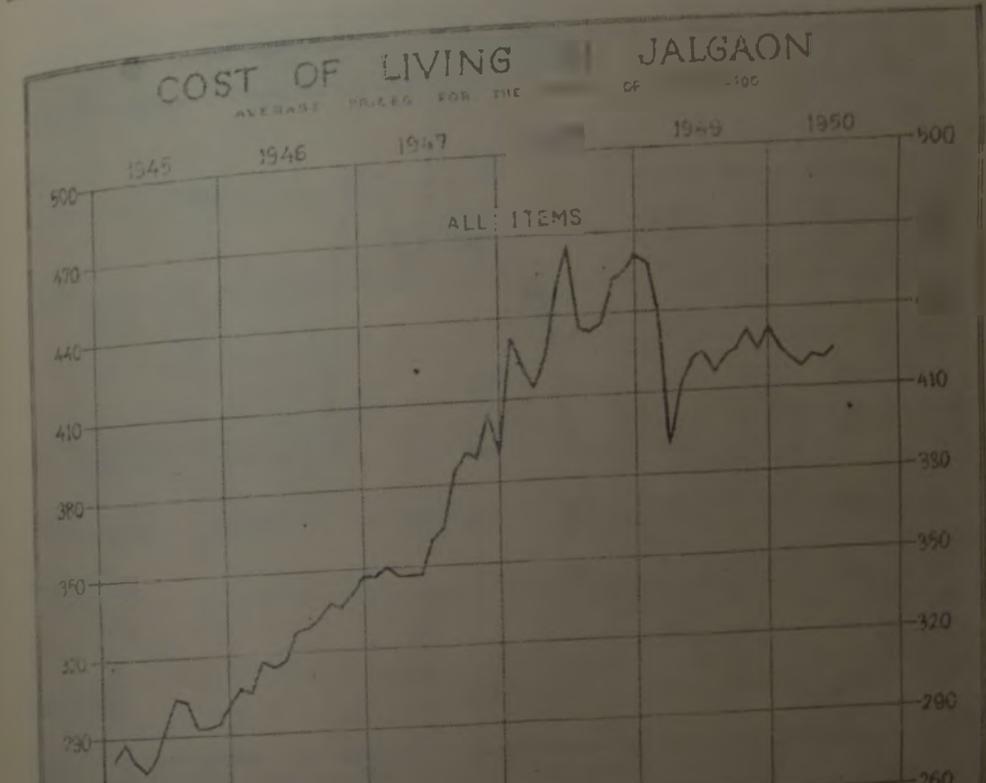
* Details regarding the composition and method of calculation of the index will be found in the Labour Gazette, Vol. 1, No. 1, 1949.

(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	May 1950	June 1950	May 1950	June 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Clothing—							
Dhotia	Pair	16	1 12 0	7 8 0	7 8 0	421	421
Coatling	Yard	11	0 3 0	0 13 0	0 13 0	347	347
Shirting	"	17	0 4 2	0 13 0	0 13 0	330	330
Cloth for trousers	"	4	0 3 10	1 1 9	1 1 9	403	403
Sarees	Each	42	2 2 11	10 14 0	10 14 0	498	498
Khans	"	10	0 4 0	1 1 0	1 1 0	425	425
Total—Clothing		100					
Index Number—Clothing						432	432
House-rent	Per month	100	2 3 3	2 3 3	2 3 3	100	100
Index Number—House rent						100	100
Miscellaneous—							
Barbe:	Shave	30	0 1 0	0 8 0	0 3 0	300	300
Soap	Bar	16	0 5 1	1 3 2	1 2 0	377	377
Hair oil (Cocoanut oil)	Seer	9	0 4 4	2 9 4	2 10 1	954	971
Pan	100	10	0 0 6	0 10 11	0 6 0	2183	1500
Supari	Seer	10	0 6 9	3 2 0	3 2 4	741	740
Chewing Tobacco	1/2 Seer	7	0 2 0	0 12 0	0 12 0	600	600
Bidis	Bundle of 95	18	0 0 8	0 2 10	0 2 10	425	425

(Average prices for August 1939 = 100)

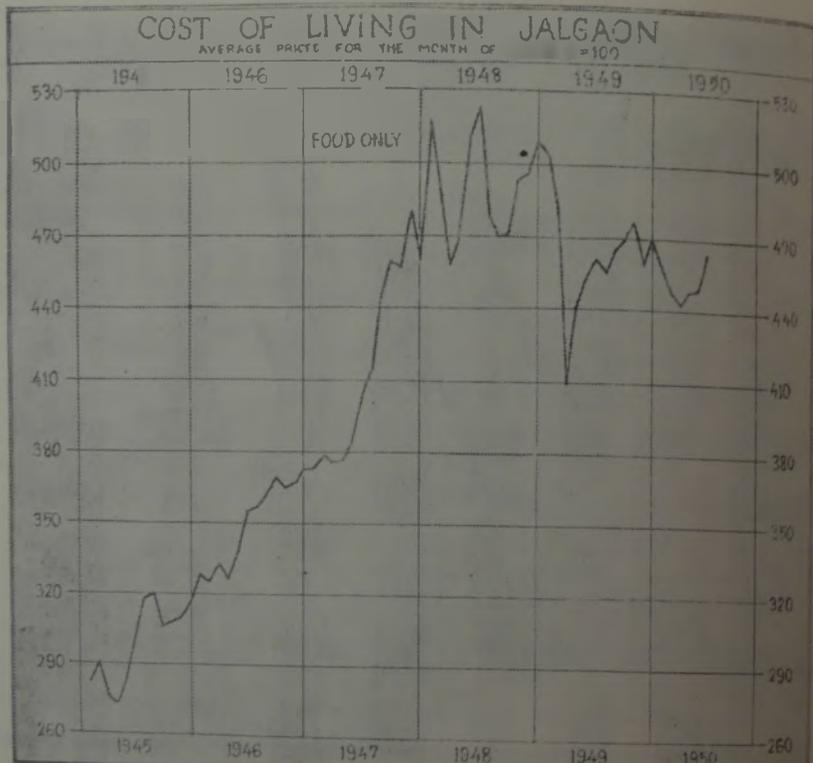
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	291	282	288	281	277	282	293	304	303	293	301	301	301
1946	326	307	308	317	315	311	327	329	332	337	336	341	347
1947	369	317	350	347	344	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	435	434	437	452	456	461
1949	425	458	441	391	412	422	424	417	422	425	432	424	432
1950	..	425	421	418	422	421	424	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—JALGAON—FOOD ONLY

(Average prices in August 1939 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	299	282	290	275	273	284	302	318	320	306	308	310	316
1946	350	328	325	333	327	338	355	357	362	369	365	367	372
1947	417	373	378	376	376	385	403	415	445	459	457	481	469
1948	490	518	484	458	469	510	523	478	470	471	493	496	509
1949	462	504	484	409	442	453	461	456	465	469	476	459	479
1950		458	448	443	448	440	464	..	..	..	..	..	..



Cost of Living Series

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

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	May 1950	June 1950	May 1950	June 1950	May 1950	June 1950	May 1950	June 1950
Food	380	380	286	287	289	283	449	464
Fuel and lighting	288	288	282	282	350	340	398	398
Clothing	307	307	291	291	296	296	432	432
Miscellaneous	295	294	335	335	351	348	647	551
Rent	100	100	107	107	107	107	100	100
Cost of living	312	312	265	265	289	284	421	424

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)		
	May 1950	June 1950	May 1950	June 1950	May 1950	June 1950	
Food	..	379	342	352	356	461	464
Fuel and lighting	..	295	295	435	432	370	451
Clothing	..	341	333	295	295	475	469
Miscellaneous	..	515	515	275	274	406	409
Rent	179	179	197	..
Cost of living	..	370	372	321	322	423	432

† Particulars regarding these index number series except Jalgaon and Kanpur are available on page 489 of the March 1934 issue of *Labour Gazette* and at pages 605-606 of the April 1939 issue of *Labour Gazette*.

(a) Average prices from July 1933 to June 1934=100. (b) Average prices from August 1926 to July

The Nagpur cost of living index number, on base : August 1939 equal to 100, was 372 in June 1950, being two points higher than in the preceding month. The index number for the food group rose by three points to 382 and that for the clothing group fell by eight points to 333, 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 ending June 1936 equal to 100, was 323 in June 1950, being two points higher than in the preceding month. The index number for the food group rose by four points to 356 and that for house rent remained steady at 179; while the index numbers for the fuel and lighting, the clothing and the miscellaneous groups fell by 3, 1 and 1 points to 432, 295 and 274 respectively.

In June 1950, the Kanpur cost of living index number on base : August 1939 equal to 100, was 432, being nine points higher than in the preceding month. The index numbers for the food, the fuel and lighting and the miscellaneous groups rose by 3, 81 and 3 points to 462, 451 and 409 respectively; while the index number for the clothing group fell by six points to 469 and that for house rent remained steady at 197.

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

Month and Year	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Madras	Kanpur
June 1940	256	340	403	424	379	329	463
July "	286	351	405	417	378	327	464
August "	291	348	411	422	378	327	464
September "	291	345	404	425	381	327	464
October "	292	342	410	432	381	330	464
November "	295	345	410	424	377	333	464
December "	293	341	404	432	386	334	462
January 1950	294	327	404	425	316	325	454
February "	290	342	408	421	386	334	454
March "	288	356	408	418	366	332	454
April "	292	363	412	422	367	327	454
May "	297	383	396	421	370	328	453
June "	297	393	389	424	372	330	452

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

AUG., 1950

Special Articles

Labour Courts

REVIEW OF DECISIONS FOR THE QUARTER ENDING
MARCH 31, 1950

DETAILS OF APPLICATIONS FILED AND DECIDED

Between, 1st January 1950 and 31st March 1950, the total number of applications filed was 370, of which 57 were from Bombay, 253 from Ahmedabad, 21 from Sholapur and 39 from Jalgaon. Five hundred and one applications were pending on 1st January 1950. Of these 871 applications for the 1st quarter of 1950, 610 were decided during the quarter and the remaining 261 were pending on 1st April 1950.

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

	Number of applications				
	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st January 1950	26*	211	186	78	501
Filed between 1st January 1950 and 1st March 1950.	57	253	21	39	370
Decided between 1st January 1950 and 1st March 1950.	66	262	189	93	610
Pending on 1st April 1950	17	202	18	24	261

Of the 610 applications decided during the quarter ending 31st March 1950, 29 related to legality or otherwise of strikes and lockouts, and 135 to illegal changes; discharge from service and reinstatement accounted for 351 while the remaining 95 were due to other causes such as changes desired by employees, provision of amenities, interpretation of awards,

* Including 6 cases details regarding which were not included in the review for the previous quarter.

compensation for stoppages etc. The following table classifies the applications decided at the four centres by causes—

Centre	Number of Applications by Causes				
	Illegal strikes and lockouts	Illegal changes	Discharge and reinstatement	Others	Total
Bombay ..	22	9	15	20	66
Ahmedabad ..	6	83	105	68	262
Sholapur ..	....	3	179	7	189
Jalgaon ..	1	40	52	..	93
Total ..	29	135	351	95	610

Thirty-four decisions were in favour of employers, 59 in favour of workers, 318 resulted in mutual settlement due mainly to the good offices of the Labour Court Judges, 115 were dismissed and 84 withdrawn. The following table gives a synoptic view of these decisions by centres

Centre	Resulting					Total
	In favour of employers	In favour of employees	Mutual settlement	Dismissal	Withdrawal	
Bombay ..	19	4	..	32	11	66
Ahmedabad ..	11	38	133	29	51	262
Sholapur ..	2	10	171	6	..	189
Jalgaon ..	2	7	14	48	22	93
Total ..	34	59	318	115	84	610

The details of complaints filed at and decided by the Labour Court for under its original jurisdiction and the number of complaints pending are set forth in the following table—

	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st January 1950	2	19	1	4	26
Filed between 1st January 1950 and 31st March 1950	..	16	..	3	20
Decided between 1st January 1950 and 31st March 1950	..	26	1	2	29
Pending on 1st April 1950 ..	2	9	1	5	17

DISCHARGE AND REINSTATEMENT

Abdul Shakur and Laxman Gopal workers in the Raja Bahadur Motilal Poona Mills, Ltd., Poona, filed two applications alleging that the Company had illegally and improperly dismissed them for their alleged misconduct in holding an illegal meeting of the workers on the Mill premises and inciting them to resort to a strike in the event of non-fulfillment of their demands. The applicants claimed that they had addressed the meeting with the permission of the mill management; the Company, on the other hand, held that no such permission had been given to either of the applicants.

The facts leading to the case were as follows. By an award of the Industrial Court in Reference No. 5 of 1948, the employees were entitled to certain arrears of wages, dearness allowance, etc. The workers in order to press the demand for the same, resorted to squatting in the Mill premises. One of the applicants, on behalf of the workers, attempted negotiations with the management, but they proved inconclusive, and the squatting continued. The Manager thereupon asked the applicants to advise the squatting workers but they replied that they would address the workers only in the next morning when workers of all the shifts would have an opportunity of hearing them. The next morning the addresses were given and while the applicants held that only the gist of their discussions with the management had been communicated to the others, the management stated that they had held the meeting without the management's consent and had advised the workers to go on strike.

Apart from the testimony of the workers, there was no evidence to prove the Management's consent. Held the Court, "even mere silence on the part of the manager after the applicants had told him as

compensation for stoppages etc. The following table classifies applications decided at the four centres by causes:—

Centre	Number of Applications by Causes				Total
	Illegal strikes and lockouts	Illegal changes	Discharge and reinstatement	Others	
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Jalgaon	2	7	14	48	22	93
Total	34	59	318	115	84	610

of complaints filed at and decided by the Labour Courts (within their jurisdiction) and the number of complaints pending are in the following table

	Number of Complaints				Total
	Bombay	Ahmedabad	Sholapur	Jalgaon	
Pending on 1st January 1950	2	19	1	4	26
Filed between 1st January 1950 and 31st March 1950		16	1	3	20
Decided between 1st January 1950 and 31st March 1950		26	1	2	29
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Apart from the testimony of the workers, there was no evidence to prove the Management's consent. Held the Court, "even mere silence on the part of the manager after the applicants had told him as

to what they intended to do after they had refused to ask the workers to disperse cannot be fairly construed as an acquiescence or consent on the Manager's part to the holding of the meeting..... The workers come to the mill for work and it is their duty to leave the mill premises after their work is over. Their squatting within the mill compound itself bespeaks a definite purpose behind it and the squatting without the express consent of the management will itself amount to an encroachment by them on the mill premises..... The fact that they are peaceful makes no difference to the nature of their conduct and cannot make an otherwise illegal act a legal one." The management was, therefore, considered to be perfectly right in holding the applicants guilty of misconduct under item No. (4). It was further held that the strike advised by the applicants whether held before the award of the Industrial Court or after would have been an illegal one, for a strike to enforce a demand which constitutes the subject of a pending reference would be illegal under section 97 (I) clause h, and even after the date of the award a strike to enforce a demand would have been illegal under clause (s) of sub-section (I) of section 97, on the ground that it was in contravention of the award. In this connection the Court observed "A strike is always a serious matter both from the point of view of the employers and of the employees of whom the former suffer loss of production and the latter their wages, and the sacred right to strike must always be exercised only as a last resort when all constitutional remedies fail and then also it may be exercised only in the manner prescribed and subject to the limitation imposed by law. The officers of unions and the leaders of workers cannot afford to forget the serious responsibility they undertake in advising the workers to go on an illegal strike and the serious consequences, to which they expose the workers in the way of loss of wages and leave with pay etc., in case the workers accept their advice in the matter. So also any breach of discipline which is so necessary to the maintenance and development of the industry cannot be tolerated especially when it involves a mass of men or employees." The action of the management in dismissing the employees was considered to be just and the applications were dismissed.

Four women workers in the Colour Winding Department of the Shri Laxmi Narayan Mills Co., Ltd., Chalisgaon, filed certain applications LCJ Nos. 15, 16, 17 and 18 of 1950 alleging that their services were illegally and improperly terminated by the Company on 11th November 1949. They held that they were made permanent under an agreement entered into in the course of conciliation proceedings and that they were neither given show cause notice nor were the reasons for the termination of their services communicated to them.

The Company contended that the applicants were not summarily dismissed but that they were discharged by virtue of an award of Mr. K. R. Gadgil, Technical Inspector of Factories, Bombay given in terms of an agreement, arrived at between the parties during the course of conciliation proceedings.

The facts of the case were as follows:—

On 28th September 1949, the Company gave a notice of change informing the Union of its intention to retrench 20 Colour Winders, there being no work for them. During the course of conciliation proceedings, the parties agreed to refer the question to the arbitration of Mr. K. R. Gadgil, Technical Inspector of Factories, and by the award of Mr. Gadgil, the Company was given a right to retrench 20 juniormost Winders with effect from 19th November 1949. As this agreement was found to be unworkable, a fresh agreement was arrived at by which the Company was allowed to abolish the Colour Winding Department and retrench the 20 Colour Winders for absence of work. Acting on the former agreement, the management retrenched 20 female Winders with effect from 19th November 1949.

On behalf of the applicants it was argued that they did not know of any agreement entered into by the Union with the Company and that they were not the juniormost in employment. The Court did not find any substance in either of the contentions and dismissed the applications.

Shri Manilal Chimanlal Shah, an employee of the Bharat Industrial Bank Ltd., Poona in his application (LCS) No. 10 of 1950 alleged that the termination of his services by the Bank was illegal and improper and that his approach to the Bank demanding his reinstatement and compensation for the unemployment period was not attended to. He, therefore, prayed that the Company be directed to reinstate him and to pay him compensation equivalent to his wages for the period of his unemployment.

The Bank contended that the application was not maintainable as it was not according to law, that the applicant was appointed as a temporary clerk, that his work was unsatisfactory and that he persisted in committing acts and omissions constituting misconduct under Standing Order No. 21. The opponent maintained that the action taken against the applicant was perfectly just and *bona fide* and hence he was not entitled to any relief.

It appeared that the applicant was appointed as a temporary clerk and continued as probationer till the termination of his services by the Company. It was admitted on behalf of the Bank that the reason for the termination of the applicant's service was alleged misconduct. According to the Court, if the order terminating his services was taken as a discharge order then the order of the Bank could not be legal, since the Model Standing Orders were not complied with and if it were taken as a dismissal order, the order could not have been just for the applicant had not been given a show cause notice or an opportunity to give his explanation. Even in the case of a temporary worker, if a dismissal is desired, the procedure laid down in the Model Standing Orders must be followed. The Court referred to the observations in Appeals Nos. 30 and 31 of 1948—The Ahmedabad Kaiser-I-Hind Ltd., Ahmedabad v. Textile Labour Association, Ahmedabad as follows:—

".....that there is nothing in the language of the Standing Order No. 22 to suggest that its provisions apply only to

permanent operatives. Throughout the Standing Orders the word operative is used, no adjective like permanent or temporary being used therein; so that the provisions of this Standing Order apply to all operatives whether they be permanent or temporary (App. No. 122 of 1943 *Mithi Ratan v. Bhalkia Mills Co. Ltd.*, Ahmedabad, *Labour Gazette*, July 1944, p. 697)."

It was further observed in that case, ".....in such circumstances where the only occasion for taking any steps against the operative arose out of an alleged act of misconduct, it seems to me that it was not open to the management to have recourse to the more general provisions of the Standing Order No. 19 and to say that their services were terminated under the same Standing Order."

The Court, therefore, held that the Bank's order could not be allowed to stand and directed the Bank to reinstate the applicant in his original post and pay him one month's wages including dearness allowance as compensation.

Ishwar Sharan Saxena, an ex-employee of the New Pratap Spinning, Weaving and Manufacturing Mills Co. Ltd., Dhulia, West Khandesh, filed an application No. (LCJ) 69 of 1949 alleging that he was illegally and improperly discharged by the Company on the alleged ground of his misappropriation of the pay due to an employee—Ramchandra Shankar. He held that he had been authorised by Ramchandra to receive the said amount and the fact that Ramchandra had delayed the making of a complaint by two or three months showed that it was not a tenable complaint.

Ramchandra, on 19th August 1949 made an application to the Company alleging that the applicant had taken from the Company his wages for 23 days by means of a forged application and without his knowledge and that he was evading payment of the same. At the instance of Ramchandra, the Manager therefore, conducted an enquiry as a result of which the applicant was served with a show cause notice charging him with misconduct under Standing Order No. 12. At the enquiry though there was no proof to show that the applicant had misappropriated the amount, "there was no doubt that he practised deception on the Company." The Court, therefore, from the evidence produced, came to the conclusion that the discharge order was both legally and properly passed, and further observed "In the absence of any malafides on the part of the Manager his discretion in discharging an employee who is suspected of dishonest conduct need not be interfered with."

