

Current Notes

RETRENCHMENT AND EMPLOYMENT

The Conference of Provincial and State Labour Ministers held at Mysore on 26-27, 1949, discussed the problems created by retrenchment and the employment situation in the country.

HON'BLE JAGJIVAN RAM'S ADDRESS

In his presidential address to the Conference, Hon'ble Mr. Jagjivan Ram, Labour Minister, Government of India, declared, "The most urgent and important of all our problems is that of large-scale retrenchment, which unfortunately is taking place in some industries for various reasons." He added, "Retrenchment at a time when we are concentrating on increased production is most disconcerting. At any time, it creates social problems and problems of law and order. It is, therefore, our duty to satisfy ourselves that every reasonable step is taken to avoid retrenchment, and where inevitable, we have to take suitable action to minimise the hardships involved.

"Neither Government nor the employer can stand aside and leave the retrenched personnel entirely to their fate. I hope we shall, in the course of our discussion, be able to evolve a sound policy for providing relief to the retrenched personnel."

The Minister continued, "The fixation of minimum wages in a number of industries is another problem. Passing the Minimum Wages Act in 1948, Government undertook to enforce minimum wages in certain scheduled industries and in agriculture within a fixed time-limit. For the scheduled industries, this time-limit is fast running out. We have now to take stock of the position and see how far we shall be able to fulfil our obligation.

"Our task has been rendered extremely difficult by the economic difficulties and financial stringency which has suddenly come upon us. We must proceed with expedition, but also with caution."

Proceeding, the Minister emphasised the importance of improving the housing of industrial workers. No increase in efficiency and production could be expected if workers' standards of living were not ameliorated.

EFFECT OF UNEMPLOYMENT

Observing that the employment situation was showing symptoms of deterioration, the Conference proceeded to examine in detail the causes of unemployment and its effects on the economic condition of the country.

It was generally admitted that factories were being closed today, mainly owing to the shortage of raw materials. It was decided that suitable measures should be taken to effect a more equitable distribution of raw materials in the country and import the cotton required to maintain the industry.

The Conference recommended that measures should be taken to reduce the incidence of hardship on the worker to the minimum and to combat unemployment in general. These measures include an inquiry into the necessity for retrenchment, unemployment relief and general principles to be observed in effecting retrenchment.

INDIA AND THE I.L.O.

In a broadcast from All-India Radio New Delhi, on December 19, 1949, Mr. David A. Morse, Director-General of the International Labour Office, said :

"The I. L. O. is an international organisation which was founded 30 years ago after the first world war, in recognition of the prime importance of labour and social problems in the body politic, and of the need to deal with them on an international basis to improve the standards of living and conditions of work of working people everywhere, and thus lay the indispensable ground work of social justice on which basis alone a world of peace can be built; for it was clearly recognised that poverty anywhere constitutes a threat to peace and prosperity everywhere and that only through action on an international scale can a concerted and effective effort be undertaken to wage war on poverty, disease and ignorance. There are 60 states members of the I. L. O. and each one is represented in its councils on a tripartite basis;—representatives of labour and employers sit on a footing of equality with representatives of Government. Thus each of the major elements in the life of every member country contributes its practical experience and point of view to the formulation of practical programmes of action. India has been a strong supporter of the I. L. O. from the outset and its representatives—Government, employers and workers—have distinguished themselves in our meetings and made invaluable contributions to our work. As one of the 8 states of chief industrial importance, India holds a permanent seat on the Governing Body of the I. L. O. and today the Chairman of the Governing Body is the Secretary of the Ministry of Labour in New Delhi, Mr. S. Lall.

FUNCTIONS

You may ask—"How does the I. L. O. carry out this tremendous responsibility? How does it in fact deal with these problems?" First, the I. L. O. in International Labour Conventions lays down international minimum standards for conditions of work—in the broadest sense including wages, hours of work, safety, health, social security, training, etc. Governments, when they ratify these Conventions, undertake to apply them and must report on the manner in which they have done so. India has ratified 16 International Labour Conventions and has drawn inspiration for much of its labour and social legislation from the work of the I. L. O. in this field.

The I. L. O. also acts as a general clearing house of information on labour and social developments throughout the world and through its publications and its objective analysis of these developments enables countries to benefit from the varied experience and experiments carried out elsewhere.

The I. L. O. too—and it is this that I wish to stress today—provides technical expert assistance to Governments to advise and assist them in tackling practical problems which arise in the effectuation of policies and programmes. The I. L. O. can provide experts with a broad international background upon which they can draw to enable Governments to benefit from the experience of others in the solution of their own problem.

