

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for January 1950 with average prices for the year ended June 1934 equated to 100, was 306. The Ahmedabad working class cost of living index number for January 1950 with average prices for the year ended July 1927 equal to 100, was 239. The Sholapur working class cost of living index number for January 1950 with average prices for the year ended January 1928 equal to 100, was 293, while the Jalgaon cost of living index number for January 1950 with average prices for the month of August 1939 equal to 100, was 425.

INDUSTRIAL DISPUTES

During January 1950, there were 34 strikes involving 40,604 workmen and a time loss of 48,450 working days, as compared to 36 disputes in December 1949, involving 21,956 workers and a time loss of 73,726 man-days. In January 1949, there were 50 disputes involving 26,826 workpeople and a time loss of 59,301 man-days. Further particulars of industrial disputes are given at pages 751-754 of this issue.

ABSENTEEISM

During January 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 11.27 per cent. as against 12.92 per cent. in December 1949. For further particulars, see pages 755-766 of this issue.

COTTON MILL PRODUCTION

During December 1949, mills in Bombay City produced 3,30,77,000 lbs. of yarn and 2,89,91,000 lbs. of woven goods and those in Ahmedabad 1,51,87,000 lbs. of yarn and 1,41,35,000 lbs. of woven goods. The total production of cotton yarn and woven goods for the whole of the Bombay State amounted to 5,46,50,000 lbs. and 4,89,15,000 lbs. respectively. During the same period cotton mills in Bombay city produced 11,47,74,000 yards of woven goods and those in Ahmedabad 7,65,25,000 yards while the total production for the State amounted to 21,48,02,000 yards.

Current Notes

I. L. O. CHEMICAL INDUSTRIES COMMITTEE

The Second Session of the Chemical Industries Committee of the I. L. O. will be held in Geneva from April 11, 1950 to April 22 1950.

The Agenda will include: General Report, dealing particularly with: (a) Action taken in the various countries in the light of the Resolutions of the First Session, (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee, (c) Recent events and developments in the Chemical Industries, safety and hygiene in the Chemical Industries; and Special aspects of the organisation of working hours in the Chemical Industries.

EMPLOYER-EMPLOYEE RELATIONS IN CANADA

A "widespread awareness" on the part of Canadian employers of the value of providing social security benefits for employees is indicated by a recent survey of business firms in Canada.

The survey was carried out by the Canadian Chamber of Commerce in the spring of 1949 to ascertain what is being done by Canadian business in the labour-management relations field, and to provide "a starting point for development of a plan to improve employer-employee relations." Returns were received from 1309 companies (730 manufacturing and 579 non-manufacturing), employing ten or more persons, located in all ten provinces, and having an aggregate of over 800,000 employees.

The results of the survey are presented by the Canadian Chamber of Commerce in a publication entitled, Survey Results—Employer-Employee Relations 1949, in the belief that they will provide "a yardstick by which business can measure itself against other companies of similar size in the field of employer-employee relations".

It was learned that 80 per cent. of the reporting companies have employee group insurance plans, most of which are on a contributory basis. Fifty per cent. reported having pension plans. These ranged from 38 per cent. in companies with 10 to 99 employees, to 93 per cent. in those companies having 5,000 or more.

Sick benefit payments were reported by 75.5 per cent. of all companies, and group hospital schemes by 86 per cent. To the question, "Have you a medical department with trained personnel"? all manufacturing companies employing 5,000 or more, and 80 per cent. of those employing 500 to 999, answered in the affirmative. Pre-employment medical examinations are provided by 30 per cent. of all reporting companies, and periodical medical examinations by 52 per cent. of those employing more than 500.

Lunch rooms are operated by 36 per cent. of the 730 manufacturing companies, the largest percentage (70 per cent.) being found among those employing between 1,000 and 4,999. Food is supplied at cost by 34.5 per cent. and below cost by 37 per cent.

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Only among the largest companies, it was found, has there been a serious effort to provide training programmes for management personnel at the foreman and supervisor level.

The fact that 56 per cent. of all reporting companies hold meetings with their employees indicated that the value of personal contact as an effective means of communication is recognized, the report states. The fact, also, that 35 per cent. of all reporting companies communicate with their employees at their home address is further evidence of this trend.

In the field of providing information as to their financial position, Canadian business seems "to have made little progress," the report comments. Although annual reports are circulated among employees by 55 per cent. of all companies employing 5,000 or over, only 20 per cent. of the remainder attempt to bring the financial position of the company to the attention of the employees.

It is further commented that Canadian companies, while "deeply conscious" of their responsibility to their employees, and "working successfully to bring to the employees the full advantage of available social benefits—are not taking full advantage of the means by which they can explain to their employees just what they are doing." Some companies, it is estimated, spend ten to fifteen cents an hour per employee on various company benefits, "but unless the employee is made aware of that fact the full value of the expenditure is not realized." (*Labour Gazette*, Ottawa, December 1949.)

REPORT OF THE PRESIDENT'S STEEL INDUSTRY BOARD IN THE U. S.

Soon after the end of World War II, in late 1945, the steel companies in the U. S. and the union began negotiations for a postwar wage increase. Failure of these negotiations led to a strike in early 1946, resulting in a settlement for an 18½ cent wage increase with contracts running to April 1947. In 1947, the U. S. Steel Corp. signed a 2-year contract with the United Steel Workers of America (CIO) which terminated on April 30, 1949. This contract contained a provision for reopening the wage clause in April 1948; it was also provided that if the wage question was reopened and the parties failed to reach an agreement by April 30, 1948, the contract was to continue until April 30, 1949. Similar contracts were signed with most of the companies. The wage question was reopened in 1948 and negotiations culminated in a supplemental agreement on July 16, 1948, providing for an hourly wage increase of 13 cents and extending the basic contract to April 30, 1950. This agreement provided for reopening 60 days prior to July 16, 1949, to negotiate (a) for general and uniform rate in pay, and/or (b) for life, accident, health, medical and hospital insurance benefits. Failure to agree would free the parties to resort to a strike or lock-out.

In 1949, dispute developed when the Union, under the reopening clause, notified the companies of its intention to negotiate on wages and social insurance. All the companies rejected the proposal for

a wage increase. A stoppage appeared imminent. Acting on the recommendations of the Federal Mediation and Conciliation Service the President called on the parties to continue operations under existing conditions for 60 days. He appointed a 3-man board which was to report to him within 45 days with recommendations as to "fair and equitable terms of settlement."

The parties appearing before the Board were the United Steel Workers of America (CIO) and 37 basic steel producing and fabricating companies. These companies employ about 875,000 workers and account for approximately 90 per cent. of the country's total ingot capacity.

THE WAGE INCREASE

The Board found, first, that the steel workers were not in an inequitable position as compared with other groups in the economy. This was based on the findings that wage rates and earnings in the steel industry had at least kept pace with the trends in other industries over the past decade, and that current wages compared favourably with the levels in other manufacturing industries. In the opinion of the Board, there was no inequity in comparison with other income receiving groups, since "the post-war race between rising wage rates and rising costs of living has been called off by the operation of economic forces."

The second criterion applied to the Union's wage demand by the Board was its possible effect on the general economic activity. Viewing the over-all economic situation in 1949, the Board felt that the interests of the country would be served best at the present time by stable prices and wages and an unabated flow of productive activity. "Either a wage-rate increase or a wage-rate decrease," held the Board, "would tend to upset any balance that the economy, after the conditions of war and post-war inflation, might be in the process of achieving." And, since "there is a probability that a wage increase in steel would be urged as a pattern to be followed in other industries; this in turn might well cause price dislocations, with adverse effects on the general economy and on the steel industry itself."

In dealing with the relationship of wage increases to increases in productivity, it was the Board's view that "wage rates in a particular industry should not be tied directly to productivity in that industry but rather should be related to the general industrial rise in productivity and that any excesses of productivity in any one industry over the general average should provide primarily the means of reducing the prices of the products of that industry." If high profits continue, and "if these profits do not result in benefits to the consumer in the form of lower prices," held the Board, "it would be justifiable for the Union to renew its demand for an increase of wage rates in order to participate in the industry's prosperity."

INSURANCE AND PENSION RECOMMENDATIONS

In making its recommendations, the Board held "the concept of providing social insurance and pensions for workers in industry has become an accepted part of modern American thinking." It held that unless adequate social insurance benefits were furnished by the Government, "industry should step in to fill the gap." The Board found that the Government had failed to provide social insurance for industrial workers generally, and had "supplied old-age retirement benefits in amounts which are not adequate to provide an American minimum standard of living." The Board, therefore, recommended the establishment of company-financed social insurance and pension plans. Its recommendation for sole company financing was justified on the ground that "social insurance and pensions should be considered a part of normal business costs to take care of temporary and permanent depreciation in the human 'machinery' in much the same way as provision is made for depreciation of insurance and plant machinery. This obligation should be among the first charges on revenues."

ROLE OF FACT-FINDING BOARDS

The report also contained important observations regarding fact-finding boards. Some industry representatives maintained that the fact-finding board technique undermines the collective bargaining process. However, the Board pointed out that Government intervention in the public interest is "imperative and has been employed for decades" in disputes which threaten basic industries. Under such circumstances, when all voluntary efforts at agreement have failed "no machinery more effective than fact-finding boards with power to recommend has yet been suggested." The advantages derived from the use of fact-finding boards were summarized as follows:

First, they serve generally to postpone a strike date, and thus they, provide a cooling-off period. A "cooling-off period" imposed by injunction has not been found to create the atmosphere for reaching settlement by bargaining; *voluntary* bargaining and *compulsion* are inherently contradictory.

Second, they provide, often for the first time an opportunity to the parties to hear from each other, in the course of the presentations to the board, a calm, reasoned recital of the merits which are claimed for their respective positions.

Third, for the first time in the process, they provide an opportunity for the public at large to become informed on the issues of the case. Sitting as the eyes and ears of the general public, they are in a position,

as impartial observers, to come to informed conclusions on the facts to make recommendations as to a fair and equitable settlement of disputes. These recommendations should cover the framework, rather than the details, of a settlement, which should be left to the parties for negotiation. In doing this they advance the collective-bargaining process by helping to provide the public with the facts upon which it can base its opinion. (*Monthly Labour Review*, November 1949.)

Announcement

The revised 6th Edition of the Bombay Code containing all Acts and Regulations applying to the Bombay State has now been printed in two Volumes in crown quarto size, the first volume containing 1422 pages and the second 1613 pages. They are priced at Rs. 25 for the set. A new feature of this Edition is that it is issued in the style of the loose leaf binder. The reason for this innovation is that in practice it has been found difficult to maintain a corrected and up-to-date copy of the Code for ready reference. The paging in both the volumes is continuous and whenever any changes are made in the present law by reason of any repealing or amending enactments, it is proposed to issue replacement pages embodying such changes to facilitate the insertion at the appropriate place. A third Volume in a separate loose leaf binder containing the new Acts (excluding the amending Acts which as stated above will be embodied in the replacement pages) is also being issued. The price of each replacement page and of the new enactments is not expected to exceed 6 pies per page, and the price of the loose leaf binder for the 3rd Volume is, proposed to be fixed at Rs. 3.

The legal practitioners would find the volumes very useful. They can be had from the Superintendent, Government Printing and Stationery, Bombay, Charni Road Gardens, Bombay.

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

A RISE OF ONE POINT

In January 1950, the working class cost of living index number in Bombay City, on base: July 1933 to June 1934 equal to 100, was 309, being one point higher than in the preceding month. As compared with August 1939, it was higher by 204 points. The index relates to the standard of life ascertained during the 1932-33 family budget enquiry in Bombay.

The index number for the food group advanced by three points to 378 owing to greater off-take of rice, wheat-flour and barley in the ration and a rise in the average prices of rice, fish, tamarind and coconut oil.

The index numbers for the fuel and lighting and the clothing groups remained steady at 294 and 307 respectively, while the index number for the miscellaneous group fell by two points to 283 owing to a fall in the price of supari.

A rise of one point in the final index from 308 to 309 was due to a rise of three 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	Dec. 1949	Jan. 1950
Food	47	112	375	378
Fuel and lighting	7	99	294	294
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	285	283
Total	89			
Cost of Index Numbers		105	308	309

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Dec. 1949	Jan. 1950	Aug. 1939	Dec. 1949	Jan. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food—								
Rice	Lb.	36	6 11 5*	23 15 7†	24 8 4†	128‡	357	305
Patni	"							
Wheat	"							
Jowari	"							
Bajri	"							
Turdal	Paylee	4	0 6 1	1 15 0	1 14 6	125	510	501
Gram	"	1	0 4 11	2 12 0	2 14 5	121	895	944
Raw sugar (gul)	Lb.	1	0 1 6	0 7 3	0 6 10	144	100	454
Sugar (refined)	"	5	0 2 2	0 7 0	0 7 0	112	323	323
Tea	"	2	0 10 0	2 7 1	2 7 1	93	391	391
Fish, dry—Bumfows	Dozen	3	0 1 1	0 3 6	0 3 6	115	323	323
" fresh—Bhing or palah	Each	1	1 1 10	2 4 0	2 14 0	118	202	258
" " Prawns	Dozen	2	0 9	1 10 0	2 2 10	129	335	448
" " Bumfows	"	2	0 2 4	0 6 3	0 11 10	114	268	508
Mutton	Lb.	5	0 4 6	1 2 2	1 2 4	107	404	407
Milk	Seer	7	0 5 0	0 15 8	0 15 5	83	313	364
"	Lb.	2	0 12 2	2 15 10	2 15 11	106	393	394
Salt	Paylee	1	0 3 7	0 5 11	0 5 10	100	165	183
Chillies, dry	Lb.	3	0 3 3	0 14 8	0 13 11	103	451	429
Tamarind, old	"	2	0 1 6	0 10 7	0 11 0	117	706	733
Turmeric	"	2	0 2 2	0 12 0	0 12 0	138	554	554
Potatoes	"	1	0 1 2	0 5 0	0 3 5	93	429	298
Onions	"	1	0 0 8	0 3 10	0 3 1	75	575	463
Brinjals	"	5	0 1 10	0 4 2	0 3 10	68	227	299
Pumpkins, white	"	5	0 1 2	0 4 6	0 3 5	92	386	293
Cocoanut oil	Half-seer	2	0 2 8	1 1 11	1 3 4	97	672	725
Sweet oil	"	2	0 2 1	0 13 10	0 13 11	108	664	668
Tea, ready made	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	133
Total—All Food		100						
Index Number—								
<i>All Food Articles</i>								

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Year ended June 1934
Fuel and Charcoal	28 Lbs.	30	0 8
Firewood	"	52	0 4
Kerosene oil	Bottle	16	0 1
Matches	Two boxes	2	0 0
Lighting and		100	
Coating	Pair	15	2 7
Shirting	Yard	12	0 5
Sarees	"	23	0 2
Khans	Each	4	0 4
Total—Clothing	Each	36	3 4
Home-rent	Piece of 30 inches	10	0 10
Home-rent		100	
Home-rent	Per month	100	6 5
Barber	Shave	13	0 1
Soap (washing)	Bar	9	0 6
Medicine	Bottle of mixture	3	0 3
Supari	Lb.	25	0 5
Bidi	Bundle of 3	22	0 1
Travelling to and from native place		27	0 4

INDEX NUMBERS FOR BOMBAY CITY
 (Average price from July 1933 to June 1934=100)

LABOUR CLASS

MAR., 1950

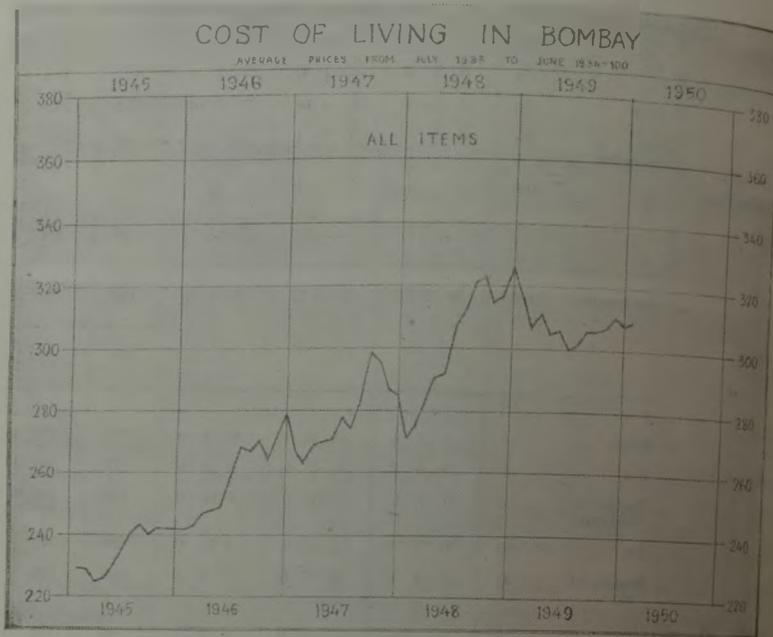
WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY—contd.
 (Average price from July 1933 to June 1934=100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers	
			Year ended June 1934	Dec. 1949	Jan. 1950	Aug. 1939	Dec. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Fuel—		36	6 11 5*	23 15 7†	24 8 4†	128†	267
Kerosene	Lb.	4	0 6 1	1 15 0	1 14 6	125	210
Coal	" "	1	0 4 11	2 12 0	2 14 5	121	206
Sugar	" "	1	0 1 6	0 7 3	0 6 10	121	186
Tea	" "	5	0 2 2	0 7 0	0 7 0	144	180
Fish, dry—Bombay	Dozen	2	0 10 0	2 7 1	2 7 1	112	221
" " —Muz	" "	3	0 1 1	0 3 6	0 3 6	92	207
" " —Punjab	Each	1	1 1 10	2 4 0	2 14 0	118	222
" " —Punjab	Dozen	2	0 7 9	1 10 0	2 2 10	129	235
" " —Bombay	" "	2	0 2 4	0 6 3	0 11 10	114	208
" " —Bombay	" "	7	0 4 6	1 2 2	1 2 4	107	204
" " —Bombay	" "	2	0 5 0	0 15 8	0 15 5	83	213
" " —Bombay	" "	1	0 12 2	2 15 10	2 15 11	106	208
" " —Bombay	" "	1	0 3 7	0 5 11	0 5 10	100	185
" " —Bombay	" "	2	0 3 3	0 14 8	0 13 11	103	181
" " —Bombay	" "	2	0 1 6	0 10 7	0 11 0	117	184
" " —Bombay	" "	2	0 2 2	0 12 0	0 12 0	128	184
" " —Bombay	" "	1	0 1 2	0 5 0	0 3 5	93	183
" " —Bombay	" "	1	0 0 8	0 3 10*	0 3 1	75	173
" " —Bombay	" "	5	0 1 10	0 4 2	0 3 10	68	222
" " —Bombay	" "	5	0 1 2	0 4 6	0 3 5	92	222
" " —Bombay	" "	2	0 2 8	1 1 11	1 3 4	97	222
" " —Bombay	" "	2	0 2 1	0 13 10	0 13 11	108	222
" " —Bombay	" "	5	0 0 9	0 1 0	0 1 0	100	222
Total—All Fuel		100				100	183

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Dec. 1949	Jan. 1950	Aug. 1939	Dec. 1949	Jan. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Fuel and Lighting	28 Lbs.	30	0 8 11	2 1 0	2 1 0	100	370	370
Charcoal		52	0 4 9	0 13 5	0 13 6	96	284	284
Firewood	Bottle	16	0 1 10	0 3 6	0 3 6	105	191	191
Kerosene oil	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
Total—Fuel and Lighting		100				99	294	294
Index Number—Fuel and Lighting			....	....	....
Clothing—Dhotis	Pair	15	2 7 2	10 0 5	10 0 5	84	410	410
Costing	Yard	12	0 5 6	0 14	0 14 0	91	255	255
Shirting	"	23	0 2 7	0 10 0	0 10 0	105	387	387
Cloth for trousers	"	4	0 4 9	1 1 0	1 1 0	99	358	358
Sarees	Each	36	3 4 4	8 6 10	8 6 10	73	258	258
Khans	Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
Total—Clothing		100				85	307	307
Index Number—Clothing			....	....	....
House-rent	Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
Index Number—House-rent			....	....	....	100	100	100
Miscellaneous							225	225
Barber	Shave	13	0 1 4	0 3 0	0 3 0	77	280	280
Soap (washing)	Bar	9	0 6 7	1 2 5	1 2 5	100	150	150
Medicine	Bottle of mixture	3	0 8 0	0 12 0	0 12 0	120	547	540
Su pari	Lb.	25	0 5 0	1 11 4	1 11 0	100	250	250
Bids	Bundle of 25	22	0 1 0	0 2 6	0 2 6			

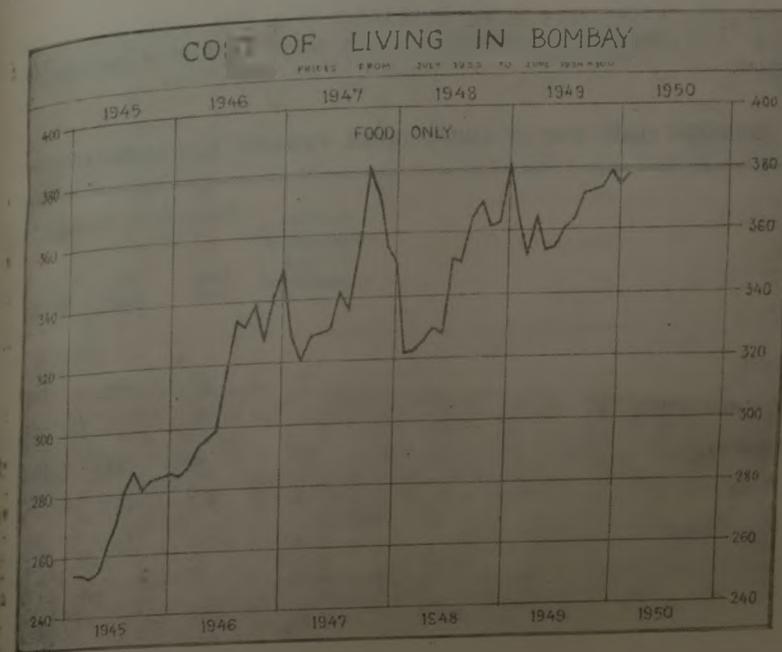
WORKING CLASS COST OF LIVING INDEX—BOMBAY—ALL ITEMS
(Base : July 1933 to June 1934 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	235	220	220	225	220	230	235	240	243	240	242	242	242
1946	259	242	243	247	248	249	250	268	267	270	264	272	278
1947	279	267	263	269	270	271	278	274	284	299	296	287	285
1948	303	271	276	284	291	292	307	312	321	323	315	317	324
1949	307	316	307	311	305	306	300	302	306	306	307	310	309
1950	..	..	309	..	..	..	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—BOMBAY—FOOD ONLY
(Base : July 1933 to June 1934 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	217	254	254	253	255	263	271	281	287	281	284	285	286
1946	317	285	288	294	297	299	318	334	332	339	327	341	350
1947	344	328	320	328	329	330	342	336	355	382	373	356	351
1948	318	322	323	326	330	328	352	351	265	370	362	363	362
1949	366	365	352	365	364	355	361	364	372	373	374	379	375
1950	378	..	..	..	..	..	..	..	..	..	..	..	..



Living Index* for January 1950

A FALL OF TEN POINTS

In January 1950, the cost of living index number for the working classes in Ahmedabad city, on base: August 1926 to July 1927 equal to 100, receded by ten points to 239. As compared with August 1939, it was higher by 166 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 declined by 13 points to 245 owing to a fall in the prices of pulses, potatoes and chillies.

The index number for the fuel and lighting group fell by 11 points to 292 owing to a fall in the prices of firewood and kerosene oil; while the index numbers for the clothing and the miscellaneous groups remained unchanged at 291 and 335 respectively.

The fall of ten points in the final index from 249 to 239 was due to a fall of 13 points in the food group and 11 points in the fuel and lighting group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Dec. 1949	Jan. 1950
Food	58	65	258	245
Fuel and lighting		77	303	292
Clothing	10	68	291	291
House-rent	12	107	107	107
Miscellaneous	4	100	335	335
Total	91			
Cost of Living Index Numbers		73	249	239

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

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended July 1927	Dec. 1949	Jan. 1950	1939	Dec. 1949	1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
...	Lb.	52	10 11 6*	22 14 10†	23 10 7†	59‡	214	221
...	Seer		2	0 3 6	0 9 8	0 9 2	71	276	232
...	...	5	0 3 4	0 8 2	0 7 10	70	245	235
Sugar (refined)(w)	...	2	0 5 8	0 14 4	0 13 10	85	253	244
Raw sugar (gul)	...	2	0 4 9	0 12 4	0 12 0	96	260	253
Tea	Lb.	1	1 0 0	2 8 8	2 8 8	63	254	254
Gill	Seer	1	0 1 0	0 1 0	0 1 0	100	100	100
Mutton	Lb.	3	0 5 4	1 0 0	1 0 0	75	300	300
Milk	Seer	4	0 4 0	0 8 0	0 8 0	67	200	200
Ghee	...	12	1 13 10	6 6 4	6 6 4	66	343	343
Potatoes	...	8	0 2 10	0 10 0	0 6 4	82	353	224
Dry chillies	...	4	0 9 2	2 9 10	1 12 0	60	456	306
Sweet oil	...	3	0 10 8	1 10 8	1 11	56	250	256
Sweetmeats (chavanas)	...	1	0 8 10	1 14 0	1 14 0	60	340	340
Total—All Food	...	100						
Index Number—								
All Food Articles	...		....	....	....	65	258	245
Fuel and Lighting—								
Firewood	Indian Maund	78	0 15 2	3 2 0	3 0 0	77	330	316
Kerosene oil	Small bottle	11	0 1 2	0 1 10	0 1 9	79	157	150
Caster oil	Seer	8	0 8 0	1 5 8	1 6 0	67	271	275
Matches	Two boxes	3	0 0 8	0 1 6	0 1 6	100	225	225
Total—Fuel and Lighting	and	100						
Index Number—								
Fuel and Lighting	...		....	....	....	77		292

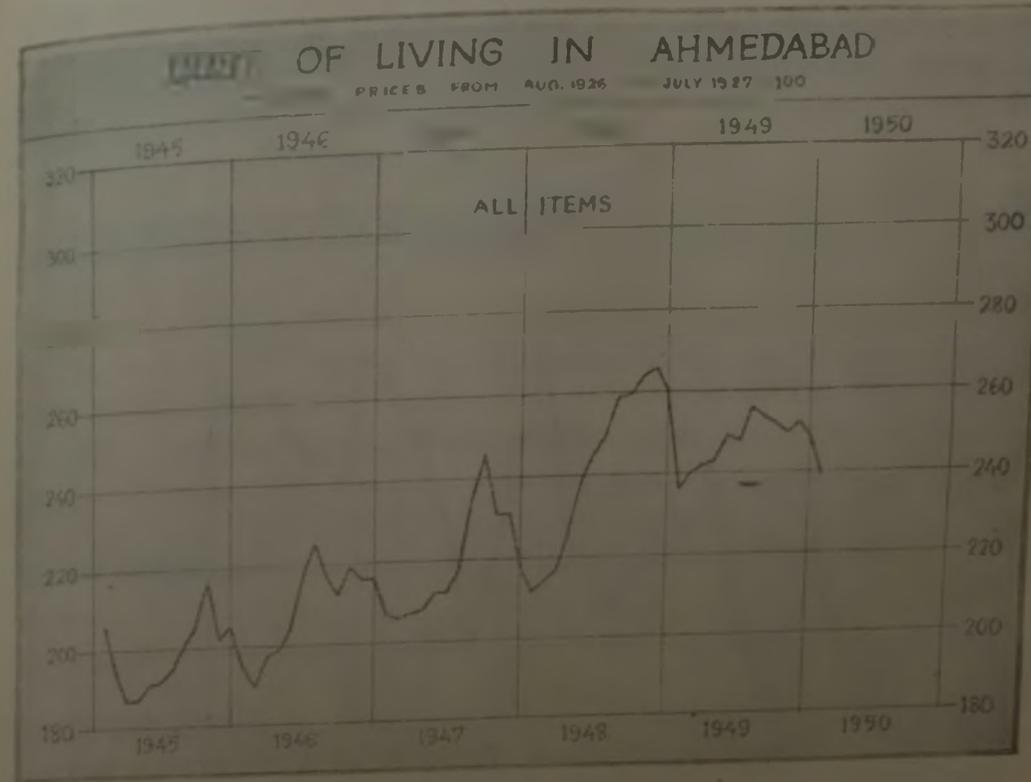
* The average monthly expenditure on cereals during the 1926 Family Budget Enquiry as adjusted to the base of 100.

† 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.

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

Articles	Unit of Quantity	Proportional to total expenditure	Year ended July 1927	Index			1925		
				Dec. 1949	Jan. 1950	Aug. 1950	Jan. 1925	July 1925	Nov. 1925
			Rs. a. p.	Rs. a. p.	Rs. a. p.				
Shirts—	Pair ..	16	3 14 6	8 0 11	8 0 11	36	206	206	
Shirts	Yard ..	13	0 13 6	2 1 7	2 1 7	77	249	249	
Shirts	..	24	0 8 3	1 6 11	1 6 11	90	278	274	
Shirts for trousers	..	7	0 8 7	1 14 10	1 14 10	56	243	243	
Shirts	Each ..	17	1 7 4	6 15 3	6 15 3	61	111	67	
Shirts for skirts	Yard ..	13	0 6 1	1 3 0	1 3 0	72	312	312	
Shirts for cholis	..	10	0 13 3	1 10 3	1 10 3	73	198	198	
Shirts—Clothing		100							
Shirts Number—			....	....		65	291	291	
Shirts-rent*	Per month	100	4 9 11	4 15 1	4 15 1	107	107	107	
Shirts Number—			....	....		107	107	107	
Shirts-rent			....	....			
Miscellaneous									
Shirts	Bundle of 25.	71	0 1 0	0 3 0	0 3 0	100	300	300	
Shirts	Bar	29	0 4 6	1 3 0	1 3 0	100	422	422	
Shirts—Miscellaneous		100							

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
1945	199	206	195	187	187	191	192	195	201	205	217	202
1946	209	195	190	197	199	204	217	225	217	212	219	216
1947	219	207	206	207	208	212	212	218	235	246	231	231
1948	243	212	214	217	226	230	245	251	259	260	264	266
1949	248	236	240	242	243	249	248	256	254	252	250	252
1950		239										



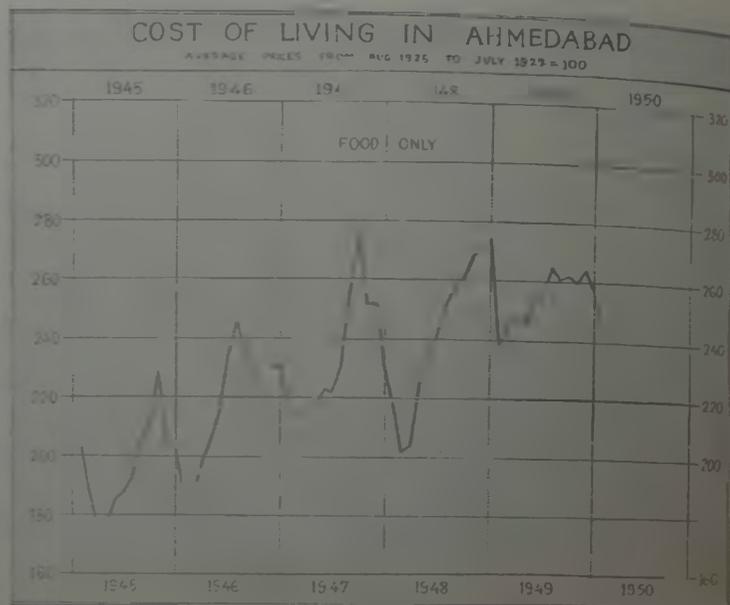
Cost of Living Series

LABOUR GAZETTE

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	186	175	177	185	188	193	204	210	229	204	200
1946	219	189	187	198	206	215	234	246	234	226	235	231	231
1947	234	216	215	216	217	223	222	231	253	275	252	252	231
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	268
1950	245	..	..	..	..	..	..	..	..	..	..	..	..



MAR. 1950

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

INDEX REMAINS STATIONARY

In January 1950 the working class cost of living index number in Sholapur City on base: February 1927 to January 1928 equal to 100, was 295, being the same as in the preceding month and 222 points higher than the index number for August 1939, which is the pre-war month. This is due to the standard of life ascertained during the 1925 enquiry at Sholapur.

The index number for the food group advanced by two points to 300 due to an increase in the off-take of rice and wheat in the ration and also a rise in the price of pulses.

The index number for the fuel and lighting group declined by 19 points to 366 due to a fall in the price of firewood.

The index number for the clothing group rose by four points to 284 due to a rise in the prices of sarees and khans.

The index number for the miscellaneous group rose by four points to 340 due to a rise in the prices of hair oil (coconut oil) and pan.

The final index number remained stationary at 295, the rise in the index numbers for the food, the clothing and the miscellaneous groups having been off-set by a fall in the index number for the fuel and lighting group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Dec. 1949	1950
Food	49	63	298	300
Fuel and lighting	10	86	385	366
Clothing	12	63	280	284
House-rent	6	107	107	107
Miscellaneous	6	72	332	340
Total ..	83			
Cost of Living Index Numbers	..	73	295	295

*Details regarding the scope and method of compilation of the index will be found at pages 34-36 of the September 1943 issue of the *Labour Gazette*.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Dec. 1949	Jan. 1950	Aug. 1939	Dec. 1949	Jan. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer†	56	9 5 1†	25 8 7‡	27 5 4‡	68	274	293
Wheat	Do.†							
Jowari	Do.†							
Gram	Do.†	2	0 2 0	0 8 9	0 8 5	83	438	421
Turdal	Do.†	6	0 3 1	0 9 9	0 8 4	57	316	270
Sugar (refined)	Do.†	1	0 5 4	1 0 0	1 0 0	91	300	200
Raw sugar (gul)	Do.†	2	0 3 6	0 12 9	0 12 2	100	364	348
Tea	Lb.	1	1 2 5	2 7 6	2 8 0	57	214	217
Peas	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	5 3 4	4 12 3	76	353	323
Salt	Do.†	1	0 1 0	0 1 7	0 1 6	100	158	150
Chillies	Do.†	2	0 10 4	1 10 8	1 9 10	77	258	250
Onions	Do.†	4	0 1 3	0 4 0	0 3 8	40	320	293
Potatoes	Do.†	2	0 2 5	0 9 9	0 7 7	83	403	314
Sweet oil	Do.†	6	0 8 6	1 12 4	1 10 8	47	333	314
Total—All Food			100					
Index Number—All Food Articles			..	....	....	68	298	309
Fuel and Lighting								
Firewood	Indian Maund.	86	0 14 5	3 11 7	3 8 7	83	413	392
Kerosene oil	Bottle	12	0 2 0	0 3 9	0 3 9	100	188	189
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	385	366

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Dec. 1949	Jan. 1950	Aug. 1939	Dec. 1949	Jan. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Household—								
Dhotis	Pair	16	3 2 11	5 15 11	5 15 11	69	188	188
Coat/curt	Yard	3	0 6 7	0 15 0	0 15 0	61	228	228
	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 3 3	7 4 7	67	324	328
Khans	Yard	10	0 3 11	1 0 0	1 1 0	57	409	434
Total—Clothing		100						
Household—								
Clothing	..	..	....	....	....	63	280	284
House-rent*	Per month	100	2 6 0	2 8 8	2 8 8	107	107	107
Total—Household			100			107	107	107
Miscellaneous—								
Hair oil (coconut oil)	Seer‡	9	0 11 1	2 8 1	2 9 9	47	362	377
B... (including tobacco)	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
Pan	.. 50	10	0 0 6	0 1 6	0 2 4	100	300	467
Supari	.. Seer||	41	0 12 5	2 8 6	2 5 9	60	326	304
Soap	.. Bar	13	0 8 9	1 2 7	1 2 0	50	212	206
Total—Miscellaneous		100						
Index Number—Miscellaneous			..	....	....	72	332	340

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

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

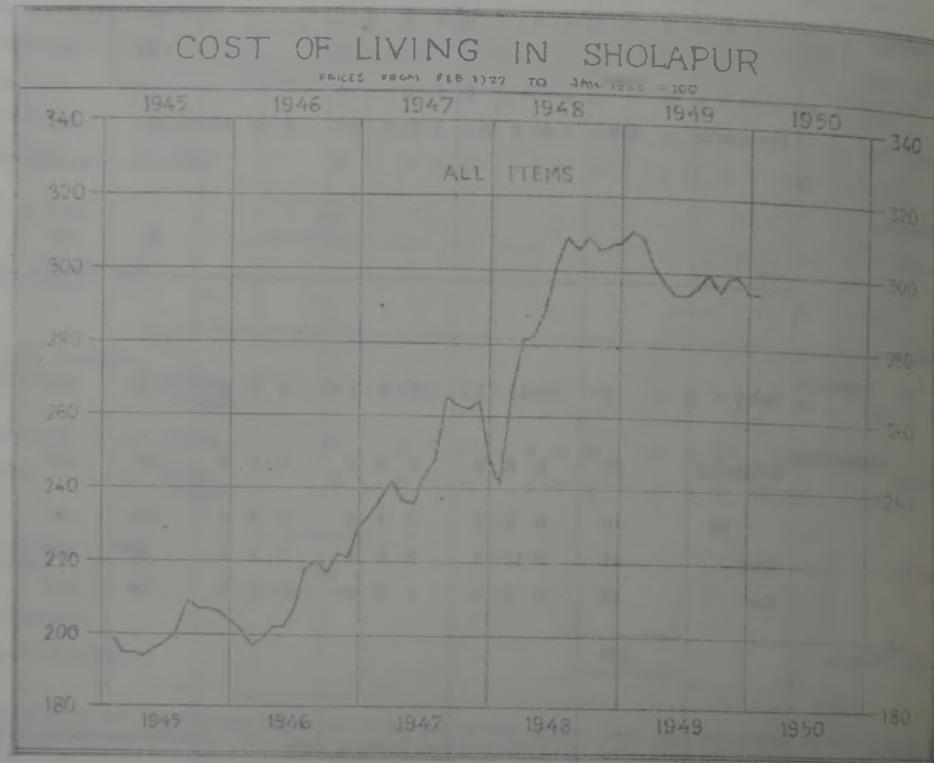
||Current expenditure on cereals: the expenditure is calculated on the basis of the quantities and prices of the...

*The rise of seven per cent. in house-rent has been ascertained by conducting a special rent enquiry at Sholapur towards the end of June 1932.

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—ALL ITEMS

(Base: February 1927 to January 1928 = 100)

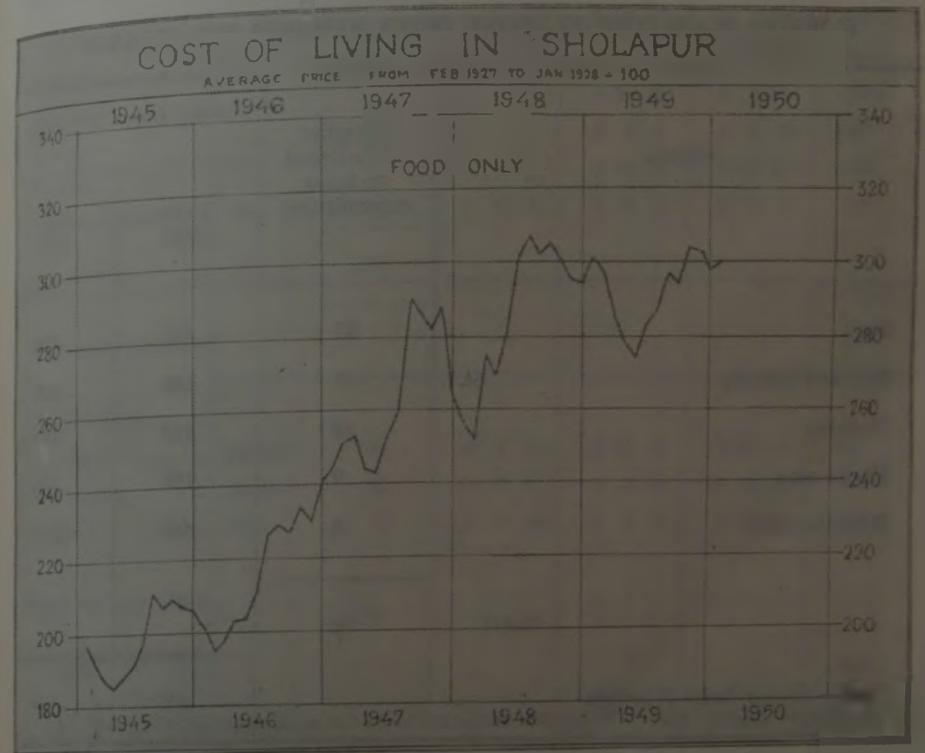
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	201	190	195	195	194	196	198	201	209	207	207	206	204
1946	211	201	197	199	202	202	207	218	220	217	222	221	228
1947	248	233	237	242	237	236	243	248	265	263	262	264	249
1948	292	241	265	281	282	289	301	300	306	309	306	307	308
1949	299	311	309	301	297	294	294	296	300	295	299	296	296
1950	..	295	..	..	..	..	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—FOOD ONLY

(Base: February 1927 to January 1928 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	198	197	192	187	185	188	191	197	211	207	209	207	206
1946	217	201	195	198	203	204	211	226	229	227	234	230	240
1947	263	245	251	253	244	243	253	260	290	286	282	288	264
1948	286	256	252	275	269	281	301	307	302	305	300	295	294
1949	292	301	297	285	278	274	283	287	297	294	304	303	298
1950	300	..	..	..	..	..	..	..	..	..	..	..	..



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

A FALL OF SEVEN POINTS

In January 1950, the working class cost of living index number for Jalgaon City, on base : August 1939 equal to 100, was 425, being seven 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 12 points to 458 owing to a fall in the prices of pulses, sugar, chillies, potatoes and onions.

There was a fall of five points in the clothing group from 432 to 427 due to a fall in the prices of sarees and khans.

The index number for the fuel and lighting group advanced by two points to 438 owing to a rise in the price of firewood.

The miscellaneous group advanced by 12 points to 571 owing to a rise in the prices of hair oil (cocoanut oil), pan and supari.

The fall of seven points in the final index from 432 to 425 was due to a fall of 12 points in the food group and 5 points in the clothing group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Dec. 1949	Jan. 1950
Food	57	470	458
Fuel and lighting ..	8	436	438
Clothing	12	432	427
House-rent	9	100	100
Miscellaneous	6	559	571
Total ..	92		
Cost of Living Index Numbers		432	425

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

(Average prices for August 1939 = 100)

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950
Food			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Rice	Chawthai	46	6 13 4*	27 0 3†	27 2 7†	395	397
Wheat	"						
Jowari	"						
Bajri	"						
Pulses—							
Tur dal	"	6	0 11 6	4 3 10	4 9 7	590	582
Gram dal	"	3	0 12 0	4 4 0	4 1 1	567	542
Other food Articles—							
Sugar (Refined)	Seer	3	0 4 11	0 15 6	0 14 0	315	285
Raw Sugar (Gul)	"	2	0 3 7	0 11 1	0 11 1	309	309
Tea	1/8 Lb.	1	0 1 3	0 5 0	0 4 11	400	398
Mutton	Seer	5	0 8 0	2 0 0	2 0 0	400	400
Milk	"	8	0 3 0	0 12 10	0 12 10	428	428
Ghee	"	8	1 4 8	5 13 5	6 2 0	452	474
Salt	"	1	0 1 9	0 2 6	0 2 5	143	138
Chillies	"	5	0 5 6	2 7 4	2 5 6	715	682
Turnerlo	"	1	0 4 8	1 7 6	1 7 2	504	498
Potatoes	"	5	0 1 9	0 11 2	0 5 10	382‡	252‡
Onions	"	1	0 0 4	0 6 7	0 5 2	1975	1550
Sweet oil	"	7	0 3 4	1 10 1	1 10 11	783	808
Tea (Ready made)	Cup	1	0 0 6	0 2 0	0 2 0	400	400
Total—All Food		100					
Index Number—All Food							458
Fuel and Lighting—							
Firewood	Maund	74	0 8 5	2 11 9	2 12 0	520	523
Kerosene oil	Bottle	23	0 2 0	0 3 9	0 3 9	188	188
Mahes	Box	3	0 0 4	0 1 0	0 0 11	267	244
Total—Fuel and Lighting		100					
Index Number—Fuel and Lighting							438

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

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

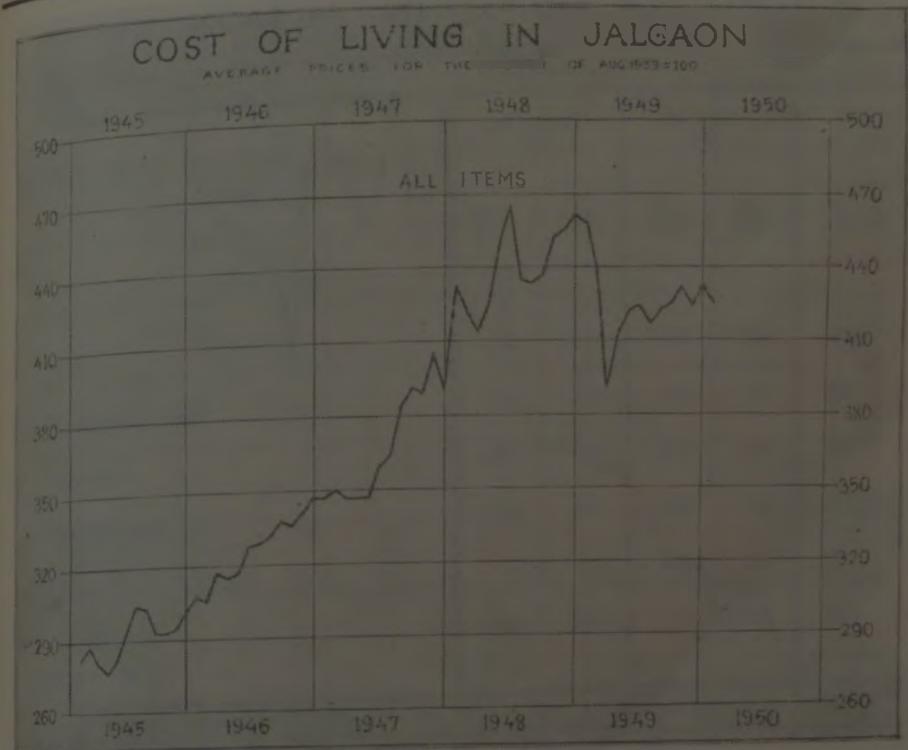
‡ The index number for potatoes has been adjusted so as to make it comparable with the average rise in the prices of potatoes, brinjals and white pumpkins.

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per unit of Quantity			Index Numbers	
			Basic prices for August 1939	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
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	11 0 0	10 14 0	504	498
Khans	.. ..	10	0 4 0	1 0 0	0 15 0	400	376
Total—Clothing		100					
Index Number—Clothing						432	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 4	1 3 4	380	380
Hair oil (Cocoanut oil)	Seer	9	0 4 4	2 8 0	2 10 4	923	97
Pan	100	10	0 0 6	0 6 9	0 7 2	1350	143
Supari	.. Seer	10	0 6 9	2 15 0	2 15 6	696	704
Chewing Tobacco	.. Seer	..	0 2 0	0 12 0	0 12 0	600	600
Bidis	Bundle of 25	18	0 0 8	0 2 11	0 2 10	438	425
Total—Miscellaneous		100					
Index Number—Miscellaneous						51	571

WORKING ...

(Average prices in August 1939=100)

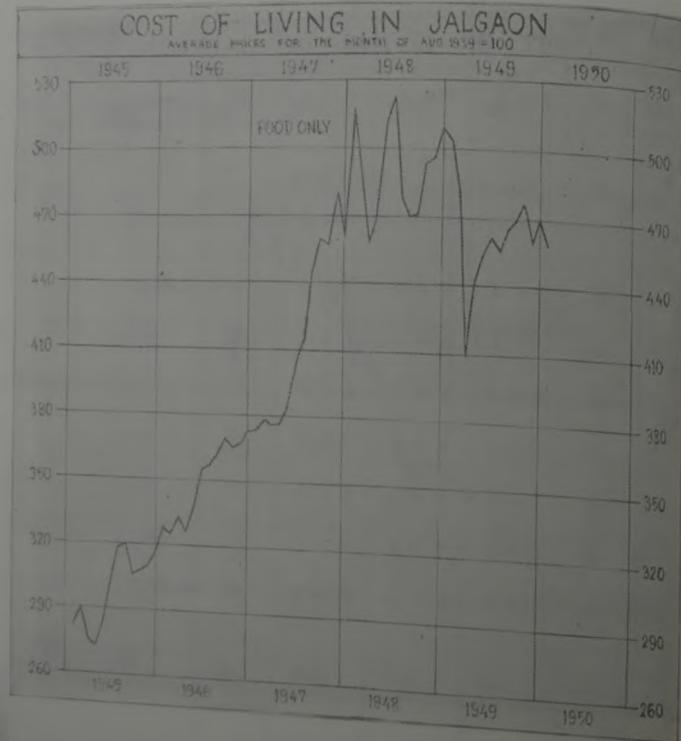
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	326	307	306	317	315	317	327	329	332	337	336	341	347
1947	369	347	350	347	347	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	435	434	437	452	466	461
1949	425	458	441	391	412	422	424	417	422	425	432	424	432
1950	..	425	..	..	..	..	..	..	..	..	..	..	..



WORKING CLASS COST OF LIVING INDEX—JALGAON—FOOD ONLY

(Average prices in August 1939=100)

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1945	289	282	290	275	273	284	302	318	320	306	308	310
1946	350	328	325	333	327	338	355	357	362	369	365	367
1947	417	373	378	376	376	385	403	415	445	459	457	459
1948	490	518	484	458	469	510	523	478	470	471	493	496
1949	462	504	484	409	442	453	461	456	465	469	476	459
1950	..	458	..	..	..	..	..	..	..	..	..	..



The following table gives the working class cost of living index numbers for Bombay, Ahmedabad, Sholapur, Jalgaon, Nagpur and Kanpur during December 1949 and January 1950:—
Cost of Living Index Numbers for Industrial Workers in India for the months of December 1949 and January 1950

Groups	Bombay (a)		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950
Food	375	378	258	245	298	300	470	458
Fuel and lighting	294	294	303	292	385	366	436	438
Clothing	307	307	291	291	280	284	432	427
Miscellaneous	285	283	335	335	332	340	559	571
Rent	100	100	107	107	107	107	100	100
Cost of living	308	308	290	289	295	295	432	425

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)	
	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950	Dec. 1949	Jan. 1950
Food	374	374	369	358	465	453
Fuel and lighting	297	297	402	394	456	450
Clothing	325	333	308	303	478	477
Miscellaneous	515	515	266	275	388	388
Rent	..	..	175	179	197	197
Cost of living	366	366	327	321	432	424

(a) Average prices from July 1933 to June 1934 = 100. (b) Average prices from August 1926 to July 1927=100. (c) Average prices from February 1927 to January 1928=100. (d) Base: August 1939=100. (e) Average prices from July 1935 to June 1936=100.

*The base period is changed from January 1927 to August 1939.

†Particulars in the above table except Jalgaon and Kanpur are available on page 489 of the issue of the Labour Gazette, 1949, pages 605-606 of the April 1939 issue of the Labour Gazette.

The Nagpur cost of living index number, on base : August 1939 to 100, was 366 in January 1950 being the same as in the preceding month. The index number for the food, the fuel and lighting and the miscellaneous groups remained unchanged at 374, 297 and 515, respectively; while the index number for the clothing group rose by eight points to 333.

The Madras cost of living index number, with the average prices for the year ended June 1936 equal to 100, was 321 in January 1950, being six points lower than in the preceding month; the index numbers for the food, the fuel and lighting and the clothing groups fell by 11, 8 and 5 points to 358, 394 and 303 respectively, while those for the miscellaneous group and house rent rose by 9 and 4 points to 275 and 179 respectively.

In January 1950 the Kanpur cost of living index number, on base : August 1939 equal to 100, was 424 being eight points lower than in the preceding month; the index numbers for the food, the fuel and lighting and the clothing groups declined by 12, 6 and 1 points to 453, 450 and 477 respectively and those for the miscellaneous group and house rent remained stationary at 388 and 197 respectively.

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
January 1949 ..	301	323	426	456	380	331	506
February ..	292	320	423	441	374	331	515
March ..	296	332	412	391	374	333	479
April ..	290	333	407	412	370	327	468
May ..	291	341	403	422	377		462
June ..	296	340	403	424	379	329	483
July ..	286	351	405	417	379	327	486
..	291	348	411	422	378	327	488
September ..	291	345	404	425	381	327	494
October ..	292	342	410	432	381	330	464
November ..	295	345	410	424	377	333	451
December ..	293	341	404	432	366	334	432
January 1950 ..	294	327	404	425	366	328	424

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

Trade Unions in Bombay State*

RETURNS FOR THE SIX MONTHS ENDING 1ST OCTOBER 1949

INCREASE OF ABOUT 6 PER CENT. IN MEMBERSHIP

On 1st October 1949 there were 820 trade unions with a membership of 676,602 in the State as compared to 735 trade unions having a membership of 635,881 on 1st April 1949—showing an increase of over 6 per cent. in membership during six months under review. As compared to the trade union membership in the State on 1st December 1939—180,597—the increase in the present membership is nearly four times.

Of 820 trade unions, 537 were registered unions and 283 unregistered, their membership being 573,976 and 102,626 respectively. These figures compared with the corresponding figures on 1st April 1949 show that the number of registered unions has increased by 95—from 442 on 1st April 1949 to 537 on 1st October 1949—the corresponding increase in the membership being from 635,881 to 676,602.

Classification of unions according to industries shows that while the largest number of unions was recorded in "Commerce, Finance and Trade"—102 with 24,445 members, the highest membership figure, viz., 252,531 was reported to be in respect of 99 trade unions in the "textile" industry. "Agriculture and Pasturing" had the lowest number of unions with the lowest membership, namely, 3 unions with 2,386 members.

The following table shows the number of trade unions and their membership (registered and unregistered separately) classified according to the groups of industries :—

Table "A"

Industries	Registered		Unregistered		Total	
	Unions	Member-ship	Unions	Member-ship	Unions	Member-ship
GROUP I						
<i>Primary Production</i>						
Agriculture and Pasturing	1	1,086	2	1,300	3	2,386
Total ..	1	1,086	2	1,300	3	2,386

*A review of trade unions in Bombay State for the six months ending 1st April 1949 was published in August 1949 issue of the *Labour Gazette*, pages 1368-1378.

Industries	Registered		Unregistered		Total	
	Unions	Member-ship	Unions	Member-ship	Unions	Member-ship
	GROUP II					
<i>Secondary Production</i>						
Textile Industry	69	235,351	30	17,180	99	252,531
Engineering	70	47,377	26	9,132	96	56,509
Metals	8	5,414	10	3,534	18	8,948
Food, Drink and Tobacco	38	19,879	28	14,938	66	34,817
Chemicals	38	21,915	15	5,182	53	27,097
Paper and Printing	26	8,868	7	997	33	9,865
Wood Working and Furniture making	5	1,441	10	3,436	15	4,877
Stone, Brick and Glass..	7	6,118	4	1,604	11	7,722
Leather	2	78	1	200	3	278
Building and Roads	3	1,368	1	300	4	1,668
Miscellaneous	9	3,827	9	2,347	18	6,174
Total	275	351,636	141	58,850	416	410,486
GROUP III						
<i>Services</i>						
Transport	69	131,669	23	8,543	92	140,212
Communications	7	5,342	34	10,416	41	15,758
Commerce, Finance and Trade	78	18,976	24	5,469	102	24,445
Public Administration	53	31,187	31	7,484	84	38,671
Professional Services	16	3,848	8	3,313	24	7,161
Total	223	191,022	120	35,225	343	226,247
GROUP IV						
<i>General</i>						
General	38	30,232	20	7,251	58	37,483
Total	38	30,232	20	7,251	58	37,483
Grand Total	537	573,976	283	102,626	820	676,602

The information available regarding the distribution of union membership indicates that over 58 per cent. of the union membership was concentrated in Bombay City, while Ahmedabad recorded 18 per cent. of the total. Out of 820 unions on 1st October 1949, 393 were located in Bombay City, while 45 were in Ahmedabad. The following table shows the number of unions and their membership (registered and unregistered separately) classified according to districts :-

Table "B"

Districts	Registered		Unregistered		Total	
	Number of Unions	Member-ship	Number of Unions	Member-ship	Number of Unions	Member-ship
Ahmedabad City	31	119,267	14	8,578	45	127,845
Ahmedabad District	2	1,935	1	450	3	2,385
Amalner District	10	6,050	11	7,368	21	13,418
Anand District	1	55	3	554	4	609
Barda District	5	3,657	3	161	8	3,818
Bhavnagar District	1	94	1	45	2	139
Bombay District	271	340,609	122	58,454	393	399,063
Bombay Suburban	6	552	1	342	7	894
Chandrapur District	2	1,713	3	246	5	1,959
Daholga District	10	3,548	5	788	15	4,336
Dhule District	21	9,354	11	1,341	32	10,695
East Khandesh District	4	2,366	4	1,523	8	3,889
Kaira District	1	102	1	102	2	102
Kanara District	6	2,012	4	796	10	2,808
Kolaba District	4	622	1	65	5	687
Kolhapur District	24	10,548	18	2,839	42	13,385
Nasik District	1	423	2	30	3	453
Poona District	62	38,717	14	3,986	76	42,703
Ratnagiri District	6	602	5	506	11	1,108
Satara North District	11	4,077	2	115	13	4,192
Satara South District	3	332	5	1,102	8	1,434
Sholapur District	21	13,080	16	4,750	37	17,830
Surat District	15	5,371	8	2,157	23	7,528
Thane District	15	5,756	17	3,764	32	9,520
West Khandesh District	4	3,238	9	2,246	13	5,484
Others			2	318	2	318
Total				102,626	820	676,602

With a view to collecting up-to-date information regarding income and expenditure and activities of trade unions schedules were sent to all the trade unions in the State and the following note is based on replies received from 196 out of the 820 unions under review.

INCOME AND EXPENDITURE

Membership contribution formed the main source of income for these trade unions, almost 88 per cent. of the aggregate income being derived from this source. The remaining 12 per cent. was made up of

donations, sale proceeds of literature and miscellaneous sources. The table given below shows the different sources of income and the amount received by these 196 unions on such items.

Table "C"

Items of Income	Total Income	
	Rs.	as. p.
1. Contribution from members	5,67,037	11
2. Donations	46,232	11
3. Sale of periodicals, books, rules, etc. . .	7,407	11
4. Miscellaneous sources	25,294	11
Total	6,45,971	11 5

Salaries of the union staff constituted an important item on expenditure side of the unions budgets, these amounting to about 40 per cent. of the aggregate expenditure. The other important items included expenditure on sickness benefit, educational facilities to members and compensation to members during unemployment, cost of publications, stationery, rental, expenses on account of trade union disputes, etc. The table given below classifies the items of expenditure and shows the amount of expenses incurred by the 196 unions on such items.

Table

Items of Expenditure	Aggregate amount of expenditure	
	Rs.	as. p.
1. Office salaries, allowances, etc.	1,84,732	10 6
2. Expenses incurred for conducting trade disputes	11,311	15 9
3. Legal charges	13,406	3 9
4. Cost of publishing books, leaflets, periodicals, etc.	16,892	4 9
5. Rents, rates and taxes . .	23,201	1 6
6. Stationery and Printing . .	24,084	7 9
7. Compensation paid to members for loss arising out of strikes.	1,075	14 9
8. Benefits such as sickness, funeral, old age, unemployment . .	25,347	11 9
9. Benefits such as educational, Social and religious	33,627	15 3
10. Miscellaneous	1,41,084	1 8
Total	4,74,744	7 5

ACTIVITIES

Among trade unions in the Province, the Textile Labour Association at Ahmedabad is by far the most active trade union. The average monthly attendance at the schools conducted by the Association was 738 during the period under review, while over 42,000 patients availed of the medical facilities offered by the hospital run by the Association during six months ending 1st October 1949.

Three hundred and seventy-nine women workers were treated in the Kasturba Maternity Home, 125 workers took advantage of 5 physical culture centres and 3,000 workers attended 75 libraries conducted by the Association, during the period under reference.

The Association disposed of 61 cases under the Workmen's Compensation Act and secured Rs. 17,911-8-9 to the injured workers, the number of notices issued under the Maternity Benefits Act being 703.

The Association represented workers in 232 conciliation cases and in 60 arbitration cases during the period. Fifty issues of the bi-weekly 'Mazdoor Sandesh', the organ of the Association, were published, while the number of pamphlets issued by the Association came to 14 in six months. Besides, the amount spent by the Association on beneficial activities during the period worked out to Rs. 46,570.

The Bombay Automobile Employee's Union is another union that furnished a detailed account of its activities. A free dispensary and a cricket club were run by the Union. It also organised free cinema shows for the workers and arranged exhibitions, study circles and elocution competitions. Legal aid to the members of the unions and free books and school fees to the children of the members were the other activities reported by the Union.

It was stated that the Mill Mazdoor Sabha, Ahmedabad, conducts two centres to educate the workers' children and has built 135 huts at Majurgam on a co-operative basis.

Details regarding the names of the President and Secretary of the 196 unions, the address of these unions, affiliation, income and expenditure and the membership will be published in a tabular form for ready reference, in a subsequent issue of *Labour Gazette*.

The following Trade Unions were registered under the Indian Trade Unions Act, 1926, during the six-monthly period ending 1st October 1949

1. Bombay Municipal Hospital Employees' Union, Bombay.
2. Bombay Municipal Servants' Union, Bombay.
3. M. E. S. Civilian Subordinate Staff Union, Deolali.
4. Bombay Singer Sewing Machine Company Employees' Union.

- GAZETTE
5. The Surat Jari Akhadedar Heet Vardhak Mandal, Surat.
 6. C. C. Home & M. D. Home Employees' Union, Bombay.
 7. Air India Employees' Union, Bombay.
 8. Sholapur Girni Karkoon Sangh, Sholapur.
 9. The Bank of India Ltd. Staff Union, Ahmedabad.
 10. Rashtriya Hotel Kamgar Union, Manmad.
 11. Bharat Vanaspati Rashtriya Kamgar Sangh, Pachora.
 12. Gadag-Betgeri Municipal Employees' Association, Gadag.
 13. The Bombay Divisional Hotel and Restaurant Keepers' Association, Bombay.
 14. The Advance Insurance Company Limited (Head Office) Employees' Union, Bombay.
 15. Rashtriya Gumasta Mandal, Sholapur.
 16. Rashtriya Gumasta Sangh, Mohol.
 17. The Karnatak Industrial and Plywood Factory Labourers' Union, Dharwar.
 18. 'A' Vehicle Depot Rashtriya Mazdoor Sangh, Poona.
 19. Bidi Kamgar Union, Yeola.
 20. Bidi Kamdar Sabha, Ahmedabad.
 21. National Film Employees' Union, Bombay.
 22. Bombay Stevedores and Dock Labourers' Union, Bombay.
 23. The Ahmedabad Secondary Teachers' Association, Ahmedabad.
 24. Dairy Workers' Union, Anand.
 25. The Ratnagiri Municipality Kamgar Union, Ratnagiri.
 26. General Assurance Society Limited (Life Department) Employees' Union, Bombay.
 27. Croydon Chemical Workers' Union, Bombay.
 28. Royal Indian Engineering Workers' Union, Bombay.
 29. Association of the Civilian Employees of the Station Workshop, I. E. M. E., Poona.
 30. Food Controller's Staff Union, Ahmedabad.

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31. Pandharpur Municipal Kamgar Union, Pandharpur.
32. of India Limited Staff Union, Surat.
33. Poona Engineering College Employees' Union, Poona.
34. Union of Ordnance Officers, Civilian (Departmental) of Indian Army Ordnance Corps, Kirkee.
35. Shree Kaira District Harijan Nokar Mandal, Nadiad.
36. Nasik Bhandi Kamgar Sangh, Nasik.
37. Pandharpur Electric Supply Company Workers' Union, Pandharpur.
38. Asbestos Cement Employees' Union, Mulund.
39. Engineering Stores Depot Employees' Union, Bombay.
40. The Mill Majoor Sabha, Ahmedabad.
41. Share Bazar Clerks' Union, Bombay.
42. Turner, Morrison & Co. Ltd. Employees' Association, Bombay.
43. United Glass Workers' Union, Andheri.
44. The Victor X-Ray Employees' Union, Bombay.
45. Rashtriya Lokhand Kamgar Sangh, Barsi.
46. Habib Bank Employees' Union, Bombay.
47. The Imperial Bank of India Staff Union, Surat.
48. Nasik District Supply Branch Employees' Union, Nasik.
49. The Air India Licensed Ground Engineers' Association, Bombay.
50. Vengurla Municipal Workers' Union, Vengurla.
51. Shahada Kukadel Nagar Palika Nokar Sangh, Shahada.
52. Mill Mazdoor Sabha, Sholapur.
53. Poona Agriculture College Dairy Farm Kamgar Union, Poona.
54. The Victoria Drivers' Sangh, Bombay.
55. Hosiery Majdoor Union, Bombay.
56. The Bombay Seamen's Union (Red Flag), Bombay.
57. The Lorry Drivers' and Workers' Union, Bombay.
58. All India I. E. M. E. Indian Superior Personnel Association, Poona.
59. Surat Bank Employees' Union, Surat.
60. Barsi Nagar Palika Nokar Sangh, Barsi.

61. I. E. M. E. Station Workshop's Workers' Union, D... Cantonment.
62. Bombay Dhobies' Union, Bombay.
63. Manmad Municipal Kamgar Sangh, Manmad.
64. The Poona Botanical Garden Kamgar Sangh, Poona.
65. Malaria Pratibandhak Hospital Kamgar Sangh, Poona.
66. Victoria Jubilee Technical Institute Employees' Union, R... y.
67. Bombay Iron & Steel Workers' Union (Red Flag) ... m ... y.
68. Twacom Ltd. and Art Bangle Ltd. (Kandivli), Workers' Union, Thana.
69. Rashtriya Gumasta Mandal, Amalner.
70. Phaltan Municipal Servants' Union, Phaltan.
71. Bombay Weights and Measures Manual Assistants' ... Poona.
72. Kesar Sugar Works Ltd. (Chemical Factory) Workers' Union, Bombay.
73. Gannon Dunkerly Employees' Union, Bombay.
74. Municipal Kamgar Sabha, Kolhapur.
75. Godown Kamgar Union, Satara.
76. Paper Mills Mazdoor Sabha, Bombay.
77. Coyla Mazdoor Sabha, Bombay.
78. The Wanless T. B. Sanatorium National Employees' Union, Wanlesswadi.
79. Pottery Workers' Union, Ahmedabad.
80. Corn Products Co. (India) Ltd. Permanent Staff Union, Bombay.
81. Hospital Kamgar Sangh, Bombay.
82. Rashtriya Hatmag Mazdoor Sangh, Sholapur.
83. Shahu Mill Kamgar Sabha, Kolhapur.
84. Rashtriya State Transport Mazdoor Sangh (Bijapur Division) Bijapur.
85. Pip Mazdur Sabha, Bombay.
86. The Bolton Fine Arts Litho Press Employees' Union, Bombay.
87. A. H. Wheeler & Company Book-Stall Employees' Union Bombay.
88. Radhanagari Hydro Electric Works Kamgar Sangh, Radhanagari.
89. Mechanical Kamgar Sabha, Kolhapur.
90. Beedi Labour Union, Dharwar.
91. Diu Navik Union, Bombay.
92. Shahapur Taluka Jungle Kamgar Sangh, Thana.
93. Sawantwadi Municipal Workers' Union, Sawantwadi.
94. Mill Mazdur Sabha, Surat.
95. Engineering Mazdur Sabha, Surat.

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The following table shows the growth of Trade Union membership in the State since 1924

Year	Average membership during the year	Three or six months ended 1st	No. of Unions	Membership at the end of the quarter or six months	Percentage increase or decrease in membership over the previous quarter or six months
1924	43,414	..	..	..	....
1925	46,579	..	..	..	....
1926	62,772	..	..	..	....
1927	77,263	..	..	..	....
1928	127,753	..	..	..	....
1929	191,937	..	..	..	....
1930	129,874	..	..	..	....
1931	113,352	..	..	..	....
1932	104,458	..	..	..	....
1933	109,307	..	..	..	....
1934	109,590	..	..	..	....
1935	103,429	..	..	..	....
1936	97,392	..	..	..	....
1937	93,453	..	..	..	....
1938	126,455	..	..	..	....
		September 1938	147	134,826	+11.60
		December 1938	153	141,592	+ 5.02
1939	150,026	..	..	..	....
		March 1939	162	146,033	+ 2.41
		June 1939	169	143,455	+ 1.07
		September 1939	173	166,047	+15.75
		December 1939	176	181,597	+ 9.36
1940	101,942	..	..	..	....
		March 1940	180	..	+ 3.38
		June 1940	181	..	+ 6.13
		September 1940	181	..	- 1.01
		December 1940	165	..	- 5.13

Year	Average Membership during the year	Three or six months ended 1st	No. of Unions	Membership at the end of the quarter or six months	Percentage increase or decrease over the previous quarter or six months
1941	184,517				
		March 1941	172	192,266	
		June 1941	173	175,279	+ 3.71
		September 1941	180	177,504	- 8.84
		December 1941	171	193,020	+ 1.27
1942	183,364				+ 8.74
		March 1942	179	185,541	
		June 1942	181	179,195	- 3.87
		December 1942	189	185,356	- 3.42
1943	221,029				+ 3.44
		June 1943	205	208,392	
		December 1943	222	233,665	+ 12.43
1944	266,042				+ 12.13
		June 1944	245	245,519	
		December 1944	277	286,564	+ 5.07
1945	321,582				
		June 1945	287	314,580	+ 9.78
		December 1945	302	328,584	4.45
1946	340,540				
		June 1946	318	327,709	- 0.27
		December 1946	385	353,370	+ 7.83
1947	446,803				
		June 1947	457	425,528	+ 20.42
		December 1947	530	468,078	- 10.00
1948	539,194				
		April 1948	590	508,790	+ 9.00
		October 1948	714	569,599	+ 11.95
1949					
		April 1949	735	635,881	+ 11.64

The following table shows how the number and membership registered under Indian Trade Union Act, 1926, compared with the membership of all Unions at the close of the six months

Quarter or six months ending 1st	Number of all Unions	Membership	Number of Registered Unions
March 1938	126	108,587	51
June 1938	132	120,816	52
September 1938	147	134,826	53
December 1938	153	141,592	57
March 1939	162	145,003	63
June 1939	169	143,455	69
September 1939	173	166,047	75
December 1939	176	181,597	76
March 1940	180	187,732	80
June 1940	182	199,230	77
September 1940	181	195,417	75
December 1940	165	185,390	71
March 1941	172	192,266	79
June 1941	173	175,279	81
September 1941	180	177,504	73
December 1941	171	193,020	81

Quarter ending 1st	Number of all Unions	Member-ship	Number of Unions	Member-ship
March 1942	179	185,541	84	152,124
June 1942	181	170,196	89	138,800
*December 1942	189	185,356	89	155,782
June 1943	205	208,392	91	171,000
December 1943	222	232,665	90	178,000
June 1944	245	245,519	97	197,665
December 1944	277	286,564	97	219,977
June 1945	287	314,584	109	243,421
December 1945	302	328,584	114	244,868
June 1946	318	327,700	118	243,849
December 1946	385	353,370	159	268,395
June 1947	457	425,528	208	335,916
December 1947	530	468,078	250	370,449
April 1948	590	508,790	250	398,163
October 1948	714	569,599	389	440,000
April 1949	735	635,881	42	523,900
††October 1949	820	700,000	537	440,000

*From December 1942 to December 1947 the figures relate to six months.

††Figures for six months ending 30th September 1949.

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE STATE

Disputes in January 1950	34
Work-people involved	40,604
Working days lost	48,450

NUMBER AND MAGNITUDE

The time loss due to strike activity in Bombay State during January 1950 recorded a fall of 34 per cent. from the previous month but the number of work-people affected in all the disputes, however, rose from 22,000 in the previous month to 40,604 during the month under review representing a rise of nearly 85 per cent. over the previous month.

Figures for the month under review show 34 disputes in progress involving 40,604 workers and a time loss of 48,450 man-working days as compared to 26 disputes in December 1949 with 21,956 workers and a time loss of 73,720 man-days. The corresponding figures for January 1949 were 50 disputes involving 26,862 work-people with a time loss of 59,301 working days.

The word "dispute" in the official sense means an interruption of work. It is here used in that sense as virtually synonymous with "strike". A dispute as counted by the Office of the Deputy Commissioner of Labour (Information) is an interruption of work involving 10 or more persons and of not less than twenty-four hours' duration when the number of working days lost is more than 100.

Twelve of the 34 disputes in progress during January 1950, occurred in the Textile industry, 8 in the Engineering and the remaining 14 in other industries. The disputes, in the Textile industry alone affected more than 88 per cent. of the total workers involved and accounted for 76.4 per cent. of the time loss resulting from all the disputes.

Twenty-three disputes involving 35,407 workers were actually recorded during the month while eleven disputes involving 5,197 workers continued from the previous month. Twenty-two of the total disputes recorded lasted less than a week—most of them 1 to 3 days only. About 85 per cent. of the total workers involved were in these brief stoppages.

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

Industry Group	Number of disputes in progress in January 1950			Number of work-people involved in all disputes in progress in January 1950	Aggregate duration in working days of all disputes in progress in January 1950
	Started before beginning of January	Started in January	Total		
Textiles	5	7	12	35,756	37,027
Engineering	1	7	8	1,787	2,657
Transport					
Miscellaneous	5	9	14	3,061	8,766
Total, January 1950 ...	11	23	34	40,604	48,450
Total, December 1949 ...	9	27	36	21,956	73,726
Total, January 1949 ...	4	46	50	26,862	59,301

Analysing the disputes according to localities, 18 of the 34 disputes recorded for the month were in Bombay City, two each at Poona and Dharangaon (East Khandesh District) and one each at Surat, Baroda, Jalgaon (East Khandesh District), Pandharpur and Barsi (Sholapur District), Cambay (Kaira District), Nipani (Belgaum District), Gowali and Ranipura (Broach District), Kopargaon (Ahmednagar District), Billimora (Surat District) and Vikhroli (Thana District).

Ten of the total disputes in existence during January 1950 arose over questions of "pay and allowances", 16 affecting more than 8,000 workers related to grievances about "personnel", six to "leave and hours of work", while the remaining two disputes were due to "other causes."

Thirty disputes terminated during the course of the month of which 8 resulted in favour of the workers and 19 in favour of the employers, while the remaining three disputes ended in compromise settlements.

The highest peak (4,243,194) 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

New City of Bombay Manufacturing Co. Ltd. The strike of the doffer boys of this mill which commenced on 21st December 1949 was in progress during the month under review. On December 28, 1949 the management put up a notice informing the strikers that their strike was declared illegal by the Labour Court. Thereupon the doffer boys slowly began to drift back for work and by 23rd January nearly 115 out of 192 doffer boys had resumed work. The management also started employing substitutes in place of the strikers and carried on the work. On January 23, the management served discharge notices on the remaining 77 strikers of both the shifts. The strike has, therefore, been treated as having ended in favour of the employers. The total time loss due to the strike and the subsequent closure was approximately 16,000 man-days.

Standard Vacuum Oil Co.—The workers of the Company at the Kerosene Installation at Sewri had sent an application on 17th December 1949 to the management alleging harassment by Mr. G. C. Bhatia, an Engineer, and demanding his discharge or transfer to some other place. The management had promised to give a reply on 3rd January 1950 but they could not do so as their Terminal Manager was out of station. This position was explained to the Works Committee by the management on January 4 with an assurance that a reply to the workers' representation would be given on January 14. However, 405 workers of the day shift resorted to a sit-down strike on January 4, demanding an immediate reply. All the 95 workers of the night shift also joined the sit-down strike in the evening. On the next day the President of the Petroleum Workers' Union informed the strikers at their meeting that the management had granted leave to Mr. Bhatia in the first instance and would transfer him from Sewri Installation later on. He, therefore, advised the strikers to resume work. Accordingly, all the 95 workers of the night shift resumed their duty on January 5 followed by the day shift workers on the next day.

Hirjee Mills Ltd. On the receipt of an intimation from the Tata Hydro Electric Co. that the electric power will not be supplied between 6 p.m. and 10 p.m. for some days owing to the breakdown in the generator, the management of the Hirjee Mills had put up a notice changing the timings of work. Protesting against this change in the timings of work, none of 1,436 workers of the 2nd shift who were called for duty at 10 p.m. on January 23, turned up. All the 1,961 workers of the day shift also joined the strike on the following morning. Mr. M. B. Thorat of the Rashtriya Mill Mazdoor Sangh requested the management on behalf of the workers to work the mill from 7 a.m. to 12 noon for the day shift and 12 noon to 5 p.m. for the night shift (without recess) to which the management agreed. As per above agreement the workers resumed work on 25th January in their respective shifts and the mill started normal working.

NIPANI (BELGAUM DISTRICT)

Bidi Factories at Nipani.—The long-drawn-out strike of the bidi workers of Nipani (reported previously) terminated on January 9, 1950. The workers gradually began to drift back to work and by 9th January a substantial majority of the workers had resumed duty in their respective factories. The two local Unions of bidi workers viz. the Hind Bidi Kamgar Union and the Azad Bidi Kamgar Union which were mainly responsible in prolonging the strike, called it off on 9th January. The strike which lasted for nearly 4 months ended in favour of employers with a time loss of nearly 65,000 man-working days.

BARSII (SHOLAPUR DISTRICT)

Five Iron Factories.—Following the reduction by 15 per cent. in their wages from January 11, 1950 all the 61 workers working in five iron factories at Barsi went on strike on the same day demanding restoration of the cut in wages, annual bonus, 14 days' leave with pay per year, etc. On January 16, 31 workers belonging to 3 of the 5 factories resumed work unconditionally, while other two factories were closed down for shortage of raw materials.

GOWALI (BROACH DISTRICT)

Strike of the Agricultural Labourers.—About 200 labourers in the employ of the landlords of the Gowali Village struck work on January 26 demanding an increase of as. 2 in their daily wages. As the landlords concerned agreed to grant their demand all the labourers resumed duty on January 28.

VIKHROLI (THANA DISTRICT)

Usha Prints Ltd.—The old management had closed down this concern on January 1, 1950 after paying all the arrears to the workers. The same concern was again started on January 3, under a new management. The new management had, however, not employed all the old hands and the pay scales were also low. On 10th January, 56 workers out of the total complement of 176 struck work demanding an increase in their wages and reinstatement of the old hands. The strike continued till January 21, when all the strikers returned to work unconditionally and the strike ended.

KOPARGAON (AHMEDNAGAR DISTRICT)

Kopargaon Municipality.—The strike of the Sweepers of the Kopargaon Municipality which commenced on December 28 (reported earlier) was in progress at the beginning of the month under review. All the sweepers on strike, however, returned to work unconditionally on January 8 and the strike ended.