The Judge recalled Appeal (IC) No. 123 of 1949 (*Aaron Abraham, v. India United Mills Ltd.*, No. 4, *Bombay Government Gazette*, Part I-L, dated 22nd December 1949, Page 2397) wherein the Industrial Court had observed, "In an inquiry under Standing Order No. 22 the manager or other person authorised to hold the inquiry is in the position of a domestic tribunal whose decision cannot be scrutinised in an application under section 44, sub-section (4), as if the Labour Court is

sitting in appeal over the decision. In the absence of any malafides on the part of the inquiry officer, such as personal spite or other improper motive, it has only to be seen that there was material before the officer on which he could reasonably act and could found his decision, no matter that a court of law could have arrived at a different conclusion on that material." As regards the question of misappropriation which formed the basis of that case, the Court had observed "turning to the question of propriety of the order, it has to be noted that the Manager has not dismissed the appellant but has chosen to discharge him instead, on being satisfied upon the evidence before him that although it is not possible for the Company to prove the charge of criminal misappropriation in a court of law, there was enough material to believe that the Appellant had in all probability been involved in a misappropriation of the amount. He was satisfied that there was ground for a reasonable suspicion, at any rate, of the Appellant, having been concerned in that misappropriation....."

According to the Court the present case was on the same footing as the one cited above, with the additional and more serious circumstances of the production of a forged authority. The discharge order of the Management did not call for any interference and the application was dismissed.

"Workers ought not to be allowed to strike work without following the proper procedure and those who wantonly resort to strike in violation of the law relating thereto, deserve the punishment of dismissal and the management's discretion in that respect need not be interfered with" observed Shri B. S. Dingare, Judge, Labour Court, Jalgaon, in applications (LCJ) Nos. 45, 48, 49, 56, 58 and 59 of 1949. These applications were filed by Shri Sonu Onkar and other ex-employees of the Gendal Mills Ltd., alleging that their dismissal on the ground of their alleged participation in the strike on 16th May 1949 and subsequent days was illegal and improper, that the alleged misconduct could not be misconduct under Standing Order No. 21, that no proper enquiry was held, that the show-cause notices were not in the prescribed form and were served without Standing Order No. 26. They, therefore, prayed for an order directing the Company to reinstate them and pay them compensation for the unemployment period till the date of their reinstatement.

The Company contended that the applicants' approach was not proper and legal and hence not maintainable. The orders of dismissal were in conformity with Standing Orders and were passed after proper inquiry wherein the applicants had admitted their participation in the illegal strike and the applications should, therefore, be dismissed.

As regards the approach to the Company, it was alleged that the Jalgaon Ginni Kamgar Union had made an omnibus approach to the Company alleging that many workers of the mill had been dismissed for no fault of theirs, that, all the workers including the dismissed had joined the strike with a view to rectifying the mistake in the cost of living index number. According to the Court, the said approach was not in conformity with Section 42 Rule 53 of the Bombay Industrial Relations Act and the applications could not be valid.

Considering the applications on merit, the Court found that in applications Nos. 45, 48, 49, 58 and 59, the applicants admitted that they had participated in the strike and since this strike had been declared by the Court to be illegal in application No. 14/49, the management was right in holding the applicants guilty of misconduct in joining an illegal strike.

As regards application No. 56 of 1949, the Court found that the applicant had remained absent without sufficient excuse and she was considered to have participated in the illegal strike. The Judge observed "If an employee who has been given a show-cause notice, and is called upon to explain a misconduct alleged against him fails to avail himself of the opportunity and remains absent at the enquiry held by the Manager, it is difficult to say that the enquiry held in his or her absence by the Manager, is invalid and the order of dismissal passed as a result of such enquiry is either illegal or improper."

All the applications were as a result dismissed.

Application No. 3 of 1950 was filed by one Ramavtar Bhagvandas for a decision that the Anant Mills Ltd., Ahmedabad had illegally and improperly discharged him. The applicant alleged that no written order was served on him and that considering his total service he was senior to Shri Santram, who had been appointed in his place.

On behalf of the opponent it was contended that the applicant could not take up the period of his service as head jobber for considering his seniority and that the action of the Company terminating his services both legal and proper.

The applicant had joined the services of the Company in 1944 as a line jobber and had remained unauthorisedly absent from 20th June 1946 to 21st January 1947. He rejoined the mill as a line-jobber from 22nd January 1947 and worked as such till 12th April 1947 after which date he worked as a head jobber till 15th April 1949 when the night shift was closed. This would make it clear that the applicant had been in continuous service at least from 22nd January 1947 whereas Santram had joined from 3rd February 1948.

The judge in recalling the provisions of Standing Order No. 9 held that considering the applicant's total service he was senior to the other operative and had, therefore, to be reinstated.

ILLEGAL CHANGE

The Chaliswaon Girmi Kamgar Union, Chaliswaon filed an application, (LCJ) No. 32 of 1949 against the Chaliswaon Shri Laxmi Narayan Mills Co., Ltd., Chaliswaon for a declaration that the Company had committed an illegal change by its non-payment of the standard wages as fixed by the award of the Industrial Court in submission No. 6 of 1949 to the workers in the workshop and the Ginning Factory attached to the Company.

According to the Company the award in question applied only to workers engaged in concerns where cotton textile spinning and weaving carried on and to workers in the Mechanics' workshop attached to the workshop of the Company and its Ginning Factory were distinct units in the industry to which the Bombay Industrial Relations Act did not apply.

Though the Union argued that the workshop was a part and parcel of the Mill, the evidence proved that that could not be the case. The alleged interchange of the staff members and workers from the Textile Mill to the workshop and vice versa are quite natural and legitimate in view of the fact that both the Textile Mill and workshop were owned by one and the same limited company and the uniformity in the holidays granted was only natural since it conduced to the harmonious working of the concerns. Besides the workshop being owned by the Company it would be natural for sums to be paid to the workshop to be made payable to the Company to which the workshop belonged. Another important factor was that in the draft scheme of standardised wages prepared by the Company the list of workers in different departments did not include a separate department or list of workers in that Department under the heading "Workshop." This would prove that the Company had not regarded the workers in the workshop department as forming part of the complement of the workers in the textile mill and if the Union had considered these workers to be on the same footing as the workers in the Textile Mill it was their duty to make a claim on their behalf in that case. Further, the non-inclusion of the workshop employees in the return with respect to workers in the Textile Mill sent under the Bombay Industrial Relations Act, clearly establishes the fact that the Company had regarded the workshop as a separate and distinct undertaking from the Textile Mill.

In view of the above circumstances the application was dismissed.

MISCELLANEOUS

Five employees of the Tikekar Textile Mills Ltd., Sholapur, filed an application No. 203 of 1949 alleging that the closure of the mills by the opponent Company without a notice and compensation in lieu of notice was illegal and improper since it was not covered by Standing Order No. 16. They, therefore, contended that the Company be directed to restart the mill and reinstate the employees, with compensation equivalent to their wages during the unemployment period.

The Management of the Tikekar Textile Mills Ltd., while admitting the closure of the Mill from 14th August 1949 argued that that closure was justified by Standing Order No. 16 since the circumstances that led to the closure were beyond the control of the management. It was also pointed out that since a notice of closure had been put up on 12th July 1949, the closure was justified under Model Standing Order No. 10(3).

Prior to this application, the applicants had filed another application praying for a declaration that the closure of the undertaking without serving a proper notice amounted to an illegal lockout and in that case

the Company had tried to justify its action under Standing Order No. 16. That application was, however, withdrawn by the applicants. In that case, the Company in the present application maintained that its action was justified by Standing Order No. 16.

In the opinion of the Court, the Company was not clear in its mind about either the Standing Order or the provisions of the law under which it was closing its undertaking. The Company had two courses open to it if it wanted to close the mill indefinitely. It could either give a notice under Standing Order No. 16 and in effect the Company states that its notice wherein shortage of articles had been mentioned constitutes a reason for closing the mill under Standing Order No. 16. In the alternative, it could give a notice of change under Section 42 (I) of the Bombay Industrial Relations Act. According to the Court "it does not appear that the course of closing the mill by giving one month's notice under Model Standing Order No. 10(3) was then present in its mind. The existing Standing Orders do not provide for the closure of the entire undertaking or any part thereof and in the absence of a ruling of the Industrial Court like the one given in the Sholapur Mills case (Revision Application No. 39/49, the Sholapur Spinning and Weaving Co. Ltd., Sholapur vs. Rukman Narayan, B. G., G., Part I-L, dated November 3, 1949, pp. 1836 that the Model Standing Orders apply in respect of matters not covered by Standing Orders, it was but natural that there should be some difficulty in the Company's mind as to the procedure it should adopt before closing its mill. The Company, therefore, cannot be held to be bound down to its averment in the notice that its closure was under Standing Order No. 16 specially in view of the confusing absence of a Standing Order in the existing Standing Orders providing in clear terms for the closure of the department or the whole undertaking and the absence of an authoritative ruling that the Model Standing Orders apply in matters for which no provision is made in the present Standing Orders. In view of the above circumstances the Court considered it legitimate to give the benefit of doubt to the Company in interpreting the notice.

Turning to the question of Model Standing Order No. 10(3) the Court held that the notice as required by the Standing Order had been put up and that it had complied with the said Model Standing Order though it was not specifically referred to in the notice of closure. If the application had turned only upon the applicability of Standing Order 16, the

applicants would be entitled to demand a withdrawal of the change, but since the Company's action had been supported by Model Standing Order 10, the application could not be held and was dismissed.

The Kurla Girni Kamgar Sangh, Kurla, a representative Union of employees of the Swadeshi Mills Co., Ltd., filed four applications (Nos. 138, 150 and 151 of 1948 and 3 of 1949) praying that the Management be ordered to remove the inadequacy and had supply of materials and for a consequential order of compensation.

The Union on 14th July 1948 applied to the Government regarding the bad conditions of work and requesting the Government to appoint a Court of Inquiry. It was alleged that instead of appointing the Court of Inquiry, the I. C. E. C. was asked to conduct the inquiry, but the matter had to be dropped due to opposition from the Company. Mr. K. R. Gadgil, however, at the instance of the applicants conducted an inquiry into the matter in the presence of the parties and submitted his final report on 27th October 1949.

According to the Court, the grievance regarding bad materials could not be solved by the appointment of an expert or commissioner. A better course would have been for the Court which had been given the necessary jurisdiction to conduct an enquiry on the spot. Further, unless standards are fixed regarding quality and production, it would be theoretically impossible to give any relief and where experts fail a Court presided by a lawyer could hardly do any real justice.

Though on behalf of the applicants the above observations were accepted, objection was raised against the opinion given by the expert that a fall of 5 per cent. to 5½ per cent. in wages could not be considered as significant and they desired a cross-examination of the expert. This the Court found to be unnecessary for "The experience in Civil Courts on the point of expert examination has generally been that instead of helping the point of issue in substance it has generally contributed to delay and this should not be encouraged in this Court otherwise the whole object of giving speedy remedy by arbitration would be frustrated."

The Court held that due to want of evidence proving the bad quality of materials, the applications had to be dismissed.

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE BOMBAY STATE DURING JUNE 1950

Disputes In June 1950	30
Work-people involved	9,539
Working days lost	55,183

NUMBER AND MAGNITUDE

There was little change in strike activity in Bombay State during June 1950. About 64 per cent. of the total time loss during the month was caused by two work stoppages—one of mill hands of the Bradbury Mills and the other of Stevedore Labour in Bombay.

Figures for the month under review show 30 disputes in progress involving 9,539 workers and a time loss of 55,183 man-days as compared to 33 disputes in May 1950 with 8,226 workers and a time loss of 50,653 working days. In June 1949, there were 39 disputes involving 32,857 workers and a time loss of 261,564 man-working days.

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

Of the 30 disputes in progress during June 1950, 11 occurred in the Textile industry, 6 in Engineering while the remaining 13 disputes were in other industries. The disputes in the Textile industry alone affected more than 45 per cent. of the total workers involved and accounted for nearly 33 per cent. of the time-loss resulting from all the disputes.

Twenty-one disputes involving 8,065 workers were actually recorded during the month under review, while 9 disputes affecting 1,474 workers were carried over from the previous month. As many as 16 of the total disputes in existence during the month lasted less than a week—most of them 1 to 3 days only. About 33.5 per cent. of the total workers involved were in these brief stoppages.

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

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

Industry Group	Number of disputes in progress in June 1950			Number of work-people involved in all disputes in progress in June 1950	Aggregate duration in working days of all disputes in progress in June 1950
	Started before beginning of June	Started in June	Total		
Textile	2	9	11	4,372	18,140
Engineering	3	3	6	1,904	13,968
Transport	—	—	—	—	—
Miscellaneous	4	9	13	3,263	23,175
Total, June 1950	9	21	30	9,539	55,183
Total, May 1950	8	25	33	8,226	50,653
Total, June 1949	14	25	39	32,857	261,564

Analysing the disputes according to localities, 19 of the 30 disputes in progress during June 1950, were in Greater Bombay, three at Poona, two at Surat and one each at Ahmedabad, Dharwar, Cambay and Petlad (Kaira District), Barsi (Sholapur District) and Pratapnagar (Baroda District).

Questions of "retrenchment and grievances about personnel" figured prominently among the causes which led to strikes in 12 cases affecting 13 per cent. of the total workers involved. "Pay and allowances" formed the main cause in 9 disputes, four disputes related to "bonus issues" while the remaining 5 disputes were due to "miscellaneous causes."

Of the 29 disputes that terminated during the course of the month under review, 7 disputes affecting 57.03 per cent. of the total workers were settled either partially or entirely in favour of the workers while the remaining 22 disputes were settled in favour of the employers. Only one dispute was recorded as unterminated at the end of the month.

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

Kamani Engineering Corporation Ltd. & Kamani Metal & Alloy Ltd., Kurla. The strike in the above concerns which commenced on 19th April 1950 (reported earlier) terminated on 16th June 1950. At the beginning of June, both the concerns were working with about 150 hands. At the meeting of the strikers on June 6, Shri A. Oka Melita and Shri M. V. Vadhavkar complimented them for conducting the strike peacefully and advised them to carry on their struggle till their demands were granted. They also informed the strikers that the Metal Mazdoor Sabha would negotiate with the management on the proprietor's return to Bombay. The strike continued without any appreciable change till 14th June. On June 15, Shri M. V. Vadhavkar addressing a meeting of about 300 strikers informed them that the management had granted a bonus equal to one and half months' pay and agreed to refer the rest of their demands to adjudication. He, therefore, advised the strikers to resume work and not to harass the new workers engaged by the management during the strike. Accordingly some of the strikers resumed work on the same day while the rest followed suit on the following day (June 16). The strike thus ended in a compromise. The time loss due to this strike was of the order of 40,400 manworking days.

Bradbury Mills Ltd.—The management of the Bradbury Mills introduced new system of double looms working in the Ring Department from June 1, 1950. As a protest against this new system, 32 day-shift workers of the Ring Department resorted to a stay-in-strike on June 1. The management had informed the workers by means of a notice that in accordance with the agreement arrived at before the Conciliator, 16 sides each from day and night shifts were asked to mind four sides each. The notice further stated that other operatives would be provided work either on Japanese Ring Frames or other Ring Frames and would be paid according to their existing rates of wages. At 4 p.m., 32 workers of the night shift also joined the stay-in-strike. Other departments, however, worked normally. On June 2, all the remaining 2,316 workers of both the shifts joined the strike in sympathy with the strikers. The management, therefore, put up another notice warning the strikers that their strike was in contravention of the provisions of the Bombay Industrial Relations Act and the management would be free to take any disciplinary action they deemed fit if the workers failed to resume work immediately. On June 6, a procession of the strikers was organised by the Mill Mazdoor Sabha and their deputation met the Personal Assistant to the Hon'ble Minister for Labour who informed the deputationists to represent their grievances through a petition. On June 7, the Labour Court declared the strike illegal on an application filed by the management. In the afternoon, the management put up a notice informing the strikers of the decision of the Labour Court and asking them to resume work forthwith. Following this notice, about 340 strikers of both the shifts resumed work on the next day (June 8).

The remaining strikers gradually began to drift back to work and by 16th June the mill resumed normal working. The strike thus ended unsuccessfully for the workers, causing a loss of about 17,000 man-days.

Vasant Industrial & Engineering Works.—The strike in the Vasant Industrial & Engineering Works (reported earlier) involving all the 246 workers was in progress during the month under review. At the beginning of June, the factory was working with 25 old and 16 new hands. One case of assault was reported on June 11. By June 21, the management engaged 16 more new hands and some 10 strikers also resumed work unconditionally and the factory thus worked with 35 old and 32 new hands. Shri Ram Desai of the Engineering Mazdoor Sabha informed the strikers at their meeting on June 20, that the Sabha would send a letter to the management calling off the strike from June 23. He, therefore, requested the strikers to report for duty on that day. Accordingly all the remaining strikers reported for duty on June 23 but the management retained only 18 strikers and informed their leaders that they would take back the remaining workers as and when required. Shri S. S. Tawde and Shri Ram Desai of the Engineering Mazdoor Sabha also informed the strikers that the General Manager had promised to absorb the remaining workers in due course. The strike thus ended unsuccessfully for the workers causing a loss of nearly 14,000 man-days to the industry.

Bombay Presidency Radio Club Ltd.—Following their demands regarding increase in pay scales, dearness allowance, gratuity, sick leave, uniforms, etc., all the 119 workers of the Bombay Presidency Radio Club Ltd., resorted to strike on June 6, 1950 and started picketing at both the entrances of the club. The management engaged 20 new hands on June 8 and 8 more on the next day and carried on the work. There was no change in the strike situation. On June 13, the management put up a notice stating that the workers went on strike precipitately leaving the club premises in a mess and warning them that their services would be dispensed with if they failed to resume work within 24 hours. The notice also stated that the workers would not be paid wages for the strike period and those staying in the club premises should vacate the same immediately. However, as a result of negotiations between Hotel Kamgar Union and the management, an amicable settlement was reached on June 15 according to which the management agreed to grant an increase in wages and dearness allowance and also to settle some minor grievances of the workers. As a result of the settlement arrived at on the previous day, all the strikers resumed work on June 16 and the strike ended.

Bombay Stevedores' Association.—Following the go-slow tactics adopted by the registered labour numbering about 2,200 in respect of their demand for two months' wages as annual bonus, the Bombay Stevedores' Association declared a lockout on June 9 suspending all booking arrangements. From the next day, the Association started engaging new hands and carried on the work from day-to-day with the help of these new hands in addition to their 800 monthly paid labour.

The Bombay Dock Workers' Union issued leaflets from time to time and held several meetings of the workers. On June 19, the Bombay Stevedores' Association put up a notice informing the workers that they would be paid their wages on June 22 on presenting their wage and identity cards. By 22nd June, the Association was carrying the work with about 1,800 new hands in addition to 800 monthly paid labour in both the shifts. Negotiations were started between the representatives of the Union and the Stevedores' Association to settle the dispute. A leaflet issued by the Union on June 22 stated that the Association was not prepared to dispense with the newly registered labour engaged during the lockout and this intransigent attitude on the part of the Association led to the failure of the negotiations. On June 23, Shri Manohar Kotwal and Shri P. W. Khandekar gave a call for general strike to the Dock workers in the Bombay Docks with effect from 24th June. The intended general strike did not come off as the Chairman of the Bombay Port Trust promised to use his good offices to bring about a settlement of the dispute. Negotiations were again held between the representatives of the Union and the Stevedores' Association in the office of the Chairman of the Bombay Port Trust and a compromise formula was evolved on June 24 according to which the Union agreed to withdraw the go-slow action and the Association agreed to take back on duty all the workers from June 26. The Association also agreed to pay 10 days' basic wages as bonus. The agreement was signed by the representatives of the Stevedores' Association and the Bombay Dock Workers' Union. The Union issued cyclostyled hand bills on June 25 directing the workers to go to work from the morning of June 26 in different shifts in a peaceful manner. According to the directive of their Union, all the strikers resumed work on June 26 and the dispute ended. About 19,000 man-days were lost due to the lockout.