It is essential that the policies and programmes of the I. L. O. reflect the currents of thought and action in the world and respond to the urgent needs of people everywhere in their efforts to improve standards of life and work. It cannot act in a vacuum from a centre far away from the people it exists to serve. And so since assuming my responsibilities as Director-General of the I. L. O. in September of last year, I have been undertaking visits to many states members of the I. L. O. in order to see at first hand their labour and social problems and developments, to meet and discuss these matters with representatives of industry, labour and Government and to acquire the necessary background to assist the organisation in meeting the real problem in a practical and effective manner. My visits have taken me to some 17 countries in Europe and the Americas—and it is particularly gratifying to me that it has now been possible for me, thanks to the generous invitation of the Government of India, to undertake a visit to this country. When it is completed, my visit will have taken me to different parts of India. I shall have visited factories and mills, and plantations and mines, housing developments, welfare agencies, hospitals. I shall have talked to trade union leaders, agriculturists, industrialists as well as Government leaders and officials. For it is my purpose to study and to learn and thus to gain an understanding of the manner in which the I. L. O. can best serve you in its work. For the I. L. O. exists to serve the people of its member states without distinction of race, colour or creed. Its aim is universality, to study needs wherever they exist and to meet them, through practical action, to the limit of its resources; for peace at the present time can only be built on a universal basis and on the basis of social justice.

In India the universal character of the work of the I. L. O. has always been appreciated in accordance with the great historic traditions of this country; and the need has been underlined to ensure that the experience and aspirations of each region are fully recognised. It is for this reason that I have come to visit your country and it is also for this reason that the Governing Body of the I. L. O. is meeting in Mysore later this month. We realise that the I. L. O. has a great field of service in India among other Asian peoples. Important political developments are taking place in this part of the world and they inevitably bring with them social change. The I. L. O. is ready to be of the utmost assistance in this social evolution.

INDIA'S CONTRIBUTION

But the I. L. O. is made up of its member states and India, a member of the I. L. O., also has an important contribution to make to the I. L. O. in the future as in the past.

India has emerged into the comity of nations with the eyes of the world fixed upon it. The people of the world are looking to India with eagerness and expectation. With its impressive tradition and culture, with its universal support of the principles of liberty and of social justice, India has a great role to play in leading the world back to sanity and to peace. It is significant that the teachings of Mahatma Gandhi and the ideals and objectives of the I. L. O. coincide, for India and the I. L. O., working together in this selfsame spirit, can be the force for human justice and peace without which the efforts of people everywhere will be of little avail. It is to strengthen our common bonds and to confirm our purpose that I have come to India—It is, too, to offer the leadership of the I. L. O. to the leaders of your country, so that, as they see fit, our resources may be placed in the mainstream of the efforts which are being made, and which must be made, by the people of India in their national endeavour to stamp out poverty, disease and illiteracy and improve their standards of living. To the extent that we succeed, and to that extent alone, will mankind advance along the long and difficult road which will lead to world brotherhood and lasting peace.

I. L. O. TO ACT ON PLAN FOR ASIAN BODY

When the I. L. O.'s Governing Body meets at Mysore, India, in January, it will be called upon to consider a proposal for the establishment of a special I. L. O. Committee on Asian affairs.

The broad purpose of the committee would be to ensure the full development of the Asian activities of the International Labour Organisation.

The proposal is one of a large number that will come before the Governing Body during consideration of the 26 items on the agenda of the session.

The meeting will be held from January 3 to 7. It will be preceded, beginning December 29, by sessions of a number of Governing Body Committees.

One of the items on the agenda will be the selection for a one-year term of a chairman to succeed Shamaldharee Lall, Secretary of the Indian Ministry of Labour. Two vice chairmen will also be chosen.

The session will take action on proposals for a programme of I. L. O. fellowships, and will consider a proposal made by the general conference in June requesting that Director-General David A. Morse be instructed to prepare a comprehensive report on unemployment.

Also on the agenda is a proposal for the establishment of a Fact Finding and Conciliation Commission on Freedom of Association.

The I. L. O. was requested to proceed with the establishment of this Commission by the last session of the United Nations Economic and Social Council.

The proposal for the Commission was originally advanced by Director-General, Morse. The aim of the proposal is to meet the agreed need for international machinery to safeguard freedom of association.

This machinery would be in addition to that provided by the I. L. O.'s own constitution for the enforcement of the two I. L. O. conventions on the subject.

As envisaged by Mr. Morse, the Commission would provide facilities for the impartial and authoritative investigation of questions of fact raised by allegations of the infringement of trade union rights.

The Governing Body will also consider the reports of the sessions of a number of committees and conferences that have been held this autumn. These include the meetings of the Permanent Agricultural Committee, the Tripartite Technical Conference on Safety in Coal Mines, the Seventh International Conference of Labour Statisticians, the Advisory Committee on Co-operation, the Advisory Committee on Salaried Employees and Professional Workers, the Tripartite Conference concerning