

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	Cost of living	
1939 Average	114	100	86	100	97	64	78	72	107	100	73	89	64	107	72	74	74	72	107	72	74	74
1944	258	230	275	100	230	212	202	218	141	107	212	201	212	107	212	201	201	212	107	212	201	201
1945	271	247	257	100	223	197	198	208	141	107	208	201	141	107	208	201	201	141	107	208	201	201
1946	277	248	257	100	220	219	208	208	141	107	208	201	141	107	208	201	201	141	107	208	201	201
1947	284	244	262	100	225	224	203	210	107	107	224	203	210	107	107	224	203	210	107	107	224	203
1948	249	233	231	100	275	243	217	209	107	107	236	202	208	107	107	236	202	208	107	107	236	202
1949	252	231	231	100	273	245	217	221	107	107	240	207	219	107	107	240	207	219	107	107	240	207
February	265	203	280	100	252	248	210	221	107	107	242	225	218	107	107	242	225	218	107	107	242	225
March	254	203	293	100	251	246	225	221	107	107	243	228	218	107	107	243	228	218	107	107	243	228
April	255	205	295	100	253	254	232	221	107	107	242	240	214	107	107	242	240	214	107	107	242	240
May	261	203	293	100	254	255	223	221	107	107	248	233	214	107	107	248	233	214	107	107	248	233
June	264	203	297	100	252	265	240	221	107	107	255	227	214	107	107	255	227	214	107	107	255	227
July	272	203	297	100	253	261	243	221	107	107	254	227	214	107	107	254	227	214	107	107	254	227
August	273	202	297	100	278	262	222	221	107	107	252	222	214	107	107	252	222	214	107	107	252	222
September	274	203	297	100	285	264	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222
October	279	205	297	100	285	264	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222
November	275	204	297	100	285	268	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222
December	278	204	297	100	283	265	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222
January	280	204	297	100	287	262	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222
February	280	204	297	100	287	262	222	221	107	107	253	222	214	107	107	253	222	214	107	107	253	222

(1) Average prices from July 1937 to June 1954 = 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 1927 = 100.

LABOUR GAZETTE

The Month in Brief

COST OF LIVING INDEX NUMBER

The Bombay working class cost of living index number for March 1950 with average prices for the year ended June 1934 equated to 100 was 262. The Ahmedabad working class cost of living index number for March 1950 with the average prices for the year ended July 1927 equal to 100 was 260. The Sholapur working class cost of living index number for March 1950 with the average prices for the year ended February 1928 equal to 100, was 298, while the Jalgaon working class cost of living index with the average prices for the month of August 1939 equal to 100, was 418.

INDUSTRIAL DISPUTES

During March 1950, there were 37 disputes involving 17,339 workers and a time loss of 1,89,417 working days as compared to 36 disputes in February 1950 involving 22,313 workers and a time loss of 1,79,158 man-days. In March 1949, there were 35 industrial disputes, involving 37,473 workers with a time loss of 88,546 man-days. Further particulars of industrial disputes are given at pages 1009-1013 of this issue.

ABSENTEEISM

During March 1950, the average absenteeism in the textile industry in five important textile centres in the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgaum and East Khandesh, amounted to 13.39 per cent., as against 12.58 per cent. in the previous month. For further details, see pages 1013-1114 of this issue.

COTTON MILL PRODUCTION

During February 1950, cotton mills in Bombay City produced 28,121,000 lbs. of yarn and 22,836,000 lbs. of woven goods and those in Ahmedabad produced 13,284,000 lbs. of yarn and 9,046,000 of woven goods. The total production of cotton yarn and woven goods for the whole of the State amounted to 52,072,000 lbs. and 40,365,000 lbs. respectively. During the same period cotton mills in Bombay City produced 90,936,000 yards of woven goods and those in Ahmedabad 50,750,000 yards while the total production for the State amounted to 184,388,000 yards.

## Current Notes

## ILO FIELD OFFICE TO ORGANISE TRAINING COURSES AT BANGALORE

Governments of Asian countries have been invited by the I. L. O. to indicate their views on proposals regarding a series of regional training institutes to be conducted by the I. L. O. Asian Field Office on Technical Training at Bangalore. The regional training programmes will be designed primarily to train key officials in methods of developing vocational training adapted to the needs of the region. The I. L. O. will assume financial responsibility for organising the courses and providing the instruction. It is proposed that the first regional training programme should be concerned with the following subjects: (a) Training of T. W. I. (Training Within Industry) institute conductors; (b) Vocational Instructors' Training; (c) Apprenticeship Administration and (d) Organisation of National Training Programmes. The first course is expected to last six months and the others three months each.

In this connection, Mr. Svend Pedersen, Chief of the Field Office, recently held discussions with the Governments of India and Pakistan. During the course of his mission Mr. Pedersen visited important industrial establishments and training centres in Karachi, Lahore and Sialkot and met workers' and employers' representatives. He also went to Madhya Pradesh to study the working of the Government of India's Instructors' Training Centre at Koni (Bilaspur).

## 33RD SESSION OF INTERNATIONAL LABOUR CONFERENCE

The 33rd session of the International Labour Conference will be held at Geneva from 7 June to 1 July 1950. The agenda of the Conference includes the following items:—

1. Director-General's Report. (This will deal at some length with the question of productivity of labour).
2. Information and reports on the application of Conventions and Recommendations.
3. Industrial relations, comprising collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organisations.
4. Equal remuneration for men and women workers for work of equal value.
5. Agricultural labour: General Report.
6. Minimum wage regulation in agriculture.
7. Vocational training of adults, including disabled persons.

## INTERNATIONAL BODY TO GUARD TRADE UNION RIGHTS

The I. L. O. Governing Body at its 111th session which ended on 11th March 1950 set up a Fact-Finding and Conciliation Commission on Freedom of Association to examine allegations of infringement of trade union rights. The Commission will act on behalf of the I. L. O. as well as the United Nations.

The members of the Commission are: Mr. Carl V. Bramsnaes, Governor, National Bank of Denmark, former Danish Senator and Minister of Finance; Mahmoud Hassan Pasha, former Egyptian Ambassador to the United States and a Judge in the International Courts of Egypt; the Hon'ble Mr. Justice J. N. Majumdar, Member, All-India Industrial Tribunal (Bank Disputes) retired Judge of the Calcutta High Court; Mr. Francois de Menthon, Member of the French National Assembly, former Minister of National Economy and Minister of Justice; The Hon'ble Arsenio Roldan, presiding Judge in the Philippines Court of Industrial Relations; Mr. Oscar Schanake Chilean, representative to the Economic and Social Council; Mr. Justice Arthur Tyndall, Judge of the New Zealand Court of Arbitration. The names of two other members will be announced later.

Under the Commission's terms of reference, it is open to the Governing Body to refer to the Commission for impartial examination any allegations of infringements of trade union rights which the Governing Body or the I. L. O.'s general conference consider appropriate for investigation.

The procedure also makes provision for the United Nations to refer cases to the Commission through the Governing Body.

It is also open to any Government against which an allegation of the infringement of trade union rights is made to refer such an allegation to the Commission.

The Commission is essentially a fact-finding body, but it is authorised to discuss situations referred to it with the government concerned with a view to securing the adjustment of difficulties by agreement.

## BRITISH TRADE UNION MEMBERSHIP NEARING TEN MILLION

Trade Union Membership in Britain which was 4,400,000 in 1933 had advanced to 9,300,000 at the end of 1948 and was 10,000,000 at the end of 1949. However, the number of Unions, during the past thirty years has been constantly on the decline. From 1934 to 1948, when membership rose by 5,000,000, the number of unions decreased by one-third. There is now a definite tendency for unions to amalgamate or federate into larger units.

Membership is least in those firms which employ a small number of workers, and on the whole is lower among women. Among every hundred persons in employment at the end of 1948, 31 were women, but of every hundred union members only 18 were women. Female membership reached its highest point in 1943 when it was nearly 2 millions. During the past three years, female membership has been steady at 1,600,000 while the number of male members has increased by  $\frac{1}{2}$  million.

## I. L. O. CONVENTION RATIFIED

The Government of India have ratified I. L. O. Convention No. 89 relating to night work of women employed in industry and Convention No. 90 concerning night work of young persons employed in industry. These Conventions were adopted by the International Labour Conference at its 31st Session held at Geneva in June-July, 1948.

## PLAN TO TACKLE UNEMPLOYMENT URGED CENTRAL EMPLOYMENT ADVISORY COMMITTEE MEETS

The need of a plan for tackling the deteriorating unemployment situation in the country and an expansion of the present training schemes were advocated at the meeting in Delhi of the Central Employment Advisory Committee. Dr. N. Das, Director-General of Resettlement and Employment presided.

This Committee which is a tripartite body consisting of representatives of Central and State Governments, employers and workers has been set up to advise the Director-General of Resettlement and Employment on problems of employment and training.

Reviewing the progress of the Resettlement Organisation since the last meeting of the Committee, the Chairman said that 1949 had been a year of stress and strain. He was glad to observe that the Ministry of Home Affairs had ordered all Union Government establishments to utilise the services of Employment Exchanges except in regard to those vacancies that had to be filled through the Union Public Service Commission or by a competitive examination. The organisation, he said, was persuading State Governments to issue similar orders to their offices.

Referring to manpower training, Dr. Das disclosed that the Technical and Vocational Training Scheme for adult civilians had been brought into operation and candidates for admission to training centres had been selected in most of the regions. He pointed out that it was important to ensure that no unemployment was created among trained workers and the seats provided in various regions under the scheme had been fixed in consultation with experts of the State Governments.

The workers' representative pointed out that during the last year there was a rise in the volume of unemployment in the country and suggested increased activity on the part of the employment service. In reply the Director-General said that he had taken up the question of employment planning and was already in touch with the Planning Commission in regard to how best this organisation could assist in the work of the commission. It was agreed that unless there was a plan of economic development and more industrialisation, employment could not be increased.

The meeting considered various suggestions for strengthening the employment service and re-constituted its Sub-Committees on Employment Exchanges, training and on the employment and training of women respectively.

Earlier, Dr. Das read a message to the Committee from the Hon'ble Shri Jagjivan Ram, Minister of Labour, who while welcoming the members, felt that their experience and contacts would be of great value to the organisation.

## TRAINING FOR INDIAN LABOUR OFFICERS IN THE U. K.

Arrangements have been made by the Government of India with the United Kingdom Ministry of Labour and National Service to give a six-month course of training in the United Kingdom to Indian Labour Officers and nominees of recognised employers' and workers' organizations. About 20 persons will be trained at a time.

The first course will commence in July next, and the Directorate-General of Resettlement and Employment, which is in charge of the scheme, expects to send the first batch of persons for training to London some time in June.

The training will cover two parts. The first part will provide for elementary theoretical training in various branches of labour administration, including industrial relations, wage-fixing, factory inspection and labour welfare at the U. K. Ministry of Labour and National Service. The second part will provide for special training in the particular branch of work in which each trainee will be employed on his return home.

The scheme is open to those officers of the Union and State Governments who have practical experience of labour administration and to small number of persons who are employed in industrial under-takings or are actively connected with the labour movement in India and are sponsored by recognised employers' and workers' organisations. Women are also eligible.

The training will be free, and the expenses of the officers including the cost of passage, will be met by the Government or organization sponsoring each trainee.

# The Bombay Working Class Cost of Living Index\* for March 1950

## A FALL OF THREE POINTS

In March 1950, the working class cost of living index number in Bombay City, on base: July 1933 to June 1934 equal to 100 was 302, being three points lower than in the preceding month. As compared with August 1939, it was higher by 197 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry in Bombay.

The index number for the food group receded by eight points to 361 owing to less off-take of wheat, wheat-flour and barley in the ration and a fall in the average prices of barley, tamarind and pumpkins.

There was a fall of two points in the fuel and lighting group from 294 to 292 owing to a fall in the price of charcoal.

The index number for the clothing group remained stationary at 307; while the index number for the miscellaneous groups rose by nine points to 296 owing to a rise in the price of supari.

The fall of three points in the final index from 305 to 302 was mainly due to a fall of eight points in the food group.

### WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

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

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Feb. 1950	Mar. 1950
Food	47	112	369	361
Fuel and lighting	7	99	294	292
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	287	296
<b>Total</b>	<b>89</b>			
<i>Cost of Living Index Numbers</i>		<b>105</b>	<b>305</b>	<b>302</b>

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

MAY, 1950

### WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

(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	Feb. 1950	Mar. 1950	Aug. 1939	Feb. 1950	Mar. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
<i>Food—</i>								
Rice	Lb.	36						
Patni	"							
Wheat	"		6 11 5*	23 8 0†	22 9 6†	128‡	350	337
Jowari	"							
Bajri	"							
Turda	Paylee	4	0 6 1	1 14 3	1 14 2	125	497	496
Gram	"	1	0 4 11	2 8 0	2 7 7	121	814	805
Raw sugar (gul)	Lb.	1	0 1 6	0 8 1	0 8 6	144	539	
Sugar (refined)	"	5	0 2 2	0 7 0	0 7 0	112	323	323
Tea	"	2	0 10 0	2 7 0	2 6 11	93	390	389
Fish, dry—Bumlovs	Dozen	3	0 1 1	0 3 6	0 3 6	115	323	323
" fresh—Bhing or palah	Each	1	1 1 10	3 2 0	3 0 0	118	280	280
" Prawns	Dozen	2	0 7 9	2 13 4	2 13 4	129	585	585
" Bumlovs	"	2	0 2 4	0 10 0	0 9 8	114	420	414
Mutton	Lb.	5	0 4 6	1 2 10	1 2 8	107	419	416
Milk	Seer	7	0 5 0	1 0 2	1 0 8	83	323	333
Ghee	Lb.	2	0 12 2	3 0 0	3 0 3	106	395	397
Salt	Paylee	1	0 3 7	0 5 6	0 5 1	100	153	142
Chillies, dry	Lb.	3	0 3 3	0 14 4	0 14 9	103	441	454
Tamarind, old	"	2	0 1 6	0 10 3	0 8 6	117	683	567
Turmeric	"	2	0 2 2	0 12 0	0 12 1	138	554	568
Potatoes	"	1	0 1 2	0 2 11	0 2 10	93	250	243
Onions	"	1	0 0 8	0 2 1	0 1 11	75	313	288
Bidjals	"	5	0 1 10	0 3 4	0 3 6	68	182	191
Pumpkins, white	"	5	0 1 2	0 2 8	0 2 6	92	229	214
Cocconut oil	Half-seer	2	0 2 8	1 3 11	1 3 8	97	747	738
Sweet oil	"	2	0 2 1	0 14 3	0 14 2	108	644	680
Tea, ready made	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	133
<b>Total—All Food</b>		<b>100</b>						
<i>Index Number—</i>								
<b>All Food Articles</b>						<b>112</b>	<b>369</b>	<b>361</b>

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

†Current expenditure on cereals. The expenditure is calculated since June 1943 on the basis of the quantities and prices of the different cereals sold in Government grainshops and authorised ration shops in working class localities and shops run by employers of labour.

‡The weighted average of index numbers for different cereals.

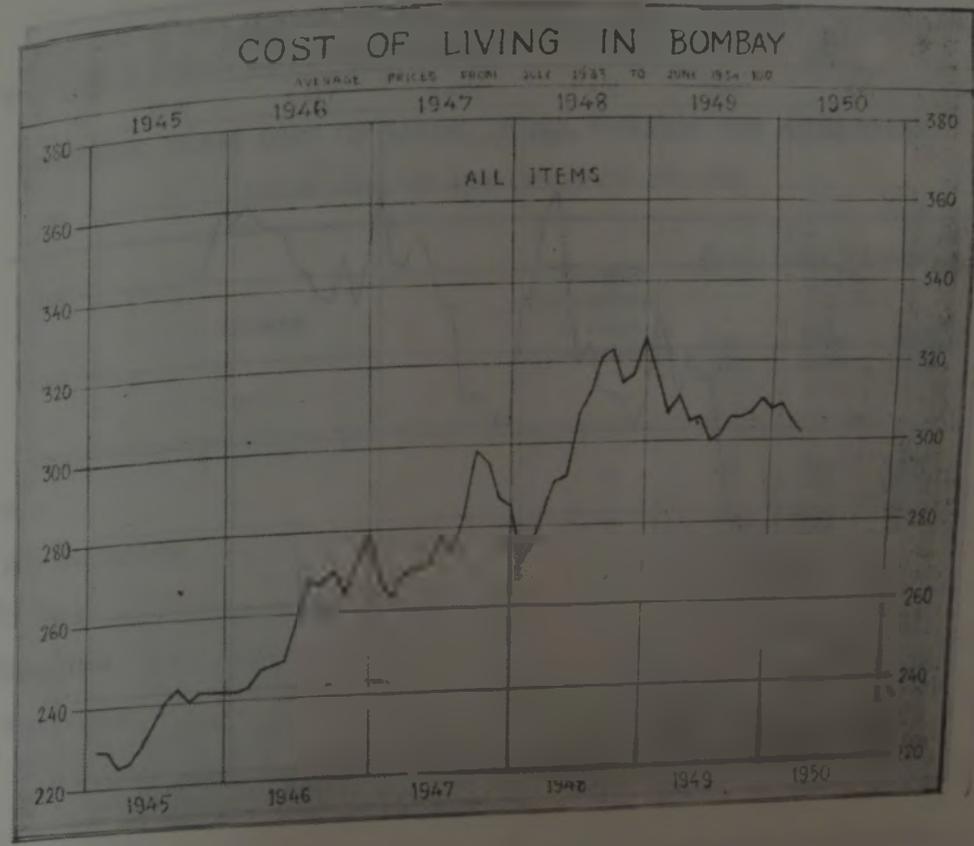
(Average prices)

Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
		Year ended June 1934	Feb. 1950	Mar. 1950	Aug. 1939	Feb. 1950	Mar. 1950
		Rs. a. P.	Rs. a. P.	Rs. a. P.			
28 Lbs.	30	0 8 11	2 1 0	2 0 6	100	370	364
"	52	0 4 9	0 13 6	0 13 6	96	284	284
Bottle	16	0 1 10	0 3 6	0 3 6	105	191	191
Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
	100	....	....	....	99	294	292
Pair	15	2 7 2	10 0 5	10 0 5	84	410	410
Yard	12	0 5 6	0 14 0	0 14 0	91	265	255
"	23	0 2 7	0 10 0	0 10 0	105	387	387
"	4	0 4 9	1 1 0	1 1 0	99	358	358
Each	36	3 4 4	8 6 10	8 6 10	73	258	258
Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
	100	....	....	....	85	307	307
Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
		....	....	....	100	100	100
Shave	13	0 1 4	0 3 0	0 3 0	75	225	225
Bar	9	0 6 7	1 2 5	1 2 4	77	280	278
Bottle of mixture	3	0 8 0	0 12 0	0 12 0	100	150	150
Lb.	25	0 5 0	1 11 10	1 13	120	557	592
Bundle of 25	22	0 1 0	0 2 6	0 2 6	100	250	250
	27	0 4 11	0 6 0	0 8 0	95	122	122
					87	133	133

WORKING

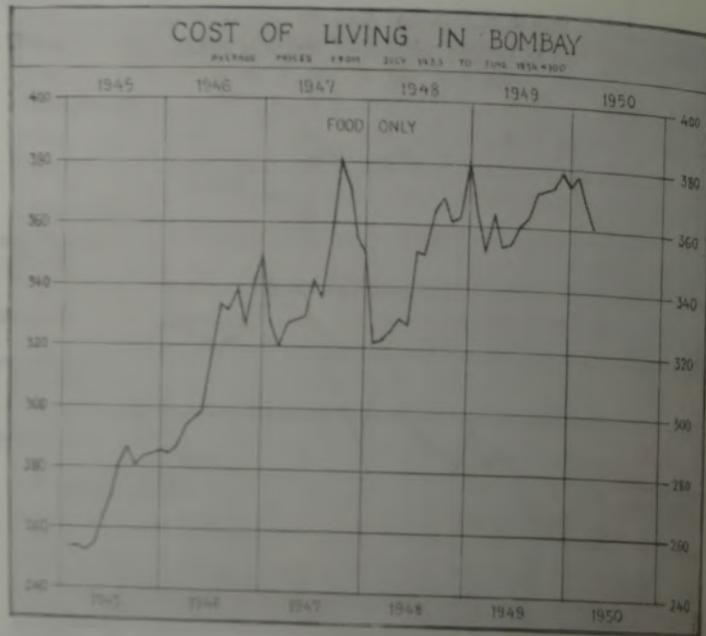
(Base : July 1933 to June 1934 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	235	229	229	225	226	230	235	240	243	240	242	242	242
1946	259	242	243	247	248	249	259	268	267	270	264	272	279
1947	279	267	263	269	270	271	278	274	284	299	296	287	285
1948	303	271	276	284	291	292	307	312	321	323	315	317	326
1949	307	316	307	311	305	306	300	302	306	306	307	310	308
1950	..	309	305	302	..	..	..	..	..	..	..	..	..



**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.
1933	271	254	254	253	255	269	271	281	287	281	284	285	286
1934	317	288	284	297	299	318	334	332	339	327	341	350	350
1935	344	328	320	328	329	330	342	336	356	382	373	358	351
1936	378	322	323	326	330	328	352	351	365	370	382	383	382
1949	366	365	352	365	354	355	361	364	372	373	374	379	375
1950	378	369	361	..	..	..	..	..	..	..	..	..	..



**The Ahmedabad Working Class Cost of Living Index\* for March 1950**

**A RISE OF TEN POINTS**

In March 1950 the cost of living index number for the working classes in Ahmedabad City, on base: August 1926 to July 1927 equal to 100, advanced by ten points to 260. As compared with August 1939, it was higher by 187 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 15 points to 277 owing to greater offtake of rice, wheat, bajri and jowari in the ration and a rise in the average prices of rice and wheat.

The index numbers for the fuel and lighting, the clothing and the miscellaneous groups remained stationary at 293, 291 and 335 respectively.

The rise of ten points in the final index from 250 to 260 was due to a rise of 15 points in the food group.

**WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD**

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

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Feb. 1950	Mar. 1950
Food	58	65	262	277
Fuel and lighting	7	77	293	293
Clothing	10	68	291	291
House-rent	12	107	107	107
Miscellaneous	4	100	335	335
<b>Total</b>	<b>91</b>			
<i>Cost of Living Index Numbers</i>		73	250	

\* Details regarding the scope and method of compilation of the index will be found at pages 1816-18 of the August 1948 issue of the *Labour Gazette*.



**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	190	197	199	204	217	225	217	212	219	216	216
1947	219	207	208	207	208	212	212	218	235	246	231	231	218
1948	248	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	..	..	..	..	..	..	..	..	..

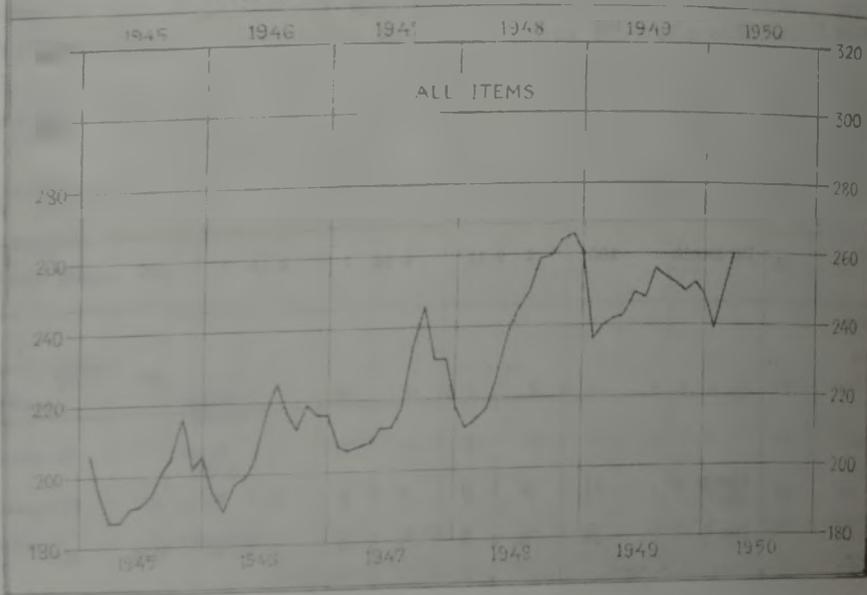
**WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—FOOD ONLY**

(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	175	177	185	188	193	204	210	229	204	203
1946	219	189	187	198	206	215	234	246	234	226	235	231	231
1947	234	216	215	216	217	223	222	231	258	275	252	252	281
1948	243	218	202	204	226	234	242	252	258	261	268	271	274
1949	255	238	245	248	246	254	255	265	261	262	260	264	258
1950		245	262	277	..								

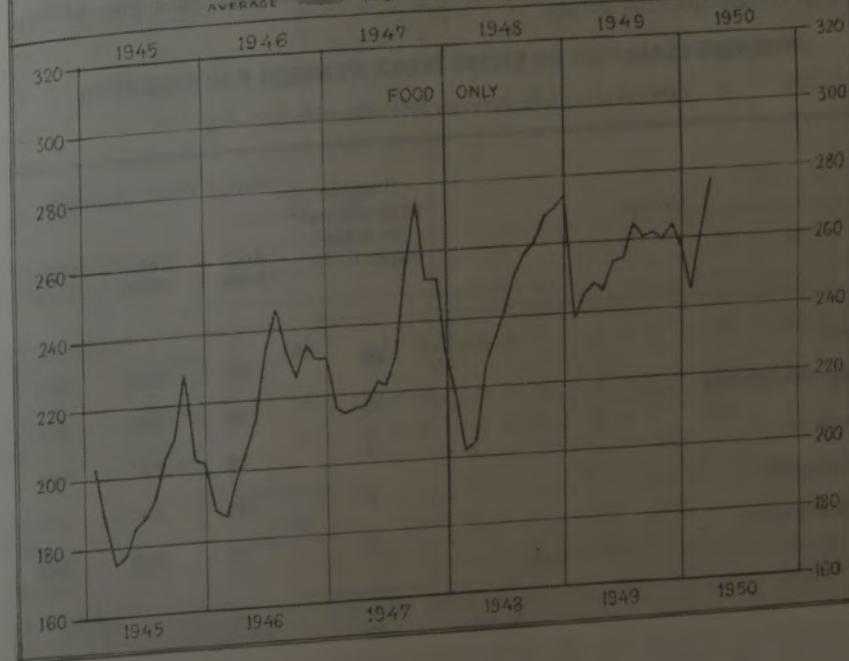
**COST OF LIVING IN AHMEDABAD**

AVERAGE PRICES FROM AUGUST 1926 TO JULY 1927 = 100



**COST OF LIVING IN AHMEDABAD**

AVERAGE PRICES FROM AUGUST 1926 TO JULY 1927 = 100



# The Sholapur Working Class Cost of Living Index\* for March 1950

## INDEX REMAINS STATIONARY

In March 1950, the working class cost of living index number in Sholapur City, on base: February 1927 to January 1928 equal to 100, was 298, being the same as in the preceding month and 225 points higher as compared with August 1939, which is the pre-war month. The index relates to the standard of life ascertained during the 1925 family budget enquiry at Sholapur.

The index number for the food group receded by one point to 302 owing to less offtake of wheat, wheat flour and jowari in the ration and a fall in the prices of wheat, onions and potatoes.

The index number for the fuel and lighting group remained stationary at 363.

There was a rise of five points in the clothing group from 291 to 296 owing to a rise in the prices of saris and khans.

The miscellaneous group rose by three points to 353 owing to a rise in the price of supari.

The final index number remained stationary at 298, the fall of one point in the food group having been counterbalanced by a rise of five points in the clothing group.

## WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

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

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Feb. 1950	Mar. 1950
Food	49	68	303	302
Fuel and lighting	10	86	363	363
Clothing	11	63	291	296
House-rent	6	107	107	107
Miscellaneous	6	72	350	353
Total ..	83			

Cost of Living Index Numbers

\*Details regarding the scope and method of compilation of the index will be found at pages 24-36 of the September 1948 issue of the Labour Gazette.

MAY, 1950

## 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	Feb. 1950	Mar. 1950	Aug. 1939	Feb. 1950	Mar. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Rice	Seer†	56	0 5 1†	27 11	27 11 1‡	68‡	298	297
Wheat	Do.†							
Jowari	Do.†							
Grain	Do.†	2	0 2 0	0 8 0	0 8 0	83	400	400
Sugar (refined)	Do.†	6	0 3 1	0 8 0	0 7 11	57	259	257
Raw sugar (qul)	Do.†	1	0 5 4	0 14 3	0 14 8	91	267	275
	Do.†	2	0 3 6	0 13 6	0 14 6	100	386	414
	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 8 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	4 10 8	4 10 8	76	317	317
Salt	Do.†	1	0 1 0	0 1 6	0 1 6	100	150	150
Chillies	Do.†	2	0 10 4	1 10 11	1 14 6	77	260	296
Onions	Do.†	4	0 1 3	0 3 0	0 2 9	40	240	220
Potatoes	Do.†	2	0 2 5	0 7 2	0 5 9	83	297	298
Sweet oil	Do.†	6	0 8 6	1 15 4	1 15 9	47	369	374
Total—All Food		100						
Index Number—All Food Articles			....	....	....	68	303	302
Fuel and Lighting—Firewood	Indian Maund.	86	0 14 5	3 8 0	3 8 0	83	388	388
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—Fuel and Lighting			....	....	....	86	363	363

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

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

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

¶The weighted average of index numbers for different cereals.

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

(Base: February 1927 to January 1928 = 100)

Articles	Unit of	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Feb. 1950	Mar. 1950	Aug. 1939	Feb. 1950	Mar. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
<b>Clothing</b>								
		100						
Dhotis	Pair	16	3 2 11	5 15 11	5 15 11	69	188	188
Coating	.. Yard	3	0 6 7	0 15 0	0 15 0	61	228	228
Shirting	Do.	24	0 5 0	0 10 11	0 10 11	54	218	218
Cloth for trousers	.. Do.	2	0 6 0	0 12 3	0 12 3	63	204	204
Sarees	.. Each	45	2 3 7	7 9 0	7 15 0	67	340	357
Khans	.. Yard	10	0 3 11	1 1 6	1 0 5	57	447	419
		100						
						63	291	296
Per month		100	2 6 0	2 8 8	2 8 8	107	107	107
						107	107	107
<b>Foodstuffs</b>								
		100						
Pair of (coconut oil)	Seer	9	0 11 1	2 13 4	2 12 10	47	409	405
(including tobacco)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
	50	10	0 0 6	0 2 7	0 2 6	100	517	500
	Seer	41	0 12 5	2 6 4	2 8 0	60	309	322
	Bar	13	0 8 9	1 2 0	1 2 0	50	208	208
		100						
						72	359	353

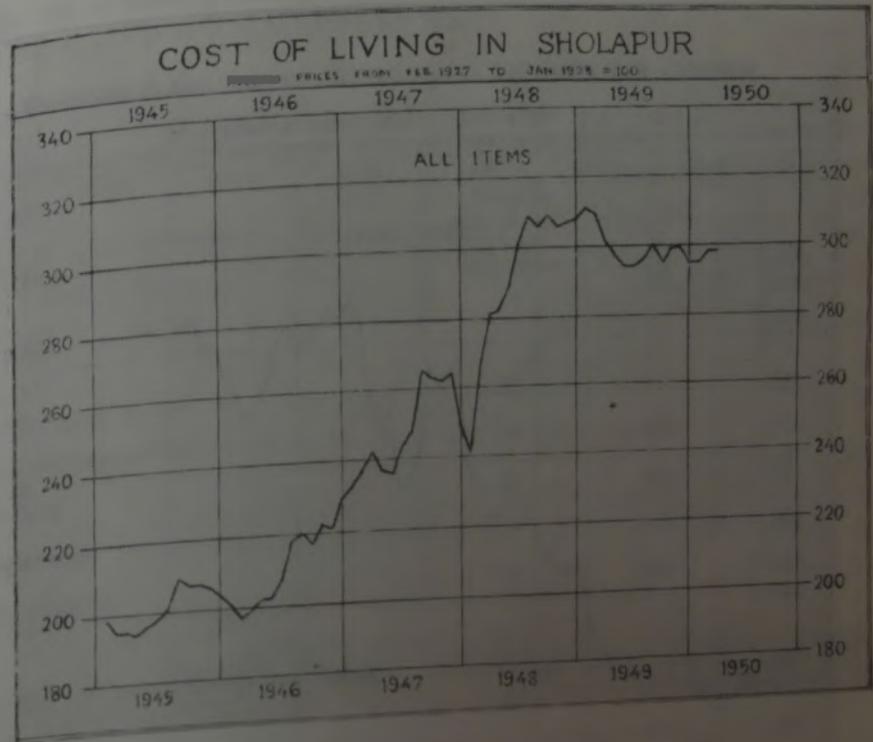
Per month has been ascertained by conducting a special rent enquiry at Sholapur

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX SHOLAPUR—ALL ITEMS

(Base: February 1927 to January 1928 = 100)

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	201	199	195	195	194	196	198	201	209	207	207	204
1946	211	201	197	199	202	202	207	218	220	217	222	229
1947	248	238	237	242	237	236	243	248	265	263	262	264
1948	292	241	265	281	282	289	301	309	306	300	307	308
1949	299	311	309	301	297	294	294	296	300	295	299	299
1950	295	295	298	298								

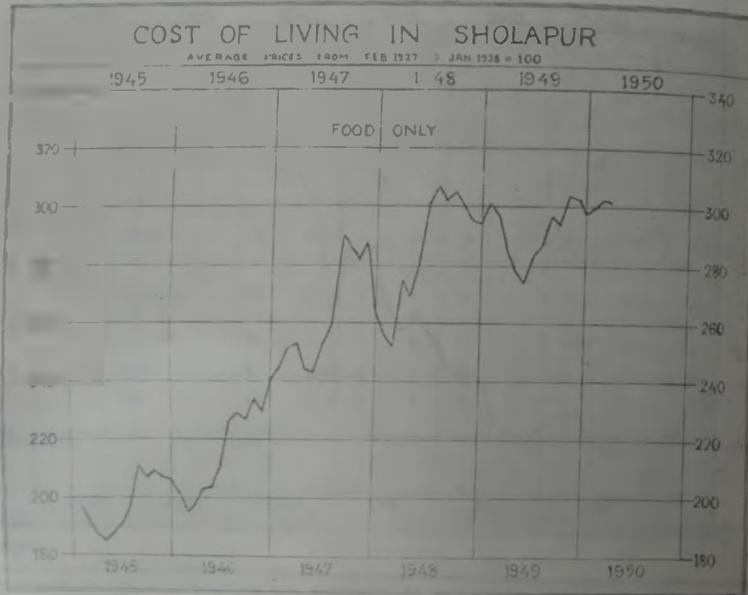


Cost of Living Series

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.
1945	198	197	192	187	185	188	191	197	211	207	209	207
1946	217	201	195	198	203	204	211	226	229	227	234	230
1947	263	245	251	253	244	243	253	260	290	286	282	288
1948	286	256	252	275	269	281	301	307		305	300	295
1949	292	301	297	285	278	274	283	287	297	294	304	303
1950	..	300	303	302	..	..						



The Jalgaon Working Class Cost of Living Index\* for March 1950

A FALL OF THREE POINTS

In March 1950, the working class cost of living index number for Jalgaon City, on base August 1939 equal to 100, was 418, being three points lower 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 receded by five points to 443 owing to less off-take of wheat in the ration and a fall in the price of onions.

The index number for the fuel and lighting group fell by one point to 436 owing to a fall in the price of matches.

The index number for the clothing group remained steady at 427, while that for the miscellaneous group rose by one point to 610 owing to a rise in the price of supari.

The fall of three points in the final index from 421 to 418 was due to a fall of five 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	
		Feb. 1950	Mar. 1950
Food	57	448	443
Fuel and lighting ..	8	437	436
Clothing	12	427	427
House-rent ..	9	100	100
Miscellaneous	6	609	610
<b>Total</b>	<b>92</b>		
<i>Cost of Living Index Numbers</i>	...	<b>421</b>	<b>418</b>

\* Details regarding the scope of the index are given on pages 1120-21 of the June 1949 issue of the Labour Gazette.

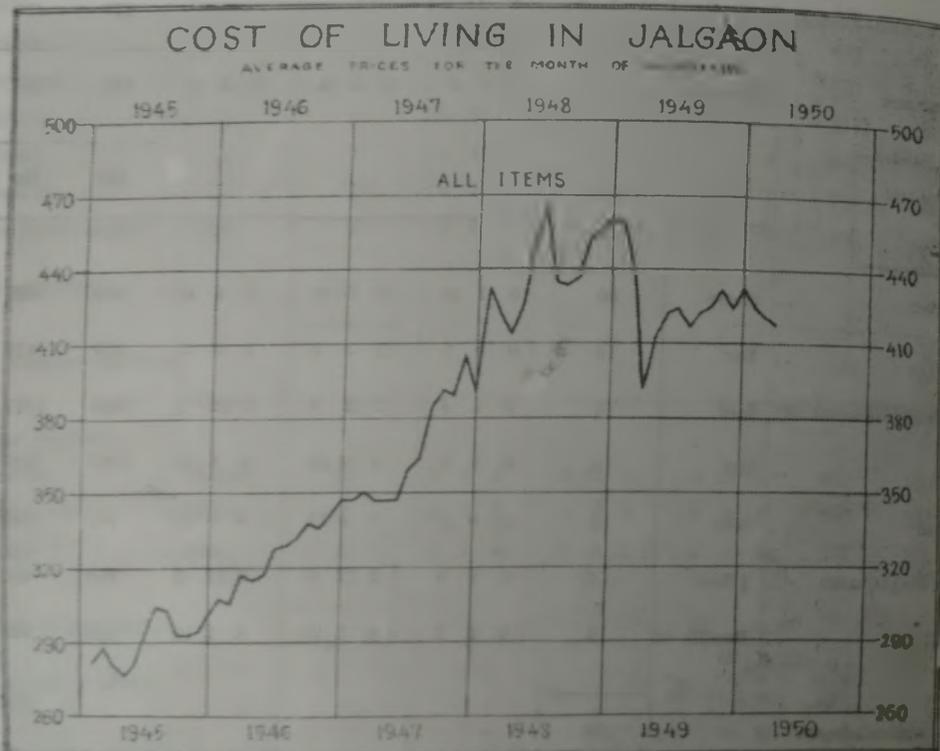
Articles	Unit of Quantity	Weights proportional to total expenditure	Price			Unit of Quantity		Index Numbers	
			Basic prices for August 1939			Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.				
Chawthal	}	46	6 13 4*	26 5 5†	25 11 8†	385	877		
"			0 11 6	3 11 0	3 10 8			513	
"			0 12 0	3 14 6	3 14 11			521	
Seer	3	0 4 11	0 14 0	0 14 0	285	285			
1/8 Lb.	1	0 1 3	0 4 11	0 4 11	379	386			
Seer	5	0 8 0	2 0 0	2 0 0	393	393			
"	8	0 8 0	0 12 10	0 12 10	400	400			
"	5	1 4 8	6 13 4	7 2 2	428	426			
"	1	0 1 9	0 2 3	0 2 0	529	552			
"	5	0 5 6	2 5 0	2 6 3	129	114			
"	1	0 4 8	1 7 8	1 7 10	673	695			
"	5	0 1 9	0 5 6	0 5 2	507	511			
"	1	0 0 4	0 3 3	0 2 4	214†	208†			
"	7	0 3 4	1 12 2	1 12 1	975	700			
Cup	1	0 0 6	0 2 0	0 2 0	845	843			
Food		100			400	400			
ber—All Food			....		448				
ighting—									
Maund	74	0 8 5	2 12 0	2 12 0	523	523			
Bottle	23	0 2 0	0 3 9	0 3 9	188	188			
Box.	3	0 0 4†	0 0 10	0 0 9	222	200			
el and Light-		100							

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939			Feb. 1950	Mar. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Feb. 1950	Mar. 1950
Dhotis	Pair	16	1 12 6	7 8 0	7 8 0	421	421
Coating	Yard	11	0 3 9	0 13 0	0 13 0	347	347
Shirting	"	17	0 4 2	0 13 9	0 13 9	330	330
Cloth for trousers	"	4	0 3 10	1 1 9	1 1 9	463	463
Sarees	Each	42	2 2 11	10 14 0	10 14 0	498	498
Khans	"	10	0 4 0	0 15 0	0 15 0	375	375
Total—Clothing		100					
Index Number—Clothing			....	....	....	427	427
House-rent	Per month	100	2 3 3	2 3 3	2 3 3	100	100
Index Number—House-rent			....	....	....	100	100
Miscellaneous—							
Barber	Shave	30	0 1 0	0 3 0	0 3 0	300	300
Soap	Bar	16	0 5 1	1 3 3	1 3 2	379	377
Hair oil (Cocoanut oil)	Seer	9	0 4 4	2 12 4	2 12 1	1023	1017
Pan	100	10	0 9 0	0 8 10	0 8 10	1767	1767
Supari	Seer	10	0 6 9	3 0 11	3 0 10	711	725
Chewing tobacco	1/2 Seer	7	0 2 0	0 12 0	0 12 0	600	600
Bidis	Bundle of 25	18	0 0 2	0 2 10	0 2 10	425	425

### WORKING CLASS COST OF LIVING INDEX—JALGAON—ALL ITEMS

(Average prices in August 1939=100)

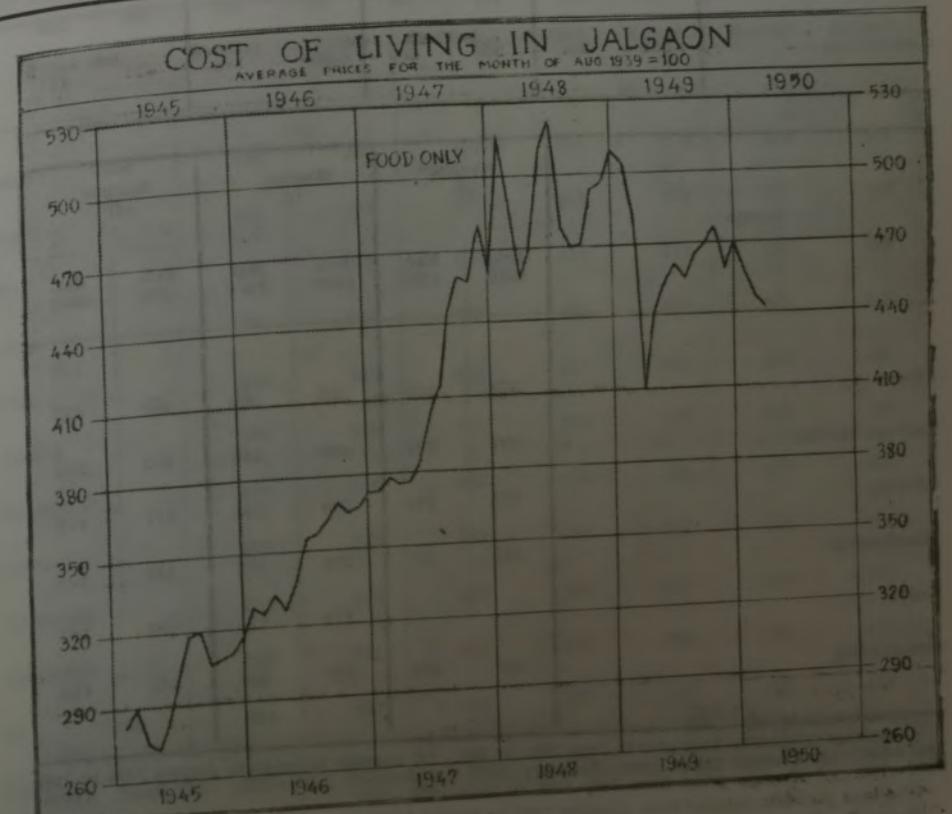
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	326	307	30	317	315	317	327	329	332	337	336	341	347
1947	369	347	350	347	347	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	435	434	437	452	456	461
1949	425	458	441	391	412	422	424	417	422	425	432	424	432
1950		425	421	418									



### 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	385	403	415	445	459	457	481	459
1948	490	518	484	458	469	510	523	478	470	471	493	496	509
1949	462	504	484	409	442	453	461	456	465	469	476	459	470
1950		458	448	443									



# Cost of Living Index Numbers for Industrial Workers in India

The following table gives the working class cost of living index numbers† for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur, Madras and Kanpur during February and March 1950:—

Cost of Living Index Numbers for Industrial Workers in India for the months of February and March 1950

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950
Food	369	361	262	277	303	302	448	443
Fuel and lighting	294	292	293	293	363	363	437	436
Clothing	307	307	291	291	291	296	427	427
Miscellaneous	287	290	335	335	350	353	609	610
Rent	100	100	107	107	107	107	100	100
Cost of living	305	302	250	260	298	298	421	418

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)	
	Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950	Feb. 1950	Mar. 1950
Food	374	373	366	360	458	462
Fuel and lighting	297	297	406	438	432	395
Clothing	333	341	299	298	477	475
Miscellaneous	515	515	276	272	395	408
Rent	..	..	179	170	197	197
Cost of living	366	366	327	325	426	426

The Nagpur cost of living index number, on base: August 1939 equal to 100, was 366 in March 1950, being the same as in the preceding month. The index number for the food group fell by one point to 373 and that for the clothing group rose by eight points to 341; while the index numbers for the fuel and lighting and the miscellaneous groups remained unchanged at 297 and 515 respectively.

Madras cost of living index number, with the average prices for the year ended June 1936 equal to 100, was 325 in March 1950, being two points lower than in the preceding month. The index numbers for the food, the clothing and the miscellaneous groups fell by 6, 1 and 4 points to 360, 298 and 272 respectively; while the index number for the fuel and lighting group rose by 32 points to 438 and that for house-rent remained steady at 179.

In March 1950, the Kanpur cost of living index number, on base: August 1939 equal to 100, was 426, being the same as in the preceding month. The index numbers for the food and the miscellaneous groups rose by 4 and 11 points to 462 and 406 respectively, those for the fuel and lighting and the clothing groups fell by 37 and 2 points to 395 and 475 respectively; while the index number for house-rent remained unchanged 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
March 1949 ..	296	332	412	391	374	333	479
April ..	290	333	407	412	376	327	468
May ..	291	341	403	422	377	327	482
June ..	286	340	403	424	379	329	483
July ..	288	351	405	417	378	327	486
August ..	291	348	411	422	378	327	488
September ..	291	345	404	425	381	..	484
October ..	292	342	410	432	381	330	484
November ..	295	345	410	424	377	333	451
December ..	293	341	404	432	386	334	432
Jan 1950 ..	294	327	401	425	386	328	424

## Labour Courts

REVIEW OF DECISIONS FOR THE QUARTER ENDING  
DECEMBER 31, 1949

## DETAILS OF APPLICATIONS FILED AND DECIDED

Between 1st October 1949 and 31st December 1949, the total number of applications filed in the Labour Courts in the State was 621 of which 81 were from Bombay, 279 from Ahmedabad, 171 from Sholapur and 90 from Jalgaon. Three hundred and eighty-nine applications were pending on 1st October 1949.\* Of these 1,010 applications for the last quarter of 1949, 515 were decided during the quarter and the remaining 495 were pending on 1st January 1950.

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

No. of applications	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st January 1949.	45	120	19	24	208
Filed between 1st January 1949 and 31st March 1949.	72	162	61	9	304
Decided between 1st January 1949 and 31st March 1949.	67	136	38	14	255
Pending on 1st April 1949 ...	50	146	42	19	257
Filed between 1st April 1949 and 30th June 1949.	59	278	47	8	392
Decided between 1st April 1949 and 30th June 1949.	70	143	64	17	294
Pending on 1st July 1949 ...	39	281	25	10	355
Filed between 1st July 1949 and 30th September 1949.	97	325	65	13	500
Decided between 1st July 1949 and 30th September 1949.	93	307	49	17	466
Pending on 1st October 1949.	43	299	41	6	389
Filed between 1st October 1949 and 31st December 1949.	81	279	171	90	621
Decided between 1st October 1949 and 31st December 1949.	104	367	26	18	515
Pending on 1st January 1950.	20	211	186	78	495

\*In the review of Labour Court decisions for the third quarter of 1949 (published at pp. 610-621) of the February 1950 issue of the *Labour Gazette*, please read the number of applications pending on 1st July 1949 and 1st October 1949 as 355 and 389 respectively. Similarly the figures in the 1st and 4th columns of the 1st and last lines of the table at p. 610 should read as 39 and 355 and 43 and 389 respectively.

Of the 515 applications decided during the quarter ending 31st December 1949, 18 were related to legality or otherwise of strikes and lockouts, and 171 to illegal changes. Discharge from service and reinstatement accounted for 209 while the remaining 117 were due to other causes such as changes desired by employees, provision of amenities, interpretation of awards, compensation for stoppages, etc.

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

## Number of Applications by Causes

Centre	Illegal strikes and lockouts	Illegal change	Discharge and reinstatement	Others	Total
Bombay	11	27	29	37	104
Ahmedabad	5	134	153	75	367
Sholapur	—	8	—	5	26
Jalgaon	—	2	16	—	18
Total...	16	171	209	117	515

Thirteen decisions were in favour of employers, 53 in favour of workers, 147 resulted in mutual settlement due mainly to the good offices of the Labour Court Judges, 125 were dismissed, and 177 withdrawn. The following table gives a synoptic view of these decisions by centres :—

Centre	In favour		Resulting in			Total
	of employers	of employees	Mutual settlements	Dismissal	Withdrawal	
Bombay	10	19	—	54	21	104
Ahmedabad	2	24	143	64	134	367
Sholapur	1	9	1	3	12	26
Jalgaon	—	1	3	4	10	18
Total ...	13	53	147	125	177	515

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

No. of complaints	Bombay	Ahmedabad	Sholapur	Jalgaon	Total
Pending on 1st October 1949.	3	11	1	1	16
Filed between 1st October 1949 and 31st December 1949.	4	25	1	3	33
Decided between 1st October 1949 and 31st December 1949.	5	17	1	...	23
Pending on 1st January 1950.	2	19	1	4	26

#### DISCHARGE AND REINSTATEMENT

Application No. 681 was filed by one Manilal Morlidhar of the Sarangpur Cotton Manufacturing Co., Ahmedabad praying for a declaration that the discharge order dated 17th May 1949 passed against him was illegal and or improper and for orders for its withdrawal, and his reinstatement with compensation.

The applicant contended that he was working as a permanent line jobber in the opponent mills and that he was discharged on 17th May 1949 on allegation that he was guilty of beating an employee named Ramdhar Ramswarup in the department. He argued that he had not beaten Ramdhar and that the latter was hurt by a shoe thrown by another man and that he was falsely involved by Kantilal and Babu who had grudges against him.

The opponent contended that the applicant was guilty of injuring the operative with a shoe and that the latter had made a complaint to the weaving master, who reported the same to the Manager. The Manager entrusted the inquiry to the Labour Officer who after inquiring into the matter made a report to the Manager. The Manager then passed the discharge order which the opponent contended was both legal and proper.

On behalf of the applicant it was urged that considering this evidence the Manager could not have fairly come to the conclusion that it was the applicant who beat the complainant. According to the Court, "the Manager was acting merely as a domestic tribunal who would ordinarily not construe the evidence so strictly and technically as on behalf of the applicant. The Manager had the

complaint and the notes of the inquiry before him. On a fair construction of both these documents the Manager came to the conclusion that the applicant was guilty of beating the complainant Ramdhar. Looking to these documents and to the fact that the Manager was acting merely as a domestic tribunal I do not think that he was wrong in coming to the conclusion that the applicant had beaten the complainant Ramdhar."

As regards the contention that even as a domestic tribunal, the Manager must hold an enquiry with an open mind, the Court held that the mere fact that the Manager relied only on the complaint and the notes of the inquiry does not prove that the Manager had not an open mind when he gave his decision. The application was dismissed.

Application No. 506 of 1949 was filed by Sabir Hussain Sheikh Ajim, an employee of the Ahmedabad Manufacturing Calico Printing Co., Ltd. Ahmedabad alleging that he was a permanent employee in the Weaving Department of the opponent mills for about 10 years, and that he was dismissed by an order dated 9th May 1949 without being served with a show-cause notice. He further alleged that the reason given in the said dismissal order was untrue and not sufficient to warrant a dismissal and that he has been dismissed because of the 'Khat-pat' (intrigues) of the Muccadam. He therefore prayed that the said order be held illegal and improper and the opponent be required to reinstate him in his original post and to pay compensation.

The opponent alleged that on 9th May 1949 the applicant was found wasting time during working hours outside the department, and that though he was asked to go to his looms he was extremely rude and did not go back to work. The Departmental Head issued a show-cause notice calling upon him to appear before the Manager for explanation on the same day at 3-30 p.m. The applicant refused to accept the show-cause notice but had no satisfactory explanation to offer. The Manager, therefore, on going through his service record was satisfied about his continued gross negligence of work and passed a dismissal order.

In the opinion of the Court it was an undisputed fact that there was an absence of show-cause notice and the alleged extreme rudeness by the applicant was neither mentioned in the show-cause notice, nor in the dismissal order.

The Court held that the opponent had completely failed to establish the misconduct and as such no action could be taken against him. The dismissal order dated 9th May 1949 was held to be illegal and improper and the Company was directed to reinstate the applicant on his original post within a fortnight and pay him compensation equivalent to the wages he would have earned from the date of dismissal up to the date of reinstatement.

Ladlesahab Peersahab, an ex-employee of the Vishnu Cotton Mills Ltd., Sholapur alleged in application No. 323 of 1949 that he was dismissed by the Company on 31st August 1949 for striking work in contravention

of the provisions of the Bombay Industrial Relations Act. The real motive of the Company, he alleged, was to victimise him because he had complained to the Labour Court against the Company's lock-out and because he had given evidence against the opponent Mill Company, in Application (LCS) No. 115 of 1949. According to him the strike in which he had participated was provoked by the unfair practice of the Company, itself, viz., the use of force in introducing the double side system. He therefore contended that the Company be directed to reinstate him and to pay him compensation for the period of unemployment.

The Company whilst denying the above allegation held that the applicant had been dismissed for his misconduct in participating in an illegal strike and in view of the fact that a similar strike of a previous date had already been declared illegal by the Labour Court, his misconduct was of an aggravated kind and that the application should be dismissed. From the evidence it was clear that the applicant had taken part in the strikes and that a proper enquiry had been held before the order of dismissal was passed. As regards the contention that the employee had been victimised for his having given evidence against the Management, the Court held that that could not be substantiated except by the words of the applicant himself.

The judge observed that in this case it was important to note that before the said strike of 29th February 1949, there had been another strike for the same purpose and that had been declared illegal. "If with the clear knowledge of the illegality of strike for a certain purpose, the workers again chose to go on strike precisely for the same purpose or with a view to demonstrating their sympathy with those who strike for that purpose then it must be said that participation in the later strike is of such an aggravating character as to deserve the taking of deterrent steps by the Management. If the Management are prevented from taking steps for their proved misconduct against those workers simply because they, at some time, had done some act calculated to displease the Management, then, indeed that would amount to putting a premium upon doing acts directed against the Management without any justification and a good way would be found to escape from the consequences of illegal acts, for doing which in fact they would thus get a free license. In such cases, therefore, it would not be proper to interfere with the discretion of the Management in passing sentence in cases of proved aggravated misconduct on the conjectured ground of victimisation." With these remarks the application was dismissed.

Madhusudan Bhailalbhai Patel, a Board Attendant in the Electric Section of the Engineering Department of the Bharat Survodaya Mills Ltd., Ahmedabad filed an application (No. 500 of 1949) praying for a declaration that the order of discharge passed against him was illegal and improper and that the opponent be required to reinstate him and to pay him compensation. He was dismissed on 11th December 1949 and so he filed an application, No. 60 of 1949, for a declaration that the said

act of the opponent amounted to an illegal change. As it was found that his service had been terminated by a discharge order in pursuance of his alleged resignation he withdrew the said application with a permission to file a new application for deciding the legality and propriety of the said order after making the necessary approach under the Bombay Industrial Relations Act. He further alleged that he was forced to give his resignation, that he had never remained absent without leave nor was he guilty of any misconduct, and that any discharge order passed behind his back was illegal and improper.

The opponent contended that the present application was not maintainable as the applicant is no longer an employee as defined in the Bombay Industrial Relations Act. The opponent further alleged that the applicant voluntarily left the service after tendering his resignation in writing and his services were therefore terminated under Standing Order No. 25. It was also contended that the applicant used to remain absent without leave and had made no improvement in spite of warnings and that he was therefore not entitled to any relief.

Tracing the facts leading to the case the Court found that the applicant used to remain absent without leave very often and that on the last occasion he was served with a show-cause-notice. The applicant however refused to accept the notice.

The Judge Shri P. D. Vyas remarked, "It cannot be believed for a moment that he was coerced to give the said resignation and as a matter of fact he did not appear to be a person who could so easily be coerced. As shown above he had courage enough to refuse to accept the show-cause-notice or the suspension order and it is unlikely that soon after before the Labour Officer he would quietly submit in giving forced resignation." Further, the applicant's contention that he had been asked not to enter the department and that he would be handed over to the police unless he gave in his resignation was rather unbelievable especially since the applicant was not an illiterate operative.

In the opinion of the Court the Manager was right in terminating the applicant's service in view of his written resignation which the applicant gave of his own accord. The application was therefore dismissed.

Hussain Abdul of the Raja Narsinggirji Mills Co. Ltd., Sholapur, filed an application (LCS No. 137 of 1949) praying for a declaration that the order discharging him was illegal, and that he be reinstated with compensation.

The opponents, praying for a dismissal of the application contended that the applicant was irregular in attendance, indisciplined and rude to his superiors. According to them, he had been repeatedly warned for remaining absent without leave and had even been suspended for a short time but when he continued to commit the same offence after having undertaken not to do so he had to be discharged.

The Manager had conducted an enquiry into the case and taking the applicant's previous record into consideration had come to the conclusion that he should be discharged. The applicant's habitual absence without leave was proved by the undertaking given by the applicant and

the order of suspension. That evidence of material was quite adequate to sustain the action of the employer and the Court was unable to hold that the Manager's decision was manifestly unjust or unfair.

The Judge recalled certain recent cases of the Industrial Court wherein it had been held that the domestic tribunal need not observe the elaborate procedure followed by the Courts and the Labour or Industrial Court will not scrutinise the evidence before a domestic tribunal as if it were a court of appeal on facts. The President of the Industrial Court has held that if there is nothing *malafide* the inquiry will be confined to seeing whether the evidence or material was adequate to sustain the action of the employer so that there could remain no ground for supposing that the Tribunal has given a manifestly unjust or unfair decision. It has also been held that it does not matter that the court would come to a different conclusion upon the evidence or material upon which the domestic tribunal has acted.

The application was therefore dismissed.

In Application No. 134 of 1949 the applicant Babu Shivram, an employee of the Sholapur Spinning, Weaving Co. Ltd., Sholapur, contended that the Co. be ordered to reinstate him on his original post and pay him compensation for loss of wages during the period of unemployment. He alleged that he was a permanent employee working in the "B" weaving for night shift and that he was illegally and improperly discharged by the Company.

The Company contended that a proper inquiry had been held, that reasons had been recorded before the passing of the order, that the applicant was legally and properly discharged and that he was not entitled to any relief.

The facts of the case are as follows :—

The applicant who was on privilege leave on 10th May 1949 had come to the mill on that day without his ticket to receive his pay for the month of April. He was refused admission for being ticketless and a quarrel ensued between the Sepoy and the applicant. The applicant was then taken to Mr. Patil, the Chief Inspector of Watch and Ward Department, where he is alleged to have abused and threatened him. All of them were then taken to the Manager who questioned the applicant with the help of an interpreter and issued an order of discharge. The reasons for discharge, as alleged by the Company were his abusing and threatening the Mill Sub-Inspector and Sepoy at the gate during the lawful execution of their duties and subsequently grossly abusing the Chief Inspector of Watch and Ward in front of the City Police Inspector and lastly speaking in a very insolent manner to the City Police Inspector himself.

This kind of behaviour according to the Court, does amount to "riotous or disorderly behaviour during the working hours on the Mill premises." It also amounts to an act subversive of discipline. That being so, the Court could not agree with the view of the Company that this act did not

fall under item No. K of standing order No. 21. No management can tolerate this sort of conduct for a moment and the fact that the mill took immediate steps to discharge the applicant is sufficient to show that it was exasperating in the extreme. It has now become the established law that in cases in which the only occasion for taking steps against an operative arose out of an alleged misconduct it was not open to the management to have recourse to the more general provisions of standing order No. 19 and to say that their services were terminated under the standing order. "If a case be *prima facie* covered by standing orders Nos. 21 and 22 the specific provisions would apply in preference to the more general provisions of standing order No. 19, the reason for this view being that an operative dealt with under Standing Order No. 19 suffers from the disadvantage of being deprived of his right to explain the circumstances alleged against him. Though in this case it has been held that an enquiry was held, there is nothing on record to show that the enquiry was proper, and it does not appear that the rules of natural justice were observed in passing the discharge order. On the principles enunciated in Gauri Ambu's case (*Industrial Court Reporter*, January 1949, pp. 1) the applicant's alleged conduct entitled him to a written show-cause notice under Standing Order No. 22 and it is only after giving him an opportunity to give his explanation and allowing him to give his evidence in support of his say that an order of dismissal could have been passed. The formality laid down by Standing Order No. 22 must be observed in cases to which they properly apply and any order passed in contravention thereof cannot be sustained and must be set aside without prejudice to the management's right to take suitable proceedings under Standing Order No. 22 and pass the necessary final orders."

The Company was directed to reinstate the applicant and pay him compensation equivalent to one month's wages including dearness allowance.

Application (LCJ) No. 26 of 1949 was filed by one Ramdas Marga, an Engine Driver against the Gendalal Mills Ltd., Jalgaon, praying for a declaration that his dismissal by the Company for his alleged participation in the illegal strike was illegal and improper. The applicant contended that he had never taken part in the strike which commenced on 16th May 1949 and that though he had attended the mill on that and subsequent days, the mill did not work for want of sufficient attendance. The Company on the other hand contended that the applicant appeared for some time on the day of the strike, that he left the mill without the permission of the head of the department and that he never turned up for a month thereafter.

In dealing with the case, the Judge traced the facts that led to the strike and those connected with the application. The workers in the above mills received dearness allowance on a certain scale proportional with the rise or fall in the cost of living index number. In March 1949 the index number registered a steep fall with the result that the workers received Rs. 10 less by way of dearness allowance than usual.

The consequent dissatisfaction of the workers led to a strike of the workers from 16th May 1949 though the mill remained open till the 23rd of the same month. On the 24th however, it was officially closed. On application by the Company the Labour Court in application No. 14 of 1949 declared the said strike illegal. This application is the result of the Company's calling upon the applicant to show cause why he should not be dismissed for his alleged participation in the strike.

The applicant's contention that he had been asked to go away by the Engineer of the Department, if true, would apply to all workers and all would have gone away. Actually, however, out of 79 workers 46 were in attendance. Further, if his allegations were true, he would not have accepted only one-fourth day's wages for the day of the strike, when he had a right to receive the whole day's pay. The Court, was therefore, not prepared to accept the evidence of the applicant. As regards the question of his attendance after 16th May 1949, the Court held that from the evidence produced, viz., his attendance card, it was clear that he had not attended the mill as alleged and the story set up by the applicant was a complete lie.

Referring to the question of the participation by the applicant in the cessation of work, the Judge re-called the burden of proof as laid down by the Industrial Court in Application No. 65 of 1946 which reads: "when a large number of employees remain absent or refuse to work either simultaneously or in quick and close succession, a presumption would arise that the absence or refusal was the result of a concert or a common understanding. The employees must then rebut such presumption by proving the absence of concert or common understanding." From this it would follow that a worker absent on the day of strike may be presumed to have remained so with the intention to participate in the said strike. This strike had been declared illegal and a notice was duly issued calling upon the employees to give their say in the matter. If the applicant had not participated in the strike, it was for him to oppose the application at least as far as he was concerned. As regards the applicant's plea that he was against the strike, the observations of Justice Rajadhyaksha were recalled, "If an employee has struck work then he cannot be heard to say that he was against the strike. For it is true that some, out of the workers might not have been in favour of the strike, but the question has to be determined not with reference to what their view of the strike was but with reference to their actual conduct. If this argument on behalf of the employees was to prevail every one of the workers might come and say that he himself was against the strike but that he refrained from coming to work because other persons were striking work."

The finding of the management that the applicant had participated in the strike could not be questioned and the dismissal order was perfectly justified.

Jagannath Namdeo, an employee in the weaving Department of the New Pratap Spinning, Weaving and Manufacturing Co. Ltd., Dhulia, contended in Application (JCS) No. 24 of 1949, that the Company's

dismissal order for his alleged habit of negligence and misbehaviour may be set aside and that he be reinstated in his original post. He alleged that the Assistant Weaving Master had a personal grudge against him, that his activities as a member of the Socialist Union were looked upon with disfavour by the management and that they had contrived to prepare false evidence to dismiss him.

The Company while denying the above allegations held that the applicant had been found guilty of habitual negligence and insubordinate behaviour towards his superiors and affirmed that it had no grudge against his trade union activities.

From the evidence, it was clear that the applicant had been guilty of negligence and loitering and that he had shown no improvement in production in spite of repeated warnings. As for the snatching of shuttles from the hands of a jobber by a weaver, which constituted the charge of misbehaviour, the Court held that that was certainly a violent act and more grave than words of abuse. "It is not possible," observed the Court, "to designate this conduct of the applicant as other than an act of insubordination or an act subversive of the discipline in the Mill. It is not possible for the management to ignore these acts of the operatives and the Courts will be slow to interfere with the disciplinary steps taken by the management against them."

As regards the order of dismissal, the Court held that in view of the applicant's previous record and his violent behaviour towards the jobber, that order could not call for any intervention. Moreover, as observed by Shri D. G. Kamerkar in Appeal No. 63 of 1949, "A Labour Court or the Industrial Court will not scrutinise the evidence before a domestic tribunal, i.e., the employer or the Manager, as if it were a Court of Appeal on facts from the decision of the tribunal. If the necessary formalities were observed and if nothing appears to have been done *malafide*, the Labour Court's or the Industrial Court's enquiry will ordinarily be confined to seeing whether the evidence or material was adequate to sustain it so that there could remain no ground for supposing that the tribunal has given a manifestly unjust or unfair decision. It does not matter that the Court would come to a different conclusion upon the evidence or material upon which the domestic tribunal has acted." The application was therefore dismissed.

#### ILLEGAL CHANGE

Devana Dharmana and 28 other employees of the Sholapur Spinning and Weaving Co. Ltd., Sholapur, filed an application (LCS No. 120) alleging that they were employees working in the "C" Colour Winding Department of the Mill and that by an Award in Reference No. 10 and 11 of 1946 prescribing new wage-rates for the Textile workers at Sholapur, they were entitled to the difference between the two wage rates over the retrospective period. They also alleged that the Company had not observed the directions laid down in a Review Application No. 6/48 prescribing a certain formula for calculating arrears with the

result that the arrears were not paid at all or were not paid fully. This failure on the part of the Company, contended the applicants, constituted an illegal change.

The opponents denied the allegations of the applicants and contended that the applicants should have defined in their application the basis and mode which according to them was the correct one and in fact the employees were paid over and above the amounts arrived at by the prescribed calculations as they were in some cases disadvantageous to the employees, and that, that payment could not be an illegal change.

The applicants maintained that in calculating the percentage increase of the "B" Colour Winders of the day shift, the earnings of the winders of the night shift ought to have been taken into account; which together would come to about 76 per cent.

The opponent argued that the night shift worked only in the months of May, June, July, August and September 1948, and did not work for the whole period of 8 months, viz., the period from which the average daily earnings of the pre-award period were to be calculated. The opponents had already paid 38 per cent. on the basis of the earnings of winders of day shift for eight months.

The question to be considered was whether the Company was bound to add the earnings of the colour winders for the day shift and night shift, in arriving at the percentage increase in which case it would be 75-67 per cent. and not 38 per cent. as paid by the Company. The Judge referred to the agreement in Review Application No. 6 of 1948, *Industrial Court Reporter* (Bom.), 1949, page 127 which reads as follows

"In the matter of making the payment of difference as due under the award it is agreed that the new piece-work rates and wages be allowed to run for a period of three months. For each piece-work occupation the average wage of those three months will then be worked out. This will be compared with the average earnings of the previous eight months exclusive of annas 3 per day which has been given since April 1948. A percentage increase will then be worked out for each piece-work occupation."

As it was contended for the applicants that the Colour Winders, for the day shift and night shift together constitute one occupation, the Judge opined that the earnings cannot be considered separately to determine percentage increase. It has not been suggested under the Bombay Industrial Disputes Act, 1938, that the colour and silk winders as occupations in the cotton textile industry may be further divided into two separate occupations. It was, therefore, held that the Company should calculate the arrears on the new percentage, i.e., 75-67 per cent. and pay it to the applicant.

The opponents next contended that night workers were not paid on piece-work basis but on time-work basis and therefore the calculations made taking into account, workers on day and night shift could not apply in this case and could not be a correct basis as per order in the Review Application.

The Judge dismissing this claim, remarked, "It seems that the Company wanted to suggest that the earnings of the colour winders for the night shift being on time-rate basis cannot, therefore, be added to the earnings of the Colour winders for the day shift for the purpose of determining the percentage increase. But this is altogether a new plea not taken in the written statements or even at the time of argument and the Company cannot be allowed to make out a new case at such a late stage after the arguments had also been heard and was pending judgment. The Company further has not produced any evidence to substantiate its allegations nor has it asked for time for further and fresh hearing of this application for proving its new case. It is, therefore, not just and proper to consider this new plea of the Company."

The Company was, therefore, directed to calculate and pay within 15 days the arrears under the Award at a percentage of 75-67 over the average pre-award rate.

Applications No. 211 of 1949 and No. 227 of 1949 were filed by the Kurla Gimi Kamgar Sangh, one on behalf of the Sundry Coolies connected with doffing work and the other on behalf of Doffer Boys, against the Swadeshi Mills Ltd., Kurla, praying that the action of the Company in reducing the number of Sundry Coolies without a notice of change as required by the Act and in not maintaining the particular number as required under the Award of the Industrial Court published on page 346 of *Bombay Government Gazette*, dated 2nd June, 1949 was illegal.

From a statement produced by the Company it was clear that in both the shifts the Company had 283 doffer boys and 71 sundry coolies in addition to 200 other coolies. The requisite number of doffer boys under the award should be 338 while actually the Company has 291.

On behalf of the Mills, it was argued that doffer boys as used in the said award included those doing doffing work as well as those doing sundry coolie work. This the Court held was not correct and the action of the Company in considering the sundry coolies as doffer boys and thereby reducing their number was purely illegal. As regards the question of calling upon the Company to withdraw the illegal change, the Court held that considering the circumstances, that could not be done. The Company's action based on its interpretation of the award was *bona fide*. "This award of the Bombay Textile Mills," observed the Court, "is accepted by the parties as an agreement and there is sufficient ground for them not to know the exact background on the basis of which on some points agreement was arrived at between the Mill Owners' Association and the Rashtriya Mill Mazdoor Sangh and some were left for the Court to decide." The Company in the second application was directed to restore the required number of doffer boys within a specified time.

#### MISCELLANEOUS

Application No. 186 of 1949 was filed by a clerk of the Modern Mills Ltd., Bombay, praying that the management may be ordered to make him certain payments on the basis of the Textile Clerks' Award notwithstanding his resignation which had been duly accepted.

The applicant in his resignation letter dated 27th November 1947 held that his services had been terminated with effect from 31st December 1947. The Company accepted the resignation and at his request gave him a certificate in which it was clearly mentioned that his period of service extended from 1st November 1935 to 31st December 1947.

In dealing with the case the judge recalled application No. 178 of 1949 wherein it had been held that an employee who has resigned before the date of the publication of the award and after 1st January 1948 is not entitled to the benefit of the Award. The award specifically gives its benefits only to those who were discharged between 1st January 1948 and the 28th October 1948 and the case of one who has resigned before 1st January 1948 is therefore beyond question. The benefit of gratuity claimed by the applicant was similarly dismissed on the ground that that benefit could be given only to a discharged employee. The application was dismissed.

## Labour Intelligence

### INDIAN

#### INDUSTRIAL DISPUTES IN THE STATE DURING MARCH 1950

Disputes in March 1950..	37
Work-People Involved ..	17,339
Working Days Lost	1,89,417

#### NUMBER AND MAGNITUDE

The time loss due to strike activity in Bombay State during March 1950 recorded a slight rise of 5.7 per cent. over the previous month but the number of wage earners affected in all the disputes, however, declined by about 22.3 per cent. The rise in the man-days lost was due mainly to the strike in the Bombay Dyeing and Manufacturing Mill and the general strike in Oil Companies in Bombay which accounted for nearly 64 per cent. of the total time loss.

Figures for the month under review show 37 disputes in progress involving 17,339 workers and a time-loss of 1,89,417 man-days as compared to 36 disputes in February 1950 with 22,313 workers and a time-loss of 1,79,158 man-days. In March 1949, there were 35 disputes involving 37,421 workers and a time-loss of 88,546 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 37 disputes in progress during March 1950, 13 occurred in the Textile Industry, five in Engineering while the remaining 19 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 49 per cent. of the time-loss resulting from all disputes.

Twenty-nine disputes involving 4,167 workers were actually recorded during the month, while 8 disputes involving 13,172 workers continued from the previous month. Nineteen of the total disputes recorded for the month lasted less than a week—most of them 1 to 3 days only. About 12.6 per cent. of the total workers were involved in these brief stoppages.

\* In compiling statistics of industrial disputes, however, 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 of industries :—

Industry Group	No. of disputes in progress in March 1950			No. of work-people involved in all disputes in progress in March 1950	Aggregate duration in working days of all disputes in progress in March 1950
	Started before beginning of March	Started in March	Total		
Textiles	3	10	13	7,927	92,507
Engineering	1	3	5	5,266	50,693
Transport	—	—	—	.....	.....
Miscellaneous	3	16	19	4,146	46,217
Total March 1950	8	29	37	17,339	1,89,417
Total February 1950...	4	32	36	22,313	1,79,158
Total March 1949 ...	6	29	35	37,421	88,546

Analysing the disputes according to localities, 17 of the 37 disputes in progress during the month were in Bombay City, three at Poona, two at Surat and one each at Baroda, Ahmedabad, Bijapur, Cambay (Kaira District), Jalgaon (East Khandesh District), Barsi (Sholapur District), Viramgaum (Ahmedabad District), Bhor (Poona District), Dansoli (Broach District), Karad and Ogalewadi (Satara North District) and Malad, Juchendra, Bhiwandi and Bassein (Thana District).

Eighteen of the total disputes in existence in March 1950 arose over "pay, allowances and bonus issues", 8 related to questions of "retrenchment and grievances about personnel", while 4 disputes were due to "leave and hours of work". The remaining 7 disputes were due to "other causes".

Of the 28 disputes that terminated during the month under review, 4 were settled in favour of the workers, 23 in favour of the employers, while the result of one dispute was "indefinite". Nine strikes were reported to be in progress at the end of the month.

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

PROGRESS OF IMPORTANT INDUSTRIAL DISPUTES

BOMBAY

*Bombay Dyeing and Manufacturing Co. Ltd.*—The strike in the Bombay Dyeing and Manufacturing Mill (reported earlier) continued during the month under review. The Mill which had started working partially from February 24, 1950, had again to be closed down on March 1, 1950 owing to insufficient number of workers in the Spinning Department. On March 11, a deputation of the strikers consisting of Shri P. N. Bhandodkar, Shri D. S. Dalvi and Shri N. B. Shinde waited on the Secretary to the Government of Bombay, Labour and Housing Department and acquainted him with the situation. The deputationists were told that the Government would not intervene till the strikers resumed work. On March 24, a meeting of about 1,000 workers including strikers was held near the mill gate; under the auspices of the Mill Mazdoor Sabha, Shri S. N. Raut presiding. The speakers explained to the audience that it was futile to continue the strike any more as all the efforts made by the Sabha for amicable settlement had failed. They complimented the strikers for conducting their strike in a disciplined and a peaceful manner. Shri Raut also told the workers that the manager had promised not to increase the work-load more than what had been introduced on February 1, 1950 and that a worker getting Rs. 35 would get Rs. 45 for working on 1½ sides. He further stated that the manager had promised to hold an impartial enquiry against only 43 of the 188 workers on whom the notices were served. He, therefore, appealed to the workers to resume work on the next day. A resolution to that effect was unanimously passed in the meeting. In pursuance of this decision majority of the strikers resumed duty on March 25 and the mill started working normally. The time lost due to the strike and the subsequent lockout amounted to about 1,53,000 man-days.

*Jam Manufacturing Co. Ltd., Mill No. 1.*—The lockout in the Jam Manufacturing Mill (reported earlier) ended on 8th March 1950, when the mill resumed normal working. On March 2, the management put up a notice informing the workers that the Industrial Court had declared the stoppage of work by the weavers as illegal and upheld the decision of the Labour Court regarding the introduction of the four loom system. The management, therefore, requested the workers to resume work forthwith. Accordingly, all the weavers resumed work on 6th March (March 3, 4 and 5 being "Holi" holidays). The management, however, had to send away some workers of other departments for want of sufficient work. On the same day the management put up a notice stating that other departments would gradually commence working as weavers had resumed work. The mill started normal working from March 8. The lockout resulted in a loss of nearly 37,000 man-days to the industry.

*General Strike in Oil Companies.*—The general strike in the Oil Companies which commenced on 28th February 1950 (reported earlier) was in progress during the month. On March 1, Sjt. D. R. Bhosle, M. R. Salvi and Ram Kishore were arrested under the Preventive Detention Act. The managements of the Burnah Shell and the Standard

Vacuum Oil Companies put up notices informing their workers that they had no concern with the dispute between the Caltex (India) and their employees and therefore advised their workers to resume work. On the other hand the union leaders exhorted the strikers to continue the strike till Shri G. Sundaram was released. There was no change in the strike situation till 13th March 1950. The Oil Companies concerned, however, carried on the supply work with the help of their supervisory staff and the District Police Drivers. The union leaders informed the strikers at their meeting on March 12 that Honourable Shri Morari Desai, Home Minister had promised to look into the matter if the strike was withdrawn and the strikers resumed work. Accordingly a meeting of about 1,000 strikers was held on March 13 when the following resolutions were unanimously passed:

1. Deciding that all the strikers should resume work on March 14;
2. Deciding to approach Government for unconditional release of Shri G. Sundaram and others;
3. Deciding to approach the managements of Oil Companies to demand payment of wages for the strike period; and
4. Thanking other trade unions for their support.

According to the decision reached on the previous day all the strikers in the three companies resumed work unconditionally on March 14 and the strike came to an end causing a loss of about 51,000 man-working days to the industry. Shri G. Sundaram and others who were arrested in connection with the strike were also released on March 15.

*The Dun Aluminium Factory.*—About a fortnight ago, the National Engineering Workers' Union (Congress) had sent a letter to the management of the Dun Aluminium Factory on behalf of the workers demanding payment of  $4\frac{1}{2}$  months' wages as bonus for the year 1949. As the management refused to grant the above demand about 320 out of the total 390 workers resorted to a stay-in-strike on March 8, 1950. All the strikers, however, resumed work unconditionally on the next day and the strike ended.

*The Athenaeum Press.*—Demanding implementation of the recent Industrial Tribunal's Award especially in respect of classification and increment in wages in consultation with the union, all the 51 workers of the Athenaeum Press struck work on March 16, 1950. The management put up a notice on March 20, declaring that the strike was illegal and asking the strikers to resume work on March 22 with a threat of disciplinary action on failure to do so. But the notice was not heeded and the strikers continued the strike. At the end of the month the strike was still in progress without any change in the situation.

#### MALAD (THANA DISTRICT)

*The Bombay Talkies Ltd.*—The strike in the Bombay Talkies Ltd. which commenced on February 22, 1950 (reported earlier) terminated on March 17 as the Company paid wages for January 1950 and also promised to pay the wages for February 1950 within 8 days. About 6,900 man-days were lost due to the strike.

#### VIRAMGAUM (AHMEDABAD DISTRICT)

*Prabha Mills.*—Protesting against the alleged delay in settling their dispute regarding arrears of dearness allowance and increase in wages, 887 workers of the Prabha Mills resorted to strike on February 16, 1950. The number of strikers rose to 895 on the next day. On March 17 the management issued a notice urging the workers to resume work on 18th March in the interest of the industry or else the mills would remain closed until when the Textile Labour Union, Viramgaum informs the management to start working. The Labour Officer, Ahmedabad visited the Mill on 18th March and advised the strikers to resume work and to resort to legal remedies for the redressal of their legitimate grievances. The Textile Labour Association members also similarly advised the strikers but the strikers were firm. The mill, therefore, remained closed as notified on the previous day. About 100 workers had reported for duty on March 23 but they were played off by the management as about 1,000 employees were on strike. On March 30, the management put up a notice of restarting the mills with effect from 31st March 1950 but as only 106 workers reported for duty the management did not start the mills. The strike continued into the next month.

#### EMPLOYMENT SITUATION IN MARCH 1950

##### THE TEXTILE INDUSTRY

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

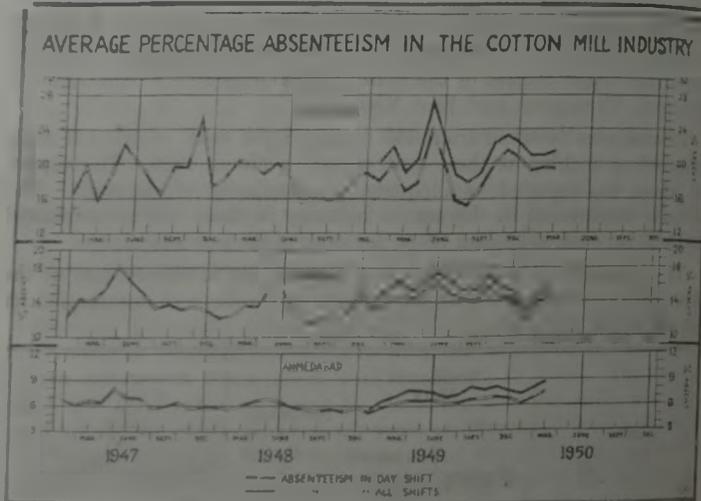
Returns were received from 133 or 97·08 per cent. of the 137 mills reported as working at these centres during March 1950. The supply of labour was reported as adequate by a majority of the mills. The average absenteeism in the textile industry in these centres amounted to 13·39 per cent. as against 12·58 per cent. of the previous month.

The following table shows average percentages of absenteeism at the five centres for the month of March 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		February 1950	March 1950
I		3	4	5	6
Bombay	63	61	96·83	14·72	15·86
Ahmedabad	85	63	96·92	7·95	8·69
Sholapur	5	5	100·00	21·00	21·49
Viramgaum	1	1	100·00	10·82	11·52
East Khandesh	3	3	100·00	10·15	14·39
All Centres	137	133	97·08	12·58	13·39

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

	Average percentage of absenteeism	
	February 1950	March 1950
Bombay	13.81	15.01
Ahmedabad	6.88	7.61
Sholapur	10.52	19.46
Viramgaum	10.82	11.52
East Khandesh	10.15	13.97
All Centres	11.54	12.34



**THE ENGINEERING INDUSTRY**

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in the representative workshops was 18.8 per cent. as against 15.8 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 14.88 in the Chief Engineer's Department and 8.03 among the monthly paid labourers employed in the Port Trust Docks.

**WORKMEN'S COMPENSATION ACT, 1923**

**STATISTICS FOR MARCH 1950**

One hundred and three cases were disposed of in the state during March 1950, under the Workmen's Compensation Act, 1923, 93 less than in the preceding month. All the cases save 2 were disposed of by the Commissioner for Workmen's Compensation, Bombay.

Fifty-eight cases were in the Textile Industry, 20 in the Engineering Industry, 19 in the Transport Services and the remaining 6 cases were in the other groups of industries.

There were 41 proceedings under the Act. Compensation was awarded in 39 cases, one case was dismissed while one case was in respect of reviews and other miscellaneous applications. Of the 62 cases of registration of agreements 61 were registered while registration for the remaining one case was refused.

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

Nature of employment	Proceedings					Total	Registration of agreements		Total	Grand total
	Compensation awarded	Dismissals	Withdrawals	Recovery	Reviews and other miscellaneous applications		Agreements registered	Registration refused		
<i>Group II—Secondary Production—</i>										
Textile Industry	15	1				16	42*	1	43	58
Engineering	10					10	10		10	20
Food, Drink and Tobacco	1					1	1		1	2
Chemicals	1					1				1
Wood working and Furniture							1		1	1
<i>Group III—Services</i>										
Transport	11				1	12	7		7	19
Public Administration	2					2				2
<b>Total</b>	<b>39</b>	<b>1</b>			<b>1</b>	<b>41</b>	<b>61</b>	<b>1</b>	<b>62</b>	<b>103</b>

\* One of these was registered as modified agreement.

## COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sums was Rs. 58,464 as against Rs. 1,05,650 in the previous month.

There were 21 proceedings in respect of fatal accidents, 18 of permanent partial disablement and two 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 dismissed cases	No. of recovery cases	Revisions 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 of instalments (monthly)	Total No. of cases					
		Rs. a. p.		Rs. a. p.					
Fatal ..	20	47,700 0 0	..	..	20	..	..	1	21
Permanent total disablement..	..	..	..	..	..	..	..	..	..
Permanent partial disablement..	18	.. 0 0	..	..	18	..	..	..	18
Temporary disablement	1	29 5 0	..	..	1	..	1	..	2
<b>Total</b>	<b>39</b>	<b>58,464 5 0</b>	<b>..</b>	<b>..</b>	<b>39</b>	<b>..</b>	<b>1</b>	<b>..</b>	<b>41</b>

## REGISTRATION OF AGREEMENTS

All the 62 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 38,214 as against Rs. 51,279 in the previous month.

## NIGHT SHIFTS IN THE COTTON MILLS IN THE STATE

At the beginning of April 1950, there were 66 mills in Bombay City and 61 in Ahmedabad working night shifts. The number of men doing night work were 84,887 and 47,476 respectively.

## INDIAN TRADE UNIONS ACT, 1926

## REGISTRATION OF TRADE UNIONS

On 1st March 1950 there were 535 Unions in the State of Bombay registered under the Indian Trade Unions Act, 1926. The following seventeen Unions were registered during the month:

(1) *The Baroda City Municipal Servants' Union.*—(Registered on 8th March 1950). *President*—Mr. Hari Ramchandra Gokhale; *General Secretary*—Mr. Kantilal Jagjivandas Rana; *Joint Secretaries*—Messrs. Khushman Surejram Desai, Martand Balwant Risaldar; *Treasurer*—Mr. Ishuwarbhai Hathibhai Patel.

(2) *The Indian Clay and Flintrock Products Employes' Union, Bombay.*—(Registered on 8th March 1950). *President*—Mr. A. T. Joshi; *General Secretary*—Mr. Raghunandan P. Joshi; *Secretary*—Mr. Tukaram Murari; *Treasurer*—Mr. Punjalal D. Kotak.

(3) *School of Military Engineering Workers' Union, Kirkee.*—(Registered on 8th March 1950). *President*—Mr. K. G. Patvardhan; *General Secretary*—Mr. R. G. Sawant; *Joint Secretary*—Mr. P. V. Misal; *Treasurer*—Mr. S. V. Shinde.

(4) *The Mill Mazdoor Sabha, Pellad.*—(Registered on 8th March 1950). *President*—Mr. Hari Ramchandra Gokhale; *General Secretary*—Mr. Navnit Harilal Dave; *Joint Secretaries*—Messrs. Fulabhai Dhanabhai Parmar, Jalamsing Mansing; *Treasurer*—Mr. Chhotalal P. Oza.

(5) *Premier offset Kamgar Sangh, Bombay.* (Registered on 10th March 1950). *President*—Mr. Rahim Gani; *General Secretary*—Mr. N. D. Patil; *Secretary*—Mr. J. V. Hate; *Treasurer*—Mr. Fogatlal K. Trivedi.

(6) *The Engineering Mazdur Sangh, Ambarnath.*—(Registered on 10th March 1950). *President*—Mr. P. V. Paranjpe; *General Secretary*—Mr. N. B. Netkari; *Secretaries*—Messrs. B. N. Ingle, O. K. Sharma; *Treasurer*—Mr. S. Kumar.

(7) *National Textile Workers' Union, .....* (Registered on 10th March 1950). *President*—Mr. P. V. Paranjpe; *General Secretary*—Mr. N. B. Metkari; *Secretary*—Mr. B. N. Ingle; *Treasurer*—Mr. Laxman Dhaku Bhalekar.

(8) *The Mill Mazdoor Sabha, Upanagar*.—(Registered on 12th March 1950). *President*—Mr. H. K. Sowani; *General Secretary*—Mr. B. K. Khopkar; *Secretaries*—Messrs. W. G. Bhoir, Madhukar Pandurang, Rambhau Shreepat, Shankar Vaidya; *Treasurer*—Mr. M. P. Nachane.

(9) *The Bombay Tannery Workers' Sangh*.—(Registered on 13th March 1950). *President*—Mr. P. T. Borale; *General Secretary*—Mr. N. Sivapandian; *Secretaries*—Messrs. P. S. Arunachalam, P. Perumal, S. N. Arumugam; *Treasurer*—Mr. S. K. Ramaswamy.

(10) *Metal Works Majoor Mahajan, Navsari*.—(Registered on 14th March 1950). *President*—Mr. Vasantrai Dahyabhai Desai; *Secretary*—Mr. Thakorlal Kasanji Desai; *Treasurer*—Mr. Shantilal Bhagwandas.

(11) *New Engineering College Rashtriya Kamgar Union, Sangli*.—(Registered on 16th March 1950). *President*—Dr. G. A. Deshpande; *General Secretary*—Mr. V. R. Watve; *Secretary*—Mr. S. G. Chougule; *Treasurer*—Mr. N. R. Kulkarni.

(12) *Forest Guards' Association, Southern Circle*.—(Registered on 17th March 1950). *President*—Mr. R. G. Kamat; *General Secretary*—Mr. S. M. Krishnan; *Divisional Secretaries*—Messrs. S. K. Fernandes, A. I. Sheik, R. D. Nagaral, K. V. Joshi; *Treasurer*—Mr. A. U. Bega.

(13) *Indian Mercantile Workers' Union, Bombay*.—(Registered on 23rd March 1950). *President*—Mr. V. M. Master; *General Secretary*—Mr. S. B. Kolpe; *Secretary*—Mr. P. V. Shanbhag; *Treasurer*—Mr. Shivraj D. Kunder.

(14) *Sangli Nagarpalika Trust Properties Rashtriya Nokar Sangh*.—(Registered on 24th March 1950). *President*—Mr. Meghji Narasi Shah; *General Secretary*—Mr. Laxman C. Ganpule; *Secretary*—Mr. Nagesh A. Kulkarni; *Treasurer*—Mr. Vishnu B. Apte.

(15) *Upanagar Bus Kamgar Sabha, Andheri*.—(Registered on 24th March 1950). *President*—Dr. Amul M. Desai; *General Secretary*—Mr. P. B. Pathare; *Secretaries*—Messrs. Dewanchand Ralaram, Albert Lobo; *Treasurer*—Mr. Ramesh Merchant.

(16) *Rashtriya Chemical Kamgar Sangh, Ambarnath*.—(Registered on 24th March 1950). *President*—Mr. G. D. Ambekar; *General Secretary*—Mr. N. B. Metkari; *Secretary and Treasurer*—Mr. B. N. Ingle.

(17) *Büdi Kamgar Union, Raver*.—(Registered on 24th March 1950). *President*—Mr. Janardhan Ramchandra Naik; *General Secretary*—Mr. Sayyad Bakaralli Ajamalli; *Secretaries*—Messrs. Dattu Hari Bari, Hanmant Ramchandra Kolte; *Treasurer*—Mr. Dattulal Kunjilal Agrawal.

In addition to the above, 21 Unions registered under the Baroda Trade Unions Act, 1938, and 9 Unions registered under the Kolhapur Trade Unions Act, 1944, were taken on the Bombay Trade Unions Register on 8th March 1950.

The name of the Empire of India Life Office Staff Union, Bombay, was removed from the register as the Union was cancelled.

The total number of registered Trade Unions on the 31st March 1950, was 581.

#### TRADE CONDITIONS IN AHMEDABAD

The quantity of cotton piece goods despatched by rail from Ahmedabad, during March 1950, was 84,000 maunds as against 118,000 maunds during February 1950 and 161,000 maunds during January 1950. The cumulative total for the three months ended 31st March 1950, comes to 363,000 maunds as against 525,000 maunds for the corresponding period of the year 1949.

#### BOMBAY INDUSTRIAL RELATIONS ACT, 1946

##### NOTIFICATIONS

No. 717/48.—The following draft of a notification which it is proposed to issue under section 123 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), is published as required by sub-section (3) of the said section 123 for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Bombay after three weeks from the date of publication of this Notification.

2. Any objections or suggestions which may be received by the Secretary to the Government of Bombay, Labour and Housing Department, from any person in respect of the said draft before expiry of the period aforesaid will be considered by the Government of Bombay.

##### DRAFT NOTIFICATION

No. —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 72A,—

(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 (i), after the words "industrial transactions and dealings" the words, brackets, letter and figures "likely to affect the matters specified in clause (a) of section 111" 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 & 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. Number of employees in the undertaking other than administrative staff.
8. Brief review of labour situation.
9. 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).
10. 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).
11. Nature of total or partial closure contemplated.
12. Date of the anticipated closure.
13. Precise reasons for the anticipated closure.
14. Extent to which working of the undertaking will be affected by the anticipated closure :
  - (a) Number of spindles likely to remain idle,
  - (b) Number of looms likely to remain idle,
  - (c) Any other machinery or department likely to remain idle.
15. Number of employees affected.
16. Number of hours or days for which (a), (b) and (c) of item 14 are expected to remain idle.

17. 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,

N. K. DRAVID,  
Secretary to Government.

No. 298/48.—In exercise of the powers conferred by sub-section (I) of section 8 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Government Notification, Labour Department, No.298/48, dated the 12th September 1949, as shown below, with effect from the 17th March 1950, namely :—

In column 1 of the Schedule appended to the said Notification :—

(a) in entry No. 1, sub-entry (8) shall be deleted and the following new sub-entry shall be inserted after sub-entry (2) :—

“(2a) Shri. B. L. Shelke, Assistant Commissioner of Labour, Bombay,” ;

(b) in entry No. 4, for the words and letters “ B. L. Shelke, Esquire ” the words and letters “ Shri. S. S. Sanzagiri ” shall be substituted.

By order of the Governor of Bombay,

N. K. DRAVID,  
Secretary to Government.

## INDUSTRIAL DISPUTES ACT, 1947

## NOTIFICATION

No. 575 46.—Whereas in the opinion of the State Government public interest so requires ;

Now, therefore, in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (No. XIV of 1947), and with reference to Government Notification, Labour Department No. 575/48, dated the 18th October 1949, the Government of Bombay is pleased to declare the State Transport Services in the Ahmedabad, Kaira, Sholapur, Poona and Bijapur Divisions to be a public utility service for purposes of the said Act for a further period of six months ending 17th October 1950.

By order of the Governor of Bombay,

N. K. DRAVID,  
Secretary to Government,

## BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

## NOTIFICATION

No. 1100 48.—In exercise of the powers conferred by sub-section (5) of section 1 of the Bombay Shops and Establishments Act, 1948 (Bom. LXXIX of 1948), the Government of Bombay is pleased to direct that all the provisions of the said Act shall come into force in the Jambusar Municipal area with effect from the 1st May 1950.

By order of the Governor of Bombay,

G. V. DAVE,  
Under Secretary to Government.

## WORKMEN'S COMPENSATION ACT, 1923

Application No. 334/C-68 of 1948

G. N. Unwalla, Assistant Driver, Kalyan                      Applicant ;  
(Pleader—K. N. Pitkar).

against

The General Manager, G. I. P. Railway, V. T.,  
Bombay                      ...                      ...                      ...                      Opposite Party.  
(Pleader—Mr. Y. S. Choudhari, B.A., LL.B.,  
Advocate).

Claim—Rs. 4,900-0-0.

This is an application under the Workmen's Compensation Act.

Applicant alleges as follows :—

Applicant was serving the Opposite Party as an Assistant Engine Driver of an Electric Engine of the Opposite Party. At and about the time of accident on 24th December 1946 he was stationed at Kalyan and was to do his duties between Kalyan and Bombay. Applicant after completing his duty hours at Kalyan, was returning home by the Kalyan local leaving at 10-35 p.m. in a second class compartment. After the train left Kalyan three soldiers who were travelling in the same compartment, were interfering with the appliances fitted in the compartment, i.e., electric switches and the seat cloth. Applicant then requested them not to do so. Thereafter, one of the soldiers asked applicant for time which he gave them. After seeing the gold watch on his wrist applicant was mercilessly assaulted by the soldiers who threw him out of the running train between Dombivli and Diva, causing serious injuries. Applicant was lying unconscious between the track till morning when he was picked up by a Driver of another train going from Kalyan to Bombay. He was removed to the Civil Hospital, Thana, and then to Parsi General Hospital, Bombay. Applicant sustained fracture in the joint of his right hip and has been declared unfit for further service by the District Medical Officer, G. I. P. Railway, for the post of a driver. Applicant's wages amount to Rs. 130 per month. He is accordingly entitled to receive a lump sum of Rs. 4,900 by way of compensation etc.

The Opposite Party replies as follows :—

It is denied that applicant received personal injuries by an accident arising out of and in the course of employment. Opposite party submits that some soldiers assaulted Applicant and threw him out of the train whereby Applicant received injuries. It is denied that Applicant is entitled to a lump sum of Rs. 4,900 by way of compensation etc.

- (1) Whether the accident arose out of and in the course of employment?
- (2) If so, what is the compensation due?

Findings

(1) Yes.

(2) Rs. 1,000.

Reasons

Applicant was an Electric Railway Driver working at Kalyan. On 14th December 1935, he was on duty between Kalyan and Borivli. He had on his person a duty pass from Kalyan to Borivli. After leaving the train at Borivli on 14th December 1935, he was returning home from Kalyan by one of the local trains leaving at 10 p.m. On the way sometime after the train left Kalyan, three soldiers who were travelling with applicant in the same compartment began to handle his appliances. Applicant asked them not to do so. This, one of the soldiers asked applicant what the time was. Applicant told him it was 10 p.m. Applicant then asked the soldier to get away from him. The soldier then threw a stone at applicant. Applicant was injured. He was taken to the Grant Road Hospital where he was treated. He remained a patient of the hospital for some days. He was discharged on 17th December 1935. He was then taken to the Grant Road Hospital where he was treated. He remained a patient of the hospital for some days. He was discharged on 17th December 1935. He was then taken to the Grant Road Hospital where he was treated. He remained a patient of the hospital for some days. He was discharged on 17th December 1935.

It is not disputed by the Railway. Their only stand is that Applicant was off his duty when he was assaulted and was thrown out of the compartment that, therefore, the Railway is not responsible to pay any compensation for the accident. It is not denied that applicant had no quarters to stay at Kalyan where his duties lay at that time that he was given a duty pass from Grant Road where he had his headquarters at that time. The learned advocate for the Railway Mr. Choudhari has argued that Applicant was not on duty at the time of the accident. He has stated that Applicant is not on duty at the time of the accident. He has stated that Applicant is not on duty at the time of the accident.

That accident must be considered to be of the same nature as when an ordinary passenger in a train is assaulted and thrown away by another passenger or by an intruder. In support of this proposition, the opposite party relies on (1) *Challis v. London and South Western Railway Co.* 2 K. B. 154 (1905), (2) *Fitzgerald v. W. G. Clarke and Son* (1908) 2 K. B. 790, 1 B. W. C. C. 197. In the first case, an engine driver was injured by a stone thrown by a mischievous boy. Held that the accident arose out of employment. In the second case, a workman was injured by falling fifty feet from a hoist to which two of his fellows, for a joke had hooked him, held that the accident did not arise out of the employment. The first case relied on by the Railway cannot apply to the facts of the present case. The second also does not apply. Mr. Choudhari also relies on the notes on Ayyar, pages 97 to 101, edition 1935.

Against this Mr. Pitkar relies on a number of rulings decided after the above two cases relied on by Mr. Choudhari. The first case is (1) *Travis v. Joint District School Board of Management v. Kelly* 7 B. W. C. C. 214, (2) *Macfarlane v. Shaw*, (1914) 8 B. W. C. C. 117 reported on pages 8 and 11 of Will's Compensation Act, edition 1935 of 1914. The first case was an assault by two boys on a school teacher. The second case was an assault by a drunken stranger on the Employer's premises. The third case relied on is *Nisbet v. Ray* reported in (1910) 2 E. L. R. 111. The fourth case is *Anderson v. Railway*, 11 B. W. C. C. 101. All these cases are reported in para 110 of the Will's Compensation Act, edition 1935 of 1914. In all these cases, the decision had been given that the accident must be held to be out of and in the course of employment. It is clear that there can be no manner of doubt that Applicant must be considered on duty when he was travelling by the train provided for him under the Railway Act, 1925, a line had no quarters to stay at Kalyan. There may be some cases where the workman's employment exists before commencement, or continues after the termination of his actual work and even before he has arrived at, or after he has left the scene of labour. Such cases may arise from the express or implied terms of his contract with his employers or from the circumstances of the case. As Applicant was travelling home by the Railway of the Grant Road where he had his headquarters at that time, it must be held that there was no break in his employment. If Applicant was on duty at the time of the accident, he must be held to be on duty at the time of the accident.

The background for this assault may be that Applicant asked the three soldiers not to interfere with the appliances of the Railway materials in the compartment. This may not be the immediate cause for the assault because the soldiers kept quiet for some time after Applicant asked not to mishandle the Railway materials. Later on, their greed for the gold wrist watch and other valuables such as gold studs, fountain pen, etc., carried on his person by Applicant may have been the immediate motive for the assault. All the same, it must be held that the accident did arise out of the employment. It is conceded that it did arise in the course of employment. On a review of all circumstances I hold that the accident did arise out of the employment and in the course of employment. I, therefore, answer issue no. 1 in favour of Applicant.

*Issue no. 2.*—It is admitted that the Medical Officer of the Railway declared in view of the injuries received by Applicant that Applicant was unfit for a driver's duty. After this declaration Applicant's services were re-charged. Perhaps as a compassionate measure, Applicant is now re-employed as a clerk on Rs. 140. Applicant was getting Rs. 130 per mensem as a driver. He deposes that his colleagues now are earning Rs. 200 per mensem as drivers. He is a young man of 35. In the ordinary course he would have risen to the highest post of a driver carrying a pay of Rs. 400 to Rs. 500 as deposed by him. This fact is not controverted. The mere fact that Applicant is now re-employed as a clerk on Rs. 140 would be no ground for depriving him of his legitimate compensation.

Soon after the accident the Railway informed this office by their letter, dated 2nd May 1947, as follows: "Applicant is still under medical treatment. As soon as the percentage of permanent partial disablement is assessed in his case, this office will be advised further." In the second letter, dated 7th October 1947, the Railway informed this office that the matter about Applicant is "receiving attention." After this, the Railway seems to have taken a different attitude and backed out of their original stand as is clear from their letter, dated 17th November 1947. All this correspondence is produced in the case.

Anyhow, I cannot take into consideration the fact that Applicant is now re-employed when once he is declared unfit for a driver's duty. The opposite side has not put forth any alternative plea. The result is that Applicant is entitled to his full compensation. It comes to Rs. 4,900 as his wages were then Rs. 130 per mensem. He cannot now hope to rise to the highest pay of a driver which is Rs. 400 to Rs. 500. I answer issue no. 2 accordingly. The amount due is Rs. 4,900 plus court fee of Rs. 10 plus legal costs Rs. 20. The total figure comes to Rs. 4,930 which the Railway is liable to pay.

*Order.*

Opposite Party to deposit Rs. 4,930 on or before 5th October 1948.

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

18th September 1948.

APPEAL UNDER THE WORKMEN'S COMPENSATION  
ACT, 1923

No. 527 of 1948

The General Manager, G. I. P. Railway, V. T., Bombay.  
(Original Opponent) ... .. Appellant;

*versus*

Godrej Navroji Unwala, clerk in Loco Foreman's  
Office, Byculla, Bombay. (Original Applicant) ... Respondent.

Appeal against the Order of 18th September 1948 passed by V. R. Mangalvedhekar, Esquire, Commissioner for Workmen's Compensation at Bombay in Application No. 334/C-68 of 1948.

Messrs. G. P. Murdeshwar and U. S. Hattangadi, Advocates for the Appellant.

Mr. M. V. Jayakar with Mr. D. P. Dhupkar, Advocate for the Respondent.

(Coram :—Chagla, C. J. and Gajendragadkar, J.).

21st June 1949.

*Oral Judgment (per Chagla, C. J.).*—This is an appeal from a decision of the Commissioner for Workmen's Compensation, Bombay, awarding to the respondent a sum of Rs. 4,930 as compensation. It would appear that the respondent was serving as an Assistant Engine Driver in the G. I. P. Railway Co., and on the day in question after completing his duty at Kalyan he was returning home by the Kalyan Local leaving Kalyan at 10-35 p.m. with a view to going to Bombay where he was residing, and in the train he was set upon by some soldiers and thrown on the railway lines. He sustained a fracture in the joint of his right hip which totally incapacitated him from ever working as an Assistant Engine Driver.

Now, Mr. Murdeshwar for the appellant has, in the first instance, raised the contention that the accident did not arise out of the employment of the respondent, and therefore he is not entitled to compensation. He argues that the fact of the respondent being attacked by soldiers had nothing whatever to do with his employment, that he was running a risk which any citizen travelling by train might run, and there was nothing special which can be attributed to the employment of the respondent by the G. I. P. Railway Company. Now, there can be no

doubt that when the respondent was attacked in the train he was travelling in the course of his employment. He had a duty pass given to him by the G. I. P. Railway Company to enable him to travel from Kalyan to Grant Road where he had his headquarters at the time, and therefore, it is perfectly clear that the accident took place in the course of his employment. The only difficulty that arises is when one comes to consider whether the accident also arose out of the employment. Now, there is no more thorny subject in legal history than the question as to whether a particular accident arises or does not arise out of one's employment, and there are a large number of decisions which have been given in order to elucidate this point. Mr. Murdeshwar has cited some at the Bar which frankly caused us some difficulty and it is not always easy to lay down the line which demarcates cases which fall in one category from those which fall in the other. Mr. Murdeshwar's main point is that the respondent shared a risk which was common, a risk shared by all members of the public, and that the accident had no relationship whatsoever to the employment of the respondent. The principle that seems to emerge from the various decisions is that in order to entitle him to compensation the risk which the workman is facing is a risk which must be incidental to the duties of his service and also that the accident took place at a place which his employment made it necessary for him to be at the time. At one time the English decisions considerably emphasised the point whether the risk which the workman ran was a common risk shared by him along with the other members of the public. But these decisions have lost much of their importance after the decision given by the House of Lords in *Denis v. A. J. White and Company*, 1917 A. C. 479. There the House of Lords laid down that where a workman is sent into the streets on his employer's business, whether habitually or occasionally, and whether on foot or on a bicycle, or on an omnibus or a car, and he meets with an accident by reason of a risk of the streets to which his employment exposes him, the accident arises out of as well as in the course of his employment; and it is immaterial that the risk which caused the accident is one which is shared by all members of the public using the streets under the like conditions. And in coming to this decision the House of Lords expressly overruled various earlier decisions of the English Courts on this point. Therefore, applying this principle to the facts before us, it is clear that the workman here was in the train in the course of his employment and that he was exposed to a risk because of his employment, and the fact that other

members of the public were as much liable to be set upon by robbers makes no difference to the liability of the employer to compensate his employee. Therefore, in our opinion, the learned Commissioner for Workmen's Compensation was right in coming to the conclusion that the accident arose in the course of and out of the employment of the worker and that the Railway Company was liable to compensate him.

The other point urged by Mr. Murdeshwar is that this is not a case of total disablement, but only of partial disablement, and this contention is founded on the fact that after the accident the Railway Company employed the driver as a clerk and gave him a compassionate allowance of Rs. 140 per month. Mr. Murdeshwar therefore says that this accident did not incapacitate him from all work. He was only incapacitated from working as a driver, but he could do other kind of work, and, therefore, the disablement was partial and not total. Now, turning to the definition of partial and total disablement, Mr. Murdeshwar is right that unless a workman is incapacitated from doing all work which he was capable of performing at the time of the accident resulting in his disablement or he suffers certain kind of injuries which are described in Schedule I to the Act it is not total disablement. But unfortunately for Mr. Murdeshwar this particular plea was not taken before the learned Commissioner. This is a plea not merely of law, but a mixed plea of law and fact, and what the Commissioner would have had to determine was whether at the time of the accident the workman was capable of doing other work than that of a driver and that the accident did not incapacitate him from doing that other work. As no such plea was taken, no such issue raised and no evidence led on this question we cannot permit Mr. Murdeshwar in this appeal to raise this new point. We, therefore accept the finding of the learned Commissioner that the disablement from which the workman suffered was a total disablement and that he was entitled to compensation on the basis of total disablement.

The result is that the appeal fails and is dismissed with costs.

By order of the Court,

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

## FOREIGN

EMPLOYMENT, WAGES, PRICES, ETC., IN THE U K —  
1949

## EMPLOYMENT

In November 1949, the total working population in U. K. was 23,384,000—a rise of about 150,000 as compared with a year earlier. Part of the increase was due to the greater number of school-leavers, entering the working population during 1949 compared with 1948, when the number of young entrants into the employment field was affected by the raising of the school-leaving age in 1947. Recruitment of foreigners under Government scheme was on a much smaller scale than in the previous year, the number entering the working population being 17,000 compared with over 100,000 in 1948.

The industries which recorded appreciable increases were gas, electricity and water (5½ per cent.), clothing (5½ per cent.), textiles (4 per cent.), food, drink and tobacco (4 per cent.) and chemicals (3½ per cent.). The groups, coal mining and National Government Service showed a fall of 2 per cent.

## UNEMPLOYMENT

The total number registered as unemployed in January 1949, was 376,000 (48,000 higher than in December 1948); it thereafter fell steadily to 243,000 in July, but rose again to 261,000 in August, largely as a result of the registration of children leaving school. The number who had been continuously unemployed throughout the whole year was about 37,000, four-fifths of whom were over 40 years of age.

The following table sets out the numbers registered as unemployed at one date in each month of the year.

TABLE I

Date	Men aged 18 and over	Boys under 18	Women aged 18 and over	Girls under 18	Total
December 1948	238,931	5,084	78,981	4,217	327,213
January 1949	269,680	9,844	87,641	8,548	375,713
February 1949	257,388	6,930	89,881	6,084	360,283
March 1949	244,916	5,817	84,800	4,873	340,406
April 1949	232,759	9,630	74,476	8,008	324,873
May 1949	221,025	6,918	71,284	4,938	304,165
June 1949	194,447	4,765	61,216	3,215	263,643
July 1949	179,968	5,687	53,714	3,672	243,041
August 1949	183,253	10,963	58,429	8,744	261,389
September 1949	190,256	9,121	61,493	6,996	267,866
October 1949	212,000	7,635	74,290	6,330	300,255
November 1949	227,467	6,426	84,019	5,697	323,609
December 1949	222,945	5,768	86,513	5,070	330,336

## RATES OF WAGES

The index numbers of weekly rates of wages (on the basis of 30th June 1947=100) at the end of 1948 and of each month of 1949 were as follows

TABLE II

Date (end of month)	Men	Women	Juveniles	All Workers
1948— December	107	109	110	107
1949— January and February	107	109	110	108
March and April	108	110	111	108
May	108	111	111	108
June	108	111	111	109
July and September	108	111	112	109
October and December	109	112	112	109

In the industries for which statistics are regularly compiled by the Department as to the number of workpeople affected by changes in the rates of wages and the aggregate amount of the changes, nearly 1 million workpeople received a net increase of about £ 1,070,000 a week. These figures are exclusive of changes affecting domestic servants and clerical workers. Of the total increase about three-fifths was accounted for by increases to workpeople employed in agriculture, textile manufacture, building and contracting, transport and communications and the distributive trades.

The minimum rates of wages for agricultural workers were increased generally by 4 s. a week for men and 3 s. for women. Increased rates were also fixed for juvenile workers.

In the "spinning" and "preparing" sections of the Cotton industry there were increases in May of 7 s. 6 d. or 4 s. 6 d. a week, according to occupation, or of 5 per cent. on current earnings. In cotton manufacturing a flat-rate advance of 4 s. 6 d. a week for adults was granted in March.

In the "building" industry there were increases in February of ¼ d. an hour in the standard rates for craftsmen and of ½ d. or ¼ d. for labourers.

For engineering rank and file grades and for certain grades in the "supplies and factories departments" of the General Post Office, there were increases varying from 2 s. 6 d. to 8 s. a week according to age and occupation.

Increases were also reported in a number of other industries, such as pig iron and iron shell manufacturing industries, the baking industry, the printing industry, electricity supply undertakings, etc.

#### HOURS OF LABOUR

During 1949 about 1 million workpeople had their normal weekly hours of labour reduced by about 1½ on the average; the principal reductions were in agriculture, pottery industry, baking industry and cinema theatres.

#### RETAIL PRICES

The average index figure for 1949 was 111, i.e., the average level of retail prices was about 11 per cent. higher than when the index started in June 1947. The rise was mainly due to the rise of 12 points in the food index consequent upon increases in the prices of food articles during the year. Clothing prices were higher at the end of 1949, while there were advances in the prices of petrol, lamp oil and matches; the relative movements in prices in these and other groups were however small and their net effect on the all items index was practically negligible.

The prices of most of the articles of food continued to be subject to control. The most important changes in retail food prices were the increases in the prices of meat, butter, margarine, cheese, eggs, bread and flour. Prices of vegetables showed considerable fluctuations, largely seasonal while those of cocoa, chocolate and boiled sweets declined.

#### INDUSTRIAL DISPUTES

The number of working days lost due to stoppages of work as a result of disputes was about 1,803,000 during 1949 as compared with about 1,944,000 during the preceding year and the aggregate number of workers involved in stoppages was about 434,000 (120,000 indirectly involved) as compared with about 426,000 during 1948.

The industry mainly affected by disputes was coal mining where the aggregate number of working days lost was 754,000. Stoppages in the transport industry accounted for nearly one-third and those in the engineering, shipbuilding, iron and steel and other metal industries to nearly one-sixth of all the time lost in the year.

#### FATAL INDUSTRIAL ACCIDENTS

The total number of workpeople (other than seamen) whose deaths from accidents in the course of their employment were reported in the U. K. during 1949, was 1,508\*, of this, 520 fatal accidents occurred at mines and quarries, 786 at places covered by the Factories Act and 202 in the railway service.

#### INDUSTRIAL DISEASES

The total number of cases reported in the U. K. during 1949 under the Factories Act, 1937 or under the Lead Paint (Protection against poisoning) Act, 1926 was 459 of which 16 were fatal.

\* Provisional.

## Conciliation and Arbitration

### NOTIFICATIONS

The memoranda of settlements recorded by the Registrar, Bombay Industrial Relations Act, 1946, in exercise of the powers conferred on him under section 58 (1) of the Bombay Industrial Relations Act, 1946, and Rule 65 of the Bombay Industrial Relations Rules, 1947, are reproduced below :—

#### BEFORE THE CONCILIATOR MR. B. N. DATAR

No. 405/49, dated 29th October 1949

#### Names of Parties

Representing Employers :—

Mr. M. S. Bamji, Senior Assistant Weaving Master.

Mr. L. B. Sambari, Assistant Labour Officer, Phoenix Mills Ltd., Bombay.

Representing Employees :—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

(Representative Union).

#### Short Recital of Case

On 24th September 1949, the Manager of the Phoenix Mills Ltd., Bombay, sent a notice of change to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, for the reduction of two beam carriers. As no agreement was possible, "N" form was sent on 3rd October 1949 and the dispute was brought on the register on 8th October 1949. Conciliation proceedings were held on 13th and 20th October 1949 on the last of which dates an agreement as per terms below was reached between the parties :—

#### Terms of Agreement

(1) Two posts of beam carriers shall be abolished with effect from 1st November 1949.

(2) The beam carriers affected by the abolition of the posts will be transferred as *badlis* and will be given first preference for work as beam carriers. They will be absorbed as permanent beam carriers, if and when, such vacancies occur.

(Signed) N. S. Deshpande,  
Rashtriya Mill Mazdoor Sangh.

(Signed) M. S. Bamji,  
Phoenix Mills Ltd., Bombay.

B. N. DATAR,  
Conciliator.

20th October 1949.

No. 406/49, dated 29th October 1949

*Names of Parties*

## Representing Employers :—

Mr. C. P. Parikh, Secretary.  
Mr. R. G. Rajwade, Labour Officer.  
Mr. B. G. Kothare, Spinning Master, Dawn Mills Co. Ltd., Bombay.

## Representing Employees :—

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

*Short Recital of the Case*

On 21st September 1949, the Secretary of the Dawn Mills Co. Ltd., Bombay, gave a notice of change in form "K" proposing the stoppage of Fester Winding Department and as a result the reduction of 15 Fester Winders. As no agreement was possible, "N" form was sent to the Conciliator on 27th September 1949. The case was brought on the register on 29th September 1949 and conciliation proceedings were held on 9th, 15th and 20th October 1949 on the last of which dates an agreement as per terms below was reached between the parties :—

*Terms of Agreement*

- (1) All winders covered by the notice of change will be given work by rotation on rotoconers for an approximate period of four fortnights each in the aggregate from the date of agreement to 24th February 1950 with a view to affording them opportunities to acquire necessary experience, speed and efficiency.
- (2) The mills will maintain records of daily production of individual winders for the period worked by each winder. The records mentioned above will be examined during the week following 24th February 1950 with a view to finally deciding the dispute.
- (3) In the event of there being any increased quantity of yarn available for reeling, the management will give chances to the winders not working on rotoconers to work by turn in the reeling to the extent to which the additional supplies of yarn are available.
- (4) This agreement will come into effect from Monday, 24th October 1949.

(Signed) N. S. Deshpande,

(Signed) C. P. Parikh, Rashtriya Mill Mazdoor Sangh, Bombay.  
Dawn Mills Co. Ltd., Bombay.

B. N. DATAR,  
Conciliator.  
20th October 1949.

No. 409/49, dated 3rd November 1949

*Names of Parties*

## Representing Employers :—

Mr. C. C. Parikh, Secretary.  
Mr. R. G. Rajwade, Labour Officer.  
Mr. B. G. Kothare, Spinning Master, Dawn Mills Co. Ltd., Bombay.

## Representing Employees :—

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

*Short Recital of Case*

On 30th August 1949, the Secretary of the Dawn Mills Co. Ltd., Bombay, gave a notice of change in form "K" proposing the stoppage of Universal Winding Department and as a result of this the reduction of a jobber, two coolies and 35 universal winders. As no agreement was possible, "N" form was sent to the Conciliator on 9th September 1949. The case was brought on the register on 14th September 1949 and conciliation proceedings were held on 21st, 26th and 29th September, 5th, 15th and 20th October 1949 on the last of which dates an agreement as per terms below was reached between the parties :—

*Terms of Agreement*

- (1) The jobber covered by the notice of change will be absorbed as an oiler in any department in the mill.
  - (2) The coolies will be absorbed as coolies in the mill.
  - (3) All winders covered by the notice of change will be given work by rotation on rotoconers for an approximate period of four fortnights each in the aggregate from the date of agreement to 24th February 1950 with a view to affording them opportunities to acquire necessary experience, speed and efficiency.
  - (4) The mills will maintain records of daily production of individual winders for the period worked by each winder. The records mentioned above will be examined during the week following 24th February 1950 with a view to finally deciding the dispute.
- In the event of there being any increased quantity of yarn available for reeling, the management will give chances to the winders not working on rotoconers to work by turn in the reelings to the extent to which the additional supplies of yarn are available.
- This agreement will come into effect from Monday, the 24th October 1949.

(Signed) C. C. Parikh,  
Dawn Mills Co. Ltd., Bombay.

(Signed) N. S. Deshpande,  
(Rashtriya Mill Mazdoor Sangh, Bombay).

B. N. DATAR,  
Conciliator.  
20th October 1949.

No. 419/49, dated 11th November 1949

*Names of Parties*

Representing Employers :—

Mr. M. A. Moses, Labour Officer, Meyer Mills Ltd., Bombay.  
Mr. Warty, Assistant Labour Officer, Millowners' Association, Bombay.

Representing Employees :—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

*Short Recital of Case*

On 30th August 1949, the Manager of the Meyer Mills Ltd., Bombay, gave a notice of change in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, proposing retrenchment of 10 clerks as a result of the closure of the 3rd shift. As no agreement was possible, "N" form was sent to the Conciliator on 13th September 1949. The dispute was entered in the register on 15th September 1949 and conciliation proceedings were held on 22nd September 1949; 28th September 1949; 15th October 1949; 26th October 1949 and 29th October 1949 on the last of which dates, agreement as per terms below was reached between the parties :—

*Terms of Agreement*

It is agreed that—

(1) The following clerical posts should be abolished :—

- (a) Spare time-keeper (1);
- (b) Reeling clerk (1);
- (c) Grain clerk (1);
- Grain Pass Writer or Society clerk (1);
- (e) Engineering clerk (1).

(2) If and when the mill requires additional clerks, the persons affected as a result of reduction as per clause (1) shall be engaged for clerical work in order of seniority.

(3) The agreement will come in effect from 1st November 1949.

M. A. Moses,  
Labour Officer,  
Meyer Mills Ltd., Bombay.

N. S. Deshpande,  
Secretary,  
Rashtriya Mill Mazdoor Sangh, Bombay.

B. N. DATAR,  
Conciliator.

29th October 1949.

No. 432/49, dated 16th November 1949

*Names of Parties*

Representing Employers :—

Mr. R. K. Parikh, Manager, Shree Ram Mills Ltd., Bombay.

Mr. M. S. Warty, Assistant Labour Officer, Millowners' Association, Bombay.

Representing Employees :—

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

*Short Recital of Case*

On 12th October 1949, the Manager, Shree Ram Mills Ltd., Bombay, gave a notice of change in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, representative Union, proposing retrenchment of six workers in Lap Drawing Section of the Spinning Department. As no agreement was possible, "N" form was sent to the Conciliator on 26th October 1949. The dispute was brought on the register on 29th October 1949 and conciliation proceedings were held on 3rd November 1949 when after some discussion an agreement as per terms below was reached :—

*Terms of Agreement*

(1) The six posts of Lap Drawing Tenters of the Frame Section in the Spinning Department, three in each shift shall be abolished.

(2) The employees affected as per Clause (1) of the agreement, shall be transferred on the *badli* list of the Frame Department and shall be given priority in order of seniority for *badli* work without affecting the rights of the existing priority *badlis*.

(3) This agreement shall come into force from 7th November 1949.

(Signed) R. K. Parikh,  
Manager,  
Shree Ram Mills Ltd., Bombay.

(Signed) N. S. Deshpande,  
Secretary,  
Rashtriya Mill Mazdoor Sangh,  
Bombay.

B. N. DATAR,  
Conciliator.

3rd November 1949.

No. 433/49, dated 16th November 1949

*Names of Parties*

Representing Employers :—

Mr. M. A. Moses, Labour Officer, Meyer Mills Ltd., Bombay.  
Mr. M. S. Warty, Assistant Labour Officer, Millowners' Association, Bombay.

Representing Employees :—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

*Short Recital of Case*

On 30th August 1949, the Manager, Meyer Mills Ltd., Bombay, gave a notice of change in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, proposing retrenchment of 71 workers from the 1st shift as a result of the closure of the 3rd shift in Carding and Spinning Departments. As no agreement was possible, "N" form was sent to the Conciliator on 13th September 1949. The dispute was entered in the register on 15th September 1949 and conciliation proceedings were held on various dates between 22nd September 1949 and 3rd November 1949. Eventually an agreement was reached on the following terms :—

*Terms of Agreement*

It is agreed that—

- (1) All vacant numbers shall be abolished.
- (2) None of the employees affected by the Notice of Change shall be retrenched.
- (3) (I) Future vacancies, if and when, they occur shall not be filled in till the complement as required by the mill is reached in the case of—
  - (a) Reelers,
  - (b) Waste-pickers,
  - (c) Bundlers, and
  - (d) Cheese Winders.
 (II) The employees mentioned in clause (3) (I) above shall be equitably played off.
- (4) This agreement will come into force from 7th November 1949.

(Signed) M. A. Moses,  
Labour Officer,  
Meyer Mills Ltd., Bombay.

(Signed) N. S. Deshpande,  
Secretary,  
Rashtriya Mill Mazdoor Sangh, Bombay.

B. N. DATAR,  
Conciliator.

3rd November 1949.

BEFORE THE CONCILIATOR DR. H. G. ABHYANKAR

No. 417/49, dated 11th November 1949

*Names of Parties*

Representing Employers :—

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

Representing Employees :—

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

*Short Recital of Case*

The Manager, Elphinstone Spg. & Wvg. Mills Co. Ltd., Bombay, gave a notice of change on 15th September 1949 to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, proposing the stopping of the Doubling Department and also consequently the stopping of the Doubling Winding Colour Winding and Yarn Dyeing Departments. Agreement between the parties was not reached and a report in form "N" was sent to the Conciliator on 25th September 1949. The dispute was brought on the register on 4th October 1949. Conciliation proceedings were held in this Office on several dates in October and an agreement on the following terms was reached between the parties on 28th October 1949 :—

*Terms of Agreement*

1. The Doubling Department will be stopped and the seniormost 5 workers in the Department will be transferred as *Badli* workers in other departments.
2. All the posts in the Doubling Winding and 26 posts in the Colour Winding Department will be reduced. The Seniormost 7 workers of these departments will be absorbed as permanent workers in Universal and Grey Winding Departments. The remaining thirty workers will be transferred to the Winding Departments as *Badlis* and the present *Badli* workers will be discontinued.
3. Yarn Dyeing Department will be stopped and the workers working there at present will be transferred as *Badlis* to other departments.
4. Those workers who are covered by the Notice of Change and are given *Badli* passes in other departments will be given preference for permanent posts as and when they arise according to seniority.

This Agreement will come into force from 1st November 1949.

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

N. S. Deshpande,  
Secretary,  
Rashtriya Mill Mazdoor Sangh, Bombay.

H. G. ABHYANKAR,  
Conciliator.

No. 418/49, dated 11th November 1949

*Names of Parties*

Representing Employers :—

H. P. Trivedi, Esqr., Manager, Standard Mills Co. Ltd., Bombay.

Representing Employees :—

Mr. N. S. Deshpande, Secretary, Rashtriya Mill Mazdoor Sangh,  
Bombay.

*Short Recital of Case*

On 9th September 1949, the Manager, Standard Mills Co. Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the representative Union, proposing to retrench 139 employees from various departments of the Mill as the Mill is working on finer counts and hence less work in the departments. As no agreement was possible between the parties, the report in form "N" was sent to the Conciliator on 16th September 1949. This was registered on 19th September 1949. Conciliation proceedings were held on 26th, 29th September, 5th, 11th, 15th, 17th and 28th October 1949, and on the last of these dates the parties arrived at an agreement, the terms of which are given below :—

*Terms of Agreement*

It is hereby agreed that—

(1) No employee affected by the notice of change dated the 9th September 1949, will be retrenched.

(2) All the vacant numbers in the departments covered by the notice of change will be abolished.

(3) The number of employees surplus to the proposed complement in each department covered by the notice of change will be played off by rotation equitably till such time as the proposed complement is reached by normal separation.

(4) No *badli* shall be employed in any department covered by the notice of change till the surplus number is provided with work.

(5) The optimum number of spindles per winder in the departments, covered by the notice of change will be as given in the Schedule attached to this agreement.

(6) The piece-work rates for winders will be re-adjusted in accordance with the Industrial Court's award of May 1947.

(7) This agreement will come into force from 1st November 1949.

(8) The terms of this agreement are not applicable to the weaving-line jobbers.

H. P. Trivedi,  
Standard Mills Co. Ltd.,  
Bombay.

N. S. Deshpande,  
Rashtriya Mill Mazdoor Sangh,  
Bombay.

H. G. ABHYANKAR,  
Conciliator.  
28th October 1949.

SCHEDULE

THE STANDARD MILLS COMPANY LIMITED, BOMBAY

Schedule for optimum number of spindles per winder according to the count of yarn to be processed and the length of yarn contained in the supply package :—

Name of the Department	Count of yarn	Length on supply package	Optimum number of spindles per winder
(1) Grey Winding	22" warp	1,228 yards	25
	32" "	1,871 "	35
	40" "	1,700 "	35
	44" weft	1,848 "	40
(2) High speed cheese winding.	62" warp	2,100 "	45
	44" weft	2,573 "	14
(3) High speed cone winding (Roto coner).	44" weft	1,848 "	10
	22" warp	1,228 "	9 (8.5 Avg.)
(4) Colour (Drum) Winding.	62" "	2,100 "	12
	44" hanks	.....	10
(5) Universal pirn winding (Leesona No. 90).	2/80" "	.....	10
	44" cheeses	.....	20

No. 441/49, dated 16th November 1949

*Names of Parties*

Representing Employers :—

Mr. Bilphodiwala, Manager, Swadeshi Mills Ltd., Kurla.

Representing Employees :—

Mr. S. N. Umdalkar, Secretary, Kurla Girni Kamgar Sangh, Kurla,  
(Representative Union).

*Short Recital of Case*

The Manager, Swadeshi Mills Ltd., Kurla, gave a notice of change to the Secretary, Kurla Girni Kamgar Sangh, Kurla, on 8th September 1949. No agreement was possible between the parties and "N" form was sent to the Conciliator on 21st September 1949. The dispute was brought on the register on 28th September 1949 and conciliation proceedings were held in this Office on 3rd November 1949. The proceedings had been adjourned by mutual request of the parties. The following agreement has been reached :—

*Terms of Agreement*

It is hereby agreed that—

- (1) Ten posts of weaving coolies from the day shift will be abolished.
- (2) Of these 10, one weaving cooly will be transferred to the Spinning Department.
- (3) Two posts of weaving coolies in the night shift will be abolished.
- (4) None of the employees affected by the notice of change will be retrenched or played off.
- (5) This agreement shall come into effect from 15th November 1949.

Mr. Bilphodiwala,  
Manager,  
Swadeshi Mills Ltd., Kurla.

S. N. Umdalkar,  
Secretary,  
Kurla Girni Kamgar Sangh, Kurla.

H. G. ABHYANKAR,  
Conciliator.

3rd November 1949.

BEFORE THE CONCILIATOR, MR. R. J. TAMBOLI

No. 6/50, dated 31st January 1950

*Names of Parties*

Representing Employers —

B. M. Bhatt, Labour Officer, New Prabhat Silk Mills No. 2, Bombay.

Representing Employees :—

Mr. H. K. Sovani, Secretary, Mill Mazdoor Sabha, Bombay.

*Short Recital of Case*

On the 28th November 1949, the management gave a notice of change in form "K" to the Mill Mazdoor Sabha, Bombay, representative union stating that they desired to reduce one post of Folding Checker and one post of Sizer in the permanent establishment of the Mill for want of work. Failing agreement, "N" form was sent to the Conciliator on the 12th December 1949. Conciliation proceedings were held on the 27th and 31st December 1949 on the last of which dates a settlement on the following terms was reached :—

*Terms of Settlement*

- (1) The management shall reduce one post of Folding Checker and one post of Sizer.
- (2) The present Folding Checker will be permanently absorbed as a Folder and the junior-most folder will be retrenched after giving him 13 days' notice pay in lieu of notice.
- (3) As there is a vacant post of a sizer at present, the same will not be filled in but in case the discharged sizer is ordered to be reinstated the junior-most sizer will be retrenched.
- (4) This agreement shall come into force from 1st January 1950.

H. K. Sowani,  
Secretary,  
Mill Mazdoor Sabha, Bombay.

B. M. Bhatt,  
Labour Officer,  
New Prabhat Silk Mills No. 2, Bombay.

R. J. TAMBOLI,  
Conciliator.

31st December 1949.

No. 7 '50, dated 31st January 1950

*Names of Parties*

## Representing Employers :—

Mr. C. J. Sukhadwala, Manager,  
Mr. D. A. Khot, Labour Officer,  
Indian Woollen Mills, Bombay.

## Representing Employees :—

Mr. Tulsi Boda, General Secretary, Mumbai Woollen Mill Kamgar  
Union, Bombay.  
(Representative Union).

*Short Recital of Case*

On the 21st November 1949, the management gave a notice of change in form "K" to the Mumbai Woollen Mill Kamgar Union (Representative Union), Bombay, stating that they desired to retrench 15 workers from the Worsted Combing Department due to want of Australian Wool. Failing agreement, "N" form was sent to the Conciliator on 5th December 1949, Conciliation proceedings were held on the 15th, 20th, 23rd and 28th December 1949, on the last of which dates a settlement on the following terms was arrived at.

*Terms of Settlement*

(1) The fifteen workers of the Worsted Combing Department under notice who are to be retrenched will be transferred to some other departments as *badlis* or temporary workers with effect from 2nd January 1950.

(2) These 15 workers will be re-transferred to their present permanent posts when the department is re-started and their services will be treated as continuous.

(3) The above workers will be given at least twenty days work during the month.

(4) If the above workers will not work efficiently and satisfactorily on their new posts, their services will be terminated without giving any notice whatsoever.

Tulsi Boda,  
General Secretary,  
Mumbai Woollen Mill Kamgar Union, Bombay.

C. J. Sukhadwala,  
Manager,  
Indian Woollen Mills, Bombay.

R. J. TAMBOLI,  
Conciliator.

28th December 1949.

No. 8/50, dated 31st January 1950

*Names of Parties*

## Representing Employers :—

Mr. C. J. Sukhadwala, Manager,  
Mr. D. A. Khot, Labour Officer, Indian Woollen Mills, Bombay.

## Representing Employees :—

Mr. Tulsi Boda, General Secretary, Mumbai Woollen Mill Kamgar  
Union, Bombay (Representative Union).

*Short Recital of Case*

On the 21st November 1949, the management gave a notice of change in form "K" to the Mumbai Woollen Mill Kamgar Union (Representative Union), Bombay, stating that they desired to retrench six workers from the Worsted Carding Department due to shortage of Australian Wool. Failing agreement, "N" form was sent to the Conciliator on 5th December 1949, Conciliation proceedings were held on the 15th, 20th, 23rd and 28th December 1949, on the last of which dates a settlement on the following terms was arrived at.

*Terms of Settlement*

(1) The six workers of the Worsted Carding Department under notice who are to be retrenched will be transferred to some other departments as *badlis* or temporary workers with effect from 2nd January 1950.

(2) These six workers will be re-transferred to their present permanent posts when the department is re-started and their services will be treated as continuous.

(3) The above workers will be given at least twenty days work during the month.

(4) If the above workers will not work efficiently and satisfactorily on their new posts, their services will be terminated without giving any notice whatsoever.

C. J. Sukhadawala,  
Indian Woollen Mills, Bombay.

Tulsi Boda,  
General Secretary,  
Mumbai Woollen Mill Kamgar Union, Bombay.

R. J. TAMBOLI,  
Conciliator.

28th December 1949.

## BEFORE THE CONCILIATOR MR. G. K. DHUTIA

No. 404/49, dated 29th October 1949

*Names of Parties*

## Representing Employers :—

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

## Representing Employees :—

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

*Short Recital of Case*

On the 9th September 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad as a Representative Union stating that they desired to reduce six Fancy-men. Failing agreement, "N" form was sent to the Conciliator on the 20th September 1949. Conciliation proceedings were held on 28th September, 8th October and 12th October 1949, on the last of which dates, a Settlement on the following terms was reached

*Terms of Settlement*

(1) The management may reduce the strength of Fancy-men in each shift by two by discharging four juniormost Fancy-men. The juniority shall be decided from amongst the workers of both the shifts together and it shall be open to the management to transfer Fancy-men from one shift to other for adjustment, if necessary, in view of this change.

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

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

(4) This Settlement shall come into effect from 24th October 1949.

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

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

G. K. DHUTIA,  
Conciliator.

12th October 1949.

No. 407/49, dated 31st October 1949

*Names of Parties*

## Representing Employers

Mr. B. G. Trivedi, Secretary, Ahmedabad New Cotton Mills Co. Ltd.,  
Ahmedabad.

## Representing Employees

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

*Short Recital of Case*

On the 20th September 1949, the management gave a notice of change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to abolish the post of a Welder. Failing agreement, "N" form was sent to the Conciliator on the 28th September 1949. Conciliation proceedings were held on the 6th October, 11th October, 17th October and 26th October 1949, on the last of which dates, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may abolish the post of a Welder and discharge the Welder who is working at present with effect from 1st December 1949.

(2) This Settlement shall not prejudice the rights of the discharged Welder for his Holidays with Pay and Bonus for 1949.

B. C. Trivedi,  
Secretary,  
Ahmedabad New Cotton Mills Co. Ltd.,  
Ahmedabad.

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

G. K. DHUTIA,  
Conciliator.

26th October 1949.

No. 411/49, dated 11th November 1949

*Names of Parties*

- (1) Representing Employers :—  
Mr. R. R. Bhatt, Manager, Ahmedabad Jay Bharat Cotton Mills Ltd., Ahmedabad.
- (2) Representing Employees :—  
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar)

*Short Recital of Case*

On the 7th October 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to stop 5 Dry Doubling Frames and reduce 10 workers. Failing agreement, "N" form was sent to the Conciliator on the 17th October 1949. Conciliation proceedings were held on 27th October 1949, on which date, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may stop 5 Converted Dry Doubling Frames and reduce the strength of Doubling Tenters by 10 in the day shift by transferring an equal number of Tenters in the night shift to work on the Wet Doubling Frames to be re-started. The names of Doubling Tenters to be transferred to the night shift shall be decided in consultation with the Textile Labour Association, Ahmedabad.

(2) This Settlement shall come into effect from 3rd November 1949.

R. R. Bhatt,  
Manager,

Ahmedabad Jay Bharat Cotton Mills Ltd., Ahmedabad.

J. G. Parmar,  
for Secretary,

Textile Labour Association, Ahmedabad.

G. K. DRUTIA,  
Conciliator.

27th October 1949.

No. 412/49, dated 11th November 1949

*Names of Parties*

- (1) Representing Employers :—  
Mr. B. C. Trivedi, Secretary, Ahmedabad New Cotton Mills Co. Ltd., Ahmedabad.

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

*Short Recital of Case*

On the 20th September 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 13 Colour Winders. Failing agreement, "N" form was sent to the Conciliator on the 28th September 1949. Conciliation proceedings were held on 6th, 11th, 13th, 26th and 27th October 1949, on the last of which dates, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may reduce the strength of the Colour Winding Department from 20 to 7 in the following manner :—

(a) Seven Colour Winders may be transferred from Colour Winding to Grey Winding Department, increasing thereby the strength of the latter Department from 28 to 35.

(b) Remaining six Colour Winders may be taken from the list of permanent Colour Winders and shall be treated as extra permanent Winders and they may be given work in any Section of the Winding Department to work in the vacancies of permanent Winders, the total strength of which will remain 42.

(c) The first seven seniormost Colour Winders shall be retained in the Colour Winding Department, next seven seniormost shall be transferred to the Grey Winding Department while the remaining six shall be treated as extra permanent Winders.

(d) It shall be open to the management to reduce the strength of extra permanent Winders by not filling in natural vacancies that may occur in future.

(2) This Settlement shall come into effect from 1st November 1949.

B. C. Trivedi,  
Secretary,  
Ahmedabad New Cotton Mills Co. Ltd., Ahmedabad.

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

G. K. DRUTIA,  
Conciliator.

27th October 1949.

No. 413/49, dated 11th November 1949

*Names of Parties*

## (1) Representing Employers -

Mr. R. P. Nagarwadia, Manager, Ajit Mills Ltd., Ahmedabad

## (2) Representing Employees--

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

*Short Recital of Case*

On the 3rd October 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 6 workers in the Waste Department. Failing agreement, "N" form was sent to the Conciliator on the 10th October 1949. Conciliation proceedings were held on 18th, 25th and 28th October 1949, on the last of which dates, a settlement on the following terms was reached.—

*Terms of Settlement*

(1) The management may reduce the strength of Waste Coolies in the day shift by 2 by discharging 2 juniormost Coolies.

(2) The discharged Waste Coolies shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.

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

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

R. P. Nagarwadia,  
Manager,  
Ajit Mills Ltd., Ahmedabad.

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

G. K. DHUTIA,  
Conciliator.

28th October 1949.

No. 414/49, dated 11th November 1949

*Names of Parties*

## (1) Representing Employers :

Mr. R. P. Nagarwadia, Manager, Ajit Mills Ltd., Ahmedabad.

## (2) Representing Employees :

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

*Short Recital of Case*

On the 8th September 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 41 workers for want of work. Failing agreement, "N" form was sent to the Conciliator on the 17th September 1949. Conciliation proceedings were held on 28th September, 6th October, 12th October, 25th October and 28th October 1949, on the last of which dates, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may reduce the strength of following categories of workers by discharging junior-most in their respective categories, subject to the condition that a worker to be discharged shall not have put in more than 5 years' continuous service in the Mill :—

Category of workers	Shift	Number of workers to be discharged
(1) Store Coolie	... Day shift	.. 1
(2) Dresser	... Do.	.. 1
(3) Toplawala	... Do.	.. 1
(4) Waste Stripper	... Do.	.. 1
(5) Fitter	... Do.	.. 1
(6) Carpenter	... Do.	.. 1
(7) Beamwala	... Do.	.. 1
(8) Kokdiwala	... Do.	.. 1
Kokdiwala	... Night shift	.. 1

(2) The management does not press for reduction of remaining workers for the present.

(3) In view of the reduction of strength of Toplawalas, one of the Mukadams shall be designated as a Toplawala-cum-Mukadam and he shall have to do the work of a Toplawala.

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

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

(6) This Settlement shall come into effect from 1st November 1949.

R. P. Nagarwadia,  
Manager, Ajit Mills Ltd., Ahmedabad.

G. K. DHUTIA,  
Conciliator.

J. G. Parmar,  
for Secretary,

28th October 1949. Textile Labour Association, Ahmedabad

No. 421/49, dated 11th November 1949

*Names of Parties*

(1) Representing Employers :—

Mr. J. G. Rebelo, Labour Officer, Lalbhai Tricumlal Mills Ltd., Ahmedabad.

(2) Representing Employees :—

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

*Short Recital of Case*

On the 23rd August 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 17 Colour Winders. Failing agreement, "N" form was sent to the Conciliator on the 31st August 1949. Conciliation proceedings were held on 12th September, 21st September, 27th September, 6th October, 11th October, 25th October and 31st October 1949, on the last of which dates, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may reduce the strength of Colour Winders in the 1st shift by 5 and discharge an equal number of juniormost Colour Winders.

(2) The discharged Colour Winders shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.

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

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

J. G. Rebelo,  
Labour Officer,  
Lalbhai Tricumlal Mills Ltd., Ahmedabad.

J. G. Parmar,  
for Secretary,

G. K. DHUTIA,  
Conciliator.  
31st October 1949.

Textile Labour Association, Ahmedabad.

No. 422/49, dated 11th November 1949

*Names of Parties*

(1) Representing Employers :—

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

(2) Representing Employees :—

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

*Short Recital of the Case*

On the 28th September 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 5 Bleached Folders. Failing agreement, "N" form was sent to the Conciliator on the 7th October 1949. Conciliation proceedings were held on 17th, 26th and 31st October 1949, on the last of which dates, a Settlement on the following terms was reached :—

*Terms of Settlement*

(1) The management may reduce the strength of Bleached Folders in the day shift by 2 by discharging an equal number of juniormost Folders.

(2) The discharged Bleached Folders shall be paid compensation or gratuity as per the Agreement reached between the Textile Labour Association and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.

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

(4) This Settlement shall come into effect from 1st November 1949

Prabhudas Lallubhai,  
Manager,  
Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad  
Jayantilal Desai,  
for Secretary,  
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,  
Conciliator.

31st October 1949.

No. 24/50, dated 31st January 1950

*Names of Parties*

(1) Representing Employers:—

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

(2) Representing Employees:—

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

*Short Recital of Case*

On the 10th Noember 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce the strength of Clerks in the Mill's Ration Shop by one for want of work. Failing agreement "N" form was sent to the Conciliator on the 17th November 1949. Conciliation proceedings were held on 25th November, 8th December, 9th December, 20th December and 29th December 1949, on the last of which dates, a settlement on the following terms was reached.

*Terms of Settlement*

(1) It is hereby agreed that the management may reduce the strength of Clerks in the Ration Shop from 3 to 2 by discharging one junior most Clerk.

(2) The discharged Clerk shall be paid compensation equivalent to half month's of his wages including Dearness Allowance.

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

G. K. DHUTIA,  
Conciliator.

29th December 1949.

Jayantilal Desai,  
for Secretary,  
Textile Labour Association, Ahmedabad.

No. 25/50, dated 31st January 1950

*Names of Parties*

(1) Representing Employers:—

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

(2) Representing Employees:—

Textile Labour Association, Ahmedabad. (Mr. M. B. Joshi).

*Short Recital of Case*

On the 26th October 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union stating that they desired to reduce 2 Bleached Folders, 4 Stampers, 4 Front Sizers, 4 Back Sizers, 6 Drawers-in and 6 Reachers-in for want of work. Failing agreement "N" form was sent to the Conciliator on the 9th November 1949, Conciliation proceedings were held on 21st November 1949, 30th November 1949, 8th December 1949, 19th December 1949, 30th December 1949 and 3rd January 1950, on the last of which dates a Settlement on the following terms was reached.

*Terms of Settlement*

(1) The management shall close 4 Sizing and 4 Drawing-in Machines and reduce the strength of Front Sizers by 4, Back Sizers by 4, Drawers-in by 5 and Reachers-in by 5 by discharging junior most workers from their respective categories. The juniority of workers shall be decided from both the shifts together.

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

(3) The names of the discharged workers shall be put on the *Baddi* list.

(4) This Settlement shall not prejudice the rights of the discharged workers for their Leave with Wages and Bonus for 1949.

(5) This Settlement shall come into effect from 11th January 1950.

(Illegible),  
Secretary,

G. K. DHUTIA,  
Conciliator.

New Maneckchock Spg. & Wvg. Co. Ltd.,  
Ahmedabad.

3rd January 1950.

M. B. Joshi,  
for Secretary,

Textile Labour Association, Ahmedabad.

No. 26/50, dated 31st January 1950

*Names of Parties*

- (1) Representing Employers :—  
Mr. L. L. Shah, Secretary, New Maneckchock Spg. & Wvg. Co. Ltd., Ahmedabad.
- (2) Representing Employees :—  
Textile Labour Association, Ahmedabad (Mr. M. B. Joshi).

*Short Recital of Case*

On the 26th October 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that they desired to abolish posts of 5 Grey Folders engaged for re-folding of Calendered Grey Cloth. Failing Agreement, "N" form was sent to the Conciliator on the 9th November 1949. Conciliation proceedings were held on 21st November 1949, 30th November 1949, 8th December 1949, 19th December 1949, 30th December 1949 and 3rd January 1950, on the last of which dates, a settlement on the following terms was reached.

*Terms of Settlement*

- (1) The management may reduce in the day shift the strength of Grey Folders (engaged for re-folding of Calendered Grey Cloth) from 5 to 3 by discharging junior most Grey Folders.
- (2) The discharged Grey Folders shall be paid Compensation or Gratuity as per the Agreement reached between the Textile Labour Association, Ahmedabad, and Ahmedabad Millowners' Association, Ahmedabad, on the 7th September 1949.
- (3) The names of discharged Grey Folders shall be put on the *Badli* List.
- (4) In case the work of re-folding of Calendered Grey Cloth increases, the management shall increase the strength of Grey Folders in consultation with the Textile Labour Association, Ahmedabad.
- (5) This Settlement shall not prejudice the rights of the discharged Grey Folders for their Leave with Wages and Bonus for 1949.
- (6) This Settlement shall come into effect from 11th January 1950.

(Illegible),  
Secretary,

New Maneckchock Spg. & Wvg. Co. Ltd.,  
Ahmedabad.

(Signed) G. K. DHUTIA,  
Conciliator.  
3rd January 1950.

M. B. Joshi,  
for Secretary,  
Textile Labour Association, Ahmedabad.

BEFORE THE CONCILIATOR, MR. L. C. JOSHI

No. 332/49, dated 16th November 1949

*Names of Parties*

- Representing Employers :—  
Mr. Ramgopal Thard, Partner, Shree Ramkriahna Dyeing, Bleaching & Printing Works, Bhandup.
- Representing Employees :—  
Mr. Deau Pandurang Amrute.  
Mr. Francis Pinto.  
Mr. Ganpat Panduranga Polekar.  
Mr. D. S. Patel.

Elected representatives of employees, Shree Ramkriahna Dyeing, Bleaching & Printing Works, Bhandup.

*Short Recital of Case*

On 1st July 1949 the elected representatives of the undertakings gave a notice of change to the management in Form "L" demanding dearness allowance according to the scale of the Millowners' Association, Bombay, and bonus equal to 4½ months' wages. Failing Agreement "N" Form was sent to the Conciliator on 15th August 1949. Conciliation proceedings were held on 27th July, 1st September and 6th September 1949, on the last date of which dates a settlement regarding bonus was reached on the following terms :—

*Terms of Settlement*

- (1) All employees whether permanent or *badli* who have worked in the Mill during the year 1948, shall be given a bonus equivalent to 15 days' wages (earned by them during the year 1948).
- (2) Employees who have worked for 75 or more than 75 working days shall be granted a bonus equal to 15 days' wages in one lump sum.
- (3) Employees who have worked for more than 32 and less than 75 days during the year 1948 shall be granted bonus equal to 8 days' wages in one lump sum.
- (4) All discharged workers and other employees who have left service of their own accord shall be given bonus due to them on or before 15th of October 1949. Amount of bonus as stated above shall be paid to the employees on or before 1st of October 1949.
- (5) A notice to this effect shall be put up at the factory gate 8 days before the date of payment.

(6) The dispute regarding dearness allowance will be taken up on 20th September 1949 for further discussion.

(Illegible)

Partner,  
Shree Ramkrishna Dyeing,  
Bleaching & Printing Works, Bhandup.

(Signed) D. S. Patel,

( „ ) Deau Pandurang Amrute,  
( „ ) Francis Pinto.

Elected representatives of employees,  
Shree Ramkrishna Dyeing, Bleach-  
ing & Printing Works, Bhandup.

(Signatures of the Parties.)

L. C. JOSHI,  
Conciliator.

No. 116/50, dated 8th March 1950

*Names of the Parties*

Representing Employer :—

Mr. D. B. Kale, Mill Labour Officer The Gendalal Mills Ltd.,  
Jalgaon.

Representing Employees :—

Mr. H. R. Kolte, Vice-President, Rashtriya Girmi Kamgar Sangh,  
Jalgaon.  
Mr. D. G. Bhat, General Secretary, Rashtriya Girmi Kamgar Sangh,  
Jalgaon.

*Short Recital of Case*

On the 15th November 1949, the Mill Manager, the Gendalal Mills Ltd., Jalgaon, gave a notice of change in Form "K" to the Labour Officer, Jalgaon (E. K.), stating that the Management desire to abolish the posts mentioned in the Notice of Change as they had fallen vacant since long. Failing agreement report in "N" Form was sent to the Conciliator on 23rd November 1949. Conciliation proceedings were held on 7th December 1949, 27th December 1949, 10th January 1950 and 13th February 1950, on the last of which dates the Mill Management and the Rashtriya Girmi Kamgar Sangh, Jalgaon, which was in the meantime registered as Representative Union for the Cotton Textile Industry in the local area of the Jalgaon, Municipal Borough agreed to settle the dispute on the following terms.

*Terms of Settlement*

1. The parties hereby agree to abolish the following posts with immediate effect :—

Department	Designation	T. No.
Folding	Front Machine Folder	3
Do.	Hand Folder	3
Warping	Warper	5
Sizing	Sizer (front)	1

2. The Management hereby agree to withdraw the change proposed in the case of Drawers (Nos. 2 and 5).

H. R. Kolte,  
D. G. Bhat,

for The Rashtriya Girmi Kamgar Sangh,  
Jalgaon.

D. B. Kale,  
for The Gendalal Mills Ltd., Jalgaon.

Dated 13th February 1950.

L. C. JOSHI,  
Conciliator.

13th February 1950.

BEFORE THE CONCILIATOR, MR. S. P. JOSHI

No. 27/50

*Names of Parties*

(1) Representing Employers :—

Mr. Miyan Mohamed Haji Pir Mohamed, Proprietor, Aziz Silk & Cotton Factory, Gulambaba Mill Compound, Lal Darwaja, Surat.

(2) Representing Employees :—

Mr. C. J. Raval, District Labour Officer, Gundi Sheri, Lal Darwaja, Surat.

*Short Recital of Case*

On 8th November 1949, the management of Messrs. Aziz Silk & Cotton Factory, Surat, gave a notice of change in Form "K" to the District Labour Officer, Surat, as Representative of Employees, stating that they desired to reduce 7 workers. Failing agreement, "N" Form was sent to the Conciliator on 14th November 1949. The dispute was registered on the 21st November 1949. Conciliation proceedings were

held on 25th November 1949, 6th December 1949, 21st December 1949 and 6th January 1950, on the last of which dates an agreement on the following terms was reached :—

*Terms of Settlement*

1. The management may reduce and discharge the following employees whose names have been mentioned in the Notice of Change

Name of worker	Department
1. Yusuf Ismail ...	... Warper.
2. Devkor Rupa ...	... Winder of Yarn bundles.
3. Tara Ganga ...	... Winder of Yarn bundles
4. Gulabi Amtha...	... Winder of Yarn bundles.
5. Ratan Mani ...	... Bobbin winder.
6. Jivi Rani ...	... Bobbin winder.
7. Hansi Hira ...	... Bobbin winder.

2. From among the seven workers mentioned above,

(a) those who have put in service for one year or more in the Aziz Silk & Cotton Factory, Surat, shall be paid by the management 14 days' wages ;

(b) those who have put in service for less than one year in the said undertaking shall be paid 10 days' wages ;

(c) Mr. Yusuf Ismail (No. 1), the warper, has already been given one month's pay by the management and hence nothing is to be paid to him now according to this agreement. Tara Ganga (No. 3) also will not be paid the same if she has left voluntarily but she shall be paid at the above rate if she has been discharged or dismissed by the management.

3. Payments as aforesaid will be made by the management to the persons eligible for the same within a month and the employees concerned shall leave their employment under the said management from the day on which they are paid according to this settlement.

4. This settlement shall not prejudice the rights of the discharged workers for their leave with wages and bonus for 1949.

For Aziz Silk & Cotton Factory, Surat.  
મિયાં મહમદ હાજી પીર મહમદ  
(i.e., Miyan Mohamed Haji Pir Mahomed).  
Proprietor.

C. J. Rawal,  
District Labour Officer, Surat, as  
Representative of Employees.

S. P. JOSHI,  
Conciliator.

Surat, 6th January 1950.

No. 28/50 dated 31st January 1950

*Names of Parties*

(1) Representing Employers :—

Mr. Narbheram Lallubhai, Manager, Narbheram Lallubhai Ghantiwala Weaving Factory, Khangadsheri, Salabatpura, Surat.

(2) Representing Employees :—

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

*Short Recital of the Case*

On 18th October 1949, the District Labour Officer, Surat, as representative of employees of the Narbheram Lallubhai Ghantiwala Weaving Factory, Surat, gave a Notice of Change in form "L" to the management demanding Bonus for the year 1948. Failing agreement, "N" form was sent to the Conciliator on 27th October 1949. Conciliation proceedings were held on 4th November 1949, 18th November 1949, 6th December 1949, 21st December 1949, 24th December 1949, 5th January 1950 and 6th January 1950, on the last of which dates a Settlement on the following terms was reached.

*Terms of Settlement*

(1) The management shall pay to all the employees whether at present in employ or not a Bonus for the year 1948, equivalent to 1½ months'

wages excluding dearness and other allowances, subject to the following conditions :—

- (a) Employees who have worked for 75 or more working days shall be paid full Bonus under clause (1) above.
  - (b) Those employees who have worked for less than 75 but more than 32 working days shall be paid 50 per cent. of the Bonus payable under the above clause, while employees who have worked for less than 32 days shall not be paid any Bonus.
  - (c) Bonus or *Bohni* already paid shall be deducted from the Bonus payable.
  - (d) Employees dismissed for misconduct in 1948, shall not be entitled to any Bonus under this Settlement.
  - (e) Maternity leave enjoyed by women-workers shall be treated as presence for the purpose of calculating the amount of Bonus.
  - (f) Employees hereby agree not to demand any additional Bonus for 1948.
- (2) Those employees who are not in employ at present, but are eligible for Bonus on the above terms shall register their claim for Bonus on or before the 21st February 1950 failing which they shall not be entitled to the same.
- (3) Bonus shall be paid in one lump sum and in cash on or before 28th February 1950.

(Signed) નર્મદા લલુભાઈ ઘાંતિવાલા  
(i. e., Narbheram Lallubhai Ghantiwala)  
Manager,  
The Narbheram Lallubhai Ghantiwala  
Weaving Factory, Surat.

(Signed) C. J. Rawal,  
District Labour Officer, Surat,  
as Representative of employees.

(Signed) S. P. JOSHI,  
Conciliator.

6th January 1950.

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. (I.C.) 46 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Jam Manufacturing Co. Ltd., Mill No. 1, Bombay 12, relating to discontinuing the ' Four looms to a weaver ' system and introduction of ' two looms to a weaver ' system.

(2) *Reference No. (I.C.) 50 of 1950.* The dispute between the Textile Labour Association, Ahmedabad and the Sarangpur Cotton Mills Co. Ltd., No. 2 Ahmedabad, relating to reduction of doffin Muccadamis.

(3) *Reference No. (I.C.) 51 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay and the Phoenix Mills Ltd., Bombay relating to allotment of 46 looms to a Jobber and reduction of 8 Jobbers in the weaving department.

(4) *Reference No. (I.C.) 52 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay and the Phoenix Mills Ltd., Bombay relating to reduction of Lap Carriers in the Card Room Department.

(5) *Reference No. (I.C.) 53 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay and the Phoenix Mills Ltd., Bombay, relating to reduction of 37 Pirn-winders from its Pirn Winding Department.

(6) *Reference No. (I.C.) 54 of 1950.*—The dispute between the Aryodaya Weaving and Manufacturing Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 138-workers.

(7) *Reference No. (I.C.) 55 of 1950.*—The dispute between the Narsinggirji Manufacturing Co. Ltd., Sholapur and the Rashtriya Girni Kamgar Sangh, Sholapur, relating to designation, payment of wages to cloth balers.

(8) *Reference No. (I.C.) 56 of 1950.*—The dispute between the Sarangpur Cotton Mills Co. Ltd., No. 2, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 4 drawing tenters.

(9) *Reference No. (I.C.) 57 of 1950.*—The dispute between the Ahmedabad Cotton Mills Co. Ltd., Ahmedabad and the Textile Labour Association, Ahmedabad, relating to demand for dismissal of Mukadam Hari Deva.

(10) *Reference No. (I.C.) 58 of 1950.*—The dispute between the Ahmedabad Cotton Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to demand for dismissal of Jobber Dada Ganesh, doffing jobber, Dabya Parma and Manga Fusa.

(11) *Reference No. (I.C.) 59 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay and the Hirjee Mills Ltd. Bombay relating to retrenchment of surplus labour in the Blow Room and Frame Department.

(12) *Reference No. (I.C.) 60 of 1950.*—The dispute between the certain Banking Companies in Kolhapur and their employees, relating to interim relief, provision of pay-scale grades, adjustment of basic salary, allowances, etc.

(13) *Reference No. (I.C.) 61 of 1950.*—The dispute between the Ahmedabad Electric Co. Ltd., Ahmedabad and the Ahmedabad Electric Employees' Union, Ahmedabad, relating to bonus for the year 1948.

(14) *Reference No. (I.C.) 62 of 1950.*—The dispute between the India United Mills Ltd., Dye-Works Bombay and its employees relating to four employees working as clerks.

(15) *Reference No. (I.C.) 64 of 1950.*—The dispute between the Bharatkhand Textile Mills Co. Ltd., Ahmedabad and the Textile Labour Association, Ahmedabad relating to reduction of one Grey Folder and one Jobber from Grey Folding Department.

(16) *Reference No. (I.C.) 65 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay and the Dawn Mills Co. Ltd., Bombay relating to compensation to the retrenched employees of the Doubling and the Doubling Folding Department.

(17) *Reference No. (I.C.) 66 of 1950.*—The dispute between the Vijay Mills Co. Ltd., Ahmedabad and the Textile Labour Association, Ahmedabad, relating to one month's leave with wages to Pahrewalaa.

(18) *Reference No. (I.C.) 67 of 1950.*—The dispute between the Standard Mills Co. Ltd., Bombay and the Rashtriya Mill Mazdoor Sangh, Bombay, relating to introduction of 2 men for 3 heads system in the Drawing Frame Department in place of one man head system.

(19) *Reference No. (I.C.) 68 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur, relating to retrenchment of 17 employees of E Group of occupation.

(20) *Reference No. (I.C.) 69 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur, relating to retrenchment of 126 employees of J Group of occupation.

(21) *Reference No. (I.C.) 70 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur relating to retrenchment of 12 employees of F Group of occupation.

(22) *Reference No. (I.C.) 71 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur relating to retrenchment of G Group of occupation.

(23) *Reference No. (I.C.) 72 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur relating to retrenchment of 17 employees of I Group of occupation.

(24) *Reference No. (I.C.) 73 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur relating to retrenchment of 89 employees of A Group of occupation.

(25) *Reference No. (I.C.) 74 of 1950.*—The dispute between the Rashtriya Girmi Kamgar Sangh, Sholapur and the Jam Shri Ranjitsinghji Spinning and Weaving Mills Co. Ltd., Sholapur relating to retrenchment of 20 employees of D Group of occupation.

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

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

1. *No. 579/48, dated 1st April 1950.*—The dispute between the Jam Shri Ranjitsinghji Spinning and Weaving Mills, Sholapur and its employees in the Reeling Department regarding retrenchment.

2. *No. 581/48, dated 3rd April 1950.*—The dispute between the Narsinggirji Manufacturing Co. Ltd., Sholapur and its employees in occupation " F " regarding designation of certain workers.

3. *No. 1088/48, dated 6th April 1950.*—The industrial dispute between—

- (1) Ghanshyam Mills Ltd., Cambay ;
- (2) Keshavlal Vajechand and Sons Ltd., Cambay ;
- (3) Mahalaxmi Textile Mills, Cambay ;
- (4) Narayan Textile Mills, Cambay ;
- (5) Satish Textile Limited, Cambay ;

and their employees regarding increase in wages, attendance bonus, etc.

4. *No. 1088/48, dated 12th April 1950.*—The dispute between Shree Krishna Weaving Mills, Cambay and its employees regarding increase in wages, attendance bonus, etc.

5. *No. 712/46-I, dated 11th April 1950.*—The dispute between—

- (1) The Vishnu Cotton Mills Ltd., Sholapur ;
- (2) The Laxmi Cotton Manufacturing Co. Ltd., Sholapur ;

and their employees in occupation " B " regarding the proposed introduction of double side working in Ring Department on count No. 165 and above and the proposed allotment of two sides to each worker in Doubling Departments.

6 No. 712/46-11, dated 11th April 1950.—The dispute between—

- (1) The Jam Shri Ranjitsinghji Spinning and Weaving Mills Ltd., Sholapur;
  - (2) The Narsinghirji Manufacturing Co. Ltd., Sholapur;
- and their employees in occupation "B" regarding the proposed introduction of double side working in the Ring Department on count No. 205 and above.

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

No. 415/49.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946, and rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 11th day of November 1949 registered the following submission entered into, between the management of Dhamanwala Silk Mills, Surat, and its employees represented by the Government Labour Officer, Surat, agreeing to refer the dispute regarding bonus for the year 1948 to the arbitration of the Industrial Court, Bombay :—

SUBMISSION

[Under Section 58 (6) (a) of Bombay Industrial Relations Act, 1946]

With reference to the Notice of Change in the Form "L" given by the Government Labour Officer, Surat, as representative of the employees on 12th August 1949 to the Manager, The Dhamanwala Silk Mills, Surat, demanding bonus for the year 1948 and the subsequent "N" Form sent to the Conciliator on the 25th August 1949, it is hereby agreed that the dispute be referred to the Industrial Court, Bombay, for its arbitration

Champaklal Chunilal Dhamanwala,  
Manager,  
The Dhamanwala Silk Mills, Surat.

C. J. Raval,  
Government Labour Officer, Surat,  
(Representative of employees).

G. K. DHUTIA,  
Conciliator.

14th October 1949.

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

Bombay, 11th November 1949.

No. 416/49.—In exercise of the powers conferred on me under section 66 (3) of the Bombay Industrial Relations Act, 1946, and rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 11th day of November 1949 registered the following submission entered into, between the management of Dileep Dyeing and Printing Works, Bombay, and its employees agreeing to refer the dispute regarding unconditional and adequate lump sum allowance as bonus for the year 1948 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 5th September 1949 given by the elected representatives of the Dileep Dyeing and Printing Works, Bombay, to the Management demanding unconditional and adequate lump sum allowance as bonus for the year 1948 equivalent to 3/8th of the basic wages earned by them during that year and subsequent "N" Form dated 15th September 1949 sent to the Conciliator, the management and the elected representatives of the employees, hereby agree that the said dispute be referred to the arbitration of the Industrial Court, Bombay.

- (1) Sadashiv Sakharam,
- (2) Babu Dhondu,
- (3) (Illegible),
- (4) Raghunath Gopal,
- (5) Left Hand Thumb Impression  
of Tanoo Babaji.

Elected representatives of employees  
of the Dileep Dyeing & Printing Works,  
Bombay.

(Illegible),  
General Manager,  
Dileep Dyeing & Printing Works,  
Bombay.

R. J. TAMBOLI,  
Conciliator.

10th October 1949.

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

Bombay, 11th November 1949.

LABOUR GAZETTE

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
(a) (i) The Keshav Mills Co Ltd., Petlad,		
(ii) The Rajratna Naranbhai Mills Co. Ltd., Petlad,		
(iii) The Petlad Bulakhi-das Mills Co. Ltd., Petlad,		
(b) (iv) The Sidhpur Mills Co. Ltd., Sidhpur,		
(v) The Shree Sayaji Jubilee Cotton and Jute Mills Co. Ltd., Sidhpur,		
(c) (vi) The Gaekwar Mills Ltd., Billimora,		
(d) (vii) The Mafatlal Fine Spg. & Mfg. Co. Ltd., Navsari,	Bonus for the year 1948.	B. G. G., Part I-L, dated 30th March 1950, pages 1302-1313.
(viii) The Navsari Cotton and Silk Mills Ltd., Navsari,		
(e) (ix) The Baroda Spg. and Wvg. Co. Ltd., Baroda,		
(x) The Shree Yamuna Mills Co. Ltd., Baroda,		
(xi) The New India Industries Ltd.,		

MAY, 1950

Names of Parties	Subject	Date of Award
(xii) The Shri Hagdish Mills Ltd., Baroda,		
(xiii) The Shree Sayaji Mills Co. Ltd., Baroda,		
(xiv) The New Chhotalal Mills Ltd., Kadi And Their Employees.		
Rashtriya Mill Mazdoor Sangh, Bombay, And The Millowners' Association, Bombay.	Standardization of the wages of jobbers.	B. G. G., Part I-L, dated 30th March 1950, pages 1316-1330.
Parikh Dyeing and Printing Mills Ltd., Bombay, And Its Employees.	Bonus for the year 1948.	B. G. G., Part I-L, dated 6th April 1950, pages 1431-1434.
Rashtriya Mill Mazdoor Sangh, Amalner And The Pratap Spg. & Wvg. Mills Co. Ltd., Amalner.	Bonus for the year 1948-49.	B. G. G., Part I-L, dated 6th April 1950, pages 1439-1442.
Kurla Girni Kamgar Sangh, Kurla And Swadeshi Mills Co. Ltd., Kurla.	Reorganisation and/or rationalization of the Grey Folding, Bleaching Finishing and Folding Departments, etc.	B. G. G., Part I-L, dated 6th April 1950, pages 1512-1513.
The Raymond Woolen Mills, Thana And	Reduction of 124 Workers.	B. G. G., Part I-L, dated 6th April 1950, pages 1513-1520.

## Industrial Disputes Act, 1947

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

The Government of Bombay has referred 14 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. 548/48, dated 12th April 1950.—The dispute between the Ripon Road Iron Foundry, Bombay and the workmen employed under it, regarding bonus, sick leave with pay and allowances, gratuity, etc.

#### 2. Shri. Salim M. Merchant—

(ii) No. 211/48, dated 3rd April 1950.—The dispute between the Indu Oil & Soap Company, Bombay and the workmen employed under it regarding reinstatement and/or compensation to discharged workers.

(iii) No. 96/48, dated 3rd April 1950.—The dispute between Messrs. Mckenzie's Ltd., Bombay and the workmen employed under it regarding bonus, scales of pay, dearness allowance, gratuity, holidays, etc.

(iv) No. 201/48, dated 12th April 1950.—The dispute between the Western India Engineering Co., Bombay and the workmen employed under it regarding bonus and casual leave.

(v) No. 1016/48, dated 13th April 1950.—The dispute between the Anant Engineering Works, Bombay and the workmen employed under it regarding compensation for period of unemployment.

(vi) No. 2438/46, dated 17th April 1950.—The dispute between the Bombay Garage Ltd., Bombay and the workmen employed under it regarding scales of pay, dearness allowance, privilege leave, sick leave, casual leave, gratuity, etc.

(vii) No. 2222/46, dated 27th April 1950.—The dispute between the Indian Vegetable Products Ltd., and the workmen employed under it regarding bonus.

#### 3. Shri. I. G. Thakore—

(viii) No. 185/48, dated 3rd April 1950.—The dispute between the Bombay Oil Mills, Bombay and the workmen employed under it regarding pay scales inclusive of dearness allowance, leave facilities, bonus, etc.

(ix) No. 524/48, dated 3rd April 1950.—The dispute between the Panchal Engineering Works, Bombay and the workmen employed under it regarding bonus, gratuity, etc.

(x) No. 374/48, dated 10th April 1950.—The dispute between the Kaycee Industries Ltd., Bombay and the workmen employed under it regarding recognition of the union, fixation of scales of wages, bonus, gratuity, provident fund, leave facilities, etc.

(xi) No. 1092/48, dated 22nd April 1950.—The dispute between the Naran Lala Metal Works, Navsari and the workmen employed under it regarding bonus and dearness allowance.

#### 4. Shri. P. S. Bakhle—

(xii) No. 77/48, dated 11th April 1950.—The dispute between Messrs. Alcock Ashdown and Co. Ltd., Bombay and the workmen (daily rated employees) employed under it regarding regulation of working hours, gratuity, holidays, etc.

(xiii) No. 958/48, dated 14th April 1950.—The dispute between the British India Steam Navigation Co. Ltd., Bombay and the workmen employed under it regarding leave facilities, holidays, leave, promotions, overtime, etc.

(xiv) No. 881/48, dated 26th April 1950.—The dispute between the R. J. Laxmi Printing Works, Vikroli and the workmen employed under it regarding payment for period of enforced idleness.

The following disputes were referred to the Industrial Tribunal under Section 10 (2) of the Industrial Disputes Act 1947 :—

#### 5. Shri. M. C. Shah—

(i) No. 1001/48, dated 3rd March 1950.—The dispute between the Broach Electric Supply and Development Corporation Ltd., Broach and the workmen employed under it regarding bonus for the year 1948.

### AWARDS PUBLISHED UNDER THE INDUSTRIAL DISPUTES ACT, 1947

The award in the following concern have been published in the *Bombay Government Gazette* :

Name of the Concern	Subject	Date of Award
*1. The Tobacco Manufacturers (India) Ltd., Bombay.	Bonus, grades and scales of pay, leave, gratuity scheme, provident fund, etc.	B. G. G., Part I-L, dated 30th March 1950, pages 1301-1302.
2. The Bandra Municipality, Bandra.	Scales of pay, dearness allowance, free quarters, leave uniforms and washing allowance, etc.	B. G. G., Part I-L, dated 30th March 1950, pages 1363-1381.
3. The Bandra Municipality (Khar and Santa Cruz included), Bandra.	Scales of pay, dearness allowance, free housing quarters, full holiday on Sundays, leave, provident fund, gratuity, etc.	B. G. G., Part I-L, dated 30th March 1950, pages 1383-1401.

\*Corrigendum.

Name of the Concern	Subject	Date of Award
4. The Bandra Municipality, Bandra.	Reinstatement of Ward Boy Mr. Shiva Sadoo.	<i>B. G. G.</i> , Part I-L, dated 30th March 1950, pages 1403-1420.
5. Messrs. Alibhoy Sharafally & Co. Ltd., Bombay.	Recognition of union, union shop, wages, dearness allowances, leave, holidays, provident fund, gratuity, etc.	<i>B. G. G.</i> , Part I-L, dated 6th April 1950, pages 1469-1481.
6. B. E. Nicam & Co., Surat.	Pay scales, permanency, privilege leave, casual leave, etc.	<i>B. G. G.</i> , Part I-L, dated 6th April 1950, pages 1483-1485.
7. The Hindustan Chemical Works Ltd., Bombay.	Minimum wage, dearness allowance, bonus for 1947, uniforms, etc.	<i>B. G. G.</i> , Part I-L, dated 6th April 1950, pages 1487-1492.
8. The Surat Rander Company, Surat.	Bonus, woollen uniforms, etc.	<i>B. G. G.</i> , Part I-L, dated 6th April 1950, pages 1493-1497.
9. The Surat Bus Co. Surat.	Bonus, reinstatement, etc.	<i>B. G. G.</i> , Part I-L, dated 6th April 1950, pages 1499.
10. The Firestone Tyre & Rubber Co. of India Ltd., Bombay.	Retrenchment of Messrs. A. F. Santos and P. H. V. Iyer.	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1521-1530.
11. Turner Morrison and Company Ltd., Bombay.	Card system and bonus for 1948.	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1531-1533.
12. Certain Brick Factories at Ahmedabad.	Rates of pay, weekly holidays, etc.	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1535-1540.
13. The Engineering Enterprises, Ahmedabad.	Bonus	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1567-1570.
14. The Khambatta and H. A. G. Ltd., Bombay.	Reinstatement	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1671-1673.
15. Hajee Alimohamed Hajee Bachoolally Tin Factory, Bombay.	Bonus, dearness allowance, leave rules, privilege leave, sick leave, scales and grades, travelling and food allowance, etc.	<i>B. G. G.</i> , Part I-L, dated 13th April 1950, pages 1675-1676.

## Adjudication Awards

### 1. WORLI CHEMICAL WORKS LTD., BOMBAY

The Award of Shri I. G. Thakore, Industrial Tribunal, Bombay in the dispute between the Worli Chemical Works Ltd., Bombay and the workmen employed under it over questions of minimum wages, dearness allowance, leave, provident fund etc., was published on 2nd March 1950.

The Union for the workmen demanded a minimum wage scale of Rs. 1-4-0 per day on the ground that a certain amount of skill was required in this trade. It further specified four different wage scales for the different categories of workers as follows :—

Unskilled	Rs. 35-3-71.
Semi-skilled	Rs. 50-5-75-7-110.
Skilled	Rs. 70-7-105-E.B.-10-155.
Highly skilled	Rs. 110-10-150-15-240.

In the opinion of the Tribunal, although the company had no unskilled workers, it was desirable to fix a scale for them as it may in future, become necessary to employ unskilled workers. It, therefore, fixed Rs. 1-2-6—As. 1—Rs. 1-7-6 as the scale for such workers. As regards semi-skilled workers, it was observed that there was some difference in the nature of the work assigned to persons collectively grouped as semi-skilled and that it was therefore proper to prescribe two scales for semi-skilled workers, so that those who have a slightly higher responsibility may be classified in the higher semi-skilled grade. The table below shows the grades and scales demanded by the Union and those prescribed by the Tribunal.

Grades demanded	Scales demanded by the Union	Grades prescribed	Scales prescribed per day
Unskilled worker	Rs. 35-3-71	Unskilled	Rs. 1-2-6—As. 1— Rs. 1-7-6
Semi-skilled	Rs. 50-5-75-7-110	Semi-skilled worker Grade I	Rs. 1-6-0—As. 1½— Rs. 1-13-6
Skilled	Rs. 70-7-105— E.B.—10-155	Semi-skilled worker Grade II	Rs. 1-8-0—As. 2— Rs. 2-2-0
Highly skilled	Rs. 110-10-150 —15-240	Skilled worker	Rs. 2-0-0—As. 2½— Rs. 2-15-0

The Union claimed that two 'Adolescents' employed by the company be placed in the grade of Semi-skilled and paid accordingly. The Tribunal directed that Adolescents during the first year of their service be paid Re. 1 per day, and Rs. 1-2-6 on completion of one year's service. The Tribunal also awarded a wage scale of Rs. 30-2-40 for the two watchmen employed by the company.

The Union next demanded that the workers should be paid dearness allowance on the same basis as that of the textile workers in Bombay. The dearness allowance paid by the company varied between Rs. 22 and Rs. 32 in the case of majority of the workers. The Tribunal remarked, "the existing scale of dearness allowance is not linked with the cost of living index figure. Payment of dearness allowance is the most convenient method of adjusting wages to fluctuations in the value of

money during periods of instability of prices, especially when such fluctuations are both frequent and considerable. Any scheme of dearness allowance that does not take into account such periodic fluctuations is, in my view, entirely unscientific." Considering the capacity of the company to pay, the Tribunal directed that the workers should be paid dearness allowance at 66 $\frac{2}{3}$  per cent. of the Bombay Millowners' (Textile) scale with effect from 1st September 1949. The Tribunal further directed that 'Adolescents' during their first year of service be paid at the rate of 50 per cent. and after the completion of the first year at the rate of 60 per cent. of the same scale.

The Union demanded one month's leave with pay after one year's service, 15 days' sick leave in a year and 10 days' casual leave with pay in a year for the workers. The Union pointed out several awards where provision had been made for privilege leave beyond what is provided in the Factories Act. The Company opposed the demand on the ground that it granted leave according to the Factories Act and that no additional burden should be imposed upon it. The Tribunal directed the Company to grant 7 days' sick leave and 5 days' casual leave with pay and dearness allowance. The provisions of the new Factories Act as regards privilege leave were opined to be sufficiently generous.

The demand for framing a scheme of Provident Fund was rejected on the ground that the company was still in its nascent stage and that it was not advisable to add to its financial burden.

The Union demanded that standing orders should be framed and should be applied with the approval of the Union since the factory was not covered by the Industrial Employment Standing Orders Act, 1946. The Tribunal observed, that it was improper for it to direct the Company to frame elaborate standing orders since it employed only a small number of workers. However, as a protection against indiscriminate dismissal, the Tribunal directed that no operative shall be dismissed unless he is informed in writing of the reasons for his dismissal and is given an opportunity to explain the circumstances alleged against him, and that except employees who are engaged on work which is purely of a temporary nature and employees engaged as apprentices, every employee be made permanent at the end of six months' service.

## 2. THE JARI MERCHANTS (MANUFACTURERS AND DEALERS) OF SURAT\*

The dispute between the Jari Merchants (Manufacturers and Dealers)

\*Since the publication of this award, some of the Jari Merchants of Surat are understood to have filed a suit against the Government of Bombay and the Jari Kamdars Mandal, Surat, in the Court of the Joint Civil Judge (Senior Division), Surat, requesting the Court to declare as illegal various orders passed by Government from 14th December 1948 to 13th August 1949 referring the alleged dispute between the Jari Merchants and the Jari Workers and Akhadedars to the Industrial Tribunal consisting of Mr. P. D. Vyas and the Award passed by the said Industrial Tribunal on 27th February 1950 in this connection. The applicants requested the Court to declare the said Award of the Industrial Tribunal as illegal and *ultra vires* as also to declare the same as not binding on the Jari Merchants and hence to issue an interim injunction and a stay order preventing the same from being enforced. The Court is understood to have passed on 13th April 1950 the necessary orders against Government and the Jari Workers & Akhadedars requiring them not to enforce the said Award and exempting the Jari Merchants from penalties which may arise out of the non-implementation of the said Award. The Court has also passed the necessary orders postponing the implementation of the Award.

of Surat and the workmen (Akhadedars) employed under them, over the question of a wage rate for Akhadedars was referred for adjudication to Shri P. D. Vyas, Industrial Tribunal, Ahmedabad. The Award of the said adjudicator was published on 16th March 1950.

On behalf of the merchants it was contended that there was no industrial dispute which could be referred to this Tribunal and that the Surat Jari Kamdar Mandal had no right to represent the Akhadedars in this dispute. Replying to this contention, the Tribunal said that even assuming that some workers were contented with the payments made and did not therefore make such a demand, it could not be said that no dispute existed. "The Act," recalled the Tribunal, "provides for machinery to facilitate collective bargaining and in order to judge whether there exists a dispute or not, we have to look to the whole class of workers in general and not to a few individuals out of them. Unless there was general discontent amongst the workers, no such dispute as leading to the present reference would have arisen. Moreover, the Government having made the reference in exercise of the powers conferred by sub-section (1) of section 10 of the Industrial Disputes Act, this Tribunal is seized with jurisdiction and it is not the function of the Tribunal to go behind the reference and enter into the question as to whether the Government made the same for sufficient reason." The Tribunal referred to the observations of Sir Harsidhbhai Divetia in a reference made by the Government of Bombay to the Industrial Court under section 49-A of the Bombay Industrial Disputes Act :

"When a reference under this section is made to this Court, its jurisdiction to entertain it does not depend on whether the Government had sufficient reasons to be so satisfied or whether a demand leading to the dispute had been made by only some workers and whether the procedure for making the demands laid down under the Act had been followed. It is not the function of this Court to inquire why a demand by some workers had led the Government to treat it as a dispute between all employees on the one hand and all employers on the other. The demands may be made by some and not all workers but if the Government thinks that they are of such a nature that it seriously affects the whole industry, e.g., standardization of wages, it is for the Government to consider whether in view of its serious consequences the dispute should be decided as a whole for the peaceful working of the industry and avoidance of hardship to the community..... We are not concerned with the sufficiency or otherwise of the reasons which satisfied the Government to refer this dispute to us. Nor are we concerned with the question as to whether the Union which represents some only of the textile workers in Bombay, can raise a dispute on behalf of all the workers against all the Mills in the City and whether the Millowners' Association is the proper party to the reference. It is for the Government to see whether the demands made by the Union are such as would affect all the workers and require speedy action for their consideration.... The body which brings the demand to the notice of the Government may not be authorised under the Act but if the Government

is satisfied that the demands have led to a dispute, it can act under this section. The fact that the workers could not be represented by any authorised Union, may lead the Government to take action if the circumstances require. We agree with the contention of the Advocate General that no formal demand and refusal is necessary before the Government can act under this section.....All that the Court has to see is whether on the materials before it, the dispute which has arisen according to the Government relates to an industrial matter or not.\*

These remarks, the Tribunal held, were pertinent to the present case and afforded a complete answer to both the objections raised by the Merchants.

The next contention put forward on behalf of the Merchants was that an Akhadedar was not an employee of a Jari Merchant but a business man independently owning a factory. The payment made to him could not be called a wage for it was really a charge paid to him for doing the job on a contractual basis. The relationship between them was not of an employer and employee but that of a business man and business man.

The Tribunal considered at length the processes involved in the Jari work and came to the conclusion that an Akhadedar was a person who processed the raw materials provided by the employer at a certain rate for each 100 tolas of silver and he was as such a workman as defined under the Industrial Disputes Act.

As regards the wage rates, the Jari Kamdar Maulal on behalf of Akhadedars demanded Rs. 38-4-0 for each 100 tolas of silver processed and urged that this demand was based on an agreement made in November 1947.

Considering all the factors and particularly the rates paid in the past 3 years, the Tribunal directed that the Akhadedars (Real Jari winders) should at least be paid Rs. 30 for each 100 tolas of silver processed with effect from the beginning of the year i.e., Samvat year 2006, and that the payment should be made at that rate without disturbing the payment at any higher rate already made or which would be made during the operative period of the award. This minimum rate was directed to be binding on such merchants as engaged Akhadedars (Real Jari winders) for the purpose of winding "Kasab" of 2,000 yards and upward in length.

Before concluding, the Tribunal made a few observations by way of an appeal to the parties. If the industry, an ancient cottage industry, is to flourish it is essential that there be perfect accord and co-operation between employers and workmen. The merchants may have been accustomed so far to a particular line of dealing with the workmen and may not like any departure from the same, but they have got to come

\* Ref. 1 of 1946, pp. 628, 629 and 630 of Labour Gazette, August 1946.

out of the old rut and adjust themselves to modern conditions. Those halcyon days are gone when labour could be had at will and on such terms as an employer was pleased to offer. The workmen on the other hand should be reasonable in their demands and realise the limitations as well as the peculiar structure of the industry in which they are working. It would be in the interest of smooth and harmonious working of the industry if both sides take up a fair and reasonable attitude in resolving their differences.

1. (i) MESSRS. DEVIDAYAL & SONS, BOMBAY  
(ii) PUNJAB METAL WORKS, BOMBAY

The award of Shri I. G. Thakore, Industrial Tribunal in the dispute between the above concerns and the workmen employed under them over questions of minimum basic wages, dearness allowance, provident fund, bonus, etc., was published on 16th March 1950.

The firm of Messrs. Devidayal & Sons was started several years ago, its original lay out being meant for the production of brass and copper sheets and utensils. Recently the management installed an equipment capable of producing non-ferrous strip up to 16" wide but owing to the specialised nature of the equipment it is alleged that it would take some time before normal production could be expected. The total employment in this concern comes to about 800.

In January 1949, the National Engineering Workers' Union on behalf of the workmen, made certain demands in respect of wages, dearness allowance, etc. and the same were referred for conciliation. While certain tentative proposals were agreed to during the course of conciliation proceedings, the question of reduction in basic wages could not be settled and the dispute was referred for adjudication.

During the negotiations, the Company had made certain offers in respect of wages and dearness allowance which the Tribunal felt required amendment, only if absolutely necessary. The offer in respect of wages stipulated the division of workers into 13 classes with different wage scales. While every unskilled worker, is by this offer assured of the minimum basic wage of Rs. 1-2-6 as. 1—Rs. 1-12-6, some unskilled workers will receive Rs. 1-5-6 as. 1—Rs. 1-15-6. Similarly the offer in respect of other categories as well compares favourably with what is commonly awarded by Industrial Tribunals in Bombay. The Tribunal therefore accepted the company's offer of grades as follows :—

Occup. No.	Grade	Designation	Minimum daily rate	Yearly increment on daily rate	Maximum daily rate
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	A	Gobawals ...	1 2 6	0 1 0	1 12 6
2	A	2nd Class Washer (Wares) ...			
3	A	Department Coolies ...			
4	A	Transport Coolies ...			
5	A	3rd Class furnaceman ...			

## LADYBURN GAZETTE

Occup. No.	Grade	Designation	Minimum daily rate	Yearly increment on daily rate	Maximum daily rate
			Rs. a. p.	Rs. a. p.	Rs. a. p.
6	A	2nd Class Roller S. S.	1 2 6	0 1 0	1 12 8
7	A	2nd Class Shaper ...			
8	B	1st Class Roller S. S.			
9	B	3rd Class Tool Room Turner ...			
10	B	Oilman			
11	B	Mouldman			
12	B	Naughanics			
13	B	Gaugeman Training			
14	B	Blacksmith Hammerman			
15	B	Inspection Maker ...			
16	B	Pickling Vatman ...	1 5 6	0 1 0	1 15 8
17	B	14" x 31" Backman (Cold Mill)			
18	B	14" x 31" Screwwoman (Cold Mill)			
19	B	Wireman's Helper ...			
20	B	Aust Mill Sideman ...			
21	B	Apprentice Wireman			
22	B	20" x 24" Backman (Cold Mill)			
23	B	2nd Class Turner ...			
24	B	1st Class Washer (Wares)			
25	B	Stampers (Wares) ...			
26	C	1st Class Trimmer ...			
27	C	Furnace Ladleman ...			
28	C	Shearman			
29	C	Fitters, 3rd Class			

217, 1950

Occup. No.	Grade	Designation	Minimum Daily rate	Yearly increment on daily rate	Maximum daily rate
			Rs. a. p.	Rs. a. p.	Rs. a. p.
35	C	Circle Cutting Machine Operator	1 7 0	0 1 6	2 6 0
36	C	Cold Saw Operator ...			
37	C	Hand Milling Machine Operator ...			
38	C	Weighman Machine Operator ...			
39	C	Inspector 2nd Grade ...			
40	C	Bundlers 2nd Grade			
41	D	14" x 31" Backman (Hot Mill)	1 8 6	0 1 6	2 7 6
42	D	14" x 31" Screwwoman (Hot Mill)			
43	D	Gaugeman (Hot Mill)			
44	D	Circle Cutting Press Operator ...			
45	D	3rd Class Polishers ...			
46	D	20" x 24" Frontman (Cold Mill)			
47	D	Tool Room, 2nd Class Turner ...			
48	D	Slitting Machine Operator			
49	D	Flattening Machine Operator ...			
50	D	Wares Department Annealing Furnaceman.			
51	E	14" x 31" Frontman (Hot Mill)	1 10 0	0 1 6	2 9 0
52	E	24" x 36" Aust. Backman			
53	E	24" x 36" J. F. N. Backman ..			
54	E	20" x 33" J. E. N. Backman ..			
55	E	Milling Machine Operator			
56	F	Mukadams	1 12 0	0 1 6	2 11 0
57	F	Blacksmith			
58	F	3 1/2 T. C. Press Operator			

Occup. No.	Grade	Designation	LABOUR GAZETTE		
			Minimum daily rate	Yearly increment on daily rate	Maximum daily rate
			Rs. a. p.	Rs. a. p.	Rs. a. p.
63	G	Assistant Plumber ...	1 13 0	0 2 0	3 1 0
64	G	2nd Class Polisher ...			
65	G	24" x 33" J. F. Operator ...			
66	H	Furnaceman O. F. ...			
67	H	Fitter, 2nd Class ...			
68	H	Carpenter, 2nd Class ...			
69	H	Welder Electric ...			
70	H	Shaping Machine Operator ...			
71	H	Mason, 2nd Class ...			
72	H	Roller, 2nd Class ...			
73	H	Billet Inspectors ...	1 15 0	0 2 0	3 3 0
74	H	J. N. Mill Operator (Hot Mill)			
75	I	Furnaceman A Jax Wyatt			
76	I	Planning Machine Operator			
77	I	4-High Mill Front Operator			
78	J	S. S. Smith			
79	J	Sample Maker (Wares)			
80	J	4-High Mill Back Operator			
81	K	Gauge Maker			
82	K	Die Maker			
83	K	Turners	2 0 0	0 2 0	3 4 0
84	K	Welder (Gas)			
85	K	Fitter			
86	K	Carpenter			
87	K	Masons			
88	K	Plumber			
89	K	Milling Machine Operator			
90	K	Grinding Machine Operator			

Occup. No.	Grade	Designation	Minimum daily rate	Yearly increment rate	Maximum daily rate
			Rs. a. p.	Rs. a. p.	Rs. a. p.
91	K	1st Class Polisher ..	1 13 0	0 2 6	3 14 0
92	K	1st Class Roller	2 8 0	0 3 0	4 6 0
93	L	Head Inspector	2 8 0	0 3 0	4 6 0
94	M	Wireman	2 14 0	0 3 0	4 12 0

As regards dearness allowance while the Union claimed the full textile scale the Company offered to pay at 60 per cent. of that rate to be calculated on a sliding scale according to the cost of living index numbers. This dearness allowance will be increased according to increase in production as follows :

Monthly production in tons	Percentage M. O. A.'s scale
500 tons	65 per cent.
600 tons	70 per cent.
700 tons	75 per cent.
750 tons	80 per cent.

The production figures produced by the Company showed that in July 1949 it was 292 tons, in August 291, in September 169, in October 380 and in November 316. If the rate of production is not stepped up, there is hardly any scope for the workers receiving more than 60 per cent. of the M. O. A.'s scale of dearness allowance. Further, this scheme of paying extra dearness allowance based on production figures is not very scientific and for a concern of this magnitude, the guaranteed minimum of 60 per cent. of the textile scale is a bit low. In the smaller engineering concerns, dearness allowance awarded varies from 60 to 80 per cent. of the textile scale, 60 per cent. being fixed only in a few exceptional cases. In the larger concerns, the full textile scale is commonly awarded. Taking into consideration all these factors, the Tribunal felt that dearness allowance should be awarded at 66½ per cent. of the textile scale. On the question of adjustments, the Company contended that if the dearness allowance is to be linked to the cost of living index figure 106, a partial scaling down in basic wages was inevitable, since the prevailing basic wages included a part of dearness allowance. The prevailing rate of dearness allowance in this concern is As. 12 for workers in receipt of Rs. 1-8-0 or more and Re. 1 in the case of others. If the existing basic wages were not reduced, all workers getting less than Rs. 1-8-0 would get more than 5 annas increment in dearness allowance alone and others more than 9 as. per day. This was certainly not the intention of the management, when it made the offer. The Tribunal

therefore directed that in order to arrive at the existing basic wages of the workers in receipt of Re. 1 as dearness allowance, four annas be deducted from their present basic wages and the balance be treated as their existing basic wages. In the case of workers in receipt of as. 12 as dearness allowance, it was directed that eight annas be deducted from their present basic wages. After these deductions, adjustments were to be made as follows :—

For less than one year's service	No increment.
For service of one complete year but less than two.	One increment.
For two complete years but less than four.	Two increments.
For 4 complete years but less than six	Three increments.
For service of 6 years and above	Four increments.

On the question of gratuity the Union desired that the same should be paid on the following basis :—

Upto 3 years	1 week's wages per year.
Upto 10 years	1 month's wages per year.
Upto 15 years	1½ months' wages per year.
Over 15 years	... 2 months' wages per year.

The Company opposed the demand on the ground of incapacity but the Tribunal, finding that this was a long standing concern which had made substantial profits during previous years, directed that gratuity be paid as follows :—

On the death of an employee while in the service of the concern or on his physical or mental inability to continue further in service.	Half a month's wages for each continuous year of service subject to a maximum of 15 months' wages to be paid to his heirs or assigns or to the disabled employees as the case may be.
--	---

On the voluntary retirement or resignation of an employee after 15 years of continuous service.	} Half a month's wages for each year of service subject to a maximum of 15 months' wages.
On the termination of his service by the concern after 10 years' continuous service.	

On the question of the institution of a provident fund scheme, the parties while generally agreeing to the terms offered by the Management demanded that the concern's contribution should be 12½ per cent. of wages instead of 6½ per cent. as proposed. The Tribunal held that though in a number of large concerns, the contribution was per cent. and over, in the present case a start should be made at 6½ per cent.

As regards leave, while privilege leave as provided under the Factories Act was considered sufficient, sick leave and casual leave were granted at the rate of 7 days a year in each case with full pay.

## Books, Publications and Reports

### I. BOOKS

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

#### INDUSTRIES AND MANAGEMENT—

- Brophy, J. M. *Training in New York State Industries*. (New York School of Industrial Relations, Cornell University).
- Carskadon, T. R. *Workers and Bosses are human*. (Public Affairs Committee, 22, East Street, New York, 16).
- Carskadon, T. R. *Your Strike in Collective Bargaining*. (Public Affairs Committee, 22, East Street, New York, 16).
- Dusen, C. D. *Apprenticeship in Western New York State*. (New York School of Industrial Relations, Cornell University).
- Harris, H. *Trends in Collective Bargaining*. (Twentieth Century Fund, New York).
- Nichols, O. *Partners in Production*. (Twentieth Century Fund, New York).
- Nichols, O. *Can Labour and Management Work Together?* (Twentieth Century Fund, New York).
- Nichols, O. *Strikes and Democratic Government*. (Twentieth Century Fund, New York).
- Rackrow, F. *Combating Discrimination in Employment in New York State*. (New York School of Industrial Relations, Cornell University).
- Sackman, M. *Welfare Collective Bargaining in Action*. (New York School of Industrial Relations, Cornell University).
- Sheldon, H. *Union Security and the Taft Hartley Act in the Buffalo Area*. (New York School of Industrial Relations, Cornell University).

### II. PUBLICATIONS

The following publications were received in the Library during April 1950

#### INDIA

- Agricultural Situation in India*.—Volume IV, No. 11. (Office of the Economic Adviser to the Government of India, New Delhi).
- Bombay Co-operative Quarterly*.—Volume XXXIII, No. 4. (The Provincial Co-operative Institute, Bombay).
- Calcutta Statistical Association Bulletin*.—Volume 2, No. 8. (H. Chatterjee and Co. Ltd., 19, Shamacharan De St. Calcutta).
- Capital*.—Volume CXXXIV, Nos. 3101-3104. (Capital, 5 Mission Row, Calcutta).
- Commerce*.—Volume LXXX, Nos. 2045-2049. (F. Berton for Commerce (1935) Ltd., Royal Insurance Buildings, Churchgate Street, Bombay).
- Eastern Economist*.—Volume XIV, Nos. 13-15. (Eastern Economist Ltd., 52, Queens Way, New Delhi).

- Economic Weekly*.—Volume II, Nos. 12-14. (Editor, Economic Weekly, 13-15, Tamarind Lane, Fort, Bombay).
- Employment News*.—Volume V, Nos. 2-3. Bombay.
- Engineer*.—Volume XXVIII, Nos. 3-4. (The Mechanical Engineer's Association (India) Bombay).
- Hyderabad Government Bulletin on Economic Affairs*.—October-December 1949. (Office of the Economic Adviser, Finance Department, H. E. H. The Nizams Government, Hyderabad).
- Indian Factories Journal*.—Volume I, Parts X and XI. (Company Law Institute of India, 17, Dr. Nair Road, Thyagarayanagar, Madras, 17).
- Indian Textile Journal*.—Volume LX, No. 714. (The Indian Textile Journal Ltd., Bombay).
- Indian Trade Journal*.—Volume CLXXVI, Nos. 2274-2275. (Department of Commercial Intelligence and Statistics, India, Calcutta).
- India and Israel*.—Volume II, No. 10. (India and Israel, C/o Western Printers and Publishers, 23, Hamam Street, Fort, Bombay).
- Journal of Commerce and Statistics*.—Volume II, No. 5. (Bureau of Commercial and Intelligence and Statistics, Bombay).
- Labour Law Journal*.—Volume 2, No. 4. (Sri R. Vantaraman, 1/1711, Roy Apettah High Road, Madras).
- Monthly Survey of Business Conditions in India*.—Volume 18, No. 2 (Office of the Economic Adviser to the Government of India, New Delhi).
- New India*.—Volume XII, No. 41. (Central India, Printing and Litho Works, Nagpur).
- Oceanite*.—Volume 5, No. 1. (Bombay).
- Railway Herald*.—Volume XXI, Nos. 35-36. (Editor, Railway, Motivilla, Thana, Bombay).
- Reserve Bank of India Bulletin*.—March 1950 (Bombay).
- Social Service Quarterly*.—Volume XXXV, No. 4. (Social Service League, Bombay).
- Weekly Bulletin of Statistics*.—Volume II, Nos. 13-15. (Office of the Economic Adviser to the Government of India, New Delhi).

## FOREIGN

- Economic Review*.—Volume XL, No. 1. (The Publishers Menasha, Wisconsin).
- American Federationist*.—Volume 57, No. 2. (A. F. of L. Building, Washington, I, D. C.).
- American Journal of Sociology*.—Volume LV, No. 5. (University of Chicago Press, U. S. A.).
- American Labour News*.—Dated 23rd and 30th March 1950 and 12th April 1950. (United States Information Services, Bombay).
- Board of Trade Journal*.—Volume 158, Nos. 2773-2777. (H. M. Stationery Office, London).
- Coal*.—March 1950. (National Coal Board, London).
- Economica*.—Volume XVII, No. 65. (British Library of Political & Economic Science, London, W.C. 2).
- Economist*.—Volume CLVIII, Nos. 5558-5560. (22, Ryder Street, St. James, London, S.W. 1).

- Economic Digest*.—Volume III, No. 3. (Economic Digest, 18, South Street, London, W.1.).
- Economic Journal*.—Volume LX, No. 237. (Royal Economic Society, 4, Portugal Street, London, W.C. 2.)
- Federal Reserve Bulletin*.—Volume 36, No. 2. (Federal Reserve Board, Washington).
- Industrial Court Awards*. Nos. 2246-2249. (U. K.).
- Industrial Health Review*.—Volume II, No. 1. (Industrial Health Division of the Department of National Health and Welfare, Ottawa, Canada).
- Industrial Safety Survey*.—Volume XXV, No. 4. (I. L. O., Geneva).
- Industry*.—Volume 18, No. 3. (2, Caxton Street, Westminster, S.W. 1).
- Industry and Labour*.—Volume III, Nos. 5-6. (I. L. O., Geneva).
- International Free Trade Union News*.—Volume 5, Nos. 3 and 4. (Free Trade Union Committee, N. Y. 19).
- International Labour Review*.—Volume LXI, Nos. 1-2. (I. L. O., Geneva).
- Journal of Political Economy*.—Volume LVIII, No. 1. (University of Chicago Press, U. S. A.).
- Journal of the Textile Institute*.—Volume 41, No. 2. (St. Mary's Patronage, Manchester).
- Labour*.—Volume 12, No. 7. (Trades Union Congress, London, S.W. 1).
- Labour Gazette*.—Volume I, No. 2. (Department of Labour, Canada, Ottawa).
- Labour's Monthly Survey*.—Volume II, Nos. 1-2. (American Federation of Labour, Washington, 1 D. C.).
- Labour Research*.—Volume XXXIX, No. 3. (Research Department, London).
- Lam Supplement*.—No. 317. (Policy Holder Journal Co. Ltd., Manchester).
- Legislative Series*.—November-December 1949. (I. L. O., Geneva).
- Monthly Abstracts of Statistics*.—February 1950. (Census and Statistics Department, Wellington).
- Monthly Bulletin of Statistics, U. N.*—Volume IV, Nos. 2-3. (United Nations, Lane Success, New York).
- Monthly Bulletin of Union Statistics*.—Volume XXIX, No. 1. (Union of South Africa, Pretoria).
- Monthly Digest of Statistics*.—January 1950, No. 49. (His Majesty's Stationery Office, London).
- Monthly Labour Review*.—Volume 70, No. 1. (U. S. Department of Labour, Washington).
- New Dawn*.—Volume 4, Nos. 5-6. (Union of Shop and Allied Workers, Manchester, 14).
- New Statesman and Nation*.—Volume XXXIX, Nos. 911-994. (W. M. Dawson and Sons, England).
- New World News*.—Volume VI, No. 3. (4, Hays Mews, Berkeley Square, London).

*New Republic*.—Dated February 6th, 13th, 20th and 27<sup>th</sup>, 1950 (10, East 49 Street, N. York 17, N. Y.).  
*Out Look*.—January 1950, No. 1. (National Coal Board London)  
*Phoenix*.—Volume XVI, No. 309. (Pep. 16, Queen Anne's Gate, London, S.W. 1).  
*Quarterly Journal of Economics*.—Volume LXIX, No. 1. (Harward University, Massachusetts).  
*Queensland Industrial Gazette*.—Volume XXXIV, No. 4. (Department of Labour, Queensland).  
*The Review of Economics and Statistics*.—Volume XXXII, No. 1. (Harward University Press, U. S. A.).  
*Sociology and Social Research*.—Volume 34, Nos. 3-4. (University of Southern California Press, California).  
*Statist*.—Volume CLI, Nos. 3756-3758. (Ministry of Labour and National Service, London).  
*Times Review of Industry*.—Volume 4, No. 38. (London).  
*Textile Mercury*.—Volume CXXII, Nos. 3178-3181. (Textile Mercury Ltd., Manchester).  
*Textile Weekly*.—Volume 45, Nos. 1146-1148. (The National Federation of Textile Works Manager, Manchester).  
*Two Minutes of Emloyment Facts*.—Dated 1<sup>st</sup> and 15<sup>th</sup> February 1950. (New Foundland).

III. REPORTS

The following Reports were received in the Library during April 1950

General—

*List of Fellows of the Royal Economic Society*.—(Richard Clay and Co. Ltd., Bungay, Suffolk).  
 International Labour Office—  
*Minimum Wage Fixing Machinery In Agriculture. Report VII (2) 33rd Session: International Labour Conference, Geneva.* (I. L. O., Geneva).  
*Safety and Hygiene in the Chemical Industries. Report II: 2nd Session: International Labour Organisation, Geneva.* (I. L. O., Geneva).  
*The Organisation of Working Hours in Chemical Industries, Report III: 2nd Session: International Labour Organisation, Geneva.* (I. L. O., Geneva).

Industries and Management—  
*Job Modifications Under Collective Bargaining*.—(Industrial Relations Section, Department of Economics and Social Institution, Princeton University, Princeton, New Jersey).

Statistics—

*United Nations World Statistical Congress, Proceedings of the Statistical Conferences, Volume II*.—(United Nations World Statistical Congress, Washington 25, D. C.).

MAY, 1950

AVERAGE	Bombay (1)				Ahmedabad (2)				Madras (3)				Calcutta (4)								
	Fuel and light-ing	Cloth-ing	House-rent	Miscel-laneous	Food	Fuel and light-ing	Cloth-ing	House-rent	Miscel-laneous	Food	Fuel and light-ing	Cloth-ing	House-rent	Miscel-laneous	Food	Fuel and light-ing	Cloth-ing	House-rent	Miscel-laneous		
1949	114	271	317	97	64	78	72	107	100	73	70	89	64	107	72	71	..	..	..	..	
"	271	247	317	100	107	317	220	107	240	199	198	335	141	107	215	201	299	321	340	100	365
"	317	245	269	100	107	269	208	107	263	209	217	313	141	107	246	211	330	298	338	100	450
"	344	244	262	100	107	263	210	107	257	219	263	350	141	107	313	243	417	286	342	100	475
"	348	333	391	100	107	347	309	107	309	243	286	425	298	107	286	292	490	450	415	100	516
"	366	306	345	100	107	320	291	107	332	248	292	408	316	107	337	299	462	434	432	100	531
"	365	393	390	100	107	310	291	107	318	242	285	414	353	107	327	301	409	416	452	100	505
"	354	293	401	100	107	325	291	107	352	243	278	414	348	107	343	297	442	409	429	100	560
"	355	293	406	100	107	332	291	107	342	249	274	414	348	107	340	294	463	435	429	100	583
"	361	293	306	100	107	323	29	107	342	248	283	414	311	107	343	294	461	431	423	100	540
"	364	293	307	100	107	340	291	107	335	256	287	414	307	107	340	298	456	424	420	100	504
"	372	293	307	100	107	343	291	107	335	254	297	409	297	107	341	300	465	421	418	100	505
"	373	292	307	100	107	362	309	291	107	335	294	399	284	107	337	295	469	428	421	100	506
"	374	293	307	100	107	360	306	291	107	335	294	399	284	107	337	295	469	428	421	100	506
"	379	296	307	100	107	360	304	291	107	335	293	390	281	107	337	299	459	435	432	100	533
"	375	294	307	100	107	358	303	291	107	335	293	385	280	107	332	295	470	436	432	100	541
"	378	294	307	100	107	345	292	291	107	335	299	300	281	107	340	295	453	438	427	100	571
"	380	294	307	100	107	362	293	291	107	335	299	303	291	107	350	298	443	437	427	100	609
"	381	292	307	100	107	377	293	291	107	335	290	302	296	107	353	298	443	436	427	100	610

(1) Average prices from July 1948 to June 1944=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 1929=100.





						Rs.	a.	p.	Rs.	a.	p.
Services contd. ORT—											
om District ers', Conduc- aners' Union— [Registered y 1948.]	993	L. J. Karne ..	B. D. Jadhav ..	INTUC	2768, Poona-Bangalore Road, Opp. Halley and Co. Belgaum.	346	0	0	256	0	0
otor Kamgar ber 1940. n 16th October	122	M. H. Nadap ..	M. B. Kolekar ..		Mogre Parbunawadi, Chikodi, District Bel- gaum.	59	0	0	40	0	0
Association— 28. [Register- ember 1928.]	1,520	D. Ujvaldasgih ..	P. Thakkar ..	INTUC	Pathare Bhuwan, Kennedy Bridge, Bom- bay 4.	1,092	0	0	616	0	0
oyees' Union 48 [Regis- March 1949.]	267	S. L. Silam, B. A., LL.B., M.L.A.	H. N. Trivedi, J.P.		Vithal Sadan, Ground floor, Congress House, Bombay 4.				20	0	0
ombay Taxi May 1947. n 30th July	939	S. A. Gangaram ..	A. S. Nanda ..		French Bridge, Chowpathy, Bombay.	1,014	0	0	373	0	0
[Registered 1949.]	1,482	A. Jaffarbhoj ..		INTUC	46, Park Road, Bombay				211	0	0
otor Kamgar 1947. [Re- n July 1948.]	182	N. Purohit ..	A. Kulkarni ..	H. M. F.	Mahad, District	79	0	0	28	0	0
gar Union— [Register- ember 1947.]	262	A. R. Shaik ..	S. H. Munshi ..	INTUC	1160, Shukrawar Poona 2.	104	0	0		0	0
otor Drivers' gh—Febru- Registered on r 1947.]	19	N. R. Bodas ..	R. B. Munj ..		At and Post Deogad, District Ratnagiri.				29	0	0
Transport ion—August ered on 16th	213	S. D. Vartak ..	S. G. Warty ..	H. M. S.	Office of the Socialist Party, Bassin, Dis- trict Thana.						53
CATIONS											
en and Lower Union—Sep.	280	S. V. Patel ..	T. J. Patel ..	INTUC	Majur Mahajan, Bhadra, Ahmedabad.						

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1951—contd.

2	3	4	5	6	7	8	9
						Rs. a. p.	Rs. a.
---SERVICES contd.							
IFICATIONS d.							
A, Wireless and contd.							
contd.							
st and Tele- workers', Ahmed office Branch—	184	N. M. Desai, B.A., LL.B.	D. S. Patel	Union of P. & T. Workers', New Delhi.	Ahmedabad Head Post Office, Ahmedabad.	64 0 0	37 0 0
Lower Grade n—November	257	N. E. Navle, B.A., LL.B.	A. B. Mutha, M.A., B.Sc., LL.B.	Bombay Presi- dency Postmen Union.	Opp. City Police Line, House No. 7335, Ahmednagar.	15 0 0	10 0 0
st and Tele- workers'—July	144	B. Bharde, B.A., LL.B., Pleader.	B. N. Nisal, M.A., LL.B.	AITUC	Mahatakar Bldgs., Chitale Road, Ahmed- nagar.	..	..
n (Postmen ade (M. M. S.))	200	H. R. Gokhale, B.A., LL.B.	I. S. Virola		Do's Wada, Bhavnagar.	25 0 0	25 0 0
Postmen 1918. (Re- n February	1,109	V. G. Dalvi, Bar- at-law.	K. S. Dharja, at-law.		17, Benam Hall Lane, Bombay 4.	536 0 0	465 0 0
Presidency Workers' 1920. (Re- th March	415	S. H. Jhabwala B.A.	W. B. Rane		388-A, Krishna Niwas, Girgaon, Bombay 2.	128 0 0	194 0 0
eral's Office arch 1924.	203	S. S. Kavalekar ..	Y. R. Kulkarni ..	All India P. & T. Admn. Officers' Assocn.	G. P. O., Fort, Bombay.	32 0 0	19 0 0
and Tele- s', Bombay August 1947.	1,450	K. S. Pitkar	G. V. Kurve	All India P. & T. Workers' Assocn.	Soman Bldg., 206, Gir- gaon Road, Bombay 4.	388 0 0	310 0 0
Office Lower Union—July	2,395	V. G. Dalvi, Bar- at-law.	K. S. Dharja, Bar- at-law.		17, Benam Hall Lane, Bombay 4.	134 0 0	14 0 0
ct Postmen	65	H. D. Thakore, B.A., LL.B.	S. N. Khedawala	I. F. L.	.. Gopalji Mandir, Broach	..	..
Postmen and e including aff Union—	163	R. B. Wadekar, B.A., Advocate	V. V. Gandhe, B.A., LL.B., B.T.	Bombay Presi- dency Postmen & Lower Grade Staff Union.	Jalgaon, East Khan- & desh.	28 0 0	0 0 0
ct Postmen Grade Staff st 1929.	102	S. B. M. Kurve, B.A., LL.B.	B. V. Parulekar ..	Do.	Karwar, District Ka- nara.	2 0 0	0 0 0

GROUP III--SERVICES  
—contd.

B—COMMUNICATIONS  
—contd.

Posts, Telegraph, Wireless and Telephone Communications  
—contd.

Ratnagiri

The Konkan Divisional Postmen and Lower Grade (including Telegraph and R. M. S.) Staff Union—May 1927. 125 M. D. Sawant S. S. Jadhav Malvan (District Ratnagiri). 67 0 0 41 0 0

Sholapur--

Sholapur District Postmen and L. G. Staff Union—November, 1939. 50 K. B. Antrolikar, M.L.A. H. B. Antrolikar, Pleader. Bombay Pres. 102, Railway Line, Sholapur. 15 0 0 15 0 0

Surat--

The Surat District Postmen and Menials' Union—192 100 R. D. Damle, P.L.A. H. B. Antrolikar, Pleader. Rudrapura, Hindu Garden Colony, Surat. 11 0 0 11 0 0

LABOUR GAZETTE

C—COMMERCE, FINANCE AND TRADE

Banking and Insurance

Ahmedabad—The Bank of India Ltd. Staff Union—August 1948. [Registered on 8th April 1949.] 128 J. Dalal .. N. D. Pandya Vagan Pole, Javeriwad, Ahmedabad. 65 0 0 41 0 0

Bombay—The General Assurance Society Ltd. (Life Deptt.) Employees' Union—March 1949. [Registered on 13th May 1949.] 17 S. S. Murdeshwar P. V. Wagle General Assurance Bldg., 232, Hornby Road, Fort, Bombay. 12 0 0 1 0 0

The Bank of India Staff Union—April 1946. [Registered on 31st December 1946.] 777 A. Mehta .. R. D. Damle Fedn. of Bank Employees (F. B. E.) C/o Bank of India Ltd., Fort, Bombay. 177 0 0 111 0 0

The Bombay Provincial Co-operative Bank Employees' Union—June 1948. [Registered on 16th September 1948.] 222 S. S. Dighe, B.A., LL.B. V. R. Deshmukh... Do. .. C/o Bombay Provincial Co-op. Bank Ltd., 9, Bako House Lane, Post Box No. 472, Fort, Bombay 1. 126 0 27 0 0

The Central Bank Employees' Union—April 1946. [Registered on 3rd June 1947.] 508 G. G. Mehta, Bar-at-law. R. F. Cooper .. Do. .. 315C, Corner of Grant Road, Bombay. 150 0 0 248 0 0

The Chartered Bank of India, Australia and China Employees' Union—May 1946. [Registered on 8th April 1947.] 228 G. G. Mehta, Bar-at-law. W. D. Sawant .. Do. .. C/o Chartered Bank of India, Australia and China, Esplanade Road, Bombay. 16 0 0

MAY, 1950

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1946 -contd.

1006

2	3	4	5	6	7	8	9
						Rs. a. p.	Rs. a. p.
<b>GROUP III—SERVICES</b> —contd. <b>COMMERCE, FINANCE</b> <b>AND TRADE—contd.</b>							
<i>Banking and Insurance</i> —contd.							
Grindley's Bank Ltd., Staff Union—June 1946. [Registered on 8th April 1947.]	235	G. G. Mehta, Bar-at-law.	J. Zachariah	Federation of Bank Employees (F. B. E.).	J. A. Assumption, Grindley's Bank Ltd., Bombay.	169 0 0	110 0 0
Indian Bank Employees' Union—May 1946. [Registered on 17th December 1947.]	70	R. A. Sngavanam.	M. V. Khambadkone.		C/o Indian Bank Ltd., Bombay I.	26 0 0	11 0 0
National Bank of India (Bombay Branch) Clerks' Union—[Registered on 23rd March 1944.]	106	J. A. DaFonseca	M. R. Shanbagh		29, Hamam Street, Fort, Bombay.	99 0 0	97 0 0
Netherlands India Commercial Bank Employees' Union—May 1946. [Registered on 13th February 1947.]	60	H. H. Gosal	C. F. Pereira	Fedn. of Bank Employees' (F. B. E.).	C/o Netherlands India Commercial Bank, 314, Hornby Road, Fort, Bombay.	23 0 0	21 0 0
Employees' Association—August 1946. [Registered on 27th September 1947.]	129	H. A. Ajinkya	J. M. ...	Fedn. of Insurance Unions.	1-3, Pratap Mansion, 166F, Vincent Road, Dadar, Bombay 14.	678 0 0	48 0 0
The Bombay Mutual Life Assurance Society Ltd. (H. O.) Employees' Union—November 1944. [Registered on 28th November 1947.]	419	G. M. F. ...	P. P. ...			117 0 0	48 0 0
The Warden Insurance Co. Ltd., Head Office Employees' Union—October 1946. [Registered on 14th March 1947.]	80	G. G. Mehta, Bar-at-law.	H. M. Amin		555, Bazargate Street, Fort, Bombay.	14 0 0	15 0 0
The Eastern Bank Ltd. (Bombay Branch) Employees' Union—May 1946. [Registered on 23rd June 1947.]	90	G. G. Mehta, Bar-at-law.	G. S. Guda.	F. B. E.	C/o The Eastern Bank Ltd., Fort, Bombay.	70 0 0	103 0 0
Asian Assurance Employees' Union—December 1946. [Registered on 30th September 1947.]	110	F. M. Pinto	R. A. Menezes		Mogoveera Yuvak Sangh, 46, Churohgate Street, Bombay.	46 0 0	31 0 0
The Comilla Banking Corporation Ltd., Staff Union—May 1946. [Registered on 7th February 1948.]	31	R. L. Chakrabarty	R. N. Bharadwaj.	AITUC	"Amar Bldg.", Sir P. M. Road, Fort, Bombay.	15 0 0	..
The American Express Co. Inc. Bombay Staff Union—April 1948.	82	A. G. R. Iyer	A. V. S. Mani	F. B. E.	240, Hornby Bombay.	28 0 0	17 0 0
The New Citizen Bank of India Employees' Union—February 1947. [Registered on 5th March 1946.]	54	G. G. Mehta, Bar-at-law.	N. N. Menon	I. F. L.	100, Bazargate Street, Fort, Bombay.	29 0 0	2 0 0

LABOUR GAZETTE

1/11/46

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949 contd.

	3	4	5	6	7	8
<b>SERVICES</b>						
contd.						
<b>POST, FINANCE</b>						
TRADE—contd.						
and Insurance						
contd.						
Bank of India Association—(Bombay Circle)—September 1949. Registered on 26th 1949.]	1,007	K. T. Shah, B.A., B.Sc., Bar-at-law, M.L.A.	R. D. Bijoor, (C.A.), (I.B.)	All India Imperial Bank of India Staff Fedn.	505, Sadashiv Peth, Poona City.	Rs. a. p. 238 0 0 222
Bank of India Ltd., Union—January 1949. Registered on 6th 1949.]	32	J. G. Desai	J. G. Naik		Gumasta Mandal Office, Nanavat, Surat.	17 0 0 9 0 0
Bank Employees' Union—January 1949. Registered on 27th July 1949.]	215	J. G. Desai	R. A. Bhatt		C/o Gumasta Mandal, Office, Nanavat, Surat.	87 0 0 51 0 0

Other Trades

Asiatic Co. (India) Ltd., Bombay Staff Union—October 1948. [Registered on 16th December 1948.]	120	H. N. Trivedi, J.P.	C. L. Dudhia, Bar-at-law.	INTUC	Vithal Sadan, Ground floor, Congress House, Bombay 4.	73 0 0 23 0 0
Foreign Film Distributor's Employees' Union—November 1945. [Registered on 26th January 1949.]	116	R. Dave	D. S. Thakur		Ma. athi Granth Sangrahalaya Bldg., Bhai Jivanji Lane, Thakurdwar, Bombay No. 2.	113 0 0 36 0 0
Army and Navy Stores Ltd., Local Staff Union—July 1946. [Registered on 15th January 1948.]	271	H. R. Pardiwala Bar-at-law.	V. Ramsay F. Bardoliwala.		C/o Army and Navy Stores Ltd., Fort, Bombay.	51 0 0 66 0 0
The East India Cotton Association Staff Union—March 1943. [Registered on 23rd March 1943.]	149	D. G. Damle	C. L. Mehta		C/o The East India Cotton Asscn. Ltd., Cotton Exchange, Marwari Bazar, Bombay 2.	20 0 0 2 0 0
Forbes Forbes Camplall Co. Ltd., and Allied Companies, Employees' Union—May 1946. [Registered on 16th October 1946.]	212	F. M. Pinto	C. N. V. Iyer		C/o V. K. Tembo and Co., Examiner Press Bldg., Dalal Street, Fort, Bombay.	92 0 0 10 0 0

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949—contd.

1100

2	3	4	5	6	7	8	9	
							Rs. a. p.	Rs. a. p.
<b>1- SERVICES</b>								
contd.								
<b>PRICE, FINANCE</b>								
<b>TRADE—contd.</b>								
trades—contd.								
contd.								
the Staff of and Associated ember 1942. d on 15th April	784	A. Mehta ..	D. B. Naik ..	....	Scindia House, Ballard Estate, Bombay.	38 0 0	31 0 0	
heeler and Co. alf Employees arch 1949. d on 19th Sep- 49.]	70	A. A. Mandgi ..	B. K. Taliwal ..	....	42, Kennedy Bridge, Bombay 4.	103 0 0	70 0 0	
lazdoor Sabha, and Suburb— 9. [Registered on ust 1949.]	105	S. A. Adil ..	H. D. Shukla ..	....	C/o The Socialist Party Office, Belgrami Road, Kurla.	57 0 0	49 0 0	
Singer Sewing Co. Employees February 1949. ed on 2nd April	85	H. N. Trivedi, J. P.	R. K. Hardikar ..	INTUC	Congress House, Bom- bay 4.	94 0 0	44 0 0	
ear Clerks' Union— red on 23rd June	205	M. C. Purohit ..	Natvarlal Ratilal ..	Bombay Assta. Fedn.	18, 1st Floor, Dalal Street, Fort, Bom- bay 1.	51 0 0	..	
ombay Hotel Kam- nion—May 1947. red on 8th May	1,200	M. Madhavan ..	K. P. P. Nair ..	H. M. P.	21, Mistry Bldg., Parel, Bombay.	319 0 0	241 0 0	
ya Hotel Kamgar: —September 1948. ered on 16th April	110	C. N. Mali ..	L. S. Shukla ..	INTUC	Congress House, Man- mad, District Nasik.	..	..	
riya Lokhand Kam- ngh—[Registered on June 1949.]	60	R. D. Deokate ..	T. S. Wajkar ..	INTUC	Dane Galli, Barsi, Dis- trict Sholapur.	17 0 0	80 0 0	
d Abdul Karim Bros. erns Staff Union— uary 1947. [Regis- on 20th March 1948.]	95	G. K. Phadke ..	G. A. Patkar ..	....	Mr. G. K. Phadke's Wada, Near Park, Kalyan, District Thana.	87 0 0	59 0 0	
<b>PUBLIC ADMINIS- TRATION.</b>								
<b>Government and Local Bodies.</b>								
<b>Municipal.</b>								
edabad— Ahmedabad Municipal vants' Association— bruary 1930. [Regis- ed on 8th April 1947.]	1,914	C. T. Daru, B.Sc., I.L.B.	I. G. Bhatt ..	H. M. S.	Sardar Vallabhbhai Road, Opp. Municipal Bldg., Ahmedabad.	1,222 0 0	341 0 0	

LABOUR GAZETTE

MAY, 1950

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949 contd.

	3	4	5	6	7	8	9
						Rs. a. p.	Rs. a. p.
SERVICES contd.							
ADMINISTRATIVE contd.							
Local Bodies, contd.							
Municipal Kam- January 1944. on 10th June	1,000	R. B. Lakhan	N. R. Chawan	All India Muni- cipal Workers' Fedn.	Near Nani Hanam, Naytad, Mansingh Bhuvan, Dr. Ambed- kar Road, Ahmed- abad.	228 0 0	169 0 0
Municipal Mandal—May Registered on 5th [ ]	1,200	T. S. Thakore	N. G. Brahmabhatt	Bombay Pros. Primary (Wor- chers' Assocn.	81/1, Kocharab, Ellis Bridge, Ahmedabad.	129 0 0	93 0 0
Kamgar Union— on 22nd March	271	L. G. Chavan	L. D. Gandhi		Manockchowk, Ahmed- nagar.	50 0 0	34 0 0
Kamdar Mahajan— 1947. [Registered- February 1948.]	505	M. G. Solanki	I. C. Solanki	INTUC	House No. 80, 1st Floor, 7th Kamatipura Lane, Bombay.	126 0 0	117 0 0
Medical Stores Union—Sep- 47. [Registered February 1948.]	87	C. L. Dholawala at-law.	H. S. Desai at-law.	INTUC	Vithal Sadan, Ground floor, Congress House, Bombay 4.		11 0 0
Provincial at Compounders 1946. [Registered March 1949.]	81	R. K. Khadilkar	B. G. Chavan			27 0 0	19 0 0
Peons' and Servants' Union— 26. [Registered on y 1939.]	1,559	S. H. Jhabwalla	S. H. Pawaskar		Behind Thakurdwar Post Office, Bombay.	283 0 0	156 0 0
Municipal Employees' Union November 1946. [Re- on 2nd April 1949.]	930	M. Madhavan	K. P. P. Nair	H. M. P.	39, Patel Terrace, Patel, Bombay.	225 0 0	115 0 0
Municipal Employees' Union—January [Registered on 17th y 1948.]	283	S. V. Joshi	V. N. Dhongadi		C o Municipal Borough, Hubli.	10 0 0	2 0 0
Khandesh— Palika Kamgar —July 1948. [Re- ed on 24th December ]	176	P. P. Deshmukh, B.A., LL.B., Pleader.	M. P. Phadnis		Nagar Palika Kamgar Sangh Office, New Peth, Behind Jain Mandir, Jalgaon, E. K.		13 0 0
Jalgaon Municipal Ser- vants' Union—May 1946. Registered on 11th Febru- ary 1949.]	183	D. R. Patil	T. E. Patil		Fulji Khandu's Chawl, Station Road, Chalis- gaon, East Khandesh.	46 0 0	182 0 0
Government Peons' and Prior Servants' Union— March 1944.	473	P. P. Deshmukh B.A., LL.B.	G. A. Wadhwa		C o P. P. Deshmukh, Maheji Bazar, Jalgaon, East Khandesh.	40 0 0	18 0 0

LABOUR GAZETTE

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949 -contd.

	3	4	5	6	7	8	9
						Rs. a. p.	Rs. a. p.
<b>RVICES</b>							
<b>MINISTRA.</b>							
<i>Local Bodies contd.</i>							
Kamdar 1948. 4th Janu-	47	B. J. Patel, M.L.A.	....	....	Seva Mandir, Nadiad, District Kaira.	14 0 0	1 0 0
Kamdar 1945.	36	B. U. Waghela ..	K. Bhudarbhai. Shankarbhai Dhulabhai.	Kheda Jilha Municipal Safai Kamdar Mahajan.	Gidvani Harijan Ashram, Kaira.	4 0 0	8 0 0
Kamdar Sabha— [Registered 1949.]	141	S. B. Havise	R. B. Lad	....	758, B. Azad Chowk, Raviwar Peth, Kolhapur.	9 0 0	9 0 0
Cantonment Union—April 1949. [Registered on 28th]	179	N. R. Unthwad	A. B. Dhonde	All India Municipal workers' Fedn.	Donde Brothers Bldg., Deolali Camp, Nasik.	69 0 0	42 0 0
Kamgar 1946. [Registered July 1949.]	115	S. B. Damra	R. J. Waghare ..	....	Munimad Kamgar Bhaudi Union, Manmad, Nasik.	26 0 0	17 0 0
Supply Employees' Union 1948. [Registered June 1949.]	257	V. N. Naik, M.L.A.	K. R. Bhosale W. Yardi.	....	Power Bldg., H. No. 1043, Chandawalkar Lane, Nasik.	51 0 0	39 0 0
Board Saugh—July 1949. [Registered on 13th 1949.]	300	K. R. Sakat ..	B. P. Chatri	....	Coach House, Centre Street Camp, Poona District.	50 0 0	33 0 0
Municipal Union—May 1942.	41	M. S. Mehtar	H. S. Nhalve	Rashtriya Majdoor Congress.	At and Post Saswad, Taluka Purandari, District Poona.	11 0 0	4 0 0
Municipal Kamgar Union—April 1942.	37	D. D. Sawant	V. R. Kulkarni ..	....	Malwan, District Ratnagni.	..	..
Municipal Union—August 1949. [Registered on 9th]	54	G. Thakure ..	N. A. Keluskar	....	Municipality Office, Vengurla, District Ratnagiri.	14 0 0	1 0 0
Municipal Union—August 1949. [Registered on 30th 1949.]	34	M. D. Shirodkar ..	R. V. Sawant	....	C/o Municipal Office, Sawantwadi, Ratnagiri.	4 0 0	1 0 0
Harpur Municipal Union—December 1949. [Registered on 1949.]	249	R. N. Raul	L. S. Joshi ..	H. M. P	H. No. 1884, Pandharpur, District Sholapur.	127 0 0	120
Kamgar Union—December 1948. [Registered on 13th February 1949.]	102	M. V. Vishwarup, B.Sc., LL.B.	A. D. Sahasrabudho.	....	1949, Lokhand Galli, Barsi, District Sholapur.	22 0 0	10

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949—contd.

3	4	5	6	7	8	9
					Rs. a. p.	Rs. a. p.
<b>SERVICES</b> contd.						
<b>ADMINISTRATIVE SERVICES</b> contd.						
and Local al—concl.						
pal Employees' y 1947. [Re- 27th July 1949.]	116	A. S. Hingmure, D. G. Kolkar B.A. (Hons.) L.S.G.D. L.L.B.	Bombay Prov. Local Bodies Employees' Fedn.	Municipal Office, Barsi, Sholapur	10 0 0	13 0 0
lesh— Kukadel Nagar okar Sangh— [Registered on 49.]	59	P. V. Damru, K. S. Sonar Pleader.		Main Road, Shahada, West Khandesh.	8 0 0	3 0 0
<b>PROFESSIONAL SERVICES</b>						
on—Septemb Registered on 23rd	55	B. K. Patted H. B. Puro		Bailhongal, Belgaum.	14 0 0	13 0 0
ospital Employees' ugust 1946. [Re- 19th December	130	M. Madhavan .. K. P. P. Nair ..	H. M. P.	39, Patel Terrace, Parol, Bombay.	33 0 0	7 0 0
istrict Pleaders' Association— 1943. [Registered ugust 1948.]	90	R. Tikamdas .. W. B. Radkar ..	....	Peth, 4, Poona	9 0 0	..
ara less T. B. Sanato- ational Employees' -April 1949. [Re- on 31st August	268	B. G. Naik, M.A., V. B. Awale .. B.T.	INTUC	Wanlesswadi, Satara District.	71 0 0	57 0 0
<b>PART IV—GENERAL</b>						
Staff Union— 1948. [Registered June 1948.]	137	S. H. Jhabwala .. D. W. Joshi, B.A., B.T.		360, Thakurdwar, Bom- bay.	36 0 0	16 0 0
ha Mucadam Mandal 7.	56	S. V. Borade .. D. D. Kalango T. N. Sangle.		C/o Cotton Exchange Bldg., Cotton Green, Bombay 15.	..	..
Bharatiya Shrami- Sangh—November [Registered on 21st ember 1946.]	786	B. Yagnik .. S. Pandey ..	Rashtriya Gu- masta Mandal.	172, Kalbadovi Road, Bombay.	64 0 0	68 0 0
ay General Employees' ociation—July 1948.	2,458	H. N. Trivedi, J.P. R. G. Joshi M.A., L.L.B.	INTUC	Vithal Sadan, Ground floor, Congress House, Bombay 4.	442 0 0	257 0 0
oria Jubilee Technical stitute Employees' Union May 1949. [Registered 5th August 1949.]	96	N. R. Gharat .. V. A. Buwa ..	....	360, Thakurdwar, Gir- gaon, Bombay.	85 0 0	..

MAY 1950

PRINCIPAL TRADE UNIONS IN BOMBAY STATE ON 1ST OCTOBER 1949 contd.

2	3	4	5	6	7	8	9	
IV—GENERAL -contd							Rs. a. p.	Rs. a. p.
andesh Coolies' Union— 1945. [Registered on ember 1946.]	106	A. R. A. Satar ..	G. V. Joshi ..	H. M. P. ..	C/o G. I. P. Rly. Maz- door Panchayat Branch, New Area, Bhunawal, East Khandesh.	19 0 0	3 0 0	
Chalisgaon Rashtriya Mandal—June [Registered on 14th 1946.]	82	S. H. Simbhurkhal	N. S. Sharma		Shivan Kale Mandir, Chalisgaon, East Khandesh.	7 0 0	4 0 0	
District Harijan No- Mandal—July 1948. Registered on 18th June	28	B. J. Patel, B.A. LL.B., M.L.A.			Seva Mandir, Nadiad, District Kaira.	10 0 0	..	
R- ya Gumasta Mandal Registered on 31st Janu- ary 1949.]	166	S. V. Bhujbal	M. S. Birgikar ..	INTUC	Dane Galli, Barsi, Dis- trict Sholapur.	..	34 0 0	
Rashtriya Gumasta —July 1947. [Re- gistered on 7th May 1949.]	45	V. G. Kangale ..	D. R. Patne ..	INTUC	Post Mohol, District Sholapur.	13 0 0	..	
ya Gumasta Mandal Registered on 30th April 1949.]	514	S. R. Dudhani ..	K. D. Ligade ..	INTUC	182, Shukrawar Peth, Bhandegalli, Shola- pur.	143 0 0	139 0 0	

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

Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Jubbulpore	Patna	Cuttack	Madras	Kanpur	Bangalore	United Kingdom
Year ended June 1934 =100	Year ended July 1927 =100	Year ended January 1928 =100	Average prices in August 1939 =100	January 1927 =100	January 1927 =100	Average of five years ending 1914 =100	Average of five years ending 1914 =100	Year ended June 1936 =100	Average prices in August 1939 =100	Year ended June 1936 =100	*17th June 1947 =100
a-c	a-b	a-c	a-e	a-d	a-d	a-c	a-c	a-c	a-c	a-c	a-c
108	73	74	...	61	57	108	104	100	...	...	...
237	212	201	295	169	184	333	340	202	314	189	...
235	199	201	291	164	164	310	296	222	308	197	...
259	209	211	326	181	177	360	309	235	329	221	...
279	219	248	369	203	190	416	342	272	378	265	...
303	243	292	440	237	224	528	436	309	471	287	...
105	73	73	100	64	58	109	103	98	100	...	...
311	242	301	391	238	230	544	440	326	479	300	109
305	243	297	412	239	...	544	440	320	468	297	109
306	249	294	422	240	...	558	449	320	482	300	111
300	248	294	424	241	...	556	454	322	483	302	111
302	256	296	417	241	...	572	448	320	486	303	111
306	254	300	422	241	...	555	522	320	488	302	111
306	252	295	425	243	...	537	529	320	484	296	112
307	250	299	432	243	...	542	529	323	464	300	112
310	252	299	424	240	...	540	485	326	451	305	112
308	249	295	432	233	...	541	472	327	432	305	113
309	239	295	425	233	...	535	464	321	424	302	113
305	250	298	421	233	...	564	458	327	426	302	113
302	260	298	418	233	...	550	458	325	426	302	113

a=food; b=fuel and lighting; c=clothing; d=miscellaneous; e=house-rent.

\* The U. K. figures on base 17th June 1947 = 100 are only retail price index numbers.

LABOUR GAZETTE

MAY, 1950

RETAIL PRICES OF FOOD ARTICLES IN FEBRUARY AND MARCH 1950.\*

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

Articles	Price per	February 1950				March 1950			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
		Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.	Ra. a. p.
..	Maund	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	18 13 2 <i>255</i>	19 12 1 <i>315</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	21 5 3 <i>289</i>
..	..	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 12 0 <i>204</i>	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 4 <i>388</i>
..	..	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	10 0 0 <i>291</i>	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 0 <i>464</i>	13 5 4 <i>388</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>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>
Index No.—Cereals	....	<i>236</i>	<i>294</i>	<i>390</i>	<i>249</i>	<i>236</i>	<i>294</i>	<i>390</i>	<i>280</i>
..	Maund	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>531</i>	21 5 4 <i>584</i>	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>531</i>	21 5 4 <i>584</i>
..	..	22 3 7 <i>380</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	25 9 7 <i>387</i>	22 3 7 <i>380</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	25 9 7 <i>387</i>
..	..	<i>574</i>	<i>570</i>	<i>476</i>	<i>486</i>	<i>574</i>	<i>570</i>	<i>476</i>	<i>486</i>

LABOUR GAZETTE

Articles of food— gar (refined)	Maund	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>	35 8 11 <i>380</i>
..	..	29 14 6 <i>349</i>	40 0 0 <i>973</i>	35 5 10 <i>455</i>	26 10 8 <i>380</i>	25 0 0 <i>292</i>	40 0 0 <i>973</i>	40 0 0 <i>515</i>	40 13 8 <i>582</i>
..	Lb.	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>
..	Maund	4 6 3 <i>206</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 8 0 <i>186</i>	4 6 3 <i>206</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	4 0 0 <i>213</i>
..	Seer	1 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>	1 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>
..	..	2 4 0 <i>540</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>	2 4 0 <i>540</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>
..	Maund	35 2 8 <i>382</i>	20 0 0 <i>300</i>	26 10 0 <i>305</i>	32 0 0 <i>370</i>	35 2 8 <i>382</i>	24 9 10 <i>492</i>	26 10 0 <i>305</i>	32 0 0 <i>320</i>
..	..	228 9 3 <i>450</i>	290 14 8 <i>615</i>	182 12 3 <i>185</i>	200 0 0 <i>292</i>	228 9 3 <i>450</i>	290 14 8 <i>655</i>	182 12 3 <i>185</i>	200 0 0 <i>292</i>
..	..	15 0 5 <i>335</i>	14 14 2 <i>347</i>	20 0 0 <i>300</i>	13 5 4 <i>396</i>	15 0 5 <i>335</i>	14 14 2 <i>391</i>	13 5 0 <i>313</i>	10 0 0 <i>297</i>
..	..	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>300</i>	6 10 8 <i>333</i>	12 8 0 <i>805</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	6 10 8 <i>500</i>
..	..	100 0 0 <i>391</i>	47 0 11 <i>235</i>	64 0 0 <i>319</i>	80 0 0 <i>285</i>	100 0 0 <i>394</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	80 0 0 <i>285</i>
Index No.—Other articles of food		<i>474</i>	<i>529</i>	<i>440</i>	<i>388</i>	<i>454</i>	<i>537</i>	<i>410</i>	<i>400</i>
Index No.—All food articles (unweighted)		<i>430</i>	<i>478</i>	<i>419</i>	<i>367</i>	<i>417</i>	<i>484</i>	<i>413</i>	<i>382</i>

MAY 1950

\*The sources of the price quotations used in this table are the Monthly Returns of Average Retail Prices Current supplied by the Director of Agriculture, Poona.

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN MARCH 1950.

District	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				
			1950	1950				
Spinning & Bombay.	851	2,949	1 Feb.	25 Mar.	Protest against the introduction of the system of working four sides per three workers as against two sides per two men in the Spinning Department.	The strike ended in favour of the employers.	71,383	1,52,617
Mill, Day.	388	1,342	6 Feb.	8 Mar.	Lockout following the workers' refusal to work on 4 looms.	The strike ended in favour of the employers.	4,776	37,005
Hari-Mills,	25	...	28 Feb.	2 Mar.	Demand for allowing them to work on their original machines.	The strike ended in favour of the employers.	25	50
Mill,	293	48	3 Mar.	4 Mar.	Demand for holiday on 3rd March 1950 on account of "Holi Festival".	The strike ended in favour of the employers.	341	341
Weaving (Cambay riot).	24	...	3 Mar.	4 Mar.	Demand for holiday on 3rd March 1950 on account of "Holi Festival".	The strike ended in favour of the employers.	24	24
Silk works,	22	...	9 Mar.	11 Mar.	Demand for an increase in their rate of wages.	The strike ended in favour of the employers.	33	33
Spg. Ltd.,	26	...	15 Mar.	25 Mar.	Demand for fixed pay-scales instead of piece-rate wages.	The strike ended in favour of the employers.	234	234
Viram-edabad	895	181	16 Mar.		Protest against alleged delay in settling their dispute regarding arrears of dearness allowance and increase in pay.	The strike continues	14,694	
s Ltd., E. K.	225	500	23 Mar.	24 Mar.	Protest against the discharge notices served on 15 workers.	The strike ended in favour of the employers.	680	680
al Silk ay.	50	...	23 Mar.	24 Mar.	Protest against the discharge of the Manager.	The strike ended in favour of the employers.	50	50
aji Mills Baroda.	29	...	26 Mar.	29 Mar.	Demand for reinstatement of the Head Jobber of the Frame Department.	The strike ended in favour of the employers.	72	72
ndia Spg. Co. Ltd.,	21	...	26 Mar.	27 Mar.	Protest against the discharge of 5 workers.	The strike ended in favour of the employers.	21	21
Mill, Bom-	58	...	29 Mar.		Demand for changeover of shifts.	The strike continues	174	

LABOUR GAZETTE

MAR. 1950 BOMBAY

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

1114

	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				
actory,	36	...	27 Feb.	21 Mar.	Demand for (1) change in working hours, (2) reinstatement of a discharged worker, (3) abolition of "Pali" system, (4) continuance of the practice of advancing money from pay.	The strike ended in favour of the employers.	596	665
ke in pania,	4,815	...	28 Feb.	14 Mar.	Protest against the discharge notice served on M. H. Wankar, the President of the Peasants Workers' Union by the management of the Calicut India Ltd.	The strike ended in favour of the employers.	49,683	50,912
dustrial Karad Satara	68	...	1 Mar.	2 Mar.	Demand for abolition of overtime wage system, increase in annual bonus, bonus for 1949, provision, provision of provident fund, free supply of clothes twice a year, etc.	The strike ended in favour of the employers.	68	68
uminium	320	...	8 Mar.	9 Mar.	Demand for payment of 44 months' wages as bonus for 1949.	The strike ended in favour of the employers.	320	320
et Fac- bay.	27	...	12 Mar.	14 Mar.	Demand for wages for work on 12th Mar. 1950.	The strike ended in favour of the employers.	27	27
ous								
hap Bidi Barsi District).	120	..	21 Feb.	22 Mar.	Protest against the shifting of Bidi Works to another locality.	The strike ended in favour of the employers.	1,571	2,361
of Labou- Dansoli, Luna and Villages, (Broach	2,346	...	21 Feb.	23 Mar.	Demand for increase in their daily wages.	The strike ended in favour of the employers.	32,697	39,897
Falkies Ltd., (Thana	300	...	22 Feb.	17 Mar.	Demand for the payment for the month of January 1950.	The strike ended in favour of the workers.	4,800	6,900
Fine Art Works, Bom	45	...	1 Mar.	2 Mar.	Demand for an increase in their wages.	Indefinite	..	45
Films Ltd. i, Bombay.	50	...	5 Mar.	17 Mar.	Demand for declaring March 5, as a holiday being Sunday.	The strike ended in favour of the employers.	600	600
Hume d., Bombay.	134	...	6 Mar.	8 Mar	Demand for withdrawal of retrenchment notice.	The strike ended in favour of the workers.	268	268

LABOUR GAZETTE

MAR 1950

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

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
Industry	Location	Began	Ended				
80	...	7 Mar.	11 Mar.	Demand for reinstatement of a discharged worker.	The strike ended in favour of the workers.	220	220
14	...	8 Mar.	11 Mar.	Demand for arrears of wages for 1948-49.	The strike ended in favour of the employers.	42	42
114	...	9 Mar.	10 Mar.	Protest against the discharge of one of the employees.	The strike ended in favour of the employers.	50	50
30	...	11 Mar.		Protest against the reduction in the rate of bidi making from Rs. 3 to Rs. 2-12-0 per 1,000 bidis.	The strike continues ...	615	
30	...	14 Mar.		Protest against the reduction in the rate of bidi making from Rs. 3 to Rs. 2-12-0 per 1,000 bidis.	The strike continues ..	540	
43	...	14 Mar.	16 Mar.	Demand for immediate implementation of the Industrial Tribunal's Award granted in respect of Press employees in October 1949.	The strike ended in favour of the workers.	60	60
Bidi	30	..	14 Mar.	Protest against the reduction in the rate of bidi making from Rs. 3 to Rs. 2-12-0 per 1,000 bidis.	The strike continues ...	540	
Press,	51	..	16 Mar.	Demand for implementation of the Industrial Tribunal's Award especially in respect of classification and increment in wages in consultation with the Union.	The strike continues ...	561	
Printing & Mills, (Thana	30	..	17 Mar.	22 Mar.	Strike following management's inability to start the mill immediately as demanded by the workers.	The strike ended in favour of the employers.	90
Industries Ltd., (Poona	386	..	17 Mar.		Demand for an increase in wages and 8 hours' working day	The strike continues ...	1,538

LABOUR GAZETTE

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN MARCH 1950—conold.

111

LABOUR GAZETTE

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>Miscellaneous—conold.</i>								
35. Strike of Bidi Kamgara, Bijapur.	180		23 Mar.		Demand for (1) an increase in their daily wages, (2) sufficient supply of bidi leaves, (3) bonus equal to 3 months' wages, (4) 30 days' leave with full wages every year, (5) three months' maternity leave with full wages, (6) Union representatives to be consulted while employing or removing anybody from service, etc.	The strike continues ...	1,425	
36. Salt Pans at Manik Mahal, Fatte Salem and Amir Mahal, Bassein Taluka (Thana District).	98	..	27 Mar.		Demand for increase in daily wages.	The strike continues ...	490	
37. Hand-made Paper Ltd., Ogalawadi (Satara District).	65	..	28 Mar.	29 Mar.	Demand for increase in their daily wages, confirmation after one year's service and permanent pay scales on confirmation.	The strike ended in favour of the employers.	65	65

The Month in Brief

POST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for April 1950 with average prices for the year ended June 1934 equated to 100, was 307. The Ahmedabad working class cost of living index number for April 1950 with average prices for the year ended January 1928 equal to 100, was 301, while the Jalgaon working class cost of living index number for April 1950 with average prices for the month of August 1939 equal to 100, was 422.

INDUSTRIAL DISPUTES

During April 1950, there were 30 strikes involving 9,441 workmen and a time loss of 53,852 working days, as compared to 37 disputes involving 17,339 workers and a time loss of 189,417 man-days. In April 1949, there were 29 disputes, involving 10,111 workpeople and a time loss of 42,545 man-days. Further particulars of industrial disputes are given at pages 1172-1176 of this issue.

ABSENTEEISM

During April 1950, the average absenteeism in the textile industry in five important textile centres in the State, viz., Bombay City, Ahmedabad, Sholapur, Viramgam and East Khandesh, amounted to 14.28 per cent. as against 13.39 per cent. in March 1950. For further particulars see pages 1176-1178 of this issue.

COTTON MILL PRODUCTION

During March 1950, cotton mills in Bombay City produced 29,599,000 lbs. of yarn and 25,16,000 lbs. of woven goods and those in Ahmedabad produced 1,52,50,000 lbs. of yarn and 15,078,000 lbs. of woven goods. The total production of cotton yarn and piece goods for the whole of the State in March 1950 was 1,82,10,000 lbs. and 1,42,23,000 lbs. respectively. During the same month, the total production of cotton yarn and piece goods in the State amounted to 1,82,10,000 lbs. and 1,42,23,000 lbs. respectively. During the same month, the total production of cotton yarn and piece goods in the State amounted to 1,82,10,000 lbs. and 1,42,23,000 lbs. respectively.