DBARWAR

Dharwar Municipal Borough.—All the 106 members of the menial sanitary staff of the Dharwar Municipal Borough resorted to strike on 8th June 1950 demanding Rs. 30 as pay and Rs. 35 as dearness allowance per mensem with retrospective effect from 1st January 1947. The Municipality was, however, willing to pay the above scales with effect from 1st April 1950, to which the strikers did not agree. Sixty-four of the strikers tendered their resignations *en masse* which were accepted by the general body of the Municipality at their meeting held on June 15. The Municipality also lodged a complaint with the Police against the remaining 42 strikers under the Bombay Public Security Measures, Act. On June 17, some of the workers gave in writing that they would resume work provided the Municipality cancelled the acceptance of the resignations of the 64 strikers and the strike period was treated as on duty. The Municipality requisitioned the services of some sanitary staff from the Public Health Department and other departments and carried on the work. However, all the strikers surrendered unconditionally to the President requesting him to reconsider their case. The President, therefore, engaged all the strikers on June 28 in the grade of Rs. 25 plus interim relief of Rs. 5 plus dearness allowance of Rs. 35 per month pending final decision of the Board.

EMPLOYMENT SITUATION IN JUNE 1950

THE TEXTILE INDUSTRY

The statistics of absenteeism in the Textile Industry in the State during June 1950 are compiled from the returns made by the mills in five important textile centres in the State, *viz.*, Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh.

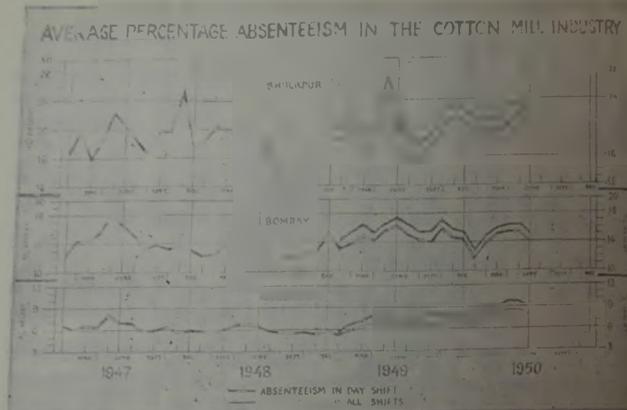
Returns were received from 136 or 98.55 per cent. of the 138 mills reported as working. Supply of labour was reported as adequate by a majority of the mills. The average absenteeism in the textile industry in these centres amounted to 12.97 per cent. as against 14.18 per cent. in the previous month.

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

Centre	Number of Mills		Percentage of Col. (3) to Col. (2)	Average percentage of absenteeism	
	Working	Furnished information		May 1950	June 1950
1	2	3	4	5	6
Bombay	63	62	98.41	16.42	15.20
Ahmedabad	65	65	100.00	9.64	8.85
Sholapur	6	5	83.33	23.51	19.93
Viramgaum	1	1	100.00	12.68	10.08
East Khandesh	3	3	100.00	12.86	10.41
All Centres	138	136	98.55	14.18	12.97

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

Centre	Average percentage of absenteeism	
	May 1950	June 1950
1	2	3
Bombay	15.30	14.03
Ahmedabad	8.51	7.76
Sholapur	22.02	19.24
Viramgaum	12.68	10.08
East Khandesh	12.86	9.55
All Centres	13.04	11.85



THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in representative workshops was 17.16 per cent. as against 22.86 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 12.00 in the Chief Engineer's Department and 6.31 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR JUNE 1950

One hundred and eighty cases were disposed of in the State during June 1950, under the Workmen's Compensation Act, 1923, 19 more than in the preceding month. The Commissioner for Workmen's Compensation, Bombay disposed of 174 of these cases.

Eighty-eight cases were in the Textile Industry, 18 in the Engineering Industry, 39 in Transport Services and the remaining 35 cases were in the other groups of industries.

There were 49 proceedings under the Act. Compensation was awarded in 43 cases, 4 cases were dismissed while the remaining two cases were in respect of reviews and other miscellaneous applications. Of the 131 cases of registration of agreements, 122 were registered while registration for the remaining 9 cases was refused.

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

Nature of employment	Proceedings					Registration of agreements			Grand total	
	Compensation awarded	Dismissals	Withdrawals	Recovery	Reviews and other miscellaneous applications	Total	Agreements registered	Registration refused		Total
<i>Group II—Secondary Production</i>										
Textile Industry	4	1	..	..	..	5	80	3	83	88
Engineering	4	..	..	..	1	6	11	2	13	18
Metals	5	..	..	..	..	5	1	..	1	6
	..	..	..	..	..	..	4	..	4	4
	4	..	..	..	..	4	7	1	8	12
Paper and Printing	..	..	..	..	..	..	1	..	1	1
Building and Roads	1	..	..	..	..	1	1	..	1	2
Miscellaneous	6	..	..	..	..	6	1	..	1	9
<i>Group III—Services</i>										
Transport	16	3	..	..	1	20	16	3	19	36
Public Administration	1	..	..	..	..	1	..	..	..	1
Total	43	4	..	..	2	40	*122	9	131	180

* One of these was registered as modified agreement.

COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sum was Rs. 71,967 as against Rs. 65,859 in the previous month and the total amount of monthly instalments was Rs. 30 as against Rs. nil in the preceding month.

There were 25 proceedings in respect of fatal accidents, 13 of permanent partial disablement, 2 of permanent total disablement and 9 of temporary disablement.

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

Nature of injuries	Original claims for compensation						No. of withdrawal cases	No. of dismissed cases	No. of recovery cases	Reviews and other miscellaneous applications	Grand total
	Settled in favour of applicants										
	By lump sums		By instalments			Total No. of cases					
	No. of cases	Total amount	No. of cases	Total amount by instalments (monthly)	Total No. of cases						
Rs. a. p.		Rs. a. p.									
Fatal	21	55,895 0 0	1	30 0 0	22	..	2	..	1	25	
Permanent total disablement	2	4,386 0 0	..	..	..	..	..	..	..	2
Permanent partial disablement	13	10,560 1 0	..	..	13	..	..	..	..	13
Temporary disablement	6	1,125 11 0	..	..	6	..	2	..	1	9
Total	42	71,966 12 0	1	30 0 0	43	..	4	..	2	49	

REGISTRATION OF AGREEMENTS

There were 127 cases of permanent partial disablement and four of temporary disablement. The gross amount of agreed compensation in lump sums was Rs. 64,317 as against Rs. 56,820 in the previous month.

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

Nature of injuries	Manner of settlements by agreed compensation				Registration refused	Total cases
	By lump sums		By instalments			
	Number of cases	Total amount	Number of cases	Monthly amount		
	Rs. a. p.		Rs. a. p.			
Fatal	..	..	..	..	..	..
Permanent total disablement	..	..	..	..	..	..
Permanent partial disablement	118	64,265 8 0	..	..	9	127
Temporary disablement	4	51 15 0	..	..	..	4
Total	122*	64,317 7 0	..	..	9	131

* One of these was registered as modified agreement.

NIGHT SHIFT IN THE COTTON MILLS IN THE BOMBAY STATE

At the beginning of July 1950, there were 66 mills in Bombay City and 61 in Ahmedabad working night shifts. The numbers of men doing night work were 85,054 and 47,847 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st June 1950, there were 603 unions in the Bombay State registered under the Indian Trade Unions Act, 1926. The following fifteen unions were registered during the month:—

- (1) *State Transport Workers' Union (Bombay State)*.—(Registered on 13th June 1950). *President*—Shri Vasant Rao Naik; *General Secretary*—Shri Chandulal G. Shah; *Organising Secretary*—Shri Chhannasing; *Divisional Secretaries*—Messrs. M. K. Ostwal, Chhimaiya, Brahmanakar; *Treasurer*—Shri Chandulal G. Shah.
- (2) *Technical Development Establishment and Chief Inspectorate Military Explosive Employees' Union, Kirkee*.—(Registered on 13th June 1950). *President*—Shri S. M. Joshi; *General Secretary*—Shri Raja Kulkarni; *Joint Secretary*—Shri Peter Yemi; *Treasurer*—Shri P. M. Menge.
- (3) *Ayazulashram Kamgar Union, Ahmednagar*.—(Registered on 15th June 1950). *President*—Shri Sadashiv Vishnu Pingale; *General Secretary*—Mohaniraj Balkrishna Deshmukh; *Organising Secretary*—Shri Govindrao Balaji Kurbale; *Office Secretary*—Shri Dattatrya Eknath Chandekar; *Treasurer*—Shri Vinayak Dhondo Saptarshi; *Legal Adviser*—Shri Gangadharrao Ogale.
- (4) *Pocha & Sons Kamgar Sabha, Poona*.—(Registered on 16th June 1950). *President*—Shri S. P. Limaye; *General Secretary*—J. P. Andrews; *Secretary*—Shri A. Y. Solomon; *Treasurer*—Shri R. G. Hiwale.
- (5) *Oil Mill Kamgar Union, Karad*.—(Registered on 16th June 1950). *President*—Shri S. D. Mahalik; *General Secretary*—Shri R. H. Kashid; *Secretary*—Shri M. D. Humane; *Treasurer*—Shri P. V. Shinde.
- (6) *Hamal Mapadi Singh, Dhulia*.—(Registered on 20th June 1950). *President*—Shri Shankar Sawalaram Paranjape; *General Secretary*—Shri Baburao Chimaji Mulay; *Secretary*—Shri Shamrao Dodhu Khais; *Treasurer*—Shri Gajanan Waman Belpathak.
- (7) *Army Corps Centre and School Civilian Employees' Union, Ahmednagar*.—(Registered on 20th June 1950). *President*—Shri Dasharath Dandoo Bhawanter; *General Secretary*—Shri V. M. Chawak; *Joint Secretary*—Shri Manekchand Birdichand Kataria; *Treasurer*—Shri B. S. Jadhav.
- (8) *B. E. S. T. Employees' Union*.—(Registered on 20th June 1950). *President*—Shri Abid Ali Jaferbhai; *General Secretary*—Shri C. L. Dhadha; *Joint Secretaries*—Messrs. B. L. Balvi, Kirat Singh; *Organising Secretary*—Shri K. B. Geankar; *Treasurer*—A. N. Pinto.

- (9) *Firestone Tyre Employees' Union*.—(Registered on 21st June 1950). *President*—Shri H. N. Trivedi; *General Secretary*—Shri P. P. Bharat Iyar; *Assistant Secretaries*—S. Vijaya Rao, P. Ramchandran; *Joint Treasurers*—Messrs. S. Ganesh, P. D'Souza.
- (10) *M. E. S. Rashtriya Mazdoor Sangh, Poona*.—(Registered on 21st June 1950). *President*—Shri T. J. Patel; *General Secretary*—Shri B. G. Shinde; *Secretaries*—Messrs. A. S. Daruwala, B. O. Patalia, R. M. Deshmukh; *Treasurer*—Shri T. L. Telangu.
- (11) *Wood and Furniture Mazdoor Sabha, Bombay*.—(Registered on 27th June 1950). *President*—Shri Bhagatsingh Isharsingh; *General Secretary*—Shri Bhalchandra Shankar Chitre; *Secretary*—Shri Surjitsingh Basant Singh; *Treasurer*—Shri Karsen Bhika.
- (12) *Kolhapur Municipal Noker Sangha*.—(Registered on 30th June 1950). *President*—Shri B. L. Kulkarni; *General Secretary*—Shri S. T. Sarnobat; *Secretaries*—Messrs. Datta Shinde, A. P. Savant; *Treasurer*—Shri T. B. Arde.
- (13) *Oil Kamgar Sabha, Poona*.—(Registered on 30th June 1950). *President*—Shri B. N. Rajhans; *General Secretary*—Shri Laxman Rajaram; *Secretary*—Shri Laxman Gopal Ingale; *Treasurer*—Shri Mohomed Yusuf Abdul Kadar.
- (14) *Swatantra Charnakar Union, Bombay*.—(Registered on 30th June 1950). *President*—Shri Vishnu Sakharan Shinde; *General Secretary*—Shri Kashinath Ramchandra Tikhe; *Secretary*—Shri Dinkar Bhau Dhoiphode; *Treasurer*—Shri Shrawan Shahajee Khade.
- (15) *Sathe Biscuit and Chocolate Kamgar Sabha, Poona*.—(Registered on 30th June 1950). *President*—Shri S. P. Limaye; *General Secretary*—Shri A. B. Kulkarni; *Treasurer*—Shri S. S. Sakhare.

The total number of registered Trade Unions on 30th June 1950 was 618.

TRADE CONDITIONS IN AHMEDABAD

The quantity of cotton piece goods despatched by rail from Ahmedabad, during June 1950, was 162,000 maunds as against 174,000 maunds during May 1950 and 90,000 maunds during April 1950. The cumulative total for the six months ended 30th June 1950, comes to 789,000 maunds as against 1,208,000 maunds for the corresponding period of the year 1949.

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

NOTIFICATIONS

No. 717/48, dated 14th June 1950.—In exercise of the powers conferred by section 123 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend the Bombay Industrial Relations Rules, 1947, as follows, namely:—

In the said rules,—

(1) in rule 47 for the words “to act” wherever they occur the words “to appear or act” shall be substituted;

(2) in sub-rule (1) of rule 72 A,—

(a) the words “in respect of such period as may be specified in the order or until further orders,” shall be omitted;

(b) in clause (1), after the words “industrial transactions and dealings” the words, brackets, letter and figures “likely to affect the matters specified in clause (a) of section III” shall be inserted;

(c) in clause (ii) for the words “within such time” the words “at such times” shall be substituted;

(3) in the Appendix, after Form XIV the following form shall be added, namely:—

FORM XV

(Anticipated closure)

- (1) Name and address of the undertaking.
- (2) Number of shifts for which each department is being worked at present together with the number of employees.
- (3) Stock of coal (in tons and cwts)—(i) held on the date of report, (ii) average monthly consumption.
- (4) Supply of electric power (state briefly whether the supply is adequate for running the usual number of shifts).
- (5) Supply position of raw material (if there is shortage of any raw material, it should be specified clearly stating reasons for the shortage and the quantity required immediately to maintain continuous production).
- (6) Stock of cotton in bales of 400 lbs.—(i) Held on the date of report, (ii) Average monthly consumption.
- (7) Brief review of Labour Situation.
- (8) Stocks of cloth in packed bales converted into full bales —
 - (i) Held on the date of report—
 - (a) Sold but not delivered,
 - (b) Not sold,
 - (c) Total (a) plus (b).
 - (ii) Average monthly production in the last six months (in bales).

- (9) Stocks of surplus yarn available for distribution held in full bales:—
 - (i) Held on the date of report—
 - (a) Sold but not delivered,
 - (b) Not sold,
 - (c) Total (a) plus (b).
 - (ii) Average monthly production in the last six months (in bales).
- (10) Nature of total or partial closure contemplated.
- (11) Date of the anticipated closure.
- (12) Precise reasons for the anticipated closure.
- (13) Extent to which working of the undertaking will be affected by the anticipated closure—
 - (a) (i) Total number of spindles,
 - (ii) Number of spindles likely to remain idle,
 - (b) (i) Total number of looms,
 - (ii) Number of looms likely to remain idle,
 - (c) Any other machinery or department likely to remain idle.
- (14) Number of employees affected.
- (15) Number of hours or days for which (a), (b) and (c) of item 14 are expected to remain idle.
- (16) Number of working hours per day or number of working days for which the different teams of employees are expected to remain idle (state the number of employees in each case).

Date

(Signature)

(Designation)

By order of the Governor of Bombay,

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

No. 298/48, dated 3rd July 1950.—In exercise of the powers conferred by section 9 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend with effect from the 1st August 1950, Government Notification, Political and Services Department, No. 1237/46-II, dated the 24th September 1947, as shown below namely—

In the Schedule appended to the said Notification;

(a) in entry No. (1), column 2, after the local area “Kudal Mahal” the following local areas shall be added, namely—

Poona City Municipal Borough, Poona Suburban Municipal Borough and Poona Cantonment, Haveli Taluka, Poona City Taluka excluding Poona City Municipal Borough, Poona Suburban Municipal Borough and Poona Cantonment, Indapur Taluka, Bhimthadi Taluka, Dhond Taluka, Mawal Taluka, Purandhar Taluka, Mulshi Peta, Junnar Taluka, Ambegaon Taluka, Khed Taluka, Sirur Taluka, Bhore Taluka, Velhe Mahal.”;

(b) in entry No. (4) column 2, the local areas beginning with “Poona City Municipal Borough” and ending with “Sirur Taluka” and the local areas “Bhore Taluka” and “Velhe Mahal” shall be deleted.

By order of the Governor of Bombay,

N. K. DRAVID,

Secretary to Government,
Labour and Housing Department.

* * * * *

No. 180/48, dated 7th July 1950.—In exercise of the powers conferred by sub-section (4) of section 2 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend, with effect from and on the 1st October 1950, Government Notification in the Political and Services Department, No. 2847/34-A, dated the 30th May 1939, and Government Notification in the Labour Department, No. 180/48, dated the 13th December 1948, as follows, namely:—

1. In Government Notification in the Political and Services Department, No. 2847/34-A, dated the 30th May 1939, in clause (d), for the words “all dyeing, bleaching and printing departments in any of” the following shall be substituted, namely:—

“all dyeing, bleaching and printing departments, whether situated within or outside the precincts of, and forming integral part of.”

2. In Government Notification in the Labour Department, No. 180/48, dated the 13th December 1948, the following shall be added at the end, namely:—

“excluding the dyeing, bleaching or printing departments, whether situated within or outside the precincts of, and forming integral part of, concerns falling under clause (d) of Government Notification in the Political and Services Department, No. 2847/34-A, dated the 30th May 1939.”

By order of the Governor of Bombay,

N. K. DRAVID,

Secretary to Government,
Labour and Housing Department.

* * * * *

INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATIONS

No. 575/46, dated 22nd June 1950.—In exercise of the powers conferred by section 7 of the Industrial Disputes Act, 1947 (XIV of 1947), the Government of Bombay is pleased to constitute an Industrial Tribunal consisting of Shri N. N. Majumdar, B.A., LL.B., for the adjudication of industrial disputes in relation to which the Central Government is not the appropriate Government in accordance with the provisions of the said Act.

By order of the Governor of Bombay,

J. R. DHURANDHAR,

Secretary to the Government,
Labour and Housing Department.

* * * * *

No. 575/46, dated 4th July 1950.—Whereas the State Government is satisfied that public interest so requires;

Now, therefore, in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (XIV of 1947), the Government of Bombay is pleased to declare the State Transport Services in the Belgaum and Nasik Divisions to be a public utility service for purposes of the said Act for a period of six months.

By order of the Governor of Bombay,

N. K. DRAVID,

Secretary to Government,
Labour and Housing Department.

APPEAL UNDER THE FACTORIES ACT, 1948

HIGH COURT JUDGMENT

Reproduced below is the judgment recorded by the High Court in Criminal Appeal No. 120 of 1950 (By Government) in the case of State v. Sankalchand G. Shah (Original accused).

The Government Pleader for the State.

Mr. J. R. Desai, Advocate (Appointed) for the accused.

Mr. C. G. Shastri appears for the accused.

(Coram : Gajendragadkar and Vyas JJ.)

18th April 1950

Oral Judgment (per Gajendragadkar J.).—This is an appeal against the order of acquittal passed by the Presidency Magistrate, 5th Court, in a case where the accused was charged with having committed an offence punishable under Section 63 of the Factories Act (No. LXIII of 1948). The case against the accused was that he was the proprietor of Bharat Tool Manufacturing Co. Ltd. and that in this company five workers were made to work overtime. The management of the company at the material time was in the hands of the manager. This manager was also charged along with the proprietor in this case. The manager pleaded guilty, whereupon the learned Magistrate convicted him of the offence charged and sentenced him to pay a certain amount of fine. As regards the proprietor, the learned Magistrate took the view that there was no evidence to show that the proprietor knew that the workers were being made to work overtime and that the breach of the rule took place either with the knowledge or under the instructions of the proprietor. It was on this view of the matter that the learned Magistrate acquitted the proprietor, and it is this view which is challenged before us by the learned Government Pleader in the present appeal. It seems to us that the learned Magistrate was clearly in error in assuming that it was for the prosecution to prove that the workers were made to work overtime with the knowledge or under the instructions of the proprietor.

Section 92 of the Factories Act, 1948, which is the penal section, provides that if in, or in respect of, any factory is any contravention of any of the provisions of the Act, the occupier and manager of the factory shall each be guilty of an offence and punishable as mentioned in the section. Section 101 of the Act provides for exemption from liability, and under this section if the occupier or manager of a factory is charged with an offence punishable under the Act, he shall be entitled upon complaint duly made by him and on giving to the prosecutor not less than three clear days' notice in writing of his intention so to do, to have any other person whom he charges as the actual offender brought before the Court at the time appointed for hearing the charge, and if he proves to the satisfaction of the Court that he has used a due diligence to enforce the execution of the Act, and that the said other person committed connivance, that other person shall be convicted of the offence, and not the said occupier or manager. In other words, it is claimed by the prosecution that since the prosecution prove the fact in, or in respect of, any factory a contravention of the provisions of the Act has taken place, the occupier and the manager would both be liable

such contravention, subject of course to this exception, that either the occupier or the manager can take benefit of the provisions of section 101 and, by leading evidence in that behalf, show that he had used due diligence and that the contravention took place without his knowledge, consent or connivance. The occupier in the present case did not avail himself of the provisions of section 101 and it was clearly necessary for the learned Magistrate to have given effect to the plain words of section 92 in respect of the charge against him. The learned Magistrate apparently did not consider the provisions contained in section 101 and purported to apply the usual rule as to *mens rea*. It appears from his judgment that he thought that since the contravention had taken place in the absence of the occupier, however absolute the prohibition may be, the contravention having taken place without the knowledge of the occupier, the occupier was not liable to be punished. That clearly is not the effect of section 92 of the Act particularly when the said section is read with section 101.

Mr. Shastri, who appears for the occupier, has contended that the learned Magistrate had really no legal evidence before him on which he could have acted against the accused. It appears that when the charge-sheet was filed against both the occupier and manager, both the accused admitted all the facts. The manager pleaded guilty but the occupier pleaded not guilty. Mr. Shastri says that this is a somewhat irregular procedure to adopt in a criminal trial, and technically Mr. Shastri is right. It would certainly have been better if the learned Magistrate had asked the prosecution to put some prosecution witnesses into the box and recorded his evidence in the usual manner, so that the plea could have been taken after the evidence was recorded. But we do not think that any useful purpose would be served by remanding the case solely for the purpose of regularizing the procedure which has been adopted in this case. It is not denied even before us by Mr. Shastri that a contravention of the Factories Act had occurred in a factory of which the accused is the occupier. That being so, we do not think we should attach any importance to the technical point urged before us by Mr. Shastri. That is not to say that we do not wish to express our disapproval of the method adopted by the learned Magistrate in trying this case. It is wholly unsafe to adopt in a criminal trial procedure which may conveniently be adopted in a civil proceeding. Since however there is no dispute that a contravention took place, the question which we have to consider is whether in the absence of any evidence from the occupier under section 101 the learned Magistrate was right in acquitting the accused of the offence charged. We think the learned Magistrate was clearly wrong. We must therefore set aside the order of acquittal passed by the learned Magistrate and convict the accused of the offence under section 63 read with section 92 of the Factories Act. Five workmen had been made to work overtime, and we think the ends of justice will be met if we fine the accused to pay a fine of Rs. 50 in respect of each of these workmen. The accused in all will be liable to pay a fine Rs. 250 in this case.

By the Court,

(Signed) V. R. GADKARI,
Assistant Registrar.

Conciliation and Arbitration

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

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

(1) *Reference No. (IC) 111 of 1950.*—The dispute between the Southern Knitting Works, Poona, and the Rashtriya Hosiery Workers' Union, Poona, relating to gratuity, provident fund, paid festival holidays, etc.

(2) *Reference No. (IC) 112 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Vikram Industries, Bombay, relating to revision and increment in wages and dearness allowance.

(3) *Reference No. (IC) 113 of 1950.*—The dispute between the Surat Silk Mills Workers' Union, Surat, and the Moneo Silk Mills, Surat, relating to bonus for the year 1948.

(4) *Reference No. (IC) 114 of 1950.*—The dispute between the Surat Silk Mills Workers' Union, Surat, and the Kanti Silk Mills, Surat, relating to bonus for the year 1948.

(5) *Reference No. (IC) 115 of 1950.*—The dispute between Shree Sayaji Mills Co. Ltd., Baroda, and the Majoor Mahajan Mandal, Baroda, relating to inclusion of clerks in staff pay sheet, pay grades, dearness allowance, working hours, etc.

(6) *Reference No. (IC) 116 of 1950.*—The dispute between the Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 3 clerks, etc.

(7) *Reference No. (IC) 117 of 1950.*—The dispute between the Sarangpur Cotton (No. 1) Mill Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 2 clerks, etc.

(8) *Reference No. (IC) 118 of 1950.*—The dispute between the Hattiwala, Weaving Mills, Surat, and the Surat Silk Mills Workers' Union, Surat, relating to introduction of one-loom system in place of two-loom system.

(9) *Reference No. (IC) 119 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ahmedabad Millowners' Association, Ahmedabad, relating to gratuity to discharged workers.

(10) *Reference No. (IC) 120 of 1950.*—The dispute between the Aryodaya Spinning and Weaving Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 40 Doffers in the Ring Frame Department.

(11) *Reference No. (IC) 121 of 1950.*—The dispute between the Aryodaya Spinning and Weaving Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 8 Doffers in the Fly Frame Department.

(12) *Reference No. (IC) 122 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ramkrishna Mills Co. Ltd., Ahmedabad, relating to gratuity.

(13) *Reference No. (IC) 123 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ramkrishna Mills Co. Ltd., Ahmedabad, relating to introduction of provident fund for permanent employees.

(14) *Reference No. (IC) 124 of 1950.*—The dispute between the Vijay Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of nine Folders from the Folding Department.

(15) *Reference No. (IC) 125 of 1950.*—The dispute between the Vijay Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 12 Winders in the Grey Winding Department.

(16) *Reference No. (IC) 126 of 1950.*—The dispute between the Vijay Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 5 juniormost Creelers from the Warping Department.

(17) *Reference No. (IC) 127 of 1950.*—The dispute between the Vijay Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 10 juniormost Line Jobbers.

(18) *Reference No. (IC) 128 of 1950.*—The dispute between the Jubilee Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to Card Liners' minding of 21 cards.

(19) *Reference No. (IC) 129 of 1950.*—The dispute between the Ambica Mills Co. Ltd., No. 2, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction in the number of Doffers and Linemen.

(20) *Reference No. (IC) 130 of 1950.*—The dispute between the Federation of Gujarat Mills and Industries, Baroda, and the Majoor Mahajan Mandal, Baroda, relating to inclusion of clerks in the staff pay sheet, pay grade, dearness allowance, etc.

(21) *Reference No. (IC) 131 of 1950.*—The dispute between the Ahmedabad Millowners' Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to provident fund scheme for textile workers in Ahmedabad.

(22) *Reference No. (IC) 132 of 1950.*—The dispute between the Majoor Mahajan Mandal, Baroda, and Shri Jagdish Mills Co. Ltd., Baroda, relating to scales of pay, dearness allowance, provident fund gratuity, etc.

(23) *Reference No. (IC) 133 of 1950.*—The dispute between the Hirjee Mills Ltd., Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, relating to retrenchment of 38 Doffer Boys in the Speed Frame Department.

(24) *Reference No. (IC) 134 of 1950.*—The dispute between the Hirjee Mills Ltd., Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, relating to retrenchment of 30 employees.

(25) *Reference No. (IC) 135 of 1950.*—The dispute between Asgarali Tayabali Sutarwala, Bombay, and the workers employed under him, relating to bonus for the year 1949.

(26) *Reference No. (IC) 136 of 1950.*—The dispute between the New India Dyeing and Printing Works, Bombay, and its employees, relating to the proposed discontinuance of the practice of paid holidays and sick leave with pay.

(27) *Reference No. (IC) 137 of 1950*.*—The dispute between the Prakash Dyeing, Bleaching and Printing Mills, Bombay and its employees, relating to bonus for the year 1949.

(28) *Reference No. (IC) 138 of 1950*.*—The dispute between the Sarda Weaving Mills, Ahmednagar, and its employees, relating to 4 months' wages as bonus for the year 1949.

(29) *Reference No. (IC) 139 of 1950*.*—The dispute between the New India Dyeing and Printing Works, Bombay, and its employees, relating to management's proposal for reduction in wages and dearness allowance.

(30) *Reference No. (IC) 140 of 1950.*—The dispute between the Gendalal Mills Ltd., Jalgaon, and the Rashtriya Girmi Kamgar Sangh, Jalgaon, relating to bonus and profit sharing for the year 1949.

(31) *Reference No. (IC) 141 of 1950.*—The dispute between the Hattiwala Silk Mills, Surat, and the Surat Silk Mills Workers' Union, Surat, relating to flat increase of Rs. 10 per month in basic wages to those getting less than Rs. 30 per month by way of interim relief.

* References received from the state Government.

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

No. 488/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 21st day of July 1950 registered the following submission entered into, between the Lahoti Weaving Mills, Bhiwandi and the Textile Mazdoor Union, Bhiwandi, agreeing to refer the dispute regarding minimum wage of Rs. 35 per month, standardization of wages, bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi to the Management of the Lahoti Weaving Mills, Bhiwandi making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc., and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the management and the Textile Mazdoor Union, Bhiwandi that the said dispute be referred to the Industrial Court, Bombay for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting the present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of Industrial Court of the Cotton Textile workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of the Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) (Illegible),
Proprietor,
Lahoti Weaving Mills, Bhiwandi.
(Signed) S. G. Karadkar,
Labour Officer,
Bhiwandi Sadi Manufacturers'
Association, Bhiwandi.
(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Bombay, dated 21st July 1950. Assistant Registrar,
Bombay Industrial Relations Act.

No. 489/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 21st day of July 1950 registered the following submission entered into, between the Abdul Samad Haji Lal Mohamad Weaving Factory, Bhiwandi, and the Textile Mazdoor Union, Bhiwandi, agreeing to refer the dispute regarding standardization of wages, and bonus for the years 1948-49 and 1949-50 to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi, to the management of the Abdul Samad Haji Lal Mohamad Weaving Factory, Bhiwandi making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc., and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the management and the Textile Mazdoor Union, Bhiwandi that the said dispute in respect of demands Nos. 2, 4, 5 be referred to Industrial Court, Bombay for its arbitration demands Nos. 1 and 3 having been withdrawn by the Union.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile Workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of the Industrial Court of Cotton Textile Workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile Workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) (Illegible),
Proprietor,
Abdul Samad Haji Lal Mohamad
Weaving Factory, Bhiwandi.

(Signed) (Illegible),
Labour Officer,
Bhiwandi Sadi Manufacturers' Association, Bhiwandi.

(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Bombay, dated 21st July 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

No. 490/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 21st day of July 1950 registered the following submission entered into, between the Haji Suleman Alaudin Company's Weaving Mills, Bhiwandi and the Textile Mazdoor Union, Bhiwandi agreeing to refer the dispute regarding minimum wage of Rs. 35 per month, standardization of wages, dearness allowance, bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi to the Management of the Haji Suleman Alaudin Company's Weaving Mills, Bhiwandi, making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc., and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the Management and the Textile Mazdoor Union, Bhiwandi that the said dispute be referred to the Industrial Court, Bombay for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) Haji Usman Alaudin,
Proprietor,
Haji Suleman Alaudin Company's
Weaving Mills, Bhiwandi.

(Signed) S. G. Karadkar,
Labour Officer,
Bhiwandi Sadi Manufacturers'
Association, Bhiwandi.

(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Bombay, dated 21st July 1950.

MO-III Bk R 23-5a

Assistant Registrar,
Bombay Industrial Relations Act.

No. 491/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 21st day of July 1950 registered the following submission entered into, between the Momin Ramzan Naboo Weaving Factory, Bhiwandi, and the Textile Mazdoor Union, Bhiwandi agreeing to refer the dispute regarding minimum wage of Rs. 35 per month, standardization of wages, dearness allowance, bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi to the management of the Momin Ramzan Naboo Weaving Factory, Bhiwandi, making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc., and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the management and the Textile Mazdoor Union, Bhiwandi that the said dispute be referred to the Industrial Court, Bombay for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting present wages adversely.
3. Dearness Allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of the Industrial Court of Cotton Textile workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) (Illegible),
Proprietor,
Momin Ramzan Naboo Weaving
Factory, Bhiwandi.

(Signed) (Illegible),
Labour Officer,
Bhiwandi Sadi Manufacturers'
Association, Bhiwandi.

(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Bombay, dated 21st July 1950. Assistant Registrar,
Bombay Industrial Relations Act.

No. 492/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 21st day of July 1950 registered the following submission entered into, between Swan Textiles, Bhiwandi and the Textile Mazdoor Union, Bhiwandi to refer the dispute regarding minimum wage of Rs. 35 per month, standardization of wages, dearness allowance, the bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi to the Management of the Swan Textiles, Bhiwandi making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc. and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the management and the Textile Mazdoor Union, Bhiwandi, that the said dispute be referred to the Industrial Court, Bombay for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting the present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of the Industrial Court of Cotton Textile workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) (Illegible),
Proprietor,
Swan Textiles, Bhiwandi.

(Signed) S. G. Karadkar,
Labour Officer,
Bhiwandi Sadi Manufacturers'
Association, Bhiwandi.

(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Bombay, dated 21st July 1950. Assistant Registrar,
Bombay Industrial Relations Act.

No. 494/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 25th day of July 1950 registered the following submission entered into, between the Vasant Vijay Mills, Bombay and the elected representatives of employees agreeing to refer the dispute regarding payment of Bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

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

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

Annexure "A"

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

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

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

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

for Vasant Vijay Mills,
(Signed) (Illegible),
Manager.

(Signed) P. V. Vaidya,
Secretary.

(Signed) Jagannath Narayan Kadam.
(Signed) Namdev Vithoba Chavan.
(Signed) (Illegible).
(Signed) D. R. Bhosle.
(Signed) Dhondu Kashinath Todankar.

(Signed) L. C. JOSHI,
Conciliator.

30th June 1950.

Bombay, dated 25th July 1950. Assistant Registrar,
Bombay Industrial Relations Act.

No. 495/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 25th day of July 1950 registered the following submission entered into, between the Doulatram Dyeing & Bleaching Mills, Bombay, and the elected representatives of employees agreeing to refer the dispute regarding payment of Bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

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

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

Annexure "A"

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

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

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

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

for Doulatram Dyeing & Bleaching Mills,
(Signed) (Illegible),
Manager.

7th July 1950.

(Signed) Anant Vinayak,
Left hand thumb of Mahadeo Sakbaram,
Left hand thumb of Jayashree Algoo,
Left hand thumb of Rambaran Ginahu.

The elected representatives.

(Signed) L. C. JOSHI,
Conciliator.

7th July 1950.

Assistant Registrar,
Bombay Industrial Relations Act.
Bombay, dated 25th July 1950.

No. 494/50.—In exercise of the powers conferred on me under section 66 (a) of the Bombay Industrial Relations Act, 1946, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 25th day of July 1950 registered the following submission entered into, between the Vasant Vijay Mills, Bombay and the elected representatives of employees agreeing to refer the dispute regarding payment of Bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

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

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

Annexure "A"

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

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

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

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

for Vasant Vijay Mills,
(Signed) (Illegible),
Manager.

(Signed) P. V. Vaidya,
Secretary.

(Signed) Jagannath Narayan Kadam.
(Signed) Namdev Vithoba Chavan.
(Signed) (Illegible).
(Signed) D. R. Bhosle.
(Signed) Dhondu Kashinath Todankar.

(Signed) L. C. JOSHI,
Conciliator.

30th June 1950.

Bombay, dated 25th July 1950. Assistant Registrar,
Bombay Industrial Relations Act.

495/50.—In exercise of the powers conferred on me under section (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 25th day of July 1950 registered the following submission entered into, between the Doulatram Dyeing & Bleaching Mills, Bombay, and the elected representatives of employees agreeing to refer the dispute regarding payment of Bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

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

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

Annexure "A"

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

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

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

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

for Doulatram Dyeing & Bleaching Mills,
(Signed) (Illegible),
Manager.

7th July 1950.

(Signed) Anant Vinayak,
Left hand thumb of Mahadeo Sakharam,
Left hand thumb of Jayashree Algoo,
Left hand thumb of Rambaran Ginahu,

The elected representatives.

(Signed) L. C. JOSHI,
Conciliator.
7th July 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 25th July 1950.

No. 496/50.—In exercise of the powers conferred on me under section 66 (c) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 25th day of July 1950 registered the following submission entered into, between the Dileep Dyeing & Printing Mills, Bombay, and the elected representatives of employees agreeing to refer the dispute regarding payment of Bonus for the year 1949 to the arbitration of the Industrial Court, Bombay.

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

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

Annexure "A"

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

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

Whereas the textile Processing factories in the City has secured large profits in the year 1949,

Therefore, all employees in your mill demand that an unconditional and adequate lump allowance as bonus for the year 1949, equivalent to twenty-five per cent. (25%) of the total wages earned by them during the 14 months—November 1948 to December 1949, be given to them.

for Dileep Dyeing & Printing Mills, Bombay,
(Signed) (Illegible),
Manager.

- (1) (Signed) Sadashiv Sakharani.
- (2) (Signed) G. Gomes.
- (3) (Signed) Baboo Dhondu.
- (4) (Signed) Raghunath Gopal.
- (5) Absent (on leave).

(Signed) L. C. JOSHI,
Conciliator.

5th July 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 25th July 1950.

No. 498/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 27th day of July 1950 registered the following submission entered into, between the J. L. Gokani Mills, Bhiwandi and the Textile Mazdoor Union, Bhiwandi, agreeing to refer the dispute regarding minimum wage of Rs. 35 per month, standardization of wages, bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated the 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi, to the Management of the J. L. Gokani Mills, Bhiwandi, making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage, etc., and subsequent "N" form dated 9th June 1950 sent to the Conciliator, it is hereby agreed between the management and the Textile Mazdoor Union, Bhiwandi, that the said dispute be referred to Industrial Court, Bombay, for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardised without affecting present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of the Industrial Court of Cotton Textile Workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of bonus of Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union.

(Signed) (Illegible),
Proprietor,
J. L. Gokani Mills, Bhiwandi.
(Signed) (Illegible),
Labour Officer,
Bhiwandi Sadi Manufacturers'
Association.

(Signed) B. L. SHELKE,
Conciliator.

22nd June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.

Bombay, dated 27th July 1950.

No. 499/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 27th day of July 1950 registered the following submission entered into, between (1) A. A. Patel Weaving Factory, Bhiwandi and (2) Secunder Sari Mills, Bhiwandi and the Textile Mazdoor Union, Bhiwandi, agreeing to refer the disputes regarding minimum wage of Rs. 35 per month, standardization of wages, bonus for the years 1948-49 and 1949-50, etc., to the arbitration of the Industrial Court, Bombay.

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

With reference to the notices of change in form "L" dated 25th May 1950 given by the Textile Mazdoor Union, Bhiwandi to the management of (1) A. A. Patel Weaving Factory, Bhiwandi; and (2) Secunder Sari Mills, Bhiwandi, making the demands as stated in Annexure "A" given below relating to standardization of wages and minimum wage etc., and subsequent "N" forms dated 9th June 1950, sent to the Conciliator, it is hereby agreed between the Management and the Textile Mazdoor Union, Bhiwandi, that the said disputes be referred to the Industrial Court, Bombay, for its arbitration.

Annexure "A"

1. Minimum wage of the workers should be Rs. 35 per month.
2. Wages of the workers should be standardized without affecting the present wages adversely.
3. Dearness allowance should be paid at the rate of scale of Cotton Textile workers in Bombay.
4. Bonus for the period 1948-49 should be paid as per Award of the Industrial Court of Cotton Textile workers in Bombay.
5. Bonus for the year 1949-50 should be paid as per Award which will be given by the Industrial Court in the dispute of Bonus of Cotton Textile workers in Bombay.

(Signed) C. G. Medhekar,
General Secretary,
Textile Mazdoor Union, Bhiwandi.

(Signed) Illegible,
Proprietor,
(1) A. A. Patel, Weaving Factory,
Bhiwandi; and
(2) Secunder Sari Mills, Bhiwandi.

(Signed) B. L. SHELKE,
Conciliator.
22nd June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.
Bombay, dated 27th July 1950.

No. 500/50.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 27th day of July 1950 registered the following submission entered into between the Chalisgaon Shri Laxmi Narayan Mills, Co. Ltd., Chalisgaon and the Chalisgaon Girmi Kamgar Union, Chalisgaon, agreeing to refer the dispute regarding bonus for the years 1947-48 and 1948-49 to the arbitration of the Industrial Court, Bombay.

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

With reference to the notice of change in form "L" dated 2nd January 1950 given by the Chalisgaon Girmi Kamgar Union, Chalisgaon (the representative Union) to the Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, making the demand mentioned in the notice of change which is reproduced below in the Annexure "A" and the subsequent "N" form dated 9th January 1950 forwarded to the Conciliator it is hereby agreed between the management of mills and the representative union that the said dispute be referred to the arbitration of the Industrial Court, Bombay, under section 58 (6) of the Bombay Industrial Relations Act, 1946.

Annexure "A"

The management has not declared any annual bonus to the workers for the years 1947-48 and 1948-49. The workers are entitled to a bonus equal to three months wages including the dearness allowance. The management should, therefore, give bonus of the workers as stated above for the years 1947-48 and 1948-49.

(Signed) (Illegible),
President,
Chalisgaon Girmi Kamgar Union,
Chalisgaon.

(Signed) (Illegible),
Manager,
Chalisgaon Shri Laxmi Narayan
Mills Co. Ltd., Chalisgaon.

(Signed) A. C. AMDEKAR,
Conciliator.

28th June 1950.

Assistant Registrar,
Bombay Industrial Relations Act.
— Bombay, 27th July 1950.

AWARDS PUBLISHED UNDER THE BOMBAY INDUSTRIAL
RELATIONS ACT, 1946

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

Names of parties	Subject	Date of Award
1. Gopal Mills Co. Ltd., Broach, And Textile Labour Union, Broach, (Mutual settlement.)	Wages of Winders	<i>B. G. G.</i> , Part I-L, dated, 29th June 1950, pages 2718-2720.
2. (i) The Lokmanya Mills Ltd., Barsi, (ii) The Jayshankar Mills, Ltd., Barsi, and (iii) The Barsi Spg. & Wvg. Mills Ltd., Barsi, And Their employees. (Part III of the Award.)	Standardization of wages, etc.	<i>B. G. G.</i> , Part I-L, dated 29th June 1950, pages 2721-2722.
3. The Rashtriya Girmi Kamgar Sangh, Sholapur. And The Vishnu Cotton Mills Ltd., Sholapur. (Withdrawn.)	Retrenchment of 65 Reelers.	<i>B. G. G.</i> , Part I-L, dated 29th June 1950, pages 2723-2724.
4. The Rashtriya Girmi Kamgar Sangh, Jalgaon. And The Gendalal Mills Ltd. Jalgaon. (Interim Award.)	Designation of seven employees in the Mixing Department.	<i>B. G. G.</i> , Part I-L, dated 6th July 1950, pages 2788-2790.
5. The Brihan Maharashtra Sugar Syndicate Ltd. Borgaon, District Sholapur, And Its employees.	Bonus for the year 1947-48.	<i>B. G. G.</i> , Part I-L, dated 13th July 1950, pages 2891-2895.
6. Rajratna Naranbhai Mills Co. Ltd., Petlad, And Majoor Mahajan Sangh, Petlad. (Mutual settlement.)	Reduction of workers in the Waste Depart- ment from 23 to 10.	<i>B. G. G.</i> , Part I-L, dated 13th July 1950, pages 2906-2908.

Names of parties	Subject	Date of Award
7. Vijay Laxmi Cotton Mills Ltd., Cambay, Subha Laxmi Mills Ltd., Cambay, And Their employees. (Mutual Settlement.)	Implementation of award dated 7th May 1948.	<i>B. G. G.</i> , Part I-L, dated 13th July 1950, pages 2909-2910.
8. (i) The Rashtriya Mill Mazdoor Sangh, Bombay, And The Millowners' Associa- tion, Bombay. (ii) The Kurla Girmi Kamgar Sangh, Kurla, And The Millowners' Associa- tion, Bombay.	Bonus for the year 1949...	<i>B. G. G.</i> , Part I-L, dated 13th July 1950, pages 2934-2947.
9. Rajratna Naranbhai Mills Co. Ltd., Petlad, And Majoor Mahajan Sangh, Petlad. (Mutual Settlement.)	Working of double	<i>B. G. G.</i> , Part I-L, dated 20th July 1950, pages 2991-2993.
10. Rajratna Naranbhai Mills Co. Ltd., Petlad, And Majoor Mahajan Sangh, Petlad. (Mutual Settlement.)	Reduction of Doffers in the Speed Frame Department.	<i>B. G. G.</i> , Part I-L, dated 20th July 1950, pages 2994-2995.
11. Rajratna Naranbhai Mills Co. Ltd., Petlad, And Majoor Mahajan Sangh, Petlad. (Mutual Settlement.)	Reduction of Doffers in the Ring Spinning Department.	<i>B. G. G.</i> , Part I-L, dated 20th July 1950, pages 2996-2997.
12. The Raja Bahadur Motila Poona Mills, Ltd. Poona, And The Rashtriya Girm Kamgar Sangh, Poona (Mutual Settlement.)	Reduction in Grey Winding Department.	<i>B. G. G.</i> , Part I-L, dated 20th July 1950, pages 2998-2999.

Names of parties	Subject	Date of Award
13. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Retrenchment of Doffer Boys in shift.	B. G. G., Part I-L, dated 20th July 1950, pages 3000-3001.
14. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of four Doublers in each shift.	B. G. G., Part I-L, dated 20th July 1950, pages 3002-3004.
15. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of one Boy in each shift.	B. G. G., Part I-L, dated 20th July 1950, pages 3004-3006.
16. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of 11 posts of watchmen.	B. G. G., Part I-L, dated 20th July 1950, pages 3007-3009.
17. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Introduction of double side working in the Ring Frame Depart- ment and retrenchment of 16 Siders in each shift.	B. G. G., Part I-L, dated 20th July 1950, pages 3009-3011.
18. Rashtriya Mill Mazdoor Sangh, Amalner, And (i) The Pratap Spg., Wvg & Mfg. Co. Ltd. Amalner. (ii) The New Pratap Spg. Wvg. Mfg. Co. Ltd. Dhulia, (iii) The Gendalal Mills Ltd., Jalgaon, (iv) Khandesh Spg. & Wvg. Mills Ltd., Jalgaon,	Review of the supple- mentary award on Miscellaneous Applica- tions Nos. 4 and 5 of 1949 dated 22nd April 1950, regarding dearness allowance.	B. G. G., Part I-L, dated 20th July 1950, pages 3012-3014.

Names of parties	Subject	Date of Award
(v) Chalisgaon Laxminara- yan Mills Ltd., Chalis- gaon.		
(vi) Rashtriya Mill Mazdoor Sangh, Dhulia,		
(vii) Rashtriya Girmi Kamgar Sangh, Jalgaon.		
(viii) Chalisgaon Girmi Kam- gar Union, Chalisgaon.		
The Chalisgaon Shri Laxmi- narayan Mills Ltd., Chalisgaon, And The Chalisgaon Kamgar Union, Chalis- gaon. (Supplementary Award II.)		
19. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of Mixer.	B. G. G., Part I-L, dated 20th July 1950, pages 3015-3017.
20. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of 3 Warpers.	B. G. G., Part I-L, dated 20th July 1950, pages 3018-3019.
21. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of 24 posts in first shift and 10 posts in second shift of Colour Winders.	B. G. G., Part I-L, dated 20th July 1950, pages 3020-3022.
22. The Raja Bahadur Motilal Poona Mills Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Mutual Settlement.)	Reduction of a Dhobi	B. G. G., Part I-L, dated 20th July 1950, pages 3023-3024.

Industrial Disputes Act, 1947

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

The Government of Bombay has referred 12 disputes to the adjudication of the Industrial Tribunals under section 10 (1) of the Industrial Disputes Act, 1947 :—

1. Shri D. G. Kamerkar—

(i) No. 970/48, dated 29th June 1950.—The dispute between the Wanless Tuberculosis Sanatorium, Wanlesswadi, and the workmen employed under it, regarding retrenchment.

(ii) No. 2279/46, dated 7th July 1950.—The disputes between the General Motors India Limited, Bombay, and hourly rated workmen employed under it, regarding unemployment benefit and bonus.

(iii) No. 659/48, dated 7th July 1950.—The dispute between the F. & C. Osler (India) Limited, Bombay, and the workmen employed under it, regarding bonus for the year 1948-49.

(iv) No. 1181/48, dated 7th July 1950.—The dispute between Messrs. Abbasbhoj Abdullusen Kaka, Bombay, and the workmen employed under them in their factory at Andheri, regarding scales and grades, dearness allowance, leave rules, bonus, gratuity, etc.

2. Shri I. G. Thakur—

(v) No. 665/48, dated 9th July 1950.—The dispute between the Caltex (India) Limited, Bombay, and the workmen employed under it, regarding grades and scales of pay, dearness allowance, working hours, leave rules, provident fund, gratuity, etc.

3. Shri P. D. Vyas—

(vi) No. 1076/48, dated 23rd June 1950.—The dispute between Premchand Damodardas and Keshavlal Kacharbhai, bidi merchants at Ahmedabad, and the workmen respectively employed under them, regarding bonus for the year 1948-49.

(vii) No. 1153/48, dated 29th June 1950.—The dispute between the Okha Cement Works, Dwarka, and the workmen employed under it, regarding bonus for the year 1948-49.

(viii) No. 1119/48, dated 30th June 1950.—The dispute between Shri Kasturchand Lallubhai, Bidi Merchant, Visnagar, and the workmen employed under him, regarding bonus for the year 1948-49.

4. Shri N. N. Majmudar—

(ix) No. 2279/46, dated 15th July 1950.—The dispute between the General Motors India Limited, Bombay, and the monthly-paid workmen employed under it, regarding salary scales, dearness allowance, leave rules, provident fund, gratuity, working hours, etc.

(x) No. 1169/48, dated 15th July 1950.—The dispute between the Baroda Crystal Glass Works Limited, Baroda, and the workmen employed under it, regarding union recognition, minimum basic pay, dearness allowance, production bonus, bonus, public holidays, etc.

(xi) No. 1146/48, dated 18th July 1950.—The dispute between the Universal Mechanical Works Limited, Bombay, and the workmen employed under it, regarding grades and scales, dearness allowance, leave rules, gratuity, provident fund, etc.

(xii) No. 1167/48, dated 20th July 1950.—The dispute between the Mobamedi Mechanic Works, Bombay, and the workmen employed under it, regarding union recognition, wages, dearness allowance, leave rules, provident fund, gratuity, bonus, etc.

The following 5 disputes were referred to the Industrial Tribunals under section 10(2) of the Industrial Disputes Act, 1947 :—

1. Shri D. G. Kamerkar—

(i) No. 2411/46, dated 22nd July 1950.—The dispute between the British Insulated Callender's Cables Limited, Bombay, and the workmen employed under it, regarding bonus for the period 1st October 1947 to 31st December 1948, five-day week, overtime, food allowance, etc.

2. Shri Salim M. Merchant—

(ii) No. 161/48, dated 3rd July 1950.—The dispute between Messrs. G. Claridge & Co. Ltd., Bombay, and the workmen employed under them, regarding bonus for 1949.

(iii) No. 495/48-II, dated 7th July 1950.—The dispute between the Indian Oxygen and Acetylene Company Ltd., Bombay, and the workmen employed under it, regarding bonus for the year ending 30th September 1948.

3. Shri P. D. Vyas—

(iv) No. 1196/48, dated 8th July 1950.—The dispute between the Mahendra Mills Ltd., Kalol, and the workmen employed under it, regarding bonus for the year 1948.

4. Shri N. N. Majmudar—

(v) No. 808/48, dated 13th July 1950.—The dispute between the Baroda Borough Municipality, Baroda, and the workmen (Bhangi Kamdars) employed under it, regarding union recognition, minimum basic wage, dearness allowance, provident fund, hours of work, maternity leave, etc.

AWARDS PUBLISHED UNDER THE INDUSTRIAL DISPUTES ACT, 1947

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

Name of the Concern	Subject	Date of Award
1. Eastern Chemical Co. (India), Bombay.	Clarification of the award dated 19th October 1948.	B. G. G., Part I-L, dated 20th June 1950, pages 2774-2777.
2. Shri Laxmi Oil Mills, Sa.	Increase in wage, dearness allowance, reinstatement, etc.	B. G. G., Part I-L, dated 8th July 1950, pages 2813-2815.
3. Bombay Steam Navigation Company Ltd., Bombay.	Bonus for the year 1948.	B. G. G., Part I-L, dated 13th July 1950, pages 2826-2831.
4. (a) Kamal Dyeing and Printing Mills, Vikhroli, Vinod Dyeing and Printing works, Ghatkoper. (Part I of the Award.)	Standardization of wages, dearness allowance, etc.	B. G. G., Part I-L, dated 13th July 1950, pages 2832-2838.
5. Prantij Municipality. (Mutual Settlement.)	Scales of pay, interim relief, dearness allowance, leave, provident fund, etc.	B. G. G., Part I-L, dated 13th July 1950, pages 2839-2840.
6. [Name obscured]	Bonus, holidays, etc.	B. G. G., Part I-L, dated 13th July 1950, pages 2850-2857.
7. [Name obscured]	Dearness allowance	B. G. G., Part I-L, dated 13th July 1950, pages 2923-2929.
8. [Name obscured]	Reinstatement and compensation to discharged workers.	B. G. G., Part I-L, dated 13th July 1950, pages 2930-2932.
9. [Name obscured]	Reinstatement, unemployment compensation, etc.	B. G. G., Part I-L, dated 20th July 1950, pages 2948-2952.
10. [Name obscured] Supply Co. Ltd., Ahmednagar.	Basic pay, dearness allowance, bonus, provident fund, leave, holidays	B. G. G., Part I-L, dated 20th July 1950, pages 2954-2971.
11. Imperial Chemical Industries Ltd., Bombay.	Bonus for 1947-48 and 1948-49, night shift allowance and factory allowance.	B. G. G., Part I-L, dated 20th July 1950, pages 2972-2973.
12. [Name obscured]	ment, etc.	1950.

Adjudication Awards

1. JAM-E-JAMSHED PRESS, BOMBAY

The award of Shri Salim M. Merchant, Industrial Tribunal in the dispute between the Jam-e-Jamshed Press, Bombay, and the workmen employed under it over questions of wage scales, dearness allowance, gratuity, bonus, etc., was published on 18th May 1950.

In January 1947, the Jam-e-Jamshed Employees' Union on behalf of the Workmen, made certain demands to which the Company replied with certain terms. Through the efforts of the Conciliator, an agreement was arrived at by which the Company agreed to grant an increase of 10 percent. in the basic wage or salary and dearness allowance was raised to 25 per cent. of the basic wage or salary with a minimum of Rs. 35 per month. The Union contended that the half month's wages which the Company agreed to pay under clause 2 of the above agreement, was to be paid to all its employees, while the Company held that the same was to be paid to only those who were in the service of the Company on 1st August 1946. The Union thereafter filed an application on behalf of the 33 workmen who had not received the said payment to the Authority under the Payment of Wages Act, and on the Company's filing a written statement withdrew the said application. On this point, the Company argued that the Union having sought the statutory remedy provided for it under the Payment of Wages Act, for the recovery of dues, and having withdrawn the same it was debarred from making an industrial dispute of the very demand. According to the Tribunal, there was considerable substance in this objection, for, "If unions after seeking statutory remedies to recover claims which they may have against companies, choose to withdraw them, without taking proper care to keep alive their claims then they must suffer the consequences of their conduct.....if this were not done, there would be no finality to the various proceedings that would be instituted to recover the same claim." The demand was therefore rejected.

The demand for conveyance charges for members of the Editorial Department was rejected on the ground that workmen as defined in the Industrial Dispute Act did not cover employees of the Editorial Department and that this Tribunal could therefore have no jurisdiction with regard to these employees.

On the question of scales of wages, while those fixed in AJ-IT No. 35 of 1948 were agreed to for the employees of the Press section, the Tribunal awarded scales of wages for the additional occupations not covered by the said award.

The following table shows the scales demanded and those awarded for certain categories of employees in the press section and for members of the managerial staff.

Category of workmen	Scales demanded	Scales awarded
	Rs.	Rs.
Handiers	....	60-3-75
Rotary Assistants in the flat Bed Rotary.	60-5-100	Rejected.
Junior Clerk	100-5-200	60-5-120-E.B.-5-160 (Non-Matric) 75-5-95-6-125-7-16(-E.B.-8-200 (Matric).
Senior Clerk	115-7½-300	120-10-200-E.B.-10-250
Overseer	200-10-300	
Cashier		75-5-95-6-125-7-160- E.B.-8-200-10-220
Typist	125-7½-300	75-5-95-6-125-7-160- E.B.-8-200
Head Clerk	100-10-300	95-5-125-7-160-E.B.- 8-200-10-220-E.B.-10- 200
Telephone Operator	150	60-5-140
Bill Collector	75-5-150	60-5-140

The revision in the rate of dearness allowance sought for by the Union and the demand for a bonus equal to 2½ months' basic wages were rejected by the Tribunal on the ground that the financial condition of the Company was far from satisfactory.

2. THE MALLEABLE IRON AND STEEL CASTINGS CO. LTD., BOMBAY

The award of Shri I. G. Thakore, Industrial Tribunal, Bombay, in the dispute between the Malleable Iron and Steel Castings Co. Ltd., Bombay, and the workmen employed under it over questions of bonus, leave, dearness allowance, free medical aid, provident fund, etc., was published on May 25th, 1950.

The National Engineering Workers' Union on behalf of the workers claimed three months' wages as bonus for the year 1949 on the ground that the Company had made large profits during the year under consideration. The Company while denying this allegation argued that the profits were subject to taxation and that if reasonable allowance were made for items such as Directors' remuneration, etc., the amount of profit would not appear to be substantial. Attention of the Tribunal was also invited to the fact that the Company had not declared any dividend for the past three years and that it had no reserves.

According to the Tribunal, bonus could be awarded provided the Company had made substantial profits and provided there were surplus funds from which the same could be met. Since that was not the case with the present Company, the demand for bonus was rejected.

The Union demanded dearness allowance on the textile scale. In an earlier dispute between the Company and its workmen, dearness allowance had been awarded at a flat rate of Rs. 30 per month on the basis that dearness allowance fixed for Mill operatives at that time would come to Rs. 44-11-11 for a month of 26 working days.

The Company argued that there had been no substantial rise in the cost of living or any other material change of circumstance to warrant a change in the rate of dearness allowance, that it was in no way comparable to any of the units in the textile industry and that the scale demanded was beyond its capacity to pay.

In the opinion of the Tribunal, the previous Adjudicator might have been influenced by the losses suffered by the Company in 1946-47 but since then its financial position had improved. Taking into consideration the capacity of the concern and the rates awarded in several cases to concerns of comparable size, the Tribunal awarded dearness allowance at the rate of 70 per cent. of the textile scale.

As regards retrospective effect to be given to the new scale of dearness allowance, though the Union claimed that it should be from 16th June 1949, the Tribunal held that the same could not be allowed. The Company was directed to pay dearness allowance at the rate of Rs. 1-4-0 per day from 1st August to 31st December 1949 and at the rate of Rs. 1-6-0 per day from 1st January to 30th April 1950. The new rate of dearness allowance was however directed to be brought into effect from 1st May 1950.

3. THE OGALÉ GLASS WORKS LTD., OGALÉWADI

Minimum wages, dearness allowance, revision of pay scales and bonus were the principal issues involved in a dispute between the Ogale Glass Works Ltd., Ogalewadi, and the workmen employed under it. The award of Shri Salim M. Merchant, Industrial Tribunal in the said dispute was published on 1st June 1950.

The Company's factory situated at Ogalewadi—an admittedly rural area—though formerly part of the Aundh State is now included in the Karad Taluka of North Satara District. The Company was incorporated as a public limited company in 1919. It took over a privately owned glass factory started in 1916. It now manufactures enamelwares, hurricane lanterns, unbreakable slates and stainless steel utensils.

The Ogalewadi Kamgar Union on behalf of the workmen demanded a minimum wage of Rs. 30 and Rs. 35 per month for unskilled and semi-skilled workmen respectively and dearness allowance linked with the Sholapur cost of living index number with neutralisation to the extent of 90 per cent. Subsequently the Union reduced its demand in respect of wages for an unskilled workman to Rs. 26 per month. The Union argued that the cost of living at Ogalewadi could be compared with that

at Kirloskarwadi, Sholapur and at Satara Station at which centres a minimum wage of Rs. 26 per month had been fixed by the competent authorities.

The Company on the other hand laid stress on the expenditure incurred by it on account of medical assistance, residential accommodation, educational facilities and other amenities provided to the workers. The Company contended that Ogalewadi being a rural area, the cost of living at Ogalewadi was not the same, as that at Satara or Sholapur. If the minimum wage was fixed at Rs. 26 per month the additional burden thereby imposed upon the Company would be unbearable.

According to the Tribunal, the minimum wage of Rs. 20 per month and dearness allowance of Rs. 20 paid by the Company to those earning less than Rs. 40 per month was inadequate. At Sholapur, a textile employee gets a minimum basic wage of Rs. 26 per month plus a dearness allowance at Rs. 52 per month on an average, i.e., a total remuneration of Rs. 78 per month. At Kirloskarwadi, which is only 30 miles from Ogalewadi and which is like Ogalewadi a rural area, the minimum basic wage paid to a workman is Rs. 26 per month plus a dearness allowance of about Rs. 31-8-0 per month, i.e., a total remuneration of about Rs. 57-8-0.

At Satara, the minimum earnings of a workman in the Cooper Engineering Ltd., comes to Rs. 56 or Rs. 57 per month. Taking all these facts into account, the Tribunal held that the Company should raise its basic minimum wages for unskilled workmen to Rs. 26 per month and semi-skilled workmen to Rs. 28 per month.

The following table shows the scales of wages demanded by the workmen category-wise and those awarded by the Tribunal :—

Category	Scales demanded	Scales awarded
Unskilled	Rs. 26—1½—41	Rs. 26—8 as.—30
<i>Semi-skilled</i>		
First grade	35—2½—60	Rs. 30—Rs. 1-4as.—Rs. 40
Second grade	30—2—50	22—1—33
<i>Skilled</i>		
First grade	75—5—100—7—135.	Rs. 45—Rs. 2-8as.—Rs. 70
Second grade	60—5—110	Rs. 35—Rs. 1-8as.—Rs. 50

On the question of dearness allowance, the Tribunal felt that taking into account the financial position of the Company the present dearness allowance of Rs. 25 for employees earning Rs. 41 and more per month could not be raised but the dearness allowance for those earning less than Rs. 40 per month was raised by Rs. 2 to Rs. 22 per month. Thus the lowest paid employee in the Company would get Rs. 48 per month as against the present Rs. 40.

The demand in respect of 3½ months' wages as bonus for 1948 was rejected by the Tribunal on the ground of low profits made by the Company.

4. MESSRS. THACKER & CO., LTD., BOMBAY

The award of Shri I. G. Thakore, Industrial Tribunal, Bombay, in the dispute between Messrs. Thacker and Co., Ltd., and the workmen employed under them over questions of bonus, wages, dearness allowance, leave, etc., was published on 1st June 1950.

Relying upon the award of Shri Salim M. Merchant in the dispute between the Bombay Chronicle Co. Ltd., Bombay, and others *versus* the workmen employed under them, the Bombay Press Employees' Union on behalf of the workmen suggested different sets of scales for various occupations. The Union contended that in the said award covering 8 newspaper presses and two job presses, the Adjudicator had fixed minimum occupational wages after studying in great detail the prevailing wage structure in the printing industry in Bombay City. Since that Adjudicator had prescribed different scales irrespective of considerations of capacity of any particular unit to pay, this Tribunal should adopt those scales irrespective of the capacity of this unit. They further held that after the publication of that award, several presses in Bombay had either voluntarily or as a result of awards adopted those scales. The management on the other hand contended that this Company could not be compared to presses involved in the previous dispute and that therefore this Tribunal should take into consideration the question of capacity in fixing different scales of wages.

According to the Tribunal, the question of capacity had to be taken into consideration in fixing the various scales. Industrial Tribunals had in the past fixed minimum wages but these had been fixed out of consideration of certain basic needs of the workers irrespective of the capacity of the unit or industry to pay the same. Tribunals had also recognised the principle that certain wage differentials based on the degree of skill, the training required, the fatigue or hazard involved and other factors had to be maintained. As a result there would be not only minimum wages but also minimum occupational wages fixed irrespective of the capacity to pay, in which event, the differentials would be the minimum consistent with the factors mentioned above and the scales prescribed would be equally low. With these considerations in view the Tribunal fixed the following scales of wages for the different categories of workmen :—

Categories of employees	Wage scales demanded	Wage scales offered by the Company	Wage scales awarded
	Rs.	Rs.	Rs.
1. Time keeper	60—5—110	50—5—90	60—5—110
2. Despatch clerk	90—5—110	60—5—90	60—5—110
3. Die stamping Foreman.	121—5—175	85—4—85	90—5—130
4. Die stampers and Plate Printers.	65—5—120	45—3—60	55—3—70 E.B. 4—88

Categories of employees	Wage scales demanded	Wage scales offered by the Company	Wage scales awarded
	Rs.	Rs.	Rs.
5. Half Die stampers	Not demanded.	50-4-60	45-2½-60
6. Ballers to Die stampers.	30-2-60	30-2-60	30-2-50
7. Painter	60-1-110	40-2-60	55-2-70-E.B.- 86
<i>Binding Department</i>			
8. Binding Foreman	175-10-225..	85-5-110	100-5-150
9. Assistant Foreman	150-5-175 ..		80-5-130
10. Full Binder	100-5-150 ..	60-3-75	75-4-95
11. Assistant full Binder	60-5-100 ..	30-2-50	30-2-50
12. Quarter binder	Not demanded.		45-3-60
13. Helper or Binding Boys.	40-3-61 ..	30-2-50	30-2-50
14. Book Stitcher	60-3-100 ..		55-3-76
15. Punching and Scoring Machineman.	60-3-100 ..	45-3-60	55-3-70-E.B.- 86
16. Numberer	60-5-100	40-2-60 (for skilled worker). 30-2-50 (for unskilled).	45-3-75
17. Helper to Scorer ..	...	...	30-2-60
18. Helper to Numberer.	...	...	30-2-50
19. Ruling Machinemen	60-3-100	60-3-75	60-3-75-E.B.- 91
20. Ruling Feeder	45-3-60	40-2-60	45-3-60
21. Cutters	60-5-100 ..	60-3-75	60-3-75-E.B.- 4-91
22. Envelope Makers	60-5-100	45-3-60	55-3-70-E.B.- 4-96
<i>Composing Department</i>			
23. Foreman	175-10-225..	140-7½-170 ..	150-7½-180-E.B.- -10-220
<i>Compositors</i>			
24. Grade I	120-5-150 ..	90-5-120	100-5-130
Grade II	80-5-115 ..	65-4-85	70-4-100
Grade III		45-3-60	50-3-65
Distributors	45-3-60	40-2-60	40-2½-60

Categories of employees	Wage scales demanded	Wage scales offered by the Company	Wage scales awarded
	Rs.	Rs.	Rs.
25. Ballers			30-2-50
26. Proofing Ballers	40-2-60	40-2-60	40-2-60
27. Readers	125-10-225..		75-5-180
28. Copyholder	60-5-75	50-3-65	60-5-75
29. Guilder	100-10-200..	65-5-110	60-5-110
30. Assistant Guilder	60-5-100 ..	40-2-60	45-3-60-E.B.-
31. Mono Operator ..	150-10-220..	125-10-175 ..	150-7½-180-10- 220
32. Mono Mechanic ..	125-10-225..	75-5-125	85-5-100
<i>Cylinder Machine Department</i>			
33. Assistant Foreman.			100-5-175
34. Cylinder Pressman.	80-5-150 ..		75-5-125
35. Treadle Pressman (Grade I).	75-5-120 ..	60-3-75	70-5-110
Grade II	....	45-3-60	55-3-70
36. Ballers to Printers.	40-2-60 ..		40-2-60 (semi-skilled). 30-2-50 (for ordinary baller).
37. Roller makers	60-5-100 ..	40-2-60	40-2-60
38. Assistant Despatch Foreman.	60-5-90		55-3-70

On the question of dearness allowance the Union pointed to the fact that there was no reason for discrimination between workers working in the press and those employed in the textile mills in Bombay, since both were hard hit by the rise in the cost of living. It, therefore, held that both should be compensated to the same extent. Considering the lowest dearness allowance paid by the Company, viz., Rs. 22-8-0 as niggardly, the Tribunal directed the Company to pay dearness allowance at 70 per cent of the textile scale with effect from 1st May 1949.

The Union demanded that a Provident Fund Scheme should be started with contributions at the rate of 18 pies in the rupee. Taking into account the financial position of the Company the Tribunal felt that the demand if conceded would throw too heavy a burden on the Company. It therefore directed that such a scheme should be started but with an initial rate of one anna in the rupee the Company making an equal contribution.

The demands in respect of three months' bonus for 1947 and privilege leave at 30 days in a year were rejected; privilege leave as provided by the Factories Act, 1948, being considered sufficient.

Labour Legislation

THE INDUSTRIAL DISPUTES (APPELLATE TRIBUNAL) ACT, 1950

ACT No. XLVIII OF 1950

An Act to provide for the establishment of an Appellate Tribunal in relation to industrial disputes and for certain matters incidental thereto.

Be it enacted by Parliament as follows :—

CHAPTER I

PRELIMINARY

1. *Short title and extent.*—(1) This Act may be called the Industrial Disputes (Appellate Tribunal) Act, 1950.

(2) It extends to the whole of India except the State of Jammu and Kashmir.

2. *Definitions.*—In this Act, unless the context otherwise requires—

(a) “Appellate Tribunal” means the Labour Appellate Tribunal constituted under section 4 ;

(b) “Chairman” means the Chairman of the Appellate Tribunal ;

(c) “industrial tribunal” means—

(i) any Industrial Tribunal constituted under the Industrial Disputes Act, 1947 (XIV of 1947) ; or

(ii) in relation to cases where an appeal lies from any court, wage board or other authority set up in any State under any law relating to the adjudication of industrial disputes made, whether before or after the commencement of this Act, by the legislative authority of the State to any other court, board or authority set up in the State under such law, that court, board or authority exercising appellate jurisdiction within the State ; or

(iii) in relation to other cases, where no appeal lies under any law referred to in sub-clause (ii), any court, board or other authority set up in any State under such law ;

(d) “member” means a member of the Appellate Tribunal ;

(e) “prescribed” means prescribed by rules made under this Act ;

(f) “wages” means all remuneration, capable of being expressed in terms of money, which would, if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment and includes—

(i) such allowances (including dearness allowance) as the workman is for the time being entitled to ;

(ii) the value of any house accommodation, or of supply of light, water, medical attendance or other amenity or of any service or of any concessional supply of food grains or other articles ;

(iii) any travelling concession ;
but does not include—

(i) any contribution paid or payable by the employer to any pension fund or provident fund ;

(ii) any gratuity payable on discharge ;

(g) the expressions “appropriate Government,” “employer,” “lockout,” “strike” and “workman” have the meanings respectively assigned to them in section 2 of the Industrial Disputes Act, 1947 (XIV of 1947).

3. *Effect on other laws.*—The provisions of this Act and of the rules and orders made thereunder shall have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force or in any instrument having effect by virtue of any such law.

CHAPTER II

THE LABOUR APPELLATE TRIBUNAL AND ITS CONSTITUTION AND FUNCTIONS

4. *Constitution of the Appellate Tribunal.*—The Central Government may, by notification in the *Official Gazette* and with effect from a date specified therein, constitute a Labour Appellate Tribunal for hearing appeals from the awards or decisions of industrial tribunals in accordance with the provisions of this Act.

5. *Composition of the Appellate Tribunal and term of office of its members.*—(1) The Appellate Tribunal shall consist of a Chairman and such number of other members as the Central Government may, from time to time, think fit to appoint.

(2) Every member of the Appellate Tribunal shall be a person who—

(a) is or has been a Judge of a High Court ; or

(b) is qualified for appointment as a Judge of a High Court ; or

(c) has been a member of an industrial tribunal for not less than two years ;

Provided that the appointment to the Appellate Tribunal of any person not qualified under clause (a) or clause (c) shall be made in consultation with the Supreme Court.

(3) A member shall, unless otherwise specified in the order of appointment, hold office for a term of five years from the date on which he enters upon his office and shall, on the expiry of the term of his office, be eligible for re-appointment :

Provided that no member shall hold office after he has attained the age of sixty-five years.

(4) A member shall be entitled to such salary and allowances and to such rights in respect of leave and pensions as may be prescribed :

Provided that the salary of a member shall not be varied to his disadvantage after his appointment.

6. *Seat of the Appellate Tribunal.*—The Appellate Tribunal shall have its principal seat at such place as the Central Government may, by notification in the *Official Gazette*, appoint.

7. *Jurisdiction of the Appellate Tribunal.*—(1) Subject to the provisions of this section, an appeal shall lie to the Appellate Tribunal from any award or decision of an industrial tribunal if—

(a) the appeal involves any substantial question of law; or
(b) the award or decision is in respect of any of the following matters, namely:—

- (i) wages,
- (ii) bonus or travelling allowance,
- (iii) any contribution paid or payable by the employer to any pension fund or provident fund,
- (iv) any sum paid or payable to, or on behalf of, the workman to defray special expenses entailed on him by the nature of his employment,
- (v) gratuity payable on discharge,
- (vi) classification by grades,
- (vii) retrenchment of workmen,
- (viii) any other matter which may be prescribed.

(2) No appeal shall lie from—

(a) any award made by the Industrial Tribunal set up under the Industrial Disputes Act, 1947 (XIV of 1947), by the notification of the Government of India in the Ministry of Labour, No. L. R.-2(205), dated the 13th June, 1949; or

(b) any award or decision of an industrial tribunal made with the consent of parties or from any settlement arrived at between the parties in the course of conciliation proceedings, whether before a conciliation officer or a conciliation board or any other authority or from any decision of an arbitrator appointed under any law with the consent of parties to settle the dispute.

8. *Constitution of Benches of the Appellate Tribunal.*—(1) The Chairman may constitute as many Benches of the Appellate Tribunal as may be deemed necessary for the purpose of carrying out the functions and exercising the powers of the Appellate Tribunal.

(2) Each Bench shall consist of not less than two members, of whom one may be appointed as the President of the Bench.

(3) A Bench shall sit at such place or places as may be specified by the Chairman by notification in the *Official Gazette*:

Provided that the Bench may, if it is satisfied that it will tend to the general convenience of the parties or witnesses in any particular case, sit at any other place.

(4) The Chairman may, from time to time, allot any case or any specified class of cases to any Bench and may also from time to time transfer any case or any specified class of cases from one Bench to another.

9. *Powers and procedure of the Appellate Tribunal.*—(1) The Appellate Tribunal shall have the same powers as are vested in a civil court, when hearing an appeal, under the Code of Civil Procedure, 1908 (Act V of 1908).

(2) Without prejudice to the generality of the provisions contained in sub-section (1), the Appellate Tribunal may, after hearing the appellant, dismiss the appeal, if, in its judgment, there is no sufficient ground for proceeding with the appeal and in such cases, the Appellate Tribunal shall briefly record its reasons for so doing.

(3) The Appellate Tribunal shall be deemed to be a civil court for the purposes of sections 480 and 482 of the Code of Criminal Procedure, 1898 (Act V of 1898) and any proceeding before an Appellate Tribunal shall be deemed to be a judicial proceeding within the meaning of sections 193 and 228 of the Indian Penal Code (Act XLV of 1860).

(4) The Appellate Tribunal may, if it so thinks fit, appoint after consulting the parties to the dispute and the appropriate Government, one or more persons as assessors to advise it in any proceeding before it.

(5) The Appellate Tribunal shall, after hearing the appeal, pronounce its decision either at once or on some future date to which the appeal is adjourned for that purpose.

(6) The decision shall be in writing and signed by the members of the Appellate Tribunal hearing the appeal.

(7) The Appellate Tribunal may confirm, vary or reverse the award or decision appealed from and may pass such orders as it may deem fit, and where the award or decision is reversed or varied, the decision of the Appellate Tribunal shall state the reliefs to which the appellant is entitled.

(8) In the event of any difference of opinion among the members of a Bench, the opinion of the majority shall prevail, but where there is no such majority, the President of the Bench shall refer to the Chairman either the whole appeal or the particular point or points on which there has been difference of opinion among the members of the Bench and on such reference, the Chairman shall either hear the matter himself or transfer it to any other member and the decision thereon of the Chairman or the other member, as the case may be, shall prevail.

(9) The Appellate Tribunal shall send a copy of the decision to the industrial tribunal concerned and to the appropriate Government, as soon as practicable, within one week from the date of the decision.

(10) The Appellate Tribunal shall follow such procedure as may be prescribed, and subject thereto, it may, by order, regulate its practice and procedure and the provisions of the Code of Civil Procedure, 1908 (Act V of 1908), shall, so far as they are not inconsistent with this Act or the rules or orders made thereunder, apply to all proceedings before the Appellate Tribunal.

(11) Subject to the rules made under this Act, the costs of, and incidental to, any proceeding before the Appellate Tribunal shall be in the discretion of the Appellate Tribunal, and the Appellate Tribunal shall

have full power to determine by and to whom and to what extent and subject to what conditions if any, such costs are to be paid and to give all necessary directions for the purposes aforesaid, and such costs may be recovered in the manner provided for in sub-section (1) of section 20.

10. *Limitation for filing appeals.*—An appeal under this Act may be preferred within thirty days—

(i) from the date of the publication of the award or decision, where such publication is provided for by the law under which that award or decision is made; or

(ii) from the date of making the award or decision, where there is no provision for such publication :

Provided that the Appellate Tribunal may entertain the appeal after the expiry of the said period of thirty days, if it is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time.

11. *Form of appeal.*—An appeal under this Act, shall be presented in the form of a memorandum setting forth, concisely and under distinct heads, the grounds of objection to the award or decision appealed from.

12. *Presentation of appeal.*—An appeal under this Act against any award or decision of an industrial tribunal may be presented to the Appellate Tribunal by—

(i) any party which is aggrieved by the award or decision; or

(ii) the appropriate Government or the Central Government, where it is not the appropriate Government, whether or not such Government is a party to the dispute.

13. *Right of the Central Government and of the appropriate Government to appear before the Appellate Tribunal.*—The appropriate Government or the Central Government, where it is not the appropriate Government, may, whether or not such Government is a party to the appeal, appear in any proceeding before the Appellate Tribunal and thereupon such Government shall have the right to be heard as if it were a party to that appeal.

14. *Stay of award or decision by the Appellate Tribunal.*—Where an appeal is preferred, the Appellate Tribunal may, after giving the parties an opportunity of being heard, stay, for reasons to be recorded, the implementation of the award or decision or any part thereof for such period and on such conditions as it thinks fit :

Provided that no such order for stay shall be made unless the Appellate Tribunal is satisfied that the implementation of the award or decision may have serious repercussions on the industry concerned or other industries or on the workmen employed in such industry or industries.

15. *Commencement of decision of the Appellate Tribunal.*—(1) The decision of the Appellate Tribunal shall be enforceable on the expiry of thirty days from the date of its pronouncement :

Provided that where the appropriate Government is of opinion that it would be inexpedient on public grounds to give effect to the whole or any part of the decision, the appropriate Government may, before the expiry of the said period of thirty days, by order in the *Official Gazette*, either reject the decision or modify it.

(2) Where the appropriate Government rejects or modifies any decision under the proviso to sub-section (1), it shall, on the first available opportunity, lay that decision together with its reasons for rejecting or modifying the same before the Legislative Assembly of the State, or where the appropriate Government is the Central Government, before Parliament.

16. *Effect of decision of the Appellate Tribunal.*—Where on appeal from any award or decision of an industrial tribunal, the Appellate Tribunal modifies in any manner whatsoever that award or decision, the decision of the Appellate Tribunal shall, when it becomes enforceable under section 15, be deemed to be substituted for that award or decision of the industrial tribunal and shall have effect for all purposes in the same manner and in accordance with the same law under which the award or decision of the industrial tribunal was made as if the industrial tribunal made the award or decision as modified by the decision of the Appellate Tribunal.

17. *Commencement and conclusion of appeal.*—An appeal before the Appellate Tribunal shall be deemed to have commenced on the date of the filing of the appeal and such appeal shall be deemed to have concluded on the date on which the decision of the Appellate Tribunal becomes enforceable under section 15.

CHAPTER III

CERTAIN PROVISIONS RELATING TO INDUSTRIAL TRIBUNALS SET UP UNDER OTHER LAWS

18. *Commencement of award or decision of industrial tribunal.*—

(1) Subject to the provisions of this Act, the award or decision of any industrial tribunal shall, notwithstanding anything contained in any law, be enforceable on the expiry of thirty days—

(i) from the date of the publication of the award or decision, where such publication is provided for by the law under which that award or decision is made, or

(ii) from the date of making the award or decision, where there is no provision for such publication :

Provided that in cases where the award or decision is not appealable under this Act, and where the appropriate Government is a party to the dispute and is of opinion that it would be inexpedient on public grounds

to give effect to the whole or any part of the award or decision, it may, before the expiry of the said period of thirty days, by order in the *Official Gazette*, either reject or modify the award or decision.

(2) Where the appropriate Government rejects or modifies any award or decision under the proviso to sub-section (1), it shall, on the first available opportunity, lay that award or decision together with its reasons for rejecting or modifying the same before the Legislative Assembly of the State, or where the appropriate Government is the Central Government, before Parliament.

(3) Subject to the provisions of sub-section (1) the award or decision of any industrial tribunal shall come into operation with effect from such date as may be specified therein, but where no date is so specified, it shall come into operation on the date on which that award or decision becomes enforceable under sub-section (1).

19. *Exclusion of certain period in the computation of the period of operation of any award or decision of industrial tribunal.*—In the computation of the period of operation of any award or decision of any industrial tribunal, the period during which the implementation of that award or decision is stayed by the Appellate Tribunal shall be excluded.

20. *Recovery of money due from an employer under an award or decision.*—(1) Any money due from an employer under any award or decision of an industrial tribunal may be recovered as arrears of land revenue or as a public demand by the appropriate Government on an application made to it by the person entitled to the money under that award or decision.

(2) Where any workman is entitled to receive from the employer any benefit under an award or decision of an industrial tribunal which is capable of being computed in terms of money, the amount at which such benefit should be computed may, subject to the rules made under this Act, be determined by that industrial tribunal, and the amount so determined may be recovered as provided for in sub-section (1).

(3) For the purpose of computing the money value of a benefit, the industrial tribunal may, if it so thinks fit, appoint a commissioner, who shall, after taking such evidence as may be necessary, submit a report to the industrial tribunal, and the said tribunal shall determine the amount after considering the report of the commissioner and other circumstances of the case.

21. *Maintenance of records by industrial tribunals.*—Every industrial tribunal shall, in respect of any case from which an appeal would lie under this Act, maintain, subject to the rules made under this Act, a record of the proceedings before it including the statements of parties and witnesses and relevant documents.

CHAPTER IV

MISCELLANEOUS

22. *Conditions of service, etc., to remain unchanged during a certain period.*—During the period of thirty days allowed for the filing of an appeal under section 10 or during the pendency of any appeal under this Act, no employer shall—

(a) alter, to the prejudice of the workmen concerned in such appeal, the conditions of service applicable to them immediately before the filing of such appeal, or

(b) discharge or punish, whether by dismissal or otherwise, any workmen concerned in such appeal, save with the express permission in writing of the Appellate Tribunal.

23. *Special provision for decision whether conditions of service, etc., changed during pendency of proceedings.*—Where an employer contravenes the provisions of section 22 during the pendency of proceedings before the Appellate Tribunal, any employee aggrieved by such contravention may make a complaint in writing, in the prescribed manner to such Appellate Tribunal and on receipt of such complaint, the Appellate Tribunal shall decide the complaint as if it were an appeal pending before it, in accordance with the provisions of this Act and shall pronounce its decision thereon and the provisions of this Act shall apply accordingly.

24. *Prohibition of strikes and lock-outs.*—Notwithstanding anything contained in any law for the time being in force, no workman who is employed in any industrial establishment shall go on strike and no employer of any such workman shall declare a lock-out—

(a) during the period of thirty days allowed for the filing of an appeal under section 10; or

(b) during the pendency of an appeal before the Appellate Tribunal.

25. *Illegal strikes and lock-outs.*—A strike or lock-out shall be illegal if it is declared, commenced or continued in contravention of the provisions of section 24.

26. *Penalty for illegal strikes and lock-outs.*—(1) Any workman who commences, continues, or otherwise acts in furtherance of, a strike which is illegal under this Act shall be punishable with imprisonment for a term which may extend to one month, or with fine which may extend to fifty rupees, or with both.

(2) Any employer who commences, continues, or otherwise acts in furtherance of a lock-out which is illegal under this Act shall be punishable with imprisonment for a term which may extend to one month, or with fine which may extend to one thousand rupees, or with both.

27. *Penalty for instigation, etc.*—Any person who instigates or incites others to take part in, or otherwise acts in furtherance of, a strike or lock-out, which is illegal under this Act shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

28. *Penalty for giving financial aid to illegal strikes and lock-outs.*—Any person who knowingly expends or applies any money in furtherance or support of any strike or lock-out which is illegal under this Act shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

29. *Penalty for other offences.*—(1) Any employer who contravenes the provisions of section 22 shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

(2) Whoever contravenes any of the provisions of this Act or any rule made thereunder shall, if no other penalty is elsewhere provided by or under this Act for such contravention, be punishable with fine which may extend to one hundred rupees.

30. *Powers of the Appellate Tribunal in relation to contempts.*—(1) If any person—

(a) when ordered by an industrial tribunal or the Appellate Tribunal to produce or deliver up any document, being legally bound intentionally omits to do so, or

(b) when required by an industrial tribunal or the Appellate Tribunal to bind himself by an oath or affirmation to state the truth, refuses to do so, or

(c) being legally bound to state the truth on any subject to an industrial tribunal or the Appellate Tribunal, refuses to answer any question put to him touching such subject by such industrial tribunal or the Appellate Tribunal, or

(d) refuses to sign any statement made by him when required to do so by an industrial tribunal or the Appellate Tribunal, or

(e) intentionally offers any insult or causes any interruption to an industrial tribunal or the Appellate Tribunal at any stage of its judicial proceeding,

he shall be deemed to be guilty of contempt of such industrial tribunal or the Appellate Tribunal, as the case may be.

(2) If any person commits any act or publishes any writing, which is calculated to improperly influence an industrial tribunal or the Appellate Tribunal or to bring such industrial tribunal or the Appellate Tribunal or any member thereof into disrepute or contempt or to lower its or his authority, or to interfere with the lawful process of any such industrial

tribunal or the Appellate Tribunal, such person shall be deemed to be guilty of contempt of such industrial tribunal or the Appellate Tribunal, as the case may be.

(3) The Appellate Tribunal shall have and exercise the same jurisdiction, power and authority, in accordance with the same procedure and practice, in respect of contempts of itself and of all the industrial tribunals as the High Courts have and exercise in respect of themselves and courts subordinate to them under the Contempt of Courts Act, 1926 (XX of 1926).

31. *Offence by companies, etc.*—Where a person committing an offence under this Act is a company, or other body corporate, or any association of persons (whether incorporated or not), every director, manager, secretary, agent or other officer or person concerned with the management thereof shall, unless he proves that the offence was committed without his knowledge or consent, be deemed to be guilty of such offence.

32. *Cognizance of offences.*—(1) No court shall take cognizance of any offence punishable under this Act or of the abetment of any such offence, save on complaint made by or under the authority of the appropriate Government or by an officer empowered in this behalf by such Government, by a general or special order.

(2) No court inferior to that of a presidency magistrate or a magistrate of the first class shall try any offence punishable under this Act.

33. *Representation of parties.*—(1) A workman who is a party to an appeal shall be entitled to be represented in any proceeding under this Act by—

(a) an officer of a registered trade union of which he is a member;

(b) an officer of a federation of trade unions to which the trade union referred to in clause (a) is affiliated;

(c) where the worker is not a member of any trade union, by an officer of any trade union connected with, or by any other workman employed in, the industry in which the worker is employed and authorised in such manner as may be prescribed.

(2) An employer who is party to an appeal shall be entitled to be represented in any proceedings under this Act by—

(a) an officer of an association of employers of which he is a member;

(b) an officer of a federation of associations of employers to which the association referred to in clause (a) is affiliated;

(c) where the employer is not a member of any association of employers, by an officer of any association of employers connected with, or by any other employer engaged in, the industry in which the employer is engaged and authorised in such manner as may be prescribed.

(3) A party to a proceeding under this Act may be represented by a legal practitioner with the consent of the other parties to the proceeding and with the leave of the Appellate Tribunal.

34. *Amendment of Act XIV of 1947.*—The Industrial Disputes Act, 1947 (XIV of 1947), shall be amended in the manner specified in the Schedule.

35. *Power to make rules.*—(1) The Central Government may, by notification in the *Official Gazette*, make rules for the purpose of giving effect to the provisions of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely :—

(a) the manner in which an appeal may be preferred and the form of appeal; the matters in respect of which the Appellate Tribunal may have jurisdiction;

(b) the fees to be paid and the procedure to be followed in relation to such appeal;

(c) costs, and the manner in which they may be recovered;

(d) the persons who may be appointed as commissioners under section 20; their powers and duties and the fees, if any, to be paid to the commissioners;

(e) the records to be maintained under section 21 and the manner in which they will be maintained;

(f) the manner in which workmen or employers may be represented before the Appellate Tribunal;

(g) any other matter which has to be or may be prescribed.

THE SCHEDULE

(See section 34)

AMENDMENTS TO THE INDUSTRIAL DISPUTES ACT, 1947 (XIV OF 1947)

1. For sub-section (2) of section 1, the following sub-section shall be substituted, namely :—

“(2) It extends to the whole of India except the State of Jammu and Kashmir.”

2. After sub-section (6) of section 11, the following sub-sections shall be inserted, namely :—

“(7) Subject to the rules made under this Act, the costs of, and incidental to, any proceeding before a Tribunal shall be in the discretion of that Tribunal, and the Tribunal shall have full power to determine by and to whom and to what extent and subject to what conditions, if any, such costs are to be paid, and to give all necessary directions for the purposes aforesaid, and such costs may, on application made to it by the person entitled, be recovered as arrears of land revenue or as a public demand by the appropriate Government.

(8) Every Tribunal shall be deemed to be a civil court for the purposes of sections 480 and 482 of the Code of Criminal Procedure, 1898 (Act V of 1898).”

3. For section 15, the following section shall be substituted, namely :—

“15. *Duties of Tribunals.*—Where an industrial dispute has been referred to a Tribunal for adjudication, it shall hold its proceedings expeditiously and shall, as soon as practicable on the conclusion thereof, submit its award to the appropriate Government.”

4. After section 17, the following section shall be inserted, namely :—

“17A. *Commencement of the award.*—(1) The award of a Tribunal shall become enforceable on the expiry of thirty days from the date of its publication under section 17 :

Provided that in cases where the award is not appealable and where the appropriate Government is a party to the dispute and is of opinion that it will be inexpedient on public grounds to give effect to the whole or any part of the award, it may, before the expiry of the said period of thirty days, by order in the *Official Gazette*, either reject the award or modify it.

(2) Where the appropriate Government rejects or modifies any award under the proviso to sub-section (1), it shall, on the first available opportunity, lay that award together with its reasons for rejecting or modifying the same before the Legislative Assembly of the State, or where the appropriate Government is the Central Government, before Parliament.

(3) Subject to the provisions of sub-section (1), the award of a Tribunal shall come into operation with effect from such date as may be specified therein, but where no date is so specified, it shall come into operation on the date when the award becomes enforceable under sub-section (1).”

5. In section 18, for the words, brackets and figures “an award which is declared by the appropriate Government to be binding under sub-section (2) of section 15,” the words “an award which has become enforceable” shall be substituted.

6. For sub-section (3) of section 19, the following sub-sections shall be substituted, namely :—

“(3) An award shall, subject to the provisions of this section, remain in operation for a period of one year :

Provided that the appropriate Government may reduce the said period and fix such period as it thinks fit :

Provided further that the appropriate Government may, before the expiry of the said period, extend the period of operation by any period not exceeding one year at a time as it thinks fit so, however, that the total period of operation of any award does not exceed three years from the date on which it came into operation.

(4) Where the appropriate Government, whether of its own motion or on the application of any party bound by the award, considers that since the award was made, there has been a material change in the circumstances on which it was based, the appropriate Government may refer the award or a part of it to a Tribunal for decision whether the period of operation should not, by reason of such change, be shortened and the decision of the Tribunal on such reference shall, subject to the provision for appeal, be final.

(5) Nothing contained in sub-section (3) shall apply to any award which by its nature, terms or other circumstances does not impose, after it has been given effect to, any continuing obligation on the parties bound by the award.

(6) Notwithstanding the expiry of the period of operation under sub-section (3), the award shall continue to be binding on the parties until a period of two months has elapsed from the date on which notice is given by any party bound by the award to the other party or parties intimating its intention to terminate the award.

(7) In the computation of the period of operation of an award under sub-section (3), the period during which the implementation of the award is stayed by the Labour Appellate Tribunal constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950, shall be excluded."

7. For section 33, the following section shall be substituted, namely:—

" 33. *Conditions of service, etc., to remain unchanged during pendency of proceedings.*—During the pendency of any conciliation proceedings or proceedings before a Tribunal in respect of any industrial dispute, no employer shall—

(a) alter, to the prejudice of the workmen concerned in such dispute, the conditions of service applicable to them immediately before the commencement of such proceedings; or

(b) discharge or punish, whether by dismissal or otherwise, any workman concerned in such dispute,

save with the express permission in writing of the conciliation officer, Board or Tribunal, as the case may be."

8. After section 33, the following new section shall be inserted, namely:—

" 33A. *Special provision for adjudication as to whether conditions of service, etc., changed during pendency of proceedings.*—Where an employer contravenes the provisions of section 33 during the pendency of proceedings before a Tribunal, any employee aggrieved by such contravention, may make a complaint in writing, in the prescribed

manner to such Tribunal and on receipt of such complaint that Tribunal shall adjudicate upon the complaint as if it were a dispute referred to or pending before it, in accordance with the provisions of this Act and shall submit its award to the appropriate Government and the provisions of this Act shall apply accordingly."

9. For section 36, the following section shall be substituted, namely:—

" 36. *Representation of parties.*—(1) A workman who is a party to a dispute shall be entitled to be represented in any proceeding under this Act by—

(a) an officer of a registered trade union of which he is a member;

(b) an officer of a federation of trade unions to which the trade union referred to in clause (a) is affiliated;

(c) where the worker is not a member of any trade union, by an officer of any trade union connected with, or by any other workman employed in, the industry in which the worker is employed and authorised in such manner as may be prescribed.

(2) An employer who is a party to a dispute shall be entitled to be represented in any proceeding under this Act by—

(a) an officer of an association of employers of which he is a member;

(b) an officer of a federation of association of employers to which the association referred to in clause (a) is affiliated;

(c) where the employer is not a member of any association of employers, by an officer of any association of employers connected with, or by any other employer engaged in, the industry in which the employer is engaged and authorised in such manner as may be prescribed.

(3) No party to a dispute shall be entitled to be represented by a legal practitioner in any conciliation proceedings under this Act or in any proceedings before a Court.

(4) In any proceeding before a Tribunal, a party to a dispute may be represented by a legal practitioner with the consent of the other parties to the proceeding and with the leave of the Tribunal."

(Signed) K. V. K. SUNDARAM,
Secretary to the Government of India.

By order of the Governor of Bombay,

J. R. DHURANDHAR,
Additional Secretary to Government.

Books, Publications and Reports

I. BOOKS

The following books were added to the Library during July 1950 :—

Colean, M. L. *American Housing*. (Twentieth Century Fund, Inc., New York).

Colean, M. L. *Facing the Tax Problem: A survey of taxation in the U. S. and a program for the future*. (Twentieth Century Fund, Inc., New York).

Colean, M. L. *Financing American Prosperity: A symposium for Economists*.—(Twentieth Century Fund, Inc., New York).

Colcan, M. L. *How Profitable is Big Business*. (Twentieth Century Fund, Inc., New York).

Buchanan, N. S. *Rebuilding the World Economy*. (Twentieth Century Fund, Inc., New York).

Carskadon, T. R. *U. S. A.: Measure of a Nation. A graphic Presentation of America's Needs and Resources*. (Twentieth Century Fund, Inc., New York).

Carskadon, T. R. *War-time Facts and Post-War Problems*. (Twentieth Century Fund, Inc., New York).

II. PUBLICATIONS

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

INDIA

Agricultural Situation in India.—Volume V, Nos. 1-2. (Office of the Economic Adviser to the Government of India).

Capital.—Volume CXXIV, Nos. 3115, 3117. (Capital, 5, Mission Row, Calcutta).

Commerce.—Volume LXXXI, Nos. 2058-2061. (F. Berton For Commerce (1935) Ltd.; Royal Insurance Buildings, Churchgate Street, Bombay).

Eastern Economist.—Volume XV, Nos. 1-3. (Eastern Economist Ltd., 52, Queens Way, New Delhi).

Economic Weekly.—Volume 11, Nos. 25-28. (Editor, Economic Weekly, 13-15, Tamarind Lane, Fort, Bombay).

Employment News.—Volume 5, No. 5. (New Delhi).

Indian Factories Journal.—Volume 11, Parts 1 and 2. (Company Law Institute of India, 17, Dr. Nair Road, Thyagarayanar, Madras, 17).

Indian Journal of Commerce.—Volume 111, No. 10. (A. N. Agarwalla, Allahabad University, Allahabad).

Indian Labour Gazette.—Volume VII, No. 11. (Labour Bureau, Ministry of Labour, Government of India, New Delhi.)

Indian Railway and Transport Magazine.—Volume XXVI, No. 5. (Railway Users' Federation, Madras).

Indian Textile Journal.—Volume LX, No. 717. (The Indian Textile Journal Ltd., Bombay).

Indian Trade Journal. Volume CLXXVIII, Nos. 2288-2290. (Department of Commercial Intelligence and Statistics, India, Calcutta).

Journal of Commerce and Statistics.—Volume 11, No. 8. (Bureau of Commercial and Intelligence and Statistics, Bombay).

Journal of the Indian Institute of Personnel Management.—Volume 11 No. 3. (Royal Exchange, Calcutta).

Labour Bulletin U. P.—Volume X, Nos. 1-3. (Superintendent, Printing and Stationery, United Province, Allahabad, India).

Labour Law Journal.—Volume 2, No. 7. (Sri R. Venkataraman, 1/1711, Roy Apettah High Road, Madras).

Mahratta.—Volume LXX, Nos. 27-29. (Poona).

Monthly Survey of Business Conditions in India.—Volume 18, No. 5. (Office of the Economic Adviser to the Government of India, New Delhi.)

Mysore Labour Gazette.—Volume 11, No. 8. (Department of Labour, Government of Mysore, Bangalore.)

Railway Herald.—Volume XXI, Nos. 48-50. (Editor, Railway, Moti Villa, Thana, Bombay.)

Reserve Bank of India Bulletin.—June 1950. (Bombay.)

Social Service Quarterly.—Volume XXXVI, No. 1. (Social Service League, Bombay.)

Weekly Bulletin of Statistics.—Volume 11, Nos. 19-27. (Office of the Economic Adviser to the Government of India, New Delhi.)

Worker.—Volume I, No. 10. (Office of the Hindustan Mazdoor Sevak Sangh, Congress House, Bombay 4.)

FOREIGN

Board of Trade Journal.—Volume 158, Nos. 2786-2791. (H. M. Stationery Office, London.)

Coal.—June 1950. (National Coal Board, London.)

Economica.—Volume XVII, No. 66. (British Library of Political and Economic Science, London, W. C. 2.)

Economist.—Volume CLVIII, Nos. 5571-5574. (22 Ryder St. James, London, S. W. 1.)

Federal Reserve Bulletin.—Volume 36, No. 5. (Federal Reserve Board, Washington.)

Industrial Health Bulletin.—Volume 5, Nos. 7-8. (Industrial Health Divisions of the Department of National Health and Welfare, Ottawa, Canada).

- Industrial Court Awards*.—Nos. 2258–2289. (U. K.)
- Industry and Labour*.—Volume 111, Nos. 11–12. (I. L. O., Geneva.)
- International Free Trade Union, News*.—Volume 5, No. 7. (Free Trade Unions Committee, New York, 19.)
- International Labour Review*.—Volume LXI, No. 5. (I. L. O., Geneva.)
- I. L. O. News Service, Geneva*.—Volume III, No. 5.
- Irish Trade Journal*.—Volume XXV, No. 1. (Stationery Office, Dublin.)
- Journal of Political Economy*.—Volume LVIII, No. 3. (University of Chicago Press, U. S. A.)
- Journal of the Royal Statistical Society*.—Volume CXIII, Part I, 50. (4, Portugal Street, London, W. C., 2.)
- Journal of the Textile Institute*.—Volume 41, No. 5. (St. Mary's Patronage, Manchester.)
- Labour*.—Volume 12, No. 10. (Trades Union Congress, London, S. W. 1.)
- Labour Gazette*.—Volume L. No. 5. (Department of Labour, Canada, Ottawa.)
- Labour Information Bulletin*.—May 1950. (U. S. Department of Labour, Washington, 25, D. C.)
- Labour's Monthly Survey*.—Volume 11, Nos. 4–5. (American Federation of Labour, Washington, 1 D. C.)
- Labour Research*.—Volume XXXIX, No. 6. (Research Department, London.)
- Labour Review*.—Volume 9 No. 12. (Labour Review, Box 103 Hull Quebec.)
- Land Economics*.—Volume XXVI, No. 2. (Sterling Hall, University of Wisconsin, Madison 6, Wisconsin.)
- Law Supplement*.—No. 319, dated 31st May 1950. (Policy Holder Journal Co. Ltd., Manchester.)
- Legislative Series*.—March–April 1950. (I. L. O., Geneva.)
- Manager*.—Volume 18, No. 6. (2 Caxton Street, Westminster, N. Y. 19.)
- Ministry of Labour Gazette*.—Volume LVIII, No. 6. (Ministry of Labour and National Service, Watford, Herts.)
- Monthly Abstracts of Statistics*.—May 1950. (Census and Statistics Department, Wellington.)

- Monthly Bulletin of Statistics, U. N.*—Volume IV, No. 6. (United Nations, Lake Success, New York.)
- Monthly Bulletin of Union Statistics*.—Volume XXIX, No. 4. (Union of South Africa, Pretoria.)
- Monthly Labour Review*.—Volume 70, No. 5. (U. S. Department of Labour, Washington.)
- New Dawn*.—Volume 4, No. 11. (Union of Shop and Allied Workers, Manchester, 14.)
- New Statesman and Nation*.—Volume XXXIX, Nos. 1004–1007. (W. M. Dawson and Sons, England.)
- New World News*.—Volume 6. Nos. 6–7. (4, Hays Mews, Berkeley Square, London.)
- New Republic*.—Dated 24th April 1950; 22nd and 29th May 1950 and 5th June 1950. (40, East 49 Street, New York, 17 New York.)
- New South Wales Industrial Gazette*.—Volume 95, No. 1. (Department of Labour and Industry and Social Welfare, Sydney.)
- Personnel Management*.—Volume XXXII, No. 309. (Institute of Personnel Management, London.)
- Planning*.—Volume XVI, Nos. 311–313. (Pep, 16, Queen Anne's Gate, London, S. W. 1.)
- Quarterly Journal of Economics*.—Volume LXIV, No. 2. (Harvard University Cambridge, Massachusetts.)
- Queensland Industrial Gazette*.—Volume XXXV, No. 1. (Department of Labour, Queensland.)
- The Review of Economics and Statistics*.—Volume XXVII, No. 2. (Harvard University Press, U. S. A.)
- Royal Institute of International Affairs*.—Volume XXVI, No. 3. (Chatham House, London S. W. 1.)
- Sociology and Social Research*.—Volume 34, No. 5. (University of Southern California Press, California.)
- Statist*.—Volume CLI, Nos. 3769–3772. (Ministry of Labour and National Service, London.)
- Times Review of Industry*.—Volume 4, No. 41. (London.)

Textile Mercury.—Volume CXXII, Nos. 3192-3193. (Textile Mercury Ltd., Manchester.)

Textile Weekly.—Volume 45, Nos. 1158-1163. (The National Federation of Textile Works Managers, Manchester.)

Two Minutes of Employment Facts.—Dated 1st May 1950. (New Foundland.)

United Nations Bulletin.—Volume VIII No 10. (Department of Public Information, United Nations, Lake Success.)

III. REPORTS

The following reports were received in the Library during July 1950

ARBITRATION—

Commonwealth Arbitration Reports, Volume 56, Part II and Volume 61 Part IV.—(The Law Book Company of Australia Ltd., 140, Philip Street, Sydney.)

INTERNATIONAL LABOUR OFFICE—

Fourth Report of the International Labour Organization to the United Nations, 1950.—(I. L. O., Geneva.)

Industrial Relations: Report IV (Supplement) International Labour Conference, 33rd Session, Geneva, 1950.—(I. L. O., Geneva.)

The Law and Practice relating to Safety in Factories.—(I. L. O., Geneva.)

LABOUR

Report of the Canadian Government Delegates to the Thirty-second Session of the International Labour Conference, Geneva, June 8 to July 6, 1949. (Edmond Cloutier Printer to the King's Most Excellent Majesty, Controller of Stationery, Ottawa.)

STATISTICS—

Index of Industrial Production, 1945, issued by the Department of Commercial Intelligence and Statistics, Government of India, Delhi. (Manager of Publications, Civil Lines, Delhi 2.)

STRIKES—

Strikes and Lockouts in Canada during 1949 with Information for certain other countries, issued as a supplement to the Labour Gazette, April 1950. (Edmond Cloutier Printer to the King's Most Excellent Majesty, Controller of Stationery, Ottawa.)

TRADE UNIONS—

What the T U C is doing: An informal account of the activities of the annual Council of the Trade Union Congress since September 1949 by the Young Person.—(Trade Union Congress, Smith Square, London S. W. 1).

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

Year	Bombay (1)					Ahmedabad (2)					Sholapur (3)					Jalgaon (4)											
	Food	Fuel and lighting	Clothing	House rent	Miscellaneous	Food	Fuel and lighting	Clothing	House rent	Miscellaneous	Food	Fuel and lighting	Clothing	House rent	Miscellaneous	Food	Fuel and lighting	Clothing	House rent	Miscellaneous	Food	Fuel and lighting	Clothing	House rent	Miscellaneous		
1937-38	114	100	86	100	97	64	78	72	107	100	73	89	64	107	72	74	74	72	74	72	74	74	74	74	74	74	74
1945	271	247	257	100	223	197	317	220	107	240	199	355	141	107	215	201	201	215	201	215	201	201	215	201	215	201	215
1946	317	245	257	100	220	210	299	208	107	283	209	318	141	107	246	211	211	246	211	246	211	211	246	211	246	211	246
1947	344	244	262	100	252	224	263	210	107	287	219	353	141	107	313	248	248	313	248	313	248	248	313	248	313	248	313
1948	348	335	391	100	275	243	347	300	107	309	243	435	208	107	286	292	292	286	292	286	292	292	286	292	286	292	286
1949	360	306	345	100	281	255	320	291	107	332	248	468	316	107	337	290	290	337	290	337	290	290	337	290	337	290	337
1950	361	293	306	100	284	258	323	291	107	342	248	414	311	107	343	294	294	343	294	343	294	294	343	294	343	294	343
1951	364	293	307	100	282	265	340	291	107	355	256	414	307	107	340	296	296	340	296	340	296	296	340	296	340	296	340
1952	372	293	307	100	283	261	343	291	107	335	254	409	297	107	341	290	290	341	290	341	290	290	341	290	341	290	341
1953	378	292	307	100	278	262	309	291	107	335	252	399	284	107	337	295	295	337	295	337	295	295	337	295	337	295	337
1954	374	293	307	100	282	260	306	291	107	335	250	304	290	107	338	299	299	338	299	338	299	299	338	299	338	299	338
1955	379	296	307	100	285	264	304	291	107	335	252	303	290	107	337	299	299	337	299	337	299	299	337	299	337	299	337
1956	375	294	307	100	285	258	303	291	107	335	249	298	285	107	332	295	295	332	295	332	295	295	332	295	332	295	332
1957	373	294	307	100	283	245	292	291	107	335	259	300	286	107	332	298	298	332	298	332	298	298	332	298	332	298	332
1958	369	294	307	100	287	262	293	291	107	335	250	303	291	107	330	297	297	330	297	330	297	297	330	297	330	297	330
1959	381	292	307	100	296	277	293	291	107	335	260	302	285	107	330	298	298	330	298	330	298	298	330	298	330	298	330
1960	370	288	307	100	297	269	282	291	107	335	267	307	282	296	107	349	301	349	301	349	301	301	349	301	349	301	349
1961	360	288	307	100	295	268	282	291	107	335	265	293	285	107	351	289	289	351	289	351	289	289	351	289	351	289	351
1962	360	288	307	100	294	267	282	291	107	335	265	293	285	107	340	295	295	340	295	340	295	295	340	295	340	295	340

(1) Average price from July 1933 to June 1934 = 100. (2) Average prices from August 1926 to July 1927 = 100. (3) Average prices from February 1927 to January 1928 = 100. (4) Average prices for the month of August 1939 = 100.

RETAIL PRICES OF FOOD ARTICLES IN MAY AND JUNE 1950*

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

Articles	Price per	May 1950				June 1950			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
<i>Cereals—</i>									
Rice	Maud	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	18 0 0 <i>217</i>	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	18 0 0 <i>217</i>
Wheat	"	12 1 2 <i>216</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 4 <i>198</i>	12 1 2 <i>216</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 4 <i>198</i>
Jowari	"	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 0 <i>464</i>	12 4 11 <i>359</i>	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 0 <i>464</i>	12 4 11 <i>359</i>
Bajri	"	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>
<i>Index No.—Cereals</i>		235	294	390	255	235	294	390	255
<i>Palms—</i>									
Gram	Maud	28 9 1 <i>664</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	20 0 0 <i>548</i>	28 9 1 <i>664</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	20 0 0 <i>548</i>
Turdal	"	30 12 4 <i>527</i>	24 9 10 <i>400</i>	24 8 6 <i>420</i>	22 13 0 <i>345</i>	30 12 4 <i>527</i>	24 9 10 <i>400</i>	24 8 6 <i>420</i>	22 13 0 <i>345</i>
<i>Index No.—Palms</i>		596	534	478	447	596	534	478	447
<i>Other articles of food—</i>									
Sugar (refined)	Maud	35 2 8 <i>609</i>	40 0 0 <i>500</i>	35 8 10 <i>356</i>	35 8 11 <i>380</i>	35 2 8 <i>609</i>	40 0 0 <i>500</i>	35 8 10 <i>356</i>	37 7 10 <i>401</i>
Jagri (gul)	"	40 0 0 <i>467</i>	40 0 0 <i>973</i>	40 0 0 <i>515</i>	40 0 0 <i>570</i>	45 1 2 <i>527</i>	40 0 0 <i>973</i>	40 0 0 <i>515</i>	40 0 0 <i>570</i>
Tea	Lb.	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>251</i>	1 15 2 <i>412</i>	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>251</i>	1 15 2 <i>412</i>
Salt	Maud	5 10 7 <i>266</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 1 3 <i>164</i>	3 12 4 <i>177</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 1 3 <i>164</i>
Beef	Seer	1 8 0 <i>464</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>	1 8 0 <i>464</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>
Mutton	"	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>
Milk	Maud	35 2 8 <i>360</i>	24 9 10 <i>492</i>	26 10 0 <i>366</i>	40 0 0 <i>382</i>	35 2 8 <i>360</i>	24 9 10 <i>492</i>	26 10 0 <i>366</i>	40 0 0 <i>400</i>
Ghee	"	200 14 8 <i>573</i>	200 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>	200 14 8 <i>573</i>	200 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>
Potatoes	"	15 0 5 <i>335</i>	12 8 9 <i>330</i>	18 5 0 <i>333</i>	10 0 0 <i>297</i>	25 0 0 <i>558</i>	12 8 9 <i>330</i>	13 5 0 <i>333</i>	10 0 0 <i>297</i>
Onions	"	10 0 0 <i>644</i>	13 5 4 <i>667</i>	10 0 0 <i>400</i>	4 0 0 <i>200</i>	7 8 2 <i>484</i>	13 5 4 <i>667</i>	10 0 0 <i>400</i>	4 0 0 <i>200</i>
Cocoanut oil	"	91 6 10 <i>360</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	88 4 2 <i>314</i>	91 6 10 <i>360</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	80 0 0 <i>285</i>
<i>Index No.—Other articles of food</i>		481	502	410	392	484	502	410	391
<i>Index No.—Other articles of food</i>		437	456	413	366	439	456	413	366

* The prices quoted in this table are the Monthly Returns of Average Retail Prices Current supplied by the Director of Agriculture, Government of India.

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN JUNE 1950

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the dispute on termination	
	Directly	Indirectly	Began	Ended					
<i>Textile Industry</i>									
			1950	1950					
1. Victoria Mill, Bombay.	22	..	26 May	8 June	Protest against the increase in work-load caused by the reduction of one hand in the sizing beam carrier department.	The strike ended in favour of the employers.	78	121	
2. Sarvodaya Silk Co., Bombay.	16	..	27 May	2 June	Demand for increase in their piece rate wages.	The strike ended in favour of the employers.	8	72	
3. Bradbury Mills Ltd., Bombay.	2,380	..	1 June	16 June	Demand for abolition of Double looms working.	The strike ended in favour of the employers.	16,687	16,687	
4. Jagmohandas Mashruwala Wvg. Factory, Surat.	13	..	1 June	2 June	Demand for fortnightly payment.	The strike ended in favour of the employers.	13	13	
5. Ghanshyam Mills Ltd., Cambay (Kaira District).	23	..	3 June	8 June	Demand for supply of good yarn or compensation for loss of wages on account of loss of production.	The strike ended in favour of the employers.	92	92	
6. Universal Ltd., Bombay.	Textile Tardeo,	124	..	5 June	6 June	Strike in apprehension of the discharge of workers.	The strike ended in favour of the employers.	124	124
7. Universal Fergusson Bombay.	Textiles, Road,	10	..	8 June	12 June	Protest against the alleged reduction in their wages and demand for writing their pay account on their passes	The strike ended in favour of the employers.	28	28
8. Vasant Weaving Factory, Surat.		42	..	9 June	10 June	Demand for reinstatement of the discharged workers.	The strike ended in favour of the employers.	79	79
9. Vikram Industries, Bombay.		15	..	10 June	16 June	Demand for reinstatement of the four retrenched female winders of the day shift.	The strike ended in favour of the employers.	26	26
10. Vikram Industries, Bombay.		28	..	20 June	22 June	Demand for reinstatement of the discharged and suspended workers.	The strike ended in favour of the employers.	49	49
11. Shree Niwas Cotton Mills Ltd., Bombay.		1,699	..	24 June (4 p.m.)	24 June (9-30 p.m.)	Demand for change over of shifts on 26th June 1950 like other Mills.	The strike ended in favour of the workers.	956	956
<i>Engineering</i>									
12. Vasant Industrial & Engineering Works, Bombay.		246	..	11 April	23 June	Demand for reinstatement of discharged workers.	The strike ended in favour of the employers.	3,510	3,510

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

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the dispute on termination
	Directly	Indirectly	Began	Ended				
<i>Engineering—contd.</i>								
13. Kamani Engineering Corporation Ltd. Kurla, Bombay.	200	1	19 Apr.	16 June	Demand for production bonus, dearness allowance on the lines of Textile workers, bonus equal to 4 months' wages inclusive of dearness allowance, supply of milk to the workers working at the furnace, conveyance from and to the Railway Station, sick leave, etc.	The strike ended in a compromise.	2,004	9,113
14. Kamani Metal & Alloys Ltd., Kurla, Bombay.	582	160	19 Apr.	15 June	Demand for production bonus, dearness allowance on the lines of Textile workers, bonus equal to 4 months' wages inclusive of dearness allowance, supply of milk to the workers working at the furnace, conveyance from and to the Railway Station, sick leave, etc.	The strike ended in a compromise.	7,620	31,303
15. Caltex (India) Ltd. Bombay.	136	..	5 June	6 June	Demand for withdrawal of the shift system introduced by the Management without consulting their representatives.	The strike ended in favour of the employers.	136	136
16. Four Iron Factories, Barsi (Shclapur District).	52	..	6 June	16 June	Protest against the breach of the agreement reached between their Union and the representatives of the Iron factories regarding bonus for 1948 and the increase in the rates of wages by the Managements.	The strike ended in a compromise.	468	468
17. G. B. S. Railway Workshop, Pratapnagar (District Baroda).	520	..	30 June (9 a.m.)	11 June	Protest against the closure of the cheap grain shops on Railways.	The strike ended in favour of the employers.	130	130
<i>Miscellaneous</i>								
18. Jawahar Bidi Works, Poona.	30	..	11 Mar.	23 June	Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1000 bidis.	The strike ended in favour of the employers.	396	2,500
19. Pawar Bidi Works, Poona.	30	..	14 Mar.	23 June	Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1,000 bidis.	The strike ended in favour of the employers.	308	2,400
20. Shahabuddin Bidi Works, Poona.	30	..	14 Mar.	23 June	Protest against the reduction in the rate of wages from Rs. 3 to Rs. 2-12-0 per 1,000 bidis.	The strike ended in favour of the employers.	352	2,300

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month	Number of workdays lost during the month
	Directly	Indirectly	Began	Ended				
Various—contd								
Match Factory, (Kaira District).	50	100	23 May	5 June	Strike following quarrel between the workers and the Mukadam regarding the refusal of admission to 10 workers without passes.	The strike ended in favour of the employers.	408	
Narayan Oil Mills, Bombay.	31	—	2 June	6 June	Demand for increase in wages and dearness allowance according to the cost of living index.	The strike ended in favour of the employers.	62	
Bombay Presidency Radio Club Ltd., Bombay.	119	—	6 June	16 June	Demand for increase in pay scales, dearness allowance, gratuity, sick leave and uniforms.	The strike ended in favour of the workers.	924	
Dharwar Municipality, Dharwar.	106	—	8 June	28 June	Demand for pay and dearness allowance of Rs 30 and Rs. 35 respectively with retrospective effect from 1st July 1947.	The strike ended in favour of the employers.	1,309	
Plastics, Bombay.	26	..	9 June	14 June	Demand for withdrawal of discharge notices.	The strike ended in favour of the employers.	84	
Bombay Stevedores' Association, Bombay.	2,200	..	9 June	26 June	Lockout following go-slow tactics adopted by the Registered Labour in respect of their demand for two months' wages as annual bonus.	The lockout ended in a compromise.	18,752	
English Straw Products Ltd., Ahmedabad.	30	..	19 June		Demand for re-employment of the discharged women workers.	The strike continued	206	
Jijay Industries Bombay.	12	..	20 June	21 June	Demand for reinstatement of a discharged worker.	The strike ended in favour of the employers.	6	
Indian Naval Dockyard, Bombay.	79	..	23 June	24 June	Demand for reinstatement of a discharged rivetter.	The strike ended in favour of the employers.	79	
Ordnance Depot, Sewri, Bombay.	420	..	30 June (8 a.m.)	30 June (1.30 p.m.)	Demand for withdrawal of the notice regarding retrenchment of 33 watchmen.	The strike ended in a compromise.	289	

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA AND THE U. K.

Centre	Bombay	Allahabad	Sholapur	Jalgaon	Nagpur	Patna	Cuttack	Madras	Kanpur	Bangalore	United Kingdom
Basic period	Year ended June 1934 = 100	Year ended July 1927 = 100	Year ended January 1928 = 100	Average prices in August 1939 = 100	January 1927 = 100	Average of five years ending 1914 = 100	Average of five years ending 1914 = 100	Year ended June 1936 = 100	Average prices in August 1939 = 100	Year ended June 1935 = 100	*17th June 1947 = 100
Items included in the index	a-o	a-o	a-o	-	a-d	-	a-c	a-c	a-c	a-c	a-c
1939 Average	108	73	...	...	61	...	108	104	100	...	...
1945 "	235	199	201	291	104	...	310	290	222	308	197
1946 "	259	209	211	326	181	...	300	309	235	329	221
1947 "	279	219	248	369	203	...	416	342	272	378	255
1948 "	303	243	292	440	237	...	528	436	369	471	287
1949 "	307	248	299	425	240	...	...	...	323	478	301
August	105	73	73	100	64	109	103	98	100	...	...
June	306	248	294	424	241	556	454	322	483	302	111
July	302	250	290	417	241	572	448	320	456	303	111
August	306	254	300	422	241	555	522	320	458	302	111
September	306	252	295	425	243	537	529	320	464	296	112
October	307	250	299	432	243	542	529	323	464	300	112
November	310	252	299	424	240	540	485	326	461	305	112
December	308	249	295	432	233	541	472	327	432	305	113
1950											
January	309	239	295	425	233	535	464	321	424	302	113
February	305	260	298	421	233	584	458	327	426	302	113
March	302	260	298	418	233	550	458	325	426	302	113
April	307	267	301	422	234	...	460	320	420	307	114
May	312	285	299	421	236	...	...	321	423	311	...
June	312	285	284	424	237	...	...	323	432	...	...

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

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LABOUR MARKET