EMPLOYMENT SITUATION IN JANUARY 1950

THE TEXTILE INDUSTRY

The 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 129 or 96.99 per cent. of the 133 mills reported as working at these centres during January 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 11.27 per cent. as against 12.92 per cent. in the previous month.

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

Centres	Number of mills		Percent- age of Col. (3) to Col. (2)	Average percentage of absenteeism	
	Working	Furnished information		December 1949	January 1950
(1)	(2)	(3)	(4)	(5)	(6)
Bombay	64	63	98.44	15.35	12.80
Ahmedabad	60	57	95.00	7.71	7.38
Sholapur	5	5	100.00	22.50	21.04
Viramgaum	1	1	100.00	8.94	8.63
East Khandesh	3	3	100.00	10.58	10.20
All Centres	133	129	96.99	12.92	11.27

The statistics of absenteeism compiled by the Office of the Deputy Commissioner of Labour (Information) upto December 1948 related to the absenteeism for day-shift only. Since January 1949, all the working shifts in mills are being covered in calculating the absenteeism. For

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

Centre	Average percentage of absenteeism	
	December 1946	January 1950
Bombay	14.45	11.71
Ahmedabad	6.76	6.24
Sholapur	20.69	19.10
Viramgaum	8.94	8.63
East Khandesh	10.58	10.20
All Centres	11.90	10.12

AVERAGE PERCENTAGE ABSENTEEISM IN THE COTTON MILL INDUSTRY



THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in representative workshops was 13.22 per cent. as against 13.84 per cent. in the previous month. The percentage absenteeism in Bombay Port Trust amounted to 9.87 in the Chief Engineer's Department and 9.94 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR JANUARY 1950

One hundred and sixty-six cases were disposed of in the State during January 1950, under the Workmen's Compensation Act, 1923, 34 less than in the preceding month. The Commissioner for Workmen's Compensation, Bombay, disposed of 158 of these cases.

Ninety-one cases were in the Textile Industry, 27 in the Engineering Industry, 29 in the Transport Services and the remaining 19 cases were in the other groups of industries.

There were 40 proceedings under the Act. Compensation was awarded in 35 cases, 2 cases were dismissed while one case was withdrawn. Of the remaining two cases one was in respect of recovery of compensation already awarded while the other related to miscellaneous applications. Of the 126 cases of registration of agreements 116 were registered while registration for the remaining 10 cases was refused.

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

TABLE I

Nature of employment	Proceedings					Total	Registration of agreements		Grand Total
	Com-pensa-tion awarded	Dis-missals	With-draw-als	Recov-ery	Reviews and other miscellaneous applications		Agree-ments regi-tered	Regis-tration refused	
<i>Group II—Secondary Production</i>									
Textile Industry	8					8	75	8	83
Engineering	9	1			1	11	15	1	16
Metals							1	1	2
Food, Drink and Tobacco	1		1			2	4		6
Chemicals	1					1	2		3
Stone, Bricks and Glass	1					1			1
Wood working and Furniture							1		1
Building and Roads	1					1	2		3
Miscellaneous	1					1	1		1
<i>Group III—Services</i>									
Transport	12	1		1		14	15		29
Public Administration	1					1			1
Total	35	2	1	1			116*	10	126

*Seven out of these were registered as modified agreements.

COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sums was Rs. 39,484 as against Rs. 84,811 in the previous month.

There were 12 proceedings in respect of fatal accidents, 23 of permanent partial disablement and 5 of temporary disablement.

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

TABLE II

Nature of injuries	Original claims or compensation					No. of withdrawal cases	No. of dismissed cases	No. of recovery cases	Reviews and other miscellaneous applications	Total
	Settled in favour of applicants									
	By lump sums		By instalments							
	No. of cases	Total amount	No. of cases	Total amount of instalments (monthly)	Total No. of cases					
Fatal	10	Rs. a. p. 24,980 0 0	..	..	10	..	..	1	1	12
Permanent total disablement	..	..	..	..	..	..	..	..	..	..
Permanent partial disablement	21	14,182 4 0	..	..	21	..	2	..	..	23
Temporary disablement	4	321 12 9	..	..	4	1	..	..	..	5
Total	35	39,484 0 0	..	..	35	1	2	1	1	40

REGISTRATION OF AGREEMENTS

There were 125 cases of permanent partial disablement and one of temporary disablement. The gross amount of agreed compensation in lump sums was Rs. 51,012 as against Rs. 46,173 in the previous month.

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

Nature of injuries	Manner of settlement by agreed compensation				Registration refused	Total cases
	By lump sums		By instalments			
	Number of cases	Total amount	Number of cases	Monthly amount		
	Rs. a. p.		Rs. a. p.			
Fatal	..	..	..	..	..	..
Permanent total disablement	..	..	..	..	..	..
Permanent partial disablement	115	50,889 5 0	..	..	10	125
Temporary disablement	1	122 8 0	..	..	..	1
Total	116*	51,011 13 0	..	..	10	126

* Seven out of these were registered as modified agreements.

NIGHT SHIFTS IN THE COTTON MILLS IN THE STATE

At the beginning of February 1950, there were 65 mills in Bombay City and 58 in Ahmedabad working night shifts. The number of men

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st January 1950, there were 504 unions in the State of Bombay registered under the Indian Trade Unions Act, 1926. The following seventeen unions were registered during the month of January 1950:—

(1) *Nadad Municipal Employees' Association.*—(Registered on 5th January 1950.) *President*—Mr. Babubhai J. Patel; *General Secretary*—Mr. M. D. Mehta; *Secretaries*—Messrs. G. B. Dave, M. A. Bhatt; *Treasurer*—Mr. S. R. Dhaghat.

(2) *Bambai Mazdoor Union.*—(Registered on 9th January 1950.) *President*—Mr. M. G. Kotwal; *General Secretary*—Mr. A. S. Agaskar; *Secretary*—Mr. S. G. Karnik; *Treasurer*—Mr. N. D. Patil.

(3) *G. I. P. Railway Ticket Checking Staff Association Mulund.*—(Registered on 12th January 1950.) *President*—Mr. N. D. Vakharia; *General Secretary*—Mr. K. N. Pitkar; *Secretaries*—Messrs. P. A. Rasal, P. N. Goswami; *Treasurer*—Mr. K. L. Phatak.

(4) *Electric Light and Power Workers' Union, Bombay.*—(Registered on 12th January 1950.) *President*—Mr. R. D. Singh; *General Secretary*—Mr. S. V. Gole; *Treasurer*—Mr. Jabaji Ramji Jadhav.

(5) *The Central Bank of India Ltd. Employees' Union, Karnatak Group.*—(Registered on 13th January 1950.) *President*—Mr. K. T. Managoli; *General Secretary*—Mr. R. G. Kurtkoti; *Joint Secretary*—Mr. P. A. Deshpande; *Treasurer*—Mr. S. N. Nargund.

(6) *Hindusthan Insurance Bombay Branch Employees' Association.*—(Registered on 13th January 1950.) *President*—Mr. K. A. Chitnis; *Joint Secretaries*—Messrs. K. M. Sadashivaiah, V. Y. Pandit; *Treasurer*—Mr. H. B. Mehta.

(7) *Kalyan Camps Bus Owners' Union.*—(Registered on 17th January 1950.) *President*—Mr. Kundansingh Ramsinghani; *General Secretary*—Mr. Kanayalal R. Rajani; *Treasurer*—Mr. Dulhanomal Godumal Manghwani.

(8) *Bobbin Workers' Union, Bombay.*—(Registered on 18th January 1950.) *President*—Mr. K. R. Ghaisas; *General Secretary*—Mr. M. S. Raje; *Secretary*—Mr. Vinayak Radhakrishna; *Treasurer*—Mr. Dayalal Dullabhaji.

(9) *Raptakos, Brett & Co. Employees' Union.*—(Registered on 18th January 1950.) *President*—Mr. B. G. Kini; *Secretary*—Mr. P. K. B. Pillay; *Treasurer*—Mr. P. A. G. Eswaran.

(10) *Girni Kamgar Union, Bhor.*—(Registered on 20th January 1950.) *President*—Mr. B. V. Bapat; *General Secretary*—Mr. G. M. Sagale; *Secretaries*—Messrs. A. G. Ravalekar, B. G. Kanade; *Treasurer*—Mr. B. F. Attar; *Legal Adviser*—Mr. Vasantao Naik.

(11) *The Chemical Clerks' Union, Bombay.*—(Registered on 20th January 1950.) *President*—Mr. K. R. Ghaisas; *General Secretary*—Mr. M. S. Raje; *Secretary*—Mr. Shantilal Sawailal Parikh; *Treasurer*—Mr. Nirmalchandra A. Parikh.

(12) *Karnatak Pranteeka Rayat Committee.*—(Registered on 20th January 1950.) *President*—Mr. Veeranagoud Rudragoud Mari-goudar; *General Secretary*—Mr. Rayanagoud Patil (Tallur); *Joint Secretary*—Mr. G. B. Yattinagud; *Treasurer*—Mr. V. G. Kappannavah.

(13) *Audit Employees' Union, Bombay.*—(Registered on 20th January 1950.) *President*—Mr. F. M. Pinto; *General Secretary*—Mr. P. D. Sthalekar; *Secretary*—Mr. Kumarayya; *Treasurer*—Mr. D. V. Palekar.

(14) *Staff Union of the Habib Insurance Co. Ltd., Bombay.*—(Registered on 24th January 1950.) *President*—Mr. B. K. Virani; *General Secretary*—Mr. T. K. U. Krishnan; *Treasurer*—Mr. R. K. Pillay.

(15) *Vidi Kamgar Sabha, Poona.*—(Registered on 24th January 1950.) *President*—Mr. N. S. Nayak; *General Secretary*—Mr. Shanti Nayak; *Secretaries*—Messrs. Narayan Emul, Narayan Irmal; *Treasurer*—Mr. Ananta Emul.

(16) *National Engineering Staff Union, Bombay.*—(Registered on 28th January 1950.) *President*—Mr. Purshottam Thakkar; *General Secretary*—Mr. Manohar Bandiwdekar; *Assistant Secretary*—Mr. H. J. Jhala; *Treasurer*—Mr. S. B. Vyas.

(17) *Orlnance Depot Workers' Union, Talegaon, Dabhade.*—(Registered on 31st January 1950.) *President*—Mr. S. M. Joshi; *General Secretary*—Mr. Vergis Mathews; *Joint Secretaries*—Messrs. M. C. Joshi, A. John; *Treasurer*—Mr. N. G. Bhab.

The total number of registered unions on 31st January 1950 was 521.

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

REGISTRATION OF UNIONS

The Registrar, Bombay Industrial Relations Act, 1946, has registered on 25th January 1950, the Rashtriya Mill Mazdoor Sangh, Dhulia, as a Representative Union, under Section 16 (3) of the Bombay Industrial Relations Act, 1946, for the Cotton Textile Industry in the local area of Dhulia Municipal Borough in place of Dhulia Girni Kamgar Union, Dhulia (Red Flag).

TRADE CONDITIONS IN AHMEDABAD

The quantity of cotton piece goods despatched by rail from Ahmedabad, during January 1950, was 161,000 maunds as against 127,000 maunds during December 1949 and 242,000 maunds during January 1949.

THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

NOTIFICATIONS

No. 298/48, dated 25th January 1950.—In exercise of the powers conferred by sub-section (2) of section 6 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Government Notification, Labour Department, No. 1237/46-III, dated the 19th November 1948, as follows, namely:—

In the Schedule appended to the said Notification in entry No. (1) column 2 after the words "Songadh Taluka" the words "Dangs Taluka" shall be added.

By order of the Governor of Bombay

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

No. 717 48, dated 11th February 1950.—In pursuance of the powers conferred by sub-rule (1) of rule 72-A of the Bombay Industrial Relations Rules, 1947, the Government of Bombay is pleased to direct that:—

(a) every employer of an undertaking in the cotton textile industry shall, until further orders, maintain records of employment and data relating to plant, premises, manufacture and particulars relating to other industrial transactions and dealings in the Forms I to XII prescribed in the Appendix to the said Rules and submit copies thereof to the Deputy Commissioner of Labour (Information) within the time limits specified below, and

(b) every employer of an undertaking in the cotton textile industry in Bombay, Ahmedabad and Sholapur shall, in addition, maintain records of employment in Forms XIII and XIV prescribed in the Appendix to the said Rules and submit copies thereof to the Manager under the Decasualisation Scheme for the cotton textile labour at Bombay, Ahmedabad and Sholapur respectively; copies being submitted within the time limits specified below:—

(i) Forms I, II, IV, V, VI and XII—twenty days immediately after the end of the month to which they relate, the first of such month commencing on the 1st March 1950;

(ii) Form III—ten days immediately after the end of the fortnight to which it relates, the first of such fortnight commencing on the 1st March 1950;

(iii) Forms VIII and IX—thirty days immediately after the end of the quarter to which they relate, the first of such quarter commencing on the 1st April 1950;

(iv) Forms VII, X and XI—three months immediately after the end of the year to which they relate, the first of such year commencing on the 1st April 1950;

(v) Form XIII—fifteen days from the date of this Notification;

(vi) Forms XIV—four days immediately after the end of the week to which it relates, the first of such week commencing from the 26th February 1950.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

No. 502/48, dated 11th February 1950.—In exercise of the powers conferred by clause (a) of sub-section (1) of section 27 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to recognise the Federation of Gujarat Mills and Industries, Baroda, as an association of employers in the Cotton Textile Industry in the local areas of (1) Baroda City, (2) Petlad Taluka, (3) Kalol Taluka, (4) Kadi Taluka, (5) Sidhpur Taluka, (6) Navasari Taluka and (7) Gandevi Mahal for the purposes of the said Act.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

No. 989/48, dated 16th February 1950.—In exercise of the powers conferred by section 9 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947), the Government of Bombay is pleased to amend Government Notification, Political and Services Department, No. 1237/46-II, dated the 24th September 1947, as shown below, namely

In the Schedule appended to the said Notification, in entry No. (2), Column 2, after the words "Kankrej Taluka" the words "Danga Taluka" shall be added.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

INDUSTRIAL DISPUTES ACT, 1947

NOTIFICATIONS

No. 575/46, dated 24th December 1949.—In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (XIV of 1947), the Government of Bombay is pleased to amend the Industrial Disputes (Bombay) Rules, 1947, as follows, namely:—

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

(a) in column 3 against item No. 3, the words "Kaira, Panchmahals, Broach and Surat, Baroda" shall be deleted;

(b) after item No. 5, the following item shall be added, namely:

6	Assistant Commissioner	Baroda	...	Districts of Baroda, of Labour (Administra- tion), Baroda.
				Kaira, Panchmahals, Broach and Surat.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

No. 575/46-I, dated 6th January 1950.—The following notification by the Government of India, Ministry of Labour, is republished

No. L. R. 1(97), dated New Delhi, the 6th December 1949.

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government is pleased to direct that the following amendment shall be made in the Industrial

Disputes (Central) Rules, 1947, the same having been previously published as required by sub-section (1) of the said section, namely:—

Amendment

Rule 12 of the said Rules shall be deleted.

(Signed) N. C. KUPPUSWAMI,
Under Secy.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

No. 575/46, dated 6th February 1950.—Whereas the State Government is satisfied that public interest so requires;

Now, therefore, in exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (No. XIV of 1947), the Government of Bombay is pleased to declare the State Transport Services in the Bombay, Ahmednagar and Konkan Divisions, to be a public utility service for the purposes of the said Act, for a period of six months.

By order of the Governor of Bombay,

N. K. DRAVID,
Secretary to Government,
Labour and Housing Department.

FOREIGN

SETTLEMENT OF WAGES AND WORKING CONDITIONS
IN THE U. K.

Evidence of the strength and resilience of Britain's industrial structure is presented in a form at once comprehensive and reassuring in the annual report of the Ministry of Labour for 1948 just published. Emphasis is placed upon the general acceptance by both sides of industry of the principle of regulating wages and working conditions through the voluntary negotiating machinery maintained jointly by employers' associations and trade unions.

No less than 80 per cent. of the more than 20,500,000 workers in the industries and services of Britain are covered either by joint voluntary negotiating machinery or by statutory machinery embodying the same principle of joint representation of workers and employers in conjunction with Government departments.

GOVERNMENT POLICY

It is the settled policy of the Ministry of Labour to encourage and assist the formation of Joint Industrial Councils and other forms of negotiating machinery integral to the general aim of securing the settlement of wages and working conditions by both sides of industry. Over 60 wages councils came into existence during the year under the relevant legislation. On these councils a total of 1,682 representative seats are held equally by employers' and workers' representatives. Between 50 and 60 persons, of whom about a third are women, serve as independent members in these councils.

Most councils have submitted to the Minister recommendations relating to statutory minimum remuneration and to working conditions, including proposals for fixing a normal working week of 45 hours, instead of 48 hours, beyond which overtime becomes payable. Forty councils have made provision for annual paid holidays in excess of six days and for the provision of customary holiday periods.

In addition to the help and guidance given to these wages councils, the Ministry of Labour renders important service to industry in the settlement of industrial disputes. The conciliation machinery used by the Ministry's officers resulted in the settlement of 362 disputes involving stoppages of work during the year.

ARBITRATION TRIBUNAL

The arbitration machinery, too, controlled by the Ministry worked effectively. The National Arbitration Tribunal dealt with 360 disputes reported to the Minister under the relevant legislation. Most of these concerned claims for increased rates of wages but included also claims for a shorter working week, sick pay, Sunday and holiday pay, piece-work prices, pension structures, arbitrary dismissals and similar questions.

The legislation requires the Minister, if an industrial dispute is reported to him by either party concerned, to take whatever steps he considers expedient to bring about a settlement, but if these steps are unsuccessful he may refer the matter either to arbitration before an Industrial Court, to single arbitrators appointed by him or to the National Arbitration Tribunal. Of the disputes during the year less than 200 were referred to arbitration and rather more than double that number were dealt with by other joint machinery or the conciliation machinery of the Ministry.

How well this machinery works is indicated by the fall in the number of working days lost in industrial disputes handled by the Ministry during the year. Whereas 1,758 stoppages of work occurred, these involved an aggregate loss of working days amounting to less than 2,000,000 compared with 1,000,721 disputes in 1947 causing a total loss of 2,433,000 working days.

JOINT CONSULTATION

In the year under review there was also a marked development of the machinery for joint consultation at factory level. In accordance with the recommendation in the preceding year by the National Joint Advisory Council—on which the British Employers' Confederation and the British Trades Union Congress are equally represented under the chairmanship of the Minister of Labour—the unions and employers' organisations in 54 industries were approached and asked to furnish information as to their action in promoting the establishment of joint consultative machinery.

It was found that 33 of these 54 industries had made new arrangements or developed the existing ones for the purpose. The other industries undertook to consider the matter.

Concurrently with this progress on national level the Ministry of Labour sought, in a variety of ways, to arouse interest in individual employers and their workers in order to create a wider understanding of the purpose and value of joint consultation. The Regional Boards for Industry, with their district committees, local employment committees and regional industrial relations officers, were all used to assist particular concerns to establish the right kind of machinery. A special branch was set up at the Ministry's headquarters with the two-fold function of stimulating joint consultative arrangements and advising on personnel management.

HIGHER WAGES

Wage movements during 1948 continued in an upward direction. The wage changes reported during the year resulted in an aggregate net increase of nearly £2,000,000 a week in the weekly full-time rates of wages of about 7,750,000 work-people.

The average weekly earnings of all workers were ascertained by the Ministry in the fall of the year to be about 117*sh.* 4*d.* a week; this is 120 per cent. higher than for the comparable period of 1938. British work-people during the year worked an average of nearly 45½ hours a week.

REPORT OF THE DEPARTMENT OF LABOUR, CANADA, FOR THE YEAR ENDING 31st MARCH 1949

The outstanding event affecting industrial relations during the fiscal year was the enactment by Parliament of the Industrial Relations and Disputes Investigation Act,* says the report of the Department of Labour, Canada for the fiscal year 1948-49. The Act, which came into operation on 1st September 1948, revoked the Wartime Labour Relations Regulations and repealed the Industrial Disputes Investigation Act, 1907-1925, which was suspended by those Regulations.

INDUSTRIAL RELATIONS

A marked improvement in industrial relations, as compared with two preceding years, was shown during 1948 by statistics of work stoppages. During 1948, the loss of time was little more than one-third of the loss in 1947 and one-fifth of that in 1946, the peak year. The number of strikes and lockouts in 1948 and the number of workers involved were the lowest recorded for any year since 1939. During the calendar year 1948, there were 154 strikes and lockouts in existence. These involved 42,820 workers and caused a loss of about 886,000 days. Comparable figures for the preceding year are 236 strikes and lockouts, 104,120 workers and about 2,400,000 man-days of idleness.

From September 1, 1948 to March 31, 1949, the Minister appointed 27 Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act. In 13 of these cases, a settlement of the disputes was effected; in 7 cases, the Conciliation Officer was unable to settle the dispute and recommended the appointment of a Board of Conciliation and Investigation; in the remaining 7 cases proceedings were not completed at the end of the fiscal year. In the same period, 8 Boards of Conciliation and Investigation were appointed under Section 17 of the Act. From April 1, 1948 to August 31, 1948, the Minister appointed 7 Conciliation Officers under the provisions of the Wartime Labour Relations Regulations and in 11 other cases, a Conciliation Officer appointed before April 1, 1948 was still functioning at the beginning of the fiscal year. In 12 of these 18 cases, a settlement was effected; in the remaining 6 cases, the Conciliation Officer was unable to settle the dispute and recommended the appointment of a Conciliation Board. Five Conciliation Boards were appointed during the year and 8 were still functioning at the beginning of the fiscal year. Of these 13 disputes, 8 were settled through Board procedure. During the year, Officers of the Industrial Relations Branch dealt with 18 disputes under the provisions of the Conciliation and Labour Act.

FAIR WAGES

The provisions of the Fair Wages and Hours of Labour Act, 1935, relating to wages and hours are as follows:

"All persons in the employ of the contractor, sub-contractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of

* The main features of the Act are published in *Labour Intelligence*, May 1949.

the work be paid fair wages. The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide, or except in cases of emergency as may be approved by the Minister."

Fair wages are defined as:

"Such wages as are generally accepted as current for competent workmen in the district in which the work is being performed for the character or class of work in which such workmen are respectively engaged; but shall in all cases be such wages as are fair and reasonable."

During the fiscal year, the Department of Labour issued 1,269 Schedules of fair wages and conditions of employment, as compared with 602 Schedules, during the year 1947-48 and 486 for 1946-47. The approximate total value of the contracts reported to the Department as having been awarded during the year was \$66,386,373. A sum of \$4,629 was collected from employers who had failed to pay the wages prescribed in the fair wage Schedules, and was distributed to 144 workers.

LABOUR-MANAGEMENT CO-OPERATION SERVICE

The Labour Management Co-operation Service of the Industrial Relations Branch is responsible for the promotions of Labour-management production committees in Canadian industry.

On April 1, 1948, the number of labour-management production committees of which the Service had a record, was 554, representing 66,859 workers. By March 31, 1949, this total had increased to 615, representing 275,024 workers.

CANADA LABOUR RELATIONS BOARD

The Industrial Relations and Disputes Investigation Act established the Canada Labour Relations Board as an agency of administration. The Board has responsibility for those provisions of the Act which concern (1) the certification of trade unions as bargaining agents for appropriate units of employees so that such agents may bargain collectively with the employers of the employees affected, (2) the writing of procedures into collective agreements for the final settlement of disputes concerning the meaning and violation of such agreements, and (3) the investigation of complaints made to the Minister that a party has failed to bargain collectively in good faith.

The Board for the seven months of its existence during the fiscal year, from September 1, 1948, down to March 31, 1949, held 14 meetings, usually holding two-day sessions each month. The Board received 42 applications for the certification of bargaining agents and also gave consideration to another 11 applications for certification which were pending with the wartime Labour Relations Board. Of these 53 applications, 22 had been granted, 12 rejected and 7 withdrawn by the end of the fiscal year, the remaining 12 being still under investigation.

VOCATIONAL TRAINING

The Training Branch of the Department of Labour is responsible for administering the various vocational training projects known under the general title of Canadian Vocational Training, and authorized by the Vocational Co-ordination Act of 1942. These comprise the following main divisions all carried on by means of Dominion Provincial Agreements.

- (1) Youth Training, for the training of young people, including assistance to students.
- (2) Supervisory Training, for industrial foremen.
- (3) Apprentice Training, for the training of indentured apprentices.
- (4) Rehabilitation Training, for discharged members of the Armed Forces.
- (5) Training or Retraining, for unemployed persons.
- (6) Vocational School's Assistance Agreement, to provide Dominion financial assistance to the provinces for the carrying on and development of vocational training on the secondary school level.
- (7) The replacement in provincial and municipal schools of equipment seriously depreciated through use in War Emergency Training.

From the inception of Dominion-Provincial Training in 1937 up to 31st March 1949, the gross enrolment has been 918,740, the figure for the year ending 31st March 1949 being 23,891.

Those eligible for training under Youth Training Scheme were men and women between the ages of 16 and 30, who had not been previously gainfully employed. The total enrolment was 4,817 and the amount allotted was \$425,000. During the year, financial help was given to 440 nurses-in-training and 2,200 students at Universities. Included in the total number of university students were 406 taking courses in medicine, 88 in dentistry, 391 in engineering, 64 in agriculture, and 777 in arts and science.

Training was imparted to supervisors and personnel officials in industry through the media of job instruction, job relations, job methods, and job safety institutes and conferences. At the close of the fiscal year there were 3,083 veterans in vocational schools, 421 in pre-matriculation schools, and 1,489 training-on-the-job in industry.

The Canadian Vocational Training received a request from the army to train 89 motor mechanics, 16 sheet metal workers, 30 welders, 34 machine tool operators and 12 draughtsmen. During the year a total of 37,057 man-days' training was given to serving personnel from the armed forces.

Increased attention was given by Training Branch during the fiscal year to the promotion of apprenticeship across the country. On 31st March 1949, the number of registered apprentices was 10,976.

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 Rules, 1947, are reproduced below

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 323/49, dated 7th September 1949

Names of Parties

- (1) Representing Employers—Mr. B. N. Shah, Secretary, Rohit Mills Ltd., Ahmedabad.
- (2) Representing Employees—Textile Labour Association, Ahmedabad (Mr. N. M. Barrot).

Short recital of the Case

On the 13th July 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 one Sizing Machine in both the shifts and reduce 4 workers in Sizing Department and 4 workers in the Nakshi Department for want of work. Failing agreement, "N" form was sent to the Conciliator on the 26th July 1949. Conciliation proceedings were held on 3rd August, 10th August, 19th August, 24th August, 29th August, 31st August, 6th September and 7th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may reduce 1 Sizer and Back Sizer in the night shift and 2 Nakshiwalas and 2 Jalawalas in the Nakshi Department in the day shift. The workers to be reduced shall be juniormost and the juniority of the workers to be decided from both the shifts together.
- (2) In case the Ahmedabad Millowners' Association, Ahmedabad, takes any decision to pay compensation to workers that would be retrenched in the Ahmedabad Cotton Textile Industry, the workers that may be reduced as a result of this Settlement, shall be covered by such a decision.
- (3) This Settlement shall not prejudice the rights of the reduced workers for their holidays with pay and bonus for 1949.

(4) This Settlement shall come into effect from the 10th September 1949.

G. K. DHUTIA,
Conciliator,
7th September 1949.

B. N. Shah,
Secretary,
Rohit Mills Ltd., Ahmedabad.

N. M. Barrot,
for Secretary,
Textile Labour Association,
Ahmedabad.

No. 324/49, dated 7th September 1949

Names of Parties

- (1) Representing Employers—
Mr. M. M. Shah, Manager.
Mr. J. B. Kotdawala, Labour Officer, Ahmedabad Laxmi Cotton Mills Co. Ltd., Ahmedabad.
- (2) Representing Employees—
Mr. J. C. Desai, Textile Labour Association, Ahmedabad.

Short recital of the Case

On the 3rd 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 convert the post of a Sizer-cum-Jobber into a Sizer in the night shift. Failing agreement, "N" form was sent to the Conciliator on the 12th August 1949. Conciliation proceedings were held on 22nd August, 30th August and 7th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may convert the post of a Sizer-cum-Jobber into a Sizer in the night shift.
- (2) This Settlement shall come into effect immediately.

M. M. Shah,
Manager,
Ahmedabad Laxmi Cotton Mills Co. Ltd., Ahmedabad.

J. C. Desai,
for Secretary,

Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
7th September 1949.

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

Bombay, 13th September 1949.

No. 325/49, dated 7th September 1949

Names of Parties

Representing Employers—

Mr. M. M. Shah, Manager.
Mr. J. B. Kotdawala, Labour Officer, Ahmedabad Laxmi Cotton Mills Co. Ltd., Ahmedabad.

Representing Employees—

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

Short recital of the Case

On the 30th June 1949, the management gave a notice of change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that they desired to transfer 10 Winders from High Speed Winding to Colour Winding. Failing agreement, "N" form was sent to the Conciliator on the 13th July 1949. Conciliation proceedings were held on 20th July, 29th July, 11th August, 30th August and 7th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may transfer 10 juniormost Winders from High Speed Grey Winding to Colour Winding, subject to the conditions that in case the Colour Winding Section requires to be closed, these Winders shall be transferred to their original Section.
- (2) This Settlement shall come into effect from the 8th September 1949.

M. M. Shah,
Manager,
Ahmedabad Laxmi Cotton Mills Co. Ltd.,
Ahmedabad.

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

G. K. DHUTIA,
Conciliator,
7th September 1949.

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

Bombay, 13th September 1949.

No. 339/49, dated 12th September 1949

Names of Parties

Representing Employers—Mr. H. J. Naik, Secretary, Prabha Mills, Viramgam.

Representing Employees—Textile Labour Union, Viramgam (Mr. B. H. Dave, Secretary).

Short recital of the Case

On the 16th August 1949, the management gave a notice of change in form "K" to the Textile Labour Union, Viramgam, as a Representative Union, stating that they desired to reduce in all 119 workers in the 1st shift as a result of the discontinuance of the 2nd shift. Failing agreement, "N" form was sent to the Conciliator on the 29th August 1949. Conciliation proceedings were held on 6th and 12th September 1949, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

(1) The management may reduce the number of workers as mentioned in the Appendix attached to their Notice of Change in form "K" dated 16th August 1949, subject to the modification that instead of 6, only 3 Bleach Folders shall be reduced while instead of 27 Clerks in all 19 Clerks shall be reduced.

(2) The workers to be reduced shall be juniormost in their respective categories.

(3) Reduced workers shall be given preference as *badlis* and in filling in vacancies.

(4) This Settlement shall not prejudice the rights of the reduced workers for their holidays with pay and bonus for 1949.

(5) This Settlement shall come into effect from the 13th September 1949.

H. J. Naik,
Secretary,
Prabha Mills, Viramgam.

B. H. Dave,
Secretary,
Textile Labour Union, Viramgam.

G. K. DHUTIA,
Conciliator,
12th September 1949.

D. G. KALE,
Registrar,
Bombay Industrial Relations Act.
Bombay, 29th September 1949.

No. 340/49, dated 12th September 1949

Names of Parties

- (1) Representing Employers
Mr. H. J. Naik, Secretary, Prabha Mills, Viramgam.
- (2) Representing Employees
Textile Labour Union, Viramgam (Mr. B. H. Dave, Secretary).

Short recital of the Case

On the 27th July 1949, the Textile Labour Union, Viramgam, gave a notice of change in form "L" as a Representative Union to the management demanding fixation of minimum and standardization of wages of the workers included in occupation group I, i.e., Power Plant Workers. Failing agreement, "N" form was sent to the Conciliator on the 10th August 1949. Conciliation proceedings were held on 19th August, 29th August, 6th September and 12th September 1949, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

(1) The minimum wages of the Power Plant Operatives shall be fixed as per the Annex attached subject to the condition that every employee who is in the Mill's employ since 1st July 1949 shall be granted an increase in his wages equivalent to 10 per cent. or Rs. 5 whichever is higher.

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

H. J. Naik,
Secretary,
Prabha Mills, Viramgam.

B. H. Dave,
Secretary,
Textile Labour Union, Viramgam.

G. K. DHUTIA,
Conciliator,

12th September 1949.

ANNEX.

Minimum Wages for Power Plant Operatives of GROUP "I"

	Rs.	a.	p.
Boiler Attendant 1st Class	.. Minimum ..	74	12 0
Boiler Attendant 2nd Class	Do.	60	2 0
Turbine Driver Attendant	Do.	50	6 0
Firemen	Do.	42	4 0

	Rs.	a.	P.
Pumpmen	Minimum	.. 35 12 0
Air Compressor Operators	Do.	.. 35 12 0
Humidifier Attendant	Do.	.. 35 12 0
Water Softening Plantmen	Do.	.. 30 1 0
Switchboard Attendant	Do.	.. 35 12 0
Electrician (including Wiremen)...	Do.	.. 45 8 0
Moublers	Do.	.. 45 8 0
Blacksmith	Do.	.. 56 1 0
Hammermen or Strikers	Do.	.. 34 2 0
Tinsmith	Do.	.. 45 8 0
Turner and Machinists	Do.	.. 45 8 0
Welders	Do.	.. 45 8 0
Fitters and Linelevelers	Do.	.. 45 8 0
Slay-makers	Do.	.. 58 8 0
Carpenters	Do.	.. 45 8 0
Masons	Do.	.. 45 8 0
Shafting Oilers	Do.	.. 36 9 0
Ropemen	Do.	.. 45 8 0
Motor Drivers	Do.	.. 45 8 0

H. J. Naik,
Secretary,
Prabha Mills, Viramgam.

B. H. Dave,
Secretary,
Textile Labour Union, Viramgam.

G. K. DHUTIA,
Conciliator,
12th September 1949.

D. G. KALE,
Registrar,
Bombay Industrial Relations Act.
Bombay, 29th September 1949.

No. 346/49, dated 20th September 1949

Names of Parties

- (1) Representing Employers :—
Mr. M. A. Jagani, Labour Officer, Shri Ambica Mills Ltd., No. 2, Ahmedabad.
- (2) Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. G. G. Kagzi).

Short recital of the Case

On the 19th 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 abolish the post of a Weft Cutter in the Folding Department. Failing agreement, "N" form was sent to the Conciliator on the 30th August 1949. Conciliation proceedings were held on 7th and 20th September 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 Weft Cutter and discharge the worker holding that post after paying him 3 months' wages including Dearness Allowance as Compensation or Gratuity.
- (2) This Settlement shall not prejudice the rights of the discharged Weft Cutter for his Bonus for 1949 and Holidays with Pay.
- (3) This Settlement shall come into effect from 26th September 1949.

M. A. Jagani,
Labour Officer,
Shri Ambica Mills Ltd. No. 2, Ahmedabad.

G. K. DHUTIA,
Conciliator,
20th September 1949.

G. G. Kagzi,
for Secretary,
Textile Labour Association, Ahmedabad.

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

No. 347/49, dated 6th October 1949

Names of Parties

- Representing Employers :—
Mr. J. G. Rebello, Labour Officer, Lalbhai Tricumlal Mills Ltd., Ahmedabad.
- Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. J. G. Parmar).

Short recital of the 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 replace Deshi Grey Winding Machines by High Speed Winding Machines and reduce 6 workers in 1st and 2nd shifts. Failing agreement, "N" form was sent

to the Conciliator on the 31st August 1949. Conciliation proceedings were held on the 12th and 21st September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may replace two Deshi Grey Winding Machines by one High Speed Winding Machine and reduce 4 juniormost Winders in the 1st and 2nd shifts. The number of spindles to be managed by a Winder on the High Speed Winding Machine shall not be more than 12. The names of Winders to be reduced shall be decided in consultation with the Textile Labour Association, Ahmedabad.

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

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

(4) This Settlement shall come into effect from 2nd October 1949.

J. G. Rebello,

Labour Officer,

Lalbai Tricumlal Mills Ltd., Ahmedabad.

G. K. DEUTIA,

Conciliator,

21st September 1949.

J. G. Parmar,

for Secretary,

Textile Labour Association, Ahmedabad.

D. G. KALE,

Registrar,

Bombay Industrial Relations Act.

Bombay, 6th October 1949.

BEFORE THE CONCILIATOR Mr. R. J. TAMBOLI

No. 348/49, dated 26th September 1949

Representing Employers :—

Mr. N. V. Vora, Manager,

Mr. J. Pereira, Labour Officer, Sassoon Spinning and Weaving Co. Ltd., Bombay.

Representing Employees :—

Mr. V. R. Hoshing, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short recital of the Case

On the 23rd August 1949, the management gave a Notice of Change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, as a Representative Union, stating that they desire to retrench two Doffer Jobbers and 1 Line Jobber of the 1st and the 2nd shifts from the Speed Frame Department. Failing agreement, "N" form was sent to the Conciliator on the 29th August 1949. Conciliation proceedings were held on the 12th and 26th September 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 Doffer Jobbers from 10 to 8 (from both the shifts together).

(2) The two juniormost Doffer Jobbers shall be permanently absorbed in the Speed Frame Department and they shall also be given first preference as *badli* Doffer Jobbers and in filling in any permanent future vacancies of Doffer Jobbers.

(3) It shall be open to the management to re-adjust remaining Doffer Jobbers so as to have equal number of Doffer Jobbers in each shift.

V. R. Hoshing,

Secretary,

Rashtriya Mill Mazdoor Sangh,
Bombay.

N. V. Vora,

Manager,

Sassoon Spinning and
Weaving Co Ltd., Bombay.

(Signatures of the Parties)

R. J. TAMBOLI,

Conciliator,

26th September 1949.

D. G. KALE,

Registrar, Bombay Industrial Relations Act.

Bombay, 8th October 1949.

BEFORE THE CONCILIATOR Mr. B. N. DATAR

No. 350/49, dated 14th September 1949

Names of Parties

Representing Employer:—

Mr. T. M. Gajaria, General Manager, Jubilee Mills Ltd., Bombay.

Representing Employees:—

Mr. P. P. Kulkarni, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.

Short recital of the Case

On 29th July 1949, the Manager of the Jubilee Mills Ltd., Bombay, gave a notice of change to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, stating that proposed installation of High Draft in the Spinning Department would render 16 Roving Frames idle as a result of which 52 posts in both the shifts would be abolished. Failing agreement between the parties, report in form "N" dated 7th August 1949 was forwarded to the Conciliator. Conciliation proceedings in the dispute were held on 18th August, 7th September and on 13th September 1949. An agreement has been reached between the parties as per the terms given below:—

Terms of Agreement

1. It is agreed that the vacant numbers will be abolished as the machines stop.

2. Twenty-one Roving Tenters affected by the Notice of Change dated 29th July 1949 will be gradually reduced as each machine stops and will be treated as follows:—

(a) Present vacancies in the department will be preferentially filled up by the seniormost amongst the persons reduced. Future vacancies will also be filled up preferentially from amongst these operatives.

(b) The remaining operatives will be given substitute tickets in the same department.

(c) If any of the operatives are willing to learn occupations other than their own, they will be given facilities for same and will be absorbed gradually.

3. The operatives will also be offered substitute tickets for doing unskilled jobs of their choice.

4. The services of operatives absorbed in the mills will be treated as continuous and facilities of permanent operatives will be available to them.

5. The services of juniormost Doffer Boys will be discontinued in the following manner:—

(a) One Doffer Boy will be reduced after two Roving machines are stopped.

(b) The present vacant numbers, i.e., 2 (one in each shift) will be abolished.

(c) Vacancies caused by voluntary resignations or transfer of women doffers will be filled up by men Doffer Boys. The vacancies foreseen are 4 in day shift, i.e. 8 Doffers will be absorbed (4 in each shift). Any similar vacancies will be treated in same manner.

(d) Remaining Doffer Boys, if any to be reduced, will be issued substitute cards in the same department. Clause Nos. 3 and 4 will also apply to Doffer Boys so reduced.

(e) The services of the juniormost Doffer Jobbers will be discontinued when all the 16 machines are stopped.

(Signed) P. P. Kulkarni,

Secretary,
Rashtriya Mill Mazdoor Sangh, Bombay,
13th September 1949.

(Signed) T. M. Gajaria,

General Manager,
Jubilee Mills.

(Signatures of the Parties)

B. N. DATAR,
Conciliator,

14th September 1949.

D. G. KALE,

Registrar, Bombay Industrial Relations Act.

Bombay, 8th October 1949.

No. 351/49, dated 27th September 1949

Names of Parties

Representing Employers:—

Mr. A. Samson, Labour Officer, Hind 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 the Case*

The Manager of the Hind Mills, Bombay, sent a notice of change in form "K" to the Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, proposing retrenchment of two posts of Weaving Miscellaneous Clerks. As no agreement was possible, "N" form was sent to the Conciliator

on 16th August 1949. The dispute was entered in the register on 22nd August 1949 and conciliation proceedings were held on 26th August 6th, 21st and 27th September 1949 on the last of which dates a Settlement was reached as per terms given below :—

Terms of Agreement

It is agreed that

(1) Two posts of Weaving Miscellaneous Clerks in the Weaving Department shall be abolished forthwith.

(2) Messrs. Jacob A-har and J. J. Daniel, clerks affected by the abolition of the posts as per clause (1), shall be transferred to other departments.

(3) In the event of the starting of the "third shift" the clerks mentioned in clause (2) may be absorbed in that shift.

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

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

(Signatures of the Parties)

B. N. DATAR,
Conciliator,
27th September 1949.

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

Bombay, 8th October 1949.

BEFORE THE CONCILIATOR Mr. L. C. JOSHI

No. 352 49, dated 27th September 1949

Names of Parties

Representing Employers :—

Mr. Shamlal Murabatsing, Proprietor, New India Dyeing & Printing Works, Bombay.

Representing Employees :—

Mr. Shivapare Rambhadra,
Mr. Abdulsakur Rahimbaksh,
Mr. Jagannath Rajaram,
Mr. Durlabhadas Premji,
Mr. Sukhadeo Mathura,

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

Short recital of the Case

On 2nd September 1949, the elected representatives of employees of the New India Dyeing and Printing Works, Bombay, gave a notice of change to the Manager of the Works demanding bonus for the years 1946-47 and 1947-48, gratuity, provident fund, and change in the working hours of the Watchmen and Drivers. Failing agreement between the parties "N" form, dated 15th September, was forwarded to the Conciliator which was entered in the register on 17th September. Conciliation proceedings in the dispute were held on 24th September 1949 when a partial settlement was reached between the parties with regard to the demand for change in the working hours of the Watchmen and Drivers as per the terms given below:—

Terms of Settlement

(1) It is agreed that the hours of work for the Watchmen and Drivers shall be 8 instead of 9 as at present spread over not more than 9 hours per day.

(2) The Watchmen and Drivers shall get one day in a week as a holiday.

1. (Signed) Shivapare Rambhadra Sharma,
2. (Signed) (Illegible),
3. (Signed) Jagannath Rajaram,
4. (Signed) Durlabhadas Premji,
5. (Signed) Sukhadeo Mathura,

Elected representatives of employees
of New India Dyeing & Printing
Works, Bombay.

Shamlal Murabat Sing,
Proprietor,
New India Dyeing & Printing Works,
Bombay.

L. C. JOSHI,
Conciliator,
27th September 1949.

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

Bombay, 8th October 1949.

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 355/49, dated 30th September 1949

Names of Parties

Representing Employers :—

Mr. M. A. Jagani, Labour Officer.
Mr. P. P. Gundavda, Assistant Labour Officer, Shri Ambica Mills Ltd. No. 1, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Mr. N. M. Barrot).

Short recital of the 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 one Coal-man in 1st shift. Failing agreement, "N" form was sent to the Conciliator on the 31st August 1949. Conciliation proceedings were held on 7th September, 20th September and 30th September 1949, on the last of which dates, a Settlement on the following terms was reached

Terms of Settlement

- (1) The management may reduce one post of a Coal-man in the 1st shift.
- (2) The widow of the deceased Coal-man Magan Vira shall be paid a sum of Rs. 60 (only) as a lump sum.
- (3) This Settlement shall come into effect immediately.

M. A. Jagani,
Labour Officer,
Shri Ambica Mills Ltd. No. 1, Ahmedabad.

N. M. Barrot,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
30th September 1949.

BEFORE THE CONCILIATOR Mr. L. C. JOSHI

No. 358/49, dated 26th September 1949

Names of Parties

Representing Employer :—

Premraj Sitaram Sarda, Proprietor, Sarda Weaving Mill, Ahmednagar.

Representing Employees
Dinkar Raoji Joshi,
Yeshwant Vithoba Mayekar.
Motiram Narayan Nagpure,
Laxman Vithoba Gathe,
Parvati Mahadeo Khade,

Elected representatives of the Entire undertaking of the Sarda Weaving Mill, Ahmednagar.

Short recital of the Case

The representatives of employees for the whole undertaking gave a notice of change in form "L" on 5th September 1949 to the Management regarding Dearness Allowance, Standardization of Wages, Minimum Wage, etc. As no agreement was possible between the parties, form "N" was sent to Conciliator on 12th September 1949. Conciliation proceedings were held on 26th September 1949 when an agreement was arrived at between the parties as per terms of Settlement mentioned below :—

Terms of Settlement

- (1) The weavers should get for basic earning of every one rupee Rs. 1-2-0 as Dearness Allowance.
- (2) The rates of Sarees will be on the following basis :—
 - (i) 36 picks—As. 4 per saree of nine yards.
 - (ii) 45-50 picks—As. 6 per saree of nine yards.
 - (iii) 60-65 picks—As. 9 per saree of nine yards.
 - (iv) 70-75 picks—As. 12 per saree of nine yards.

One anna will be either increased or decreased in the saree rates mentioned above for variations of every range of 5 picks.

Towels—1½ yards—23 picks.....As. 1-3 per piece.

Blankets and Chadders—2½ yards—20-25 picks—As. 1-3 per piece.

The compensation rates (inclusive of D. A.) will be given as agreed in the agreement on 4th December 1948.

The pay and Dearness Allowance of other employees (Monthly and piece rated) in this Concern will remain unaffected.

This agreement will come in operation from 15th September 1949.

This agreement will remain in operation from a period of 6 months from 10th September 1949.

(Signed) Premraj S. Sarda,
Proprietor,
Sarda Weaving Mill,
Ahmednagar.

1. (Signed) D. R. Joshi,
2. (Signed) Y. V. Mayekar,
3. (Signed) M. N. Nagpure,
4. (Signed) L. V. Gathe,
5. (Signed) Parvati M. Khade,
Elected representatives of
employees of the Sarda Weaving
Mill, Ahmednagar.

(Signatures of the Parties)

L. C. JOSHI,
Conciliator,
Ahmednagar, 26th September 1949.

No. 360/49, dated 2nd September 1949

Names of Parties

Representing Employers :—

Mr. H. N. Sengupta, Manager.
 Mr. Y. V. Vartak, Dyeing & Bleaching Master.
 Mr. V. S. Jakatdar, Labour Officer, Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon.

Representing Employees :—

Mr. B. M. Patil, President,
 Mr. T. E. Patil, General Secretary, Chalisgaon Girni Kamgar Union Chalisgaon.

Short recital of the Case

On 10th August 1949, the Manager of the mills gave a notice of change to the Secretary of the Chalisgaon Girni Kamgar Union, Chalisgaon, regarding his intention to retrench one Wrapping Boy. Failing agreement between the parties the report in form "N", dated 17th August 1949, was sent to the Conciliator. Conciliation proceedings were held on 2nd September 1949 when the parties arrived at a Settlement which is reproduced below.

Terms of Settlement

(1) It is agreed by both the parties that the worker who is affected by the change will be taken up as a Doffer Boy in either Spinning or Roving Department as soon as a vacancy occurs.

(2) This change will come in operation from 1st October 1949.

(Signed) H. N. Sengupta, Manager.	(Signed) B. M. Patil, President.
(Signed) Y. V. Vartak, Dyeing & Bleaching Master.	(Signed) T. E. Patil, General Secretary, Chalisgaon Girni Kamgar Union, Chalisgaon.
(Signed) V. S. Jakatdar, Labour Officer, Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon.	

(Signature of the Parties)

(Signed) L. C. JOSHI,
Conciliator,
2nd September 1949.

No. 361/49, dated 2nd September 1949

Names of Parties

Representing Employers

Mr. H. N. Sengupta, Manager.
 Mr. Y. V. Vartak, Dyeing and Bleaching Master.
 Mr. V. S. Jakatdar, Labour Officer, Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon.

Representing Employees :—

Mr. B. M. Patil, President.
 Mr. T. E. Patil, General Secretary, Chalisgaon Girni Kamgar Union, Chalisgaon.

Short recital of the Case

On 7th August 1949, the Manager of the Mills gave a notice of change to the Secretary of the Chalisgaon Girni Kamgar Union, Chalisgaon, regarding his intention to retrench three workers from Bleaching Department and three workers from Finishing Department of the Mill. Failing agreement between the parties the report in form "N", dated 15th August 1949 was sent to the Conciliator. Conciliation proceedings were held on 2nd September 1949 when the parties arrived at a Settlement which is reproduced below :—

Terms of Settlement

(1) It is agreed by both the parties that the workers who are affected by the change will be taken up as senior *Badlis* in Bleaching and Finishing Departments. The available work will be given to them according to their seniority.

(2) If any vacancies occur in the number of permanent unskilled workers in Bleaching and Finishing Departments of the mills preference will be given to these workers to fill up the vacancies.

(3) If the production in this department will increase beyond 3,000 lbs. per day of two shifts, these workers will be absorbed according to the increase in work.

(4) This change will come into effect from 1st October 1949.

(Signed) V. S. Jakatdar, Labour Officer.	(Signed) B. M. Patil, President.
(Signed) Y. V. Vartak, Dyeing and Bleaching Master.	(Signed) T. E. Patil, The General Secretary, Chalisgaon Shree Laxmi Narayan Mills Co. Ltd., Chalisgaon.
(Signed) H. N. Sengupta, Manager, Chalisgaon Shree Laxmi Narayan Mills Co. Ltd., Chalisgaon.	Chalisgaon Girni Kamgar Union, Chalisgaon.

(Signatures of the Parties)

(Signed) L. C. JOSHI,
Conciliator,
2nd September 1949.

of Parties

Representing Employers :—

Mr. H. N. Sengupta, Manager,
Mr. V. S. Jakatdar, Labour Officer, The Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, E. K.

Representing Employees :—

Mr. Martand Shankar Kulkarni, President.
Mr. Shankar Sawlaram Paranjape, Vice-President, The Chalisgaon Girmi Kamgar Union, Chalisgaon, E. K.

Short recital of the Case

On 6th September 1949, the Chalisgaon Girmi Kamgar Union on behalf of the Clerical Staff in the Chalisgaon Shri Laxmi Narayan Mills Co Ltd., gave a notice of change in form "L" demanding standardization of pay and scales of the clerks. Failing agreement between the parties form "X" was sent to the Conciliator of the local area of Chalisgaon Municipal Borough on 13th September 1949. Conciliation proceedings were held on 28th September 1949 when the Settlement was arrived at between the parties on the following terms.

Terms of Settlement

(1) The Management agree to adopt for their clerical staff the pay scales and grades that would be awarded by the Industrial Court in respect of the dispute between the Pratap Spg., Wvg. and Mfg. Co. Ltd., Amalner and the Rashtriya Mill Mazdoor Sangh, Amalner, which has been referred for decision of Wage Board for the Cotton Textile Industry, under Government Order No. 16,48 which has been published in the *Bombay Government Gazette Extra.*, dated 18th August 1949.

(2) The hours of work for the clerical staff will be the same as will be awarded by the Industrial Court in the reference mentioned above.

(3) The method of adjustment of present pay in the scales awarded by the Industrial Court will be also the same as will be awarded by the Industrial Court.

(4) The Office clerks will be treated as Mill clerks for the purposes of pay scales, grades and working hours.

(5) The existing system of transfers of clerical staff from one post to another will remain unaffected.

(6) The date of retrospective effect for the scales and grades referred to above will be 1st October 1949.

H. N. Sengupta,
Manager,
The Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, E. K.

V. S. Jakatdar,
Labour Officer,
The Chalisgaon Shri Laxmi Narayan Mills Co. Ltd., Chalisgaon, E. K.

Martand Shankar Kulkarni,
President,
The Chalisgaon Girmi Kamgar Union, Chalisgaon, E. K.

S. S. Paranjape,
Vice-President,
The Chalisgaon Girmi Kamgar Union, Chalisgaon, E. K.

L. C. JOSHI,
Conciliator,
Chalisgaon, E. K., 28th September 1949.

BEFORE THE CONCILIATOR, Mr. G. K. DHUTIA

No. 363, 49, dated 27th September 1949

Names of Parties

Representing Employers :—

Mr. B. B. Patni, Manager, New Shorroock Spg. & Mfg. Co. Ltd., Nadiad.

Representing Employees

Mr. Somnath P. Davo, General Secretary, Textile Labour Union, Nadiad.

Short recital of the Case

On the 6th August 1949, the management gave a notice of change in form "K" to the Textile Labour Union, Nadiad, as a Representative Union, stating that they desired to reduce Winders, Warpors, Drawers, Reelers, Sizors, Back-sizors and workers in the Fancy Department for want of work. Failing agreement, "N" form was sent to the Conciliator on the 19th August 1949. Conciliation proceedings were held on the 30th August, 13th September, 20th September and 27th September 1949, on the last of which dates, a Settlement on the following terms was reached

Terms of Settlement

(1) It shall be open to the management to adopt the system of play-off in the following Departments subject to the condition that the number of workers to be played off on any one day shall not be more than the number mentioned against the Department concerned

Department	Shift		
1. Colour Winding	..		
2. Colour Warping	..		
3. Grey Winding	..	Night	
4. Drawing-in—			
Drawers	..	Day	3
Drawers	..	Night	3
Reachers	..	Day	3
Reachers	..	Night	3
5. Sizing—			
Sizer	..		1
Back-Sizer	..		1

(2) The above arrangement shall come into effect from 1st October 1949 and shall remain in force for a period of 4 months from that date and the arrangement is agreed upon without prejudice to the contention of either party.

(3) The management may reduce with effect from 1st October 1949, the total strength of the Fancy Department by nine by discharging juniormost workers. The workers to be discharged shall be paid compensation or gratuity as per the agreement reached between the Millowners' Association and Textile Labour Association, Ahmedabad, on 7th September 1949.

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

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

Somnath P. Dave,
General Secretary,
Textile Labour Union, Nadiad.

G. K. DHUTIA,
Conciliator,
27th September 1949.

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No. 364/49, dated 27th September 1949

Names of Parties

Representing Employers

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

Representing Employees

Mr. Somnath P. Dave, General Secretary, Textile Labour Union, Nadiad.

Short recital of the Case

On the 2nd August 1949, the management gave a Notice of Change in form "K" to the Textile Labour Union, Nadiad, as a Representative Union stating that they desired to reduce two Cut-clerks for want of work. Failing agreement, "N" form was sent to the Conciliator on the 12th August 1949. Conciliation proceedings were held on 22nd August, 30th August, 13th September, 20th September and 27th September 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 Cut-clerks by two in the following manner:—

(a) The existing vacancy of one Cut-clerk may not be filled in.

(b) One juniormost Cut-clerk may be transferred to work as a Clerk in the Canteen and he shall be paid his Wages and Dearness Allowance by the Mill at the present scale.

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

(Illegible)

Manager,
New Shorrock Spg. & Mfg. Co. Ltd.,
Nadiad.

Somnath P. Dave,
General Secretary,
Textile Labour Union, Nadiad.

G. K. DHUTIA,
Conciliator,
27th September 1949.

No. 365/49, dated 27th September 1949

Names of Parties

Representing Employers:—

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

Representing Employees:—

Mr. Somnath P. Dave, General Secretary, Textile Labour Union, Nadiad.

Short recital of the Case

On the 9th August 1949, the management gave a notice of change in form "K" to the Textile Labour Union, Nadiad, as a Representative Union, stating that they desired to reduce the strength of Hand-Folders by 4 by transferring 2 of them to Machine-Folding in the Bleach Folding Department and discharging the remaining 2. Failing agreement "N" form was sent to the Conciliator on the 19th August 1949. Conciliation proceedings were held on the 30th August, 13th September, 20th September and 27th September 1949, on the last of which dates a Settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may transfer four juniormost Folders from Hand-Folding to Machine-Folding in the Bleach Folding Department.
- (2) This Settlement shall come into effect from 1st October 1949.

B. B. Patni,
Manager,

New Shorrock Spg. & Mfg. Co. Ltd., Nadiad.

G. K. DHUTIA,
Conciliator,
27th September 1949.

Somnath P. Dave,
General Secretary,
Textile Labour Union, Nadiad.

No. 366/49, dated 30th September 1949

*Names of Parties**Representing Employers :—*

Mr. K. N. Paulin, Deputy Chief Engineer and Manager.
Mr. C. J. Sejdamore, Deputy Chief Engineer and Manager.
Mr. J. G. Patel, Commercial Manager, Ahmedabad Electricity Co. Ltd., Ahmedabad.

Representing Employees :—

Ahmedabad Electricity Employees' Union, Ahmedabad (Mr. C. G. Shah, Secretary).

Short recital of the Case

On the 23rd July 1949, the Ahmedabad Electricity Employees' Union, Ahmedabad, as a Representative Union, gave a notice of change in form "L" to the management stating that the working hours of employees of Lal Darwaja, Sabarmati and Shahpur Offices should be changed to 10-30 a.m. to 5-30 p.m. with half an hour's recess instead 10-00 a.m. to 5-30 p.m. with one hour's recess on week days except Saturday. Failing agreement "N" form was sent to the Conciliator

on 2nd August 1949. Conciliation proceedings were held on 10th August and 30th August 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The working hours of Clerks on week days except Saturday engaged at Shahpur and Sabarmati shall be from 10-30 a.m. to 5-30 p.m. with half an hour's recess instead of 10-00 a.m. to 5-30 p.m. with one hour's recess as at present.

(2) Regarding staff working in the main office at Lal Darwaja, the Union shall approach to the Government of Bombay to permit the Company to reduce the recess time from one hour to half an hour under the Bombay Shops and Establishments Act, 1948, and if it succeeds in getting such a permission, the working hours of staff at this office also shall be as per paragraph (1) above.

(3) This Settlement shall come into effect for the purposes of paragraph (1) above from 1st September 1949 and if no permission can be secured from Government as per paragraph (2) on or before the 31st October 1949, it shall be at the discretion of the Company to revert to original working hours at Shahpur and Sabarmati after that date.

K. N. Paulin,

Dy. Chief Engineer and Manager,
Ahmedabad Electricity Co. Ltd., Ahmedabad.

C. G. Shah,
Secretary,
Ahmedabad Electricity Employees' Union,
Ahmedabad.

G. K. DHUTIA,
Conciliator,
30th August 1949.

BEFORE THE CONCILIATOR Mr. L. C. JOSHI

No. 374/49, dated 1st October 1949

*Names of Parties**Representing Employers :—*

Mr. D. G. Altekar for The Southern Knitting Works Ltd., Poona.

Representing Employees :—

1. Bai Indirabai Gadgil,
2. Bai Saraswatibai Devatrat,
3. Mr. N. D. Jadhav,
4. Mr. H. S. Deshpande,
5. Mr. B. B. Nangre.

Short recital of the Case

On 9th August 1949, the Elected Representatives of the undertaking for this concern, gave a notice of change in "L" form demanding unconditional and adequate lump allowance for the year 1949, increase in dearness allowance, adequate increase in the wages of the workers in the Cutting and Istry-Packing Section and the re-employment of the retrenched workers according to seniority. Failing agreement, "N" form was sent on 17th August 1949 to the Conciliator for the local area of the Poona Municipal Borough. Conciliation proceedings were held on 9th September 1949 and 4th October 1949, on the last of which dates the parties concerned arrived at a partial settlement on the following term of settlement:—

Term of Settlement

(1) The workers who were reduced since 1st June 1948, should be first employed whenever there is a vacancy in the concern.

For The Southern Knitting Works Ltd., Poona— Elected Representatives of Undertaking Southern Knitting Works Ltd.—

D. G. Altekar.	Indirabai Gadgil, Saraswatibai Devatrat, Narayan Dhondiba Jadhav, H. S. Deshpande, Bapu Bhau Nangre.
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L. C. JOSHI,
Conciliator,
7th October 1949.

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 367/49, dated 7th October 1949

Names of Parties

Representing Employers—

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

Representing Employees—

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

Short recital of the Case

On the 30th July 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 27 workers.

in view of the proposed closure of 160 looms. Failing agreement "N" form was sent to the Conciliator on the 12th August 1949. Conciliation proceedings were held on 22nd August, 31st August, 13th September, 21st September, 28th September and 7th October 1949, on the last of which dates, a Settlement on the following terms was reached:—

Terms of Settlement

(1) It shall be open to the management to reduce in view of the proposed closure of 160 looms, 27 workers in the manner and Departments mentioned below:—

Name of Department	Number of looms closed and persons to be reduced		
	80	120	160
(a) Grey Folding ...	3	1	1
(b) Bleach Folding ...	2		1
(c) Stamping and Bundling ...	3	1	1
(d) Cloth Baling ...	2		1
(e) Weaving Safai ...	1	1	1
(f) Drawing-in ...	2	1	1
(g) Beam Carrier ...	1	1	1
(h) Colour Weft Cooly ...	1		

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

(3) The looms to be closed are to be replaced by 100 automatic looms. The management should, therefore, increase the strength in respective Departments mentioned above proportionately and simultaneously with the installation of automatic looms in consultation with the Textile Labour Association, Ahmedabad. The maximum number to be increased as a result of the installation of the automatic looms shall not be more than 17.

(4) This Settlement shall come into effect immediately.

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

G. K. DHUTIA,
Conciliator,
7th October 1949.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

No. 368/49, dated 8th October 1949

Names of Parties

Representing Employers :—

Mr. K. K. Tripathi, Manager, Rajnagar Spg. Wvg. & Mfg. Co. Ltd.
Ahmedabad.

Representing Employees :—

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

Short recital of the 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 one Head Jobber and one Assistant Head Jobber in (day shift) Mill No. 2. Failing agreement, "N" form was sent to the Conciliator on the 2nd October 1949. Conciliation proceedings were held on the 8th October 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce one assistant Head Jobber in (day shift) Mill No. 2.

(2) The reduced worker 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 reduced worker for his holidays with pay and bonus for 1949.

(4) This Settlement shall come into effect from 10th October 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,
Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
8th October 1949.

No. 369/49, dated 8th October 1949

Names of Parties

Representing Employers :—

Mr. K. K. Tripathi, Manager, Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,
Ahmedabad.

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Representing Employees

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

Short recital of the 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 three Fitters in the Spinning Department of Mill No. 2. Failing agreement, "N" form sent to the Conciliator on the 2nd October 1949. Conciliation proceedings were held on the 8th October 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce one juniormost Fitter in the Spinning Department of Mill No. 2.

(2) The reduced worker 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 reduced worker for his holidays with pay and bonus for 1949.

(4) This Settlement shall come into effect from 10th October 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,
Ahmedabad.

G. K. DHUTIA,
Conciliator,
8th October 1949.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

No. 370/49, dated 8th October 1949

Names of Parties

Representing Employers :—

Mr. K. K. Tripathi, Manager, Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 25th 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 two Weft Coolies in the Weaving Department of Mill No. 1. Failing agreement,

"N" form was sent to the Conciliator on the 2nd September 1949. Conciliation proceedings were held on 15th September, 28th September and 5th October 1949, on the last of which dates, a Settlement on the following terms was reached.

Terms of Settlement

(1) The management may reduce two juniormost Weft Coolies in Weaving Department of Mill No. 1.

(2) The reduced 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 reduced workers for their holidays with pay and bonus for 1949.

(4) This Settlement shall come into effect from 10th October 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,
Ahmedabad.

G. K. DHUTIA,
Conciliator,
8th October 1949.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

No. 371/49, dated 8th October 1949

Names of Parties

Representing Employers :—

Mr. R. C. Shah, Labour Officer, Commercial Ahmedabad Mills Co. Ltd., Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 14th 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 one Washing Machine Man and two Pilers in Bleaching Department (day shift) for want of work. Failing agreement, "N" form was sent to the Conciliator on the 28th September 1949. Conciliation proceedings were held on the 8th October 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce one juniormost Washing Machine Man and two juniormost Pilers in the Bleaching Department (day shift).

(2) The reduced 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 reduced workers for their holidays with pay and bonus for 1949.

(4) This Settlement shall come into effect from 10th October 1949.

R. C. Shah,
Labour Officer,
Commercial Ahmedabad Mills Co. Ltd.,
Ahmedabad.

M. U. Pandya,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
8th October 1949.

No. 377/49, dated 20th September 1949

Names of Parties

Representing Employers :—

Mr. V. B. Kotdawala, Labour Officer, Sarangpur Cotton Mfg. Co. Ltd. No. 1 Mills, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Mr. G. G. Kagzi).

Short recital of the Case

On the 27th 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 close Dickinson Winding and Warping Departments and reduce the workers engaged on those machines. Failing agreement, "N" form was sent to the Conciliator on the 9th September 1949. Conciliation proceedings were held on the 20th September 1949, on which date, a Settlement on the following terms was reached :—

Terms of Settlement

(1) The management may close the Dickinson Winding and Warping Machines after absorbing eight Winders that are attending the Winding Machine to be closed, on other machines while the Warper shall be reduced after paying him compensation or gratuity as per the agreement reached between the Textile Labour Association and Millowners' Association, Ahmedabad, on the 7th September 1949.

(2) This Settlement shall not affect the rights of the reduced workers for their Holidays with Pay and Bonus for 1949.

(3) This Settlement shall come into effect immediately.

V. B. KOTDAWALA,
Labour Officer, Sarangpur Cotton Mfg.
Co. Ltd. No. 1 Mills, Ahmedabad.
G. G. KAGZI,
for Secretary,
Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator,
20th September 1949.

No. 378/49, dated 20th September 1949

Names of Parties

Representing Employers :—

Mr. M. A. Jagani, Labour Officer, Shri Ambica Mills Ltd. No. 1,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 24th 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 one Roving Tenter and one Doffer in the 1st shift and transfer them to the 2nd shift. Failing agreement, "N" form was sent to the Conciliator on the 1st September 1949. Conciliation proceedings were held on the 10th and 20th September 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) It shall be open to the management to transfer one Roving Tenter and one Doffer in the Frame Department from the 1st shift to the 2nd shift decreasing thereby the strength of the 1st shift and increasing the same in the 2nd shift to the above effect, and the services of the transferred workers shall be treated as continuous.

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

M. A. JAGANI,
Labour Officer,
Shri Ambica Mills Ltd. No. 1, Ahmedabad.
G. K. DHUTIA,
Conciliator,
20th September 1949.
J. G. PARMAR,
for Secretary,
Textile Labour Association, Ahmedabad.

BEFORE THE CONCILIATOR, Dr. H. G. ABHYANKAR

No. 379/49, dated 11th October 1949

Representing Employers :—

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

Representing Employees :—

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

Short recital of the Case

The Manager of the Hind Mills Ltd., Bombay, gave a notice of change in form "K" on 5th September 1949 to the Secretary, Rashtriya Mill Mazdoor Sangh, proposing abolition of a permanent post of the Laboratory Boy as it was intended to close down the chemical laboratory. No agreement was reached between the parties and report in form "N" was sent to the Conciliator on 13th September and was registered on 16th September 1949. Conciliation proceedings were held on 22nd and 30th September 1949 and 4th and 11th October 1949 and on the last date the following agreement was reached :—

Terms of Agreement

It is hereby agreed that—

(1) The management may effect the change proposed in the Notice of Change dated 5th September 1949.

(2) If a vacancy occurs in the next six months in the ranks of Office Boys, preference should be given to the employee to be retrenched, if he is available for work.

A. SAMSON,
Labour Officer, Hind Mills Ltd.,
Bombay.

N. S. DESHPANDE,
Secretary,
Rashtriya Mills Mazdoor Sangh, Bombay.

(Signatures of the Parties).

H. G. ABHYANKAR,
Conciliator,
11th October 1949.

LAW GAZETTE
INDIA

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

The following references have been received for the Industrial Court:—

(1) *Reference No. (I. C.) 11 of 1950.*—The dispute between Rashtriya Mill Mazdoor Sangh, Bombay, and the Jam Manufacturing Company Ltd., Mill No. 1, Bombay, relating to four looms

(2) *Reference No. (I. C.) 12 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company (No. 1 Mill), Ahmedabad, relating to reduction of 5 Pickers

(3) *Reference No. (I. C.) 13 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company Ltd. (No. 1 Mill), Ahmedabad, relating to reduction of 5 workers from the Press Department.

(4) *Reference No. (I. C.) 14 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company Ltd. (No. 2 Mill), Ahmedabad, relating to reduction of sweepers.

(5) *Reference No. (I. C.) 15 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company Ltd. (No. 2 Mill), Ahmedabad, relating to reduction of 4 Grey Folders.

(6) *Reference No. (I. C.) 16 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company Ltd. (No. 1 Mill), Ahmedabad, relating to reduction of 24 Doffers and 2 Topalawallas.

(7) *Reference No. (I. C.) 17 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Ambica Mill Company Ltd. (No. 2 Mill), Ahmedabad, relating to reduction of 16 workers.

(8) *Reference No. (I. C.) 18 of 1950.*—The dispute between the Textile Labour Union, Viramsaam and the Prithvi Mills Co. Ltd., relating to reduction of 240 workers in various departments.

(9) *Reference No. (I. C.) 19 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Prithvi Mills Co. Ltd., Sholapur, relating to reduction of 65 Reelers

(10) *Reference No. (I. C.) 20 of 1950.*—The dispute between the Textile Labour Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 10 workers.

(11) *Reference No. (I. C.) 21 of 1950.*—The dispute between the Chhoi Silk Mills Co. Ltd., Bombay, and the Workmen employed under it, relating to wages for the period of lock-out.

(12) *Reference No. (I. C.) 22 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Prithvi Mills Co. Ltd., Sholapur, relating to bonus for 1948

(13) *Reference No. (I. C.) 23 of 1950.*—The dispute between the Ahmedabad Jaybharat Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of Spinning Department.

(14) *Reference No. (I. C.) 24 of 1950.*—The dispute between the Ahmedabad Jaybharat Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 25 workers in the Spinning Department.

(15) *Reference No. (I. C.) 25 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Madusudan Mills Ltd., Bombay, relating to retrenchment of some workers in Colour Winding and Yarn Winding Department.

(16) *Reference No. (I. C.) 26 of 1950.*—The dispute between the Shapurji Marankji Kamgar Dye and Bleach Works, Bombay, and the Workmen employed under it, relating to bonus for 1948.

(17) *Reference No. (I. C.) 27 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Barsi, and the Lokmanya Mills Ltd., Barsi, relating to reduction of some workers.

(18) *Reference No. (I. C.) 28 of 1950.*—The dispute between the Vijay Laxmi Cotton Mills Ltd., Bombay, and the workmen employed under it relating to wages, dearness allowance, holidays, etc.

(19) *Reference No. (I. C.) 29 of 1950.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Jam Manufacturing Co. Ltd., Bombay, relating to the discontinuance of the closure of Colour Winding and Bundling Departments.

(20) *Reference No. (I. C.) 30 of 1950.*—The dispute between the Bhalakia Mills Co. Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of one worker.

(21) *Reference No. (I. C.) 31 of 1950.*—The dispute between the Bhalakia Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 21 workers.

(22) *Reference No. (I. C.) 32 of 1950.*—The dispute between the Bhalakia Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of 10 workers.

(23) *Reference No. (I. C.) 33 of 1950.*—The dispute between the Kurla Girmi Kamgar Sangh, Kurla, and the Swadeshi Mills Co. Ltd., Kurla, relating to reduction of Lap Minders and Can Minders.

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

Names of Parties	Subject	Date of Award			
1. The B. E. S. T., undertaking, Bombay, And The B. E. S. T., Workers' Union, Bombay.	Uniforms and basic wages.	<i>B. G. G.</i> , Part I-L, 23rd February 1950, pages 589-593.	9. The Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 105 Workmen.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 607-609.
2. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of one watchman.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 594-595.	10. The Textile Labour Association, Ahmedabad, And The Kaiser-I-Hind Mills Co. Ltd., Ahmedabad.	Increase in the number of Doffers.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 610-611.
3. Ahmedabad Shri Ramkrishna Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Joint Committee meeting, etc.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 596-597.	11. The Textile Labour Association, Ahmedabad, And Shri Vivekananda Mills Ltd., Ahmedabad.	Engaging more Doffers.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 611-612.
4. The Textile Labour Association, Ahmedabad, And Silver Cotton Mills, Ahmedabad.	Engaging an extra Oiler.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 598-599.	12. The Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of nine workers.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 614-615.
5. Shri Vivekananda Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Stoppage of production bonus to Mukadams.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 600-602.	13. The Maneklal Harilal Spg. & Mfg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of nine Colour Winders.	<i>B. G. G.</i> , Part I-L, dated 2nd March 1950, pages 696-698.
6. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of one Stamper.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 603-604.	14. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of two clerks in the Spinning Department.	<i>B. G. G.</i> , Part I-L, dated 2nd March 1950, pages 698-700.
7. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Discharge of one Mr. Shivram.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages 604-605.	15. The Sarangpur Cotton Mfg. Co. Ltd., No. 2 Mills, Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of Doffers.	<i>B. G. G.</i> , Part I-L, dated 2nd March 1950, pages 701-707.
8. The Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 326 workers.	<i>B. G. G.</i> , Part I-L, dated 23rd February 1950, pages F5-606.	16. The Asarwa Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 13 workers.	<i>B. G. G.</i> , Part I-L, dated 2nd March 1950, pages 708-712.
			17. The Silver Cotton Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 30 Doffers.	<i>B. G. G.</i> , Part I-L, dated 2nd March 1950, pages 713-714.

Sl. No.	Subject	Date of Award	Names of Parties	Description of Award	B. G. G., Part I-L, dated
18.	The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	B. G. G., Part I-L, dated 2nd March 1950, pages 715-717.	27. The Bharatkhand Textile Mfg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 9 Reelers, 23 Colour Hank Winders and 6 Warpers.	B. G. G., Part I-L, dated 2nd March 1950, pages 748-751.
19.	The Textile Labour Association, Ahmedabad, And The Becharadas Spg. & Wvg. Mills Co. Ltd., Ahmedabad. (Part II of the Award.)	B. G. G., Part I-L, dated 2nd March 1950, pages 718-719.	28. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of Topwallas.	B. G. G., Part I-L, dated 2nd March 1950, page 751-752.
20.	The Bharatkhand Textile Mfg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. (Part II of the Award.)	B. G. G., Part I-L, dated 2nd March 1950, pages 719-720.	29. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of one worker from the Calendaring Department.	B. G. G., Part I-L, dated 2nd March 1950, pages 753-754.
21.	Kismat Silk Mills, Ahmedabad, And Government Labour Officer, Ahmedabad.	B. G. G., Part I-L, dated 2nd March 1950, pages 721-722.	30. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 13 extra coolies.	B. G. G., Part I-L, dated 2nd March 1950, pages 755-756.
22.	Maneklal Harilal Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad. (Part II of the Award.)	B. G. G., Part I-L, dated 2nd March 1950, pages 723.	31. The Ahmedabad Mfg. & Calico Ptg., Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of Bobbin Carriers.	B. G. G., Part I-L, dated 2nd March 1950, pages 757-759.
23.	The Nagri Mills Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	B. G. G., Part I-L, dated 2nd March 1950, pages 725-726.	32. The Ahmedabad Kaiser-I-Hind Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 50 Winders and 12 Warpers.	B. G. G., Part I-L, dated 2nd March 1950, pages 760-762.
24.	The Nagri Mills Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	B. G. G., Part I-L, dated 2nd March 1950, pages 730-732.	33. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	In the matter of not filling in two permanent posts of coolies.	B. G. G., Part I-L, dated 2nd March 1950, page 763.
25.	The Rashtriya Girmi Mazdoor Sangh, Hubli, And The Bharat Spg. & Wvg. Co. Ltd., Hubli.	B. G. G., Part I-L, dated 2nd March 1950, pages 741-743.	34. The Aryodaya Spg. & Wvg. Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 10 Bleached Folders.	B. G. G., Part I-L, dated 2nd March 1950, pages 764-765.
26.	Ahmedabad Shri Ramkrishna Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	B. G. G., Part I-L, dated 2nd March 1950, pages 746-748.	35. The Nagri Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 6 workers from the Waste Department.	B. G. G., Part I-L, dated 2nd March 1950, pages 766-767.
			36. The Vijay Textiles Ltd., Poona, And The Rashtriya Girmi Kamgar Sangh, Poona. (Supplementary Award.)	Application under Section 95 (1) of the Bombay Industrial Relations Act.	B. G. G., Part I-L, dated 2nd March 1950, pages 801-802.

Industrial Disputes Act, 1947

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

The Government of Bombay has referred 19 disputes to the adjudication of the Industrial Tribunals under Section 10 (1) of the Industrial Disputes Act, 1947 :

1. Mr. D. G. Kamekar

(i) No. 9426/51, dated 28th January 1950.—The dispute between the Mazagon Dock Limited, Bombay, and the workmen (other than clerical employees) employed under it, regarding bonus for the year ending 31st March 1949.

(ii) No. 1010/48, dated 7th February 1950.—The dispute between Messrs. James Finlay and Company Limited, Bombay, and the workmen employed under it, regarding leave rules, provident fund, gratuity, etc.

(iii) No. 1506/46, dated 16th February 1950.—The dispute between the Tata Oil Mills Company Limited, Bombay, and the workmen (monthly paid employees) employed under it, regarding bonus for the year 1948-1949.

(iv) No. 475/48, dated 16th February 1950. The dispute between the Roneo Limited, Bombay, and the workmen employed under it, regarding scales of pay, bonus, provident fund, leave rules, gratuity, etc.

2. Mr. M. C. Shah

(v) No. 861/46, dated 9th February 1950.—The dispute between the Globe Theatres Limited, Bombay, and the workmen employed under them in the Regal and Capitol cinemas at Bombay, regarding bonus for the year 1947-48.

(vi) No. 704/48, dated 13th February 1950.—The dispute between (a) the Bombay Steam Navigation Co. Ltd., Bombay, (b) the Indian Co-operative Navigation and Trading Co. Ltd., Bombay, (c) the Ratnagar Steam Navigation Co. Ltd. Bombay, (d) the Bengal Burma Steam Navigation Co. Ltd., Bombay and (e) the Air Services of India Ltd., Bombay, and the workmen respectively employed under them, regarding dearness allowance.

(vii) No. 408/48, dated 18th February 1950.—The dispute between the Contractors engaged by the R. B. Anant Shivaji Desai Topiwalla Metal Stamping Works, Bombay, and the workmen respectively employed under them, regarding wage scales dearness allowance leave, provident fund, gratuity, bonus and other service conditions as per award dated 29th April 1947.

3. Mr. Salim M. Merchant—

(viii) No. 737/48, dated 14th February 1950.—The dispute between Parle-Andheri Borough Municipality (including Jogeshwari), Andheri, and the workmen employed under it, regarding pay scales, dearness allowance, leave rules, gratuity, etc.

(ix) No. 1019/48, dated 16th February 1950. The dispute between the Bombay Laboratories Ltd., Bombay, and the workmen employed under it regarding bonus for the year 1948.

(x) No. 560/46-1, dated 17th February 1950.—The dispute between Elephant Oil Mills Ltd., Bombay, and the workmen employed under it regarding bonus for the year ending 30th June 1949.

(xi) No. 978/48, dated 17th February 1950.—The dispute between the Prantij Municipality and the workmen employed under it, regarding pay scales, dearness allowance, leave rules, provident fund, etc.

4. Mr. I. G. Thakore

(xii) No. 706/48, dated 9th February 1950.—The dispute between the Amalgamated Chemicals and Dyestuffs Co. Ltd., Bombay, and the workmen employed under it, regarding bonus for the year 1947-1948.

(xiii) No. 1062/48, dated 13th February 1950.—The dispute between Messrs. Larsen and Toubro Ltd., Bombay, and the workmen employed under them regarding pay scales, dearness allowance, leave rules, gratuity, bonus, holidays, provident fund, etc.

(xiv) No. 491/48, dated 14th February 1950.—The dispute between the New India Industries Ltd., Bombay, and the workmen employed under it, regarding reinstatement and compensation.

(xv) No. 464/48, dated 16th February 1950.—The dispute between the Bombay Cycle and Motor Agency Limited, Bombay, and the workmen (workers and the office staff) employed under it, regarding bonus for the year 1948-49.

5. Mr. P. S. Bakhle—

(xvi) No. 357/48, dated 9th February 1950. The dispute between the Bombay Steam Navigation Company Limited, Bombay, and the workmen employed under it, regarding bonus for the year 1948-49.

(xvii) No. 1037/48, dated 23rd February 1950.—The dispute between Varuna Ship Builders Limited, Bombay, and the workmen employed under it, regarding dearness allowance, provident fund, gratuity, bonus, etc.

6. Mr. P. D. Vyas—

(xviii) No. 981/48, dated 28th January 1950.—The dispute between the Engineering Enterprise, Ahmedabad, and the workmen employed under it, regarding bonus for the year 1948.

(xix) No. 996/48, dated 4th February 1950.—The dispute between the Shri Dinesh Mills Limited, Baroda, and the workmen employed under it, regarding minimum basic wage, standardisation of wages, etc.

The following 3 disputes were referred to the Industrial Tribunal under Section 10 (2) of the Industrial Disputes Act, 1947 :—

1 Mr. D. G. Kamerkar -

(i) No. 1051/48, dated 13th February 1950.—The dispute between the Narayan Oil Mills, Mazagaon, Bombay, and the workmen employed under it, regarding basic wages, dearness allowance and leave rules.

2 Mr. P. D. Vyas—

(ii) No. 1045/48-I, dated 9th February 1950.—The dispute between the Nadiad Electricity Company Ltd., Nadiad, and the workmen employed under it, regarding dearness allowance, leave rules, provident fund, overtime, bonus, standardisation of wages, etc.

(iii) No. 1045/48-II, dated 9th February 1950.—The dispute between the Anand Electricity Company Ltd., Anand and the elected representatives of the workers affected, regarding, dearness allowance, leave rules, provident fund, overtime, bonus, standardisation of wages, etc.

AWARDS PUBLISHED UNDER THE INDUSTRIAL DISPUTES ACT, 1947

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

Name of the Concern	Subject	Date of Award
1 Mazagaon Dock Ltd., Bombay.	Interpretation of the award in A.J-IT 29 of 1947.	B. G. G., Part I-L, dated 2nd February 1950, pages 392-395.
2 The Mukund Iron and Steel Works Ltd., Bombay.	Bonus.	B. G. G., Part I-L, dated 9th February 1950, pages 413-417.
3 The Western India Vegetable Products Ltd., Amalner and others.	Minimum wage, dearness allowance, bonus, etc.	B. G. G., Part I-L, dated 9th February 1950, pages 419-433.
4 Simplex Art Floorings Ltd., Bombay.	Bonus.	B. G. G., Part I-L, dated 16th February 1950, pages 478-480.

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Name of the Concern	Subject	Date of Award
(a) Lever Brothers India Ltd., Bombay.	Bonus.	B. G. G., Part I-L, dated 16th February 1950, pages 482-499.
(b) Lever Brothers India Ltd., Soap Factory, Bombay, and		
(c) The Hindustan Vanaspati Mfg. Co. Ltd., Bombay.		
5. Messrs. S. S. Rajgor, Essential Oil Aromatic Chemical Co., G... Department, Bombay and 14 other Companies.	Wages, dearness allowance, provident fund, gratuity bonus, etc.	B. G. G., Part I-L, dated 16th February 1950, pages 500-518.
H. A. Shakur, & Printing Works, Bombay.*	Dyeing Leave rules, bonus, etc.	B. G. G., Part I-L, dated 16th February 1950, pages 520-526.
6. National Garage Ltd., Bombay.*	Dearness allowance, gratuity, leave rules, provident fund, etc.	B. G. G., Part I-L, dated 16th February 1950, pages 528-538.
Phipson and Company Ltd., Bombay.	Scales of pay, provident fund, gratuity, etc.	B. G. G., Part I-L, dated 16th February 1950, pages 540-548.
10. The Singer Sewing Machine Co., Bombay.*	Scales of pay, leave, bonus, provident fund, dearness allowance, etc.	B. G. G., Part I-L, dated 23rd February 1950, pages 634-641.
11. Fazalbhoj Nathoo and Co., Bombay.	Reinstatement, unemployment compensation, etc.	B. G. G., Part I-L, dated 23rd February 1950, pages 642-656.
12. Worli Chemical Works Ltd., Bombay.	Minimum wage, dearness allowance, leave and provident fund, etc.	B. G. G., Part I-L, dated 2nd March 1950, pages 684-693.
13. The Textile Wood & Engineering Works, Bombay.*	Dearness allowance, bonus, gratuity provident fund, etc.	B. G. G., Part I-L, dated 2nd March 1950, pages 794-798.

* Mutual Settlements.

Adjudication Awards

1. THE TATA OIL MILLS CO. LTD., BOMBAY

The award of Mr. D. G. Kamerkar, Industrial Tribunal in the dispute between the Tata Oil Mills Co., Ltd., Bombay and the workmen employed under it, at its head office, sales department and Sewri Mill in Bombay, over questions of scales of pay, dearness allowance, provident fund, etc., was published on 8th December 1949.

The fundamental basis of the demand of the employees in respect of wage scales for clerks, salesmen, the cashier working at the sales depot, the clerk-in-charge of filing, the clerk-in-charge of filing and grain shop, time keepers, typists, comptists, bill collectors and the assistant godown keeper at the sales depot was that their wage scales should afford to them not merely the bare minimum or even the fair minimum wage but the living wage standard corresponding to the price-level at the index figure 250. Pointing to the opinion of Mr. Justice Rajadhyakshya in his report in the dispute between Postal Workers and the Central Government, that the standard of living of a middle class family was 80 per cent. higher than that of the working class family, they contended that the standard living wage for a middle class family at the index figure 250 would amount to Rs. 360, and further, according to them the assumption that prices would stabilise somewhere between 160 and 180 on the return of normal conditions was a remote dream.

Referring to these contentions, the Tribunal observed.....“It is now a well accepted economic theory that wage schemes in industries must be viewed and settled against the background of the general economic condition of the country and the level of the national income. A country's economic condition and the level of its income depend in their turn, on the sustenance of its industries and hence the level of wages in any industry must be so fixed as to enable the industry to maintain production with efficiency. If the wage level is placed so high as to undermine the industry itself, that will, in its turn, affect adversely the economic condition of the country and the national income. The living wage standard is the target to be attained progressively, and until then, not only in the interests of the nation and its industries but also of themselves, workmen should be content to accept what is generally understood as the fair minimum or the fair wage. This fair wage will always be circumscribed by two potent factors, viz., the capacity of the industry in the particular region to pay and the level of the national income. It will bear a fair relation to the wage in other comparable undertakings or concerns in the same locality.”

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With these observations the Tribunal awarded the following scales and grades of pay to the various categories of employees :—

Statement "A"

Categories of Workmen	Scale demanded by the Union	Scale offered by Company	Scale prescribed
	Rs.	Rs.	Rs.
1. Clerks A grade— (Graduates and Very Senior hands.)	Clerks— First Grade— 140—10—190—15 —340	125—10—205— E.B.—205—15 310	125—10—205— E.B.—15—325
	Second grade— 110—8—150—12 —270		
	Third grade— 90—7—125—10 —225		
2. Clerks B grade— (Undergraduates.)		75—7—125— E.B.—125—10 —205	75—7—125— E.B.—125—10 —205
3. Salesman		75—7—125—10 —155—E.B.— 10—205	75—7—125—10 —155—E.B.— 10—205
4. Cashier at Sales Depot.	Same as first grade clerks.	100—10—210	125—10—205
5. Typists			
6. Comptists	110—8—150—12— 270	70—5—100	75—7—125— E.B.—10—205
7. Bill Collectors			
8. Chief Time-keeper			
9. Assistant Store keeper, and	150—15—375	125—10—205	Rejected.
10. Assistant Stock-keeper			
11. Godown-keeper		125—10—205— E.B.—15—310	
12. Stenographer	140—10—190—15 —355	125—10—205— E.B.—15—355	
13. Confidential Steno- grapher.			

Categories of Workmen	Scale demanded by the Union	Scale offered by Company	Scale prescribed
	Rs.	Rs.	Rs.
14. (a) Cashier	250—25—500	100—11—200	(b) 15—260
(b) Storekeeper		50—12—140	
(c) Stockkeeper		50—12—100	
(d) Purchase officer		200—15—305	
(e) Delivery & Shipping officer.		150—10—250	
(f) Pay Roll officer		150—10—250	
15. (a) Store and stock checking Inspector.	200—20—500	(a) 150—10—250	(b) Non-existent. (c) Non-existent.
(b) Order section-in-charge.		(b)	
(c) Store cost section-in-charge.		(c)	
16. (a) Foremen	150—15—375	125—10—185	100—11—200
(b) Overseers		100—7—121—8—145	
(c) Draughtsmen		200—15—290—20—310	
17. (a) Assistant Draughtsmen.	125—10—275	100—5—130	100—5—130 50—5—80 Junior 50—110 Senior
(b) Switch Board Attendants.		50—5—80	
		50—110	
		Senior	
18. Tracers	80—5—125—10—185	75—7—125	75—7—125
19. Telephone operators	80—5—125—10—185	80—5—110	80—5—110
20. Truck and van drivers	80—5—125—10—185	75—5—100	75—5—100
21. Compounders	100—10—250	100—5—130	100—5—130—E.B.—130—10—150
22. (a) Senior Artists	500—50—800		Beyond this adjudication.
(b) Junior Artists	250—30—500		Do.
(c) Apprentice Artists	120—15—200		
23. Lower Grade staff	50—4—110	30—2—52—E.B.—52—3—70	30—2—52—E.B.—52—3—70
24. Havalgars, head peons, head watchmen, etc.	50—4—110	Majority of these non-existent.	Rejected.
25. Coolies, Laboratory attendants, Dispensary attendants and Grainshop attendants.	60—5—135	50—5—80	50—5—80 and 60—5—80 for Dispensary Attendants.

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As regards dearness allowance, the workers claimed the following scale which retrospective effect from 1st July 1948. The minimum to be the minimum rate calculated for the total number of days in the month and the maximum to be Rs. 100 per month.

On Rs. 100	... 80 per cent.
On Rs. 100	... Additional 40 per cent.
On 3rd Rs. 100	... Additional 20 per cent.
On the balance	Additional 10 per cent.

At present the Company pays dearness allowance on the following

(1) Persons drawing salary below Rs. 150 per month.	At Millowners' Association's rate worked out for number of days for the month. (Applicable to Sewri only whether daily rated or monthly rated.)
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For persons drawing salary above Rs. 150 per month the following rates apply both to the Head Office and Sewri Mills Staff

(2) Persons drawing salary of Rs. 150 to Rs. 500.	First of Rs. 50 of salary Rs. 45	
	Rs. 51 to 100	33 per cent.
	Rs. 101 to 200	22 per cent.
	Rs. 201 to 500	15 per cent.
(3) Persons drawing salary above Rs. 500 per mensem.	First Rs. 50 of salary Rs. 40.	
	Next Rs. 50 of salary	30 per cent.
	Next Rs. 100 of salary	20 per cent.
	Next Rs. 300 of salary	15 per cent.
	Next Rs. 500 of salary	10 per cent.
	Next Rs. 1,000 of salary	8 per cent.

The Minimum Dearness Allowance in the case of persons drawing salary upto Rs. 50 is 45 and that in the case of persons drawing salary above Rs. 500 is Rs. 129 and maximum Rs. 250.

According to the Tribunal, the Company's rate compared very favourably with the rates obtaining in other industrial concerns in Bombay such as Lever Bros., Ford Motors, Firestone, Indo-Burma Petroleum and the British Insulated Callender's Cables Ltd., and the only improvement would be to remove all differences between employees at the Head Office and the Sales Department on the one hand and the employees at the factory on the other on salaries below Rs. 500 per month, and secondly to link up the dearness allowance with the rise or fall in the cost of living index number with a view to obviating all future disputes in respect of dearness allowance. With this end in view, the following formula was prescribed :—

Table of dearness allowance for the monthly rated staff, including the low or subordinate staff drawing salaries upto Rs. 500.

(Bombay Working Class Cost of Living Index Number Group to 310)

Per Slab	Rate of dearness allowance when the Bombay Working Class Cost of Living Index Number is in the 301-310 group.	Variation in the in column allowed per 10 point movement in the numbers.
1	2	3
		Rs. a. p.
Rs. 1 to 100	61½ per cent. of the basic salary of the textile scale calculated for all the days of the month, whichever is higher.	5 0 0
101 to 200	22 per cent. of the basic salary.	1 12 0
201 to 500	15 per cent. of the basic salary.	1 4 0

The rate on the textile scale was directed to be computed for all the days of the month and not for 26 days and the variation for every 10 points as shown in column 3 above was to be worked out on the following basis:—

If the working class cost of living index number were to move in to 311-320 group in any month, the dearness allowance for the slab of Rs. 1 to 100 would rise to 66½ per cent. for the next slab of 100 it would rise to 23¾ per cent. and for the last slab it would rise to 16¾ per cent. If, on the other hand, the index figure moves lower down into the group 291-300, the dearness allowance percentage in column 2 will be 56½ per cent. for the first slab, 20½ per cent. for the next and 13¾ per cent. for the last.

The Tribunal in referring to the claim for shift allowance to those working in the second and third shift, felt that though the allowance had been conceded to the daily rated staff, the same could not be extended to the monthly rated staff, as there was no precedent in any other industry or even in the oil or soap industry where such a concession had been made. The demand was therefore rejected.

Referring to the claim for quarters at reasonable rents or house allowance in the alternative, the Tribunal observed that the Company was not bound to provide quarters or to pay house rent allowance to employees whose presence at the Factory or the office or the sales depot, or in the immediate vicinity of any of these is not necessary for the efficient discharge of their duties. The demand though too often made in industrial disputes has been uniformly rejected on the ground that scales and dearness allowance take into account the item of house

"The question of providing suitable housing, medical relief,

education, social security schemes or benefits and facilities for cultural development is truly the concern of the State and not of the employer. It is true, the state may require the employer to contribute to the financing and maintenance of these schemes, but the concern is primarily of the State", observed the Tribunal. The demand was rejected.

Contribution to provident fund when originally started in 1942 was at the rate of 4 per cent. subsequently raised from 1st October 1948 to 8½ per cent. or 16 pies in the rupee per month. The rate of contribution in other Companies, such as the Standard Vacuum Oil Company, General Motors (India) Ltd., Lever Bros. (India) Ltd., Firestone Tyre and Rubber Co. Ltd., and the Millowners' Association, Bombay, were the same as that obtaining in this Company, except the Ford Motors which contributed at 10 per cent. or 19 2 pies in the rupee. The rate therefore did not call for any modifications. As regards gratuity, the Tribunal referring to the trend of recent industrial awards by Tribunals to grant to employees the benefit of both the provident fund and gratuity, felt it unnecessary to make any changes in the existing rules of the Company covering gratuity, except in two particulars, first, that gratuity under existing terms and conditions should be made available to all employees covered by this adjudication, irrespective of the salary limit and secondly, that the period during which the Company has been contributing to the provident fund of the employee concerned shall not be excluded in computing the total period qualifying for gratuity.

Reduction in the working hours to 33 hours per week uniformly at the Head office the Sales Department and the factory offices, if conceded, the Tribunal felt would undermine the immediate national need of increased production. The question therefore, boiled down to the nature and amount of compensation to be paid to the non-technical staff attached to the stock, stores and other sections connected with the production departments who worked 11½ hours longer than the others and it was decided to grant an allowance to the above staff at 10 per cent of their basic salary as 'duty allowance.'

As against the claim for overtime at double the rate of basic salary and dearness allowance, the Tribunal directed the Company to extend its present practice of paying to certain members of its staff at normal wages with dearness allowance for time worked beyond usual hours to all the employees covered by this adjudication.

2. THE BOMBAY GAS COMPANY LIMITED, BOMBAY

The award of Mr. I. G. Thakore, Industrial Tribunal in the dispute between the Bombay Gas Co. Ltd., Bombay, and the workmen employed under it, over questions of retrenchment, reinstatement, etc., was published on December 8, 1949.

The Company had, in April 1949, installed a portable conveyor, a mechanical device by which coke and katchra that come into the yard from the adjoining retort house and furnaces is loaded into vehicles for despatch. This made the number of coolies engaged in hand-loading

superfluous. The Company, therefore, gave notice to 68 junior^{most} employees for termination of services. Following a notice of strike by the Union of the workmen and the intervention of the Conciliator the parties agreed to refer the dispute to adjudication.

On behalf of the Company it was contended that the retrenchment of the 68 workers did not involve victimization or discrimination. The retrenchment was necessary as a result of the introduction of the mechanical loading device. The Union, on the other hand, argued that the total amount of work in the yard had more or less remained constant and that the introduction of the mechanical loading device had made only a couple of men redundant.

The Tribunal observed that the total requirements of the yard were 214. Since the coolies in the coke yard had been looked upon as a sort of pool from which workmen were drawn upon as reserves for various other departments, the Tribunal thought it appropriate to provide for a reserve of 25 workers. This would bring the total requirements of the yard to 239.

On the 28th October 1949, the total number of workers actually employed in the yard was 265 including 26 women coolies. There was thus a redundancy of 26 workers. The Tribunal was, therefore, satisfied that the Company had made out a case for the retrenchment of 26 workers and authorised the Company to retrench to the extent of 26. The Company had given notice to all the 27 women coolies for whom there was no suitable work in the yard. But since the women coolies had long service to their credit, the Tribunal directed that at least 12 seniormost women should be retained in service. An option was to be given to such of the women as desired to retire to leave first. Those who exercised this option were to be treated as retrenched for the purposes of the Award and paid compensation as directed. The remaining number should be retrenched according to the principle of last come first go. Of the 26 persons to be retrenched 14 would be women and the remaining 12, men.

As regards compensation to the retrenched workers, the Tribunal observed, "It has now been well settled by a series of awards of Bombay and other Tribunals that in the absence of any social security scheme such as employment insurance, it is quite fair and reasonable that workers who are retrenched for reasons personal to the Company should be compensated for their involuntary unemployment and other suffering consequent on their retrenchment by the Company and varying amounts by way of relief have been awarded in appropriate cases with due regard to the benefit derived by the employer from the employees' services in the past, the conditions of the industry or undertaking, the reasons for which the employer had to retrench, the period for which the resultant unemployment had lasted and the resources of the employees at the time of his discharge and other factors. At this stage, in the present case it is not possible for me to know what the actual period of the resultant unemployment would be but I can take notice of the prevailing

conditions in the labour market, particularly amongst the class of workers who are being retrenched. The retrenched men will receive practically no amount by way of gratuity or provident fund. A few women will receive some amounts, but then they have put in long years of service. I have however considered that in fixing the maximum. In fixing the scale I have also considered that notices were actually issued to these workers and they had for several months a premonition that their services will be discontinued."

Looking to all the circumstances present in this case and the scales adopted by other Tribunals, the Tribunal directed that these persons be retrenched subject to the following terms and conditions:—

(i) Persons other than temporary workmen shall be given a fresh notice of 14 days after the publication of this Award and shall be paid compensation on the following scale:—

(a) Those who have completed a year's service but less than 3 years' service—wages for 26 days with dearness allowance.

(b) Those who have completed 3 years of service or more—26 days' wages with dearness allowance for each year of service, subject to a maximum of 104 days' wages with dearness allowance.

(ii) Wages and dearness allowance shall be at the rate payable to the employees at the date of retrenchment.

(iii) The compensation awarded hereinabove shall be paid over and above wages, if any paid to the employees in lieu of notice.

(iv) The Company to pay such compensation within two weeks from the date of actual retrenchment.

3. FIRESTONE TYRE AND RUBBER CO. OF INDIA LTD., BOMBAY

The award of Mr. P. S. Bakhle, Industrial Tribunal in the dispute, between the Firestone Tyre and Rubber Co., of India Ltd., Bombay and the workmen employed under it, over questions of Bonus, Gratuity Leave, etc., was published on 29th December 1949.

The workers' claim for bonus equivalent to 4½ months' salary was based on the grounds that the Company had made huge profits during the year 1947-48 and that Bonus paid in the past was meagre. The Tribunal finding that the profits during the year in question were larger than in the previous years felt it reasonable to award bonus equal to 1/3rd of the total yearly earnings exclusive of dearness allowance and bonus or equivalent to 4 months' basic salary. As the Company had already paid bonus equivalent to one month's salary, the Tribunal directed the Company to pay an additional bonus equivalent to three months' basic salary or 1.4th of total yearly earnings subject to the condition that 1/3rd of this amount be paid in the form of National Savings Certificates.

As regards the Union's (the Bombay Automobile Employees' Union) demand that employees should not be made to work before and/or after office hours and that unless the employee agrees he should not be made to work on Sundays or Holidays, the Tribunal agreed with the contention of the Company that it would be unreasonable to get the consent of the

work. As regards overtime work, the employee compensatory leave corresponding with the number of hours overtime put in, that did not afford the worker an adequate compensation. If an employee has a day off on a Sunday, or a holiday he can spend the day in the company of his friends and relations and the relaxation which he would get in that case would not be possible for him to get on the alternate day off that the Company may give." The Tribunal directed that overtime should be paid at normal rate if it is on ordinary days beyond normal hours of work. As regards overtime work on Sundays and Holidays, it was directed that in addition to the compensatory leave the Company should pay to the employee half of his normal salary for the period worked overtime.

The demand for one month's privilege leave with full pay and accumulation of such leave for an indefinite period was thought to be unreasonable by the Tribunal. The Company was directed to grant to the employees with service up to 5 years' and more than 5 years, 3 week and 4 weeks leave per year respectively with permission to accumulate leave to the extent of 6 and 8 weeks respectively.

The Union's demand for 21 days' sick leave with full pay and dearness allowance and half pay in case of prolonged sickness was opposed by the Company on the ground that the existing scale was ample and adequate. The Tribunal drew comparisons with Ford Motor Co., Ltd., and General Motors India Ltd., and directed the Company to allow its employees sick leave equivalent to 15 days in a year with full pay and dearness allowance and further directed that such leave could be accumulated upto 60 days. Seven days' casual leave in the year was also awarded subject to the condition that it should not exceed 3 consecutive days at a time.

With regard to the demand for increments, the Tribunal observing that it would have been much better if the Union had demanded a suitable time scale for the employees, granted increments at the rate of 10 per cent. to those employees drawing Rs. 200 and below per month, and 7 1/2 per cent. for those drawing over Rs. 200 as against the Union's demand of 15 per cent. and 10 per cent. respectively.

Discussing the Union's demand for a revision in the rates of dearness allowance, the Tribunal observed that the scale in force was adequate as compared to the allowance awarded in other disputes.

The Company objected to the demand for Gratuity on the ground that it paid high wages, usual bonus and provident fund. The Tribunal observed, "Gratuity is a provision for old age and in my opinion the high wage and bonus are no grounds for not making any provision for the old age." The Co., was directed to introduce gratuity scheme on the following lines:—

- On the death of an employee while in service of the Company or on his physical or mental disability to continue further in service:—
1 month's salary per each completed year of service subject to a maximum of 15 months' salary to be paid to him, his heirs, executors or nominees.

- On voluntary retirement or resignation of an employee after 10 years' continuous service in the company 15 months' salary.
- On termination of the services of an employee by the Company:—
(a) After completion of 5 years but less than 10 years— 1/2 month's salary per completed year of service.
(b) After 10 years' continuous service in the Company but less than 15 years— 1 month's salary per each completed year of

After 15 years' continuous service in the Company—15 months' salary.

- Gratuity shall not be payable to any employee who is dismissed for gross misconduct such as causing damage to the Company's properties or premises, theft, fraud or dishonesty in connection with the business or property or inciting illegal strikes.
- Salary for the purpose of calculating gratuity shall be average salary exclusive of allowances during the 12 months just previous to death, disability, retirement, resignation or termination as the case may be.

4. RUBBER EX-INDUSTRIES LTD., BOMBAY.

The award of Mr. Salim M. Merchant, Industrial Tribunal, in the dispute between the Rubberex Industries Ltd., Bombay, and the workmen employed under it, over questions of minimum basic wage dearness allowance, bonus, etc., was published on 12th January 1950.

The General Workers' Union on behalf of the workmen claimed that the minimum basic wage should be Rs. 1-1-0 per day with a minimum annual increment of two annas per day for all categories of workmen as against the present minimum of Rs. 1-2-6 paid by the Company since April 1949. The claim for annual increments at the rate of two annas per day, the Tribunal felt, could not be justified specially, when the usual practice had been to grant to daily-rated unskilled workmen, annual increments of one anna per day. The Company was, therefore, directed to pay unskilled workmen on the following scale:—

Rs. 1-2-6 anna 1—Rs. 1-8-6 per day.

The following table shows the scales demanded by the Union, those offered by the Company and those awarded by the Tribunal.

Classification of workers	Scale demanded by the Union		Scale offered by the Co.	Scale awarded by the Tribunal
	Daily wage scale Rs. a. p.	After 6 months	Rs.	Rs.
Unskilled Workers				
(1) Pasting Helpers.	1-2-6	Rs. 1-4-0 Rs. 0-2-0 Rs. 2-4-0	1-2-6 Anna 1 -Rs. 1-8-6 per day.	1-2-6 Anna 1 -Rs. 1-8-6 per day.

Classification of workers	Scale demanded by the Union		Scale offered by the Co.	Scale Awarded by the Tribunal
	Daily wage scale Rs. a. p.	After 6 months. Rs. a. p.	Rs.	Rs.
<i>Unskilled Workers - contd.</i>				
(2) Rolling Helpers.	1-2-6	1-4-0 0-2-0 Rs. 2-4-0	1-2-6—Anna 1 —Rs. 1-8-6 per day.	1-2-6—Anna 1 —Rs. 1-8-6 per day.
(3) Coolies.	1-2-6	1-4-0 0-2-0 Rs. 2-4-0	1-2-6—Anna 1 —Rs. 1-8-6 per day.	1-2-6—Anna 1 —Rs. 1-8-6 per day.
(4) Stampers.	1-2-6	1-4-0 0-2-0 Rs. 2-4-0	1-2-6—Anna 1 —Rs. 1-8-6 per day.	1-2-6—Anna 1 —Rs. 1-8-6 per day.
(5) Helpers in Engineering Dept.	1-2-6	1-4-0 0-2-0 Rs. 2-4-0	1-2-6—Anna 1 —Rs. 1-8-6 per day.	1-2-6—Anna 1 —Rs. 1-8-6 per day.
<i>Semi-skilled Workers</i>				
(1) Vulcanizing Con troller.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.
(2) Mixing Mill Second Attendant.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.
(3) Cutters.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.
(4) Hydraulic Press Second Attendant.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.
(5) Pasting Men.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.
(6) Finishers.	1-8-0—Annas 3— Rs. 2-10-0 per day.		1-5-0—Annas 1½ Rs. 1-14-0 Per day.	1-6-0—Annas 2 —Rs. 2-0-0 per day.

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Classification of Workers	Scale demanded by the Union	Scale offered by the Co.	Scale awarded by the Tribunal
		Rs.	Rs.
(7) Washers.	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
(8) Packers.	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
(9) Trimmie	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
(10) Tubing Feedermen.	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
(11) Biscuit Formers.	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
(12) Push & Drivers.	1-8-0—Annas 3— Rs. 2-10-0 per day.	1-5-0—Annas 1½ —Rs. 1-14-0 per day.	1-6-0— Annas 2— Rs. 2-0-0 per day.
<i>Skilled Workmen</i>			
(1) Mixing Mill First Attendant.	2-0-0—Annas 4— Rs. 2-12-0—Annas 6— Rs. 4-4-0 per day.	1-12-0—Annas 1½ —Rs. 2-8-0 to Rs. 3-4-0 per day.	2-0-0— Annas 2— Rs. 2-12-0— Annas 3— Rs. 3-8-0 per day.
Hydraulic Press First Attendant.	2-0-0—Annas 4— Rs. 2-12-0—Annas 6— Rs. 4-4-0 per day.	1-12-0—Annas 1½ —Rs. 2-8-0 to Rs. 3-4-0 per day.	2-0-0— Annas 2— Rs. 2-12-0— Annas 3— Rs. 3-8-0 per day.
(3) Second Boilers.	Rs. 60-0-0	Rs. 60-0-0	60-5-100.
(4) Two Supervisors ..	75-5-100	Rs. 55 and Rs. 50.	60-5-100.

Classification of Workers	Scale demanded by the Union	Scale offered by the Co.	Scale awarded by the Tribunal
	Rs.		Rs.
<i>Highly Skilled Workmen</i>			
(1) Head Mistry of the workshop.	100—10—100	Rs. 175 month.	75—5—110— E.B.——125.
(2) First Class Boiler Attendant.	100—10—160	Rs. 175 per month.	75—5—110— E.B.—7½—125.

The Tribunal awarded a scale of Rs. 30—2—50—1—60 to Watchman and further opined that the existing scales of the Head Mistry and first class Boiler Attendant need not be disturbed although they were getting more than what was claimed by the Union. The scales prescribed above were intended for employees to be engaged in future. It was further directed that new wage and salary scales prescribed should come into force from 1st November 1949.

Dealing with the question of dearness allowance the Tribunal observed that the Company's financial condition was poor, that the rates of dearness allowance which worked out to about 50 per cent. of the Millowners' Association's rate was inadequate and in view of the Company's financial condition it granted a small increase, i.e., at the rate of 50 per cent. of the M. O. A.'s rate with effect from 1st November 1949.

The Union claimed 2 months' wages as bonus on the ground that the other Textile Workers of Indore were paid accordingly although the industry had suffered losses during the year. The Tribunal observed that this was a small Company and could not be compared with the textile industry. The Union's demand was, therefore, rejected.

The Tribunal in granting 7 days' sick leave, and 7 days' casual leave in the year on full pay and dearness allowance, as against the Union's demand of 10 days in each case, remarked that casual leave was for emergent and unforeseen circumstances and that it should not be claimed as a matter of right.

5 THE WESTERN INDIA VEGETABLE PRODUCTS LTD., AMALNER, AND OTHERS

The award of Mr. V. R. Saraf, Industrial Tribunal, Jalgaon, in the dispute between the Western India Vegetable Products Ltd., The Rui Oil Mills, the Sheth Ramchandra Bhau Oil Mills, the Bijeram Dedraj Oil Mills and the Onkar Kaniram Oil Mills, Amalner and their respective employees, regarding wages, dearness allowance, bonus etc. was published on February 9th, 1950.

The Oil Mill Kamgar Union, on behalf of the workmen claimed a minimum wage of Rs. 30 per month for an unskilled worker in the industry, Rs. 40 per month for the ghaniwalla and Rs. 50 per month for skilled workers such as fitters, exclusive of dearness allowance. They claimed that instead of the gross wages which were being paid at present they should get separate dearness allowance over and above the minimum wages. The mills opposed these demands on various grounds such as, that it would encourage absenteeism and induce unscrupulous workers to adopt slow-down tactics. The Tribunal however observing that the retention of the system of paying gross wages was certainly not a cure for the apprehended slow-down tactics decided that the system should be abolished as that would conduce to the benefit of both the employer and the employees, inasmuch as the employer would not pay more and the employee would not get less than what he is entitled to. The Company was as a result directed to adopt the wages and dearness allowance fixed for workers in the Bharat Vanaspati Products Ltd., Pachora,* according to which the unskilled male worker would get a daily basic wage of 12 annas and the unskilled female worker would get 8 annas with separate dearness allowance as follows:—

Jalgaon index number ranging between	Male workers	Female workers
100-110	...	Nil
111-135	... 0 1 6	0 1 3
136-160	... 0 3 0	0 2 3
161-185	... 0 4 6	0 3 6
186-210	... 0 6 0	0 4 6
211-235	... 0 6	0 6 0
236-260	... 0 9 0	0 6 9
261-285	... 0 10 6	0 8 0
286-310	... 0 12 0	0 9 0

Re. 0-1-6 to the male worker and Re. 0-1-0 to the female worker for every rise by 25 points above the index figure of 310.

The wages of the Ghaniwalla, were in view of the nature of his work, fixed at Rs. 1-2-0 per day.

The demand for three months' bonus for the years 1947 and 1948 was opposed by the Co. on the ground that the oil mills having been recently started and the oil industry being in its infant stage the mills were not making profits sufficient enough to enable the payment of such bonus. The Tribunal however in rejecting the demand remarked that one of the main factors which necessitated such rejection was the fact that the increased minimum wages and dearness allowance granted by this award would impose an additional burden on the oil mills and would further reduce their profits.

* Bombay Government Gazette Extra. Part I, dated February 2, 1949, p. 523 581.

Labour Legislation

INDUSTRIAL TRIBUNAL (PROCEDURE) RULES, 1949

In exercise of the powers conferred by section 38 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government is pleased to make the following rules, the same having been previously published as required by sub-section (1) of the said section, namely:—

INDUSTRIAL TRIBUNAL (PROCEDURE) RULES

1. These rules may be called the Industrial Tribunal (Procedure) Rules, 1949.

2. The Industrial Tribunal constituted under the Ministry of Labour Notification No. LR-2(205), dated the 13th June 1949, may entrust such cases or matters referred to it as it deems fit to one or more members for enquiry and report.

3. The report under rule 2 shall be submitted to the Chairman of the Tribunal. The Tribunal may withdraw any case or matter referred to one or more members under rule 2 and transfer the same to any other member or members.

4. The Tribunal shall, after considering the report and making such further enquiry as it deems fit, deliver its award.

5. For the purpose of making an enquiry under these rules, the member or members, as the case may be, shall have all the powers of the Tribunal under section 11 and the provisions of rules 14 to 21, 24, 30 and 31 shall apply to such enquiry as if the member or members were the Tribunal.

(Signed) K. N. SUBRAMANIAN,
Jt. Secy.

Books, Publications and Reports

I. BOOKS

The following books were added to the Library during February 1950

GENERAL ECONOMICS—

Stichler, H. S. *The American Economy*. (Alfred A. Knoff, New York).

INDIAN ECONOMICS—

Dantwalla, M. L. *Indian Agriculture*. (National Information and Publications Limited, Bombay).

Gandhi, M. P. *The Indian Cotton Textile Industry 1949 Annual*. (Messrs. Gandhi and Company, Publishers, Bombay).

Ramaswamy, T. N. *Rebuilding India*. (Nand Kishore and Brothers, Banaras).

The Constitution of India.—(The Manager of Publications, Delhi).

PLANNING—

Harris, S. E. *Economic Planning*. (Alfred A. Knoff, New York).

SOCIOLOGY—

Merrill, F. E. *Social Problems on the Home Front*.—(Harper and Brothers, New York).

Taylor, C. C. *Rural Life in the United States*. (Alfred A. Knoff, New York).

II. PUBLICATIONS

The following publications were received in the Library during February

INDIA

Agricultural Economist.—Volume I, No. 8 (December 1949). (Directorate of Economics and Statistics, Ministry of Agriculture, Government of India, New Delhi).

Agricultural Situation in India.—Volume IV, No. 9 (December 1949). (Office of the Economic Adviser to the Government of India, New Delhi).

Capital.—Volume CXXIV, Nos. 3093-3096. (Capital, 4, Lyons Range, Calcutta, No. 1).

Commerce.—Volume LXXX, Nos. 2037-2040. (F. Berton for Commerce (1935) Ltd., Royal Insurance Building, Churchgate Street, Bombay).

Eastern Economist.—Volume XIV, Nos. 4-8. (Eastern Economist Ltd., 52, Queens Way, New Delhi).

Economic Weekly.—Volume II, Nos. 4-5 (Bombay).

- Employment News*.—Month December 1949 (Bombay).
Indian Finance.—Volume XLV, No. 5. (Indian Finance, 116, Low-Circular Road, Calcutta).
Indian Labour Gazette.—Volume VII, No. 6 (December 1949) (Labour Bureau, Ministry of Labour, Government of India, New Delhi)
Indian Journal of Social Work.—Volume X, No. 3 (December 1949) (Bureau of Research and Publications, Tata Institute of Social Sciences, Byculla, Bombay).
Indian Railway and Transport Magazine.—Volume XXVI, No. 1 (January 1950). (Railway Users' Federation, Madras).
Indian Textile Journal.—Volume LX, No. 712 (January 1950). (The Indian Textile Journal Ltd., Bombay).
Indian Trade Journal.—Volume CLXXVI, Nos. 2265-2268. (Department of Commercial Intelligence and Statistics, India, Calcutta).
India and Israel.—Volume II, No. 8 (February 1950). Bombay.
Journal of Commerce and Statistics.—Volume II, No. 4 (February 1950). (Bureau of Commercial and Intelligence and Statistics, Bombay).
Labour Law Journal.—Volume 2, No. 2 (February 1950). (Shri R. Venkataraman, 1/1711, Roy Apettah High Road, Madras).
Maratha.—Volume LXX, No. 5 (Poona).
Monthly Survey of Business Conditions in India.—Volume 17, No. 12. (December 1949). (Office of the Economic Adviser to the Government of India, New Delhi).
Mysore Labour Gazette.—Volume II, No. 4 (January 1950). (Department of Labour, Government of Mysore, Bangalore).
Monthly Statistics of the Production of Selected Industries of India.—Month January-December 1949. (Ministry of Industry and Supply, New Delhi).
New India.—Volume XII, Nos. 31-34. (Central India Printing and Litho Works Ltd., Nagpur).
Railway Herald.—Volume XXI, Nos. 24-27. (Editor, Railway Motivilla, Thana).
Reserve Bank of India Bulletin.—December 1949. (Reserve Bank of India, Bombay).
Social Welfare.—Volume XIV, No. 4 (January 1950). (Bombay).
Trade Union Record.—Volume IX, No. 3 (Bombay).
Weekly Bulletin of Statistics.—Volume II, Nos. 1-5. (Office of the Economic Adviser to the Government of India, New Delhi).

FOREIGN

- American Economic Review*.—December 1949. (Illinois).
American Federationist.—December 1949.
American Labour News.—Dated 25th January and 16th February 1950. (United States Information Services, Bombay).
Board of Trade Journal.—Volume 157, Nos. 2764-2767. (H. M. Stationery Office, London).
Coal.—January 1950. (London).
Economist.—Volume CLVIII, Nos. 5550-5552. (London).

- Economic Digest*.—January 1950. (London).
Federal Reserve Bulletin.—December 1949, Volume 35, No. 12. (Federal Reserve Board, Washington).
Harvard Business Review.—Volume XXVII, No. 6 (November 1949). (Harvard University Press, Massachusetts).
Industrial Health Bulletin.—November 1949. (Canada).
Industrial and Labour Relations Review.—January 1950. (New York).
Industrial Safety Survey.—Volume XXV, No. 3 (July-September 1949). (I. L. O., Geneva).
Industry.—January 1950. (U. K.).
Industry and Labour.—Volume III, Nos. 1-2. (Geneva).
International Free Trade Union News.—January 1950. (New York).
International Labour Review.—December 1949. (Geneva).
Journal of the Textile Institute.—December 1949 (Manchester).
Labour.—January 1950. (London).
Labour Gazette.—December 1949. (Department of Labour, Canada, Ottawa).
Labour's Monthly Survey.—December 1949. (London).
Labour Research.—January 1950. (Research Department, London).
Labour Review.—November 1949. (Canada).
Lwo Supplement.—January 1950. (Manchester).
Legislative Series.—September-October 1949. (I. L. O., Geneva).
Ministry of Labour Gazette.—January 1950. (London).
Monthly Abstracts of Statistics.—December 1949. (New Zealand). (Census and Statistics Department, Wellington).
Monthly Bulletin of Statistics, U. N.—Dec. 1949-Jan. 1950.
Monthly Bulletin of Union Statistics.—November 1949. (South Africa).
Monthly Labour Review.—Nov.-Dec. 1949. (U. S. Deptt. of Labour, Washington).
New Dawn.—Volume 4, Nos. 1-2. (Manchester).
New Republic.—Dated 12th, 19th, 26th December 1949 and 9th January 1950. (London).
New South Wales Industrial Gazette.—Volume 94, No. 1. (July 1949). (Department of Labour and Industry and Social Welfare, Sydney).
Quarterly Journal of Economics.—November 1949. (Massachusetts).
Queensland Industrial Gazette.—Volume XXXIV, No. 3., (September 1949). (Queensland).
Royal Institute of International Affairs.—January 1950. (London).
Statist.—Volume CLI, Nos. 3748-3750. (England).
Textile Mercury.—Volume CXXII, Nos. 3170-3172. (Textile Mercury Ltd., Manchester).

RETAIL PRICES OF FOOD ARTICLES IN DECEMBER 1949 AND JANUARY 1950.*

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

Articles	Price per	December 1949				January 1950			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
<i>Cereals—</i>									
Rice	Maund	19 12 1 <i>316</i>	15 6 2 <i>258</i>	21 14 9 <i>310</i>	22 13 9 <i>310</i>	19 12 1 <i>316</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	22 13 9 <i>310</i>
Wheat	"	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>219</i>	13 5 4 <i>198</i>	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 5 4 <i>198</i>
Jowari	"	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	13 5 4 <i>388</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>
Bajri	"	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>244</i>
		<i>236</i>	<i>294</i>	<i>390</i>	<i>285</i>	<i>236</i>	<i>294</i>	<i>390</i>	<i>285</i>
<i>Peas—</i>									
Gram	Maund	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>532</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>
Turdal	"	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>
No.—		<i>574</i>	<i>570</i>	<i>476</i>	<i>488</i>	<i>574</i>	<i>570</i>	<i>476</i>	<i>488</i>
<i>Other articles of food—</i>									
Sugar (refined)	Maund	35 2 8 <i>609</i>	40 0 0 <i>500</i>	53 5 3 <i>533</i>	40 0 0 <i>428</i>	35 2 8 <i>609</i>	40 0 0 <i>500</i>	35 8 10 <i>356</i>	40 0 0 <i>428</i>
Jagri (gul)	"	29 14 6 <i>349</i>	32 0 0 <i>779</i>	35 8 10 <i>458</i>	40 0 0 <i>570</i>	29 14 6 <i>349</i>	35 8 11 <i>865</i>	29 1 5 <i>375</i>	27 13 3 <i>397</i>
Tea	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>
Salt	Maund	4 6 3 <i>206</i>	2 8 0 <i>166</i>	8 0 0 <i>360</i>	5 0 0 <i>266</i>	4 6 3 <i>206</i>	2 8 0 <i>166</i>	10 0 0 <i>450</i>	3 8 0 <i>186</i>
Beef	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>
Mutton	"	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>	2 4 0 <i>540</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>542</i>
Milk	Maund	35 2 8 <i>442</i>	20 0 0 <i>400</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>	35 2 8 <i>442</i>	20 0 0 <i>400</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>
Ghee	"	200 0 0 <i>292</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>	228 9 3 <i>450</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>
Potatoes	"	25 0 0 <i>558</i>	24 9 10 <i>447</i>	20 0 0 <i>500</i>	20 0 0 <i>593</i>	15 0 5 <i>335</i>	12 12 10 <i>336</i>	20 0 0 <i>500</i>	20 0 0 <i>593</i>
Onions	"	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	8 0 0 <i>399</i>	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	13 5 4 <i>665</i>
Coconut oil	"	91 6 10 <i>360</i>	47 0 11 <i>235</i>	64 0 0 <i>240</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>491</i>	<i>535</i>	<i>428</i>	<i>441</i>	<i>474</i>	<i>514</i>	<i>412</i>	<i>443</i>
Index No.—All food articles (unweighted)		<i>441</i>	<i>482</i>	<i>424</i>	<i>409</i>	<i>430</i>	<i>469</i>	<i>414</i>	<i>411</i>

*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 JANUARY 1950.

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	N of da dur
	Directly	Indirectly	Began	Ended			
<i>Textile Industry</i>			1949	1950			
City of Bombay Mfg. Co. Ltd., Bombay.	192	2,152	21 Dec.	23 Jan.	Protest against the alleged retrenchment of 16 doffer boys.	The strike ended in favour of the employers.	2
Lal Mills Ltd, Gaon (East andesh District).	259	..	30 Dec.	3 Jan.	Demand for immediate payment of the arrears of the standardized wages.	The strike ended in a compromise.	
Cash Cotton Mills, Bombay.	190	..	31st Dec.	2 Jan.	Workers struck work under a misunderstanding that a worker was compelled by the management to resign.	The strike ended in favour of the employers.	NI
Silk Mill, Theri, Bombay.	29	..	31st Dec.	2 Jan.	Protest against the dismissal of a worker.	The strike ended in favour of the employers.	5
Avjee Dharam-Mfg. Co. Ltd., Bombay.	1,050	..	31st Dec.	2 Jan.	<i>Protest against the dismissal of a worker.</i>	The strike ended in favour of the employers.	113

Strike in Industry, etc.	15,081	7,785	1950 2 Jan.	3 Jan.	Demand for (1) restarting of the mills and compensation for the period of closure to employees, (2) nationalization of the cotton textile industry, (3) minimum wage of Rs. 80, (4) six months' wages as bonus for the year 1949, (5) release of detenus, etc.	The strike ended in favour of the employers.	19,818	19,818
Mill, Bombay.	16	..	3 Jan.	4 Jan.	Demand for reinstatement of a line jobber.	The strike ended in favour of the workers.	16	
Mill & Cotton, Surat.	123	..	10 Jan.	11 Jan.	Protest against reduction in the weaving charges.	The strike ended in favour of the workers.	103	
Subhlaxmi (Cambay district).	168	334	19 Jan.	20 Jan.	Protest against the discharge of a worker for remaining absent without leave.	The strike ended in a compromise.	502	
Mill, Bombay	2,540	587	23 Jan.	29 Jan.	Protest against the change of timings of work.	The strike ended in favour of the workers.	7,244	
Mill, Bombay	3,397	..	23 Jan.	25 Jan.	Protest against the change of timings of work.	The strike ended in a compromise.	4,833	
Mill, Billi-Surat Dis.	1,853	..	31 Jan.		Demand for reinstatement of a discharged worker.	The strike continues ..	1,853	

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

Location and industry	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
			1949				
Ringlet Factory (Pandharpur District).	40	..	24 Dec.	20 Jan.	Demand for removal of contract agencies for employment.	The strike ended in favour of the employers.	600
			1950				
Vacuum Oil Installations at Wadala and Co., Bombay.	500	..	4 Jan.	6 Jan.	Demand for transfer or discharge of Mr. G. C. Bhatia, an Engineer at the installation.	The strike ended in favour of the workers.	828
Tin Factories, Bombay.	21		9 Jan.	11 Jan.	Protest against the proposed change in working hours.	The strike ended in favour of the employers.	40
Factories, (Sholapur)	61		11 Jan.	16 Jan.	Protest against reduction in wages by 15 per cent. and demand for 1½ days' leave with	The strike ended in favour of the employers.	305
Vacuum Oil	497		16 Jan.	16 Jan.	Protest against the proposed change in working hours.	The strike ended in favour of the employers.	198
Indian Oil Co. Ltd., Bom-	67		16 Jan.	16 Jan.	Protest against the discharge of two workers and refusal by the management to grant their demands regarding increase in pay and dearness allowance, bonus, leave, fixing of working hours, etc.	The strike ended in favour of the employers.	201
Rly. Stores Bombay.	372		30 Jan.	31 Jan.	Demand for holiday on 30th January 1950 on account of Mahatma Gandhi Day	The strike ended in favour of the employers.	256
Workshops, E., Poona.	229		31 Jan.		Protest against the retrenchment of two workers.	The strike continues ..	229
Miscellaneous			1949				
Factories at Nipani (Belgaon District).	986		14 Sept.	9 Jan.	Demand for reinstatement of the workers removed from service, withdrawal of notices issued to the workers and implementation of the agreement reached previously with Unions of the workers.	The strike ended in favour of the employers.	2,024

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN JANUARY 1950—contd

Location and Industry	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
Workshop belonging to Mr. Ram-Kanhayalal, Raon (East District).	35	..	21 Nov.	13 Jan.	Demand for reinstatement of a discharged worker.	The strike ended in favour of the employers.	240
Dept. of Maharaja, Baroda.	185	..	25 Nov.	15 Jan.	Demand for pay, gratuity etc. like other Government servants and recognition of their Union.	The strike ended in favour of the employers.	2,590
Workshop belonging to Babasa, Raon (East District).	34	..	18 Dec.	13 Jan.	Protest against the discharge of temporary workers.	The strike ended in favour of the employers.	408
Township, Kori (Ahmed District).	45	..	28 Dec.	8 Jan.	Demand for increase in pay and reinstatement of discharged workers.	The strike ended in favour of the employers.	315
Works, Bombay.	64	..	1950 4 Jan.	5 Jan.	Demand for payment of monthly wages on due date.	The strike ended in favour of the workers.	56
Ints Ltd., (Thana)	56	..	10 Jan.	21 Jan.	Demand for increase in pay and reinstatement of old workers.	The strike ended in favour of the employers.	325
Furniture Bombay.	65	..	11 Jan.	12 Jan.	Demand for immediate payment of wages for the last month.	The strike ended in favour of the workers.	65
Office of Chowdhury M. E. S. Office,	54	..	22 Jan.		Demand for reinstatement of discharged watchmen, dearness allowance and reduction in hours of duty.	The strike continues ..	514
Workers Working of the Bombay Navigation Company, Bombay.	175	..	24 Jan.	26 Jan.	Protest against the transfer of hotel boys from one ship to the other.	The strike ended in favour of the workers.	233
Workers of the Land Lords in the Gowali (Gowali District).	200	..	26 Jan.	28 Jan.	Demand for an increase of annas 2 in their daily wages.	The strike ended in favour of the workers.	400

INDUSTRIAL DISPUTES IN PROGRESS IN THE STATE IN JANUARY 1950—concl'd.

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 during the month and the number of days lost due to the dispute on termination
	Directly	Indirectly	Began	Ended				
32. Takandas H. Katrai Opticians, Bombay.	20	..	30 Jan.	31 Jan.	Demand for a holiday on January 31 on account of 'Mahatma Gandhi Day'.	The strike ended in favour of the employers.	20	30
33. Tobacco Manufacturers (India) Ltd., Bombay.	842	..	30 Jan.	31 Jan.	Demand for an increase of annas 2 in their daily wages.	The strike ended in favour of the employers.	776	776
34. The Strike of Labourers employed by the Land Lords of the Ranipura Village, Ranipura (Brosach District).	300	..	30 Jan.			The strike continues.	600	

The Month in Brief

COST OF LIVING INDEX NUMBERS

The Bombay working class cost of living index number for February 1950 with average prices for the year ended June 1934 equated to 100, was 305. The Ahmedabad working class cost of living index number for February 1950 with average prices for the year ended July 1927 equal to 100, was 250. The Sholapur working class cost of living index number for February 1950 with average prices for the year ended January 1928 equal to 100, was 298, while the Jalgaon cost of living index number for February 1950 with average prices for the month of August 1939 equal to 100, was 421.

INDUSTRIAL DISPUTES

During February 1950, there were 36 strikes involving 22,313 workmen and a time loss of 179,158 working days, as compared to 34 disputes in the month of January 1950, involving 40,604 workers and a time loss of 48,450 man-days. In February 1949, there were 40 disputes, involving 14,822 workpeople and a time loss of 81,155 man-days. Further particulars of industrial disputes are given at pages 891-895 of this issue.

ABSENTEEISM

During February 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 10.15 per cent. as against 11.27 per cent. in January 1950. For further particulars see pages 896-897 of this issue.

COTTON MILL PRODUCTION

During January 1950, cotton mills in Bombay City produced 294,37,000 lbs. of yarn and 250,48,000 lbs. of woven goods and those in Ahmedabad produced 140,68,000 lbs. of yarn and 123,78,000 lbs. of woven goods. The total production of cotton yarn and piece goods for the whole of the State amounted to 607,48,000 lbs. and 482,07,000 lbs. respectively. During the same period cotton mills in Bombay City produced 988,63,000 yards of woven goods and those in Ahmedabad 569,12,000 yards while the total production for the State amounted to 2,193,57,000 yards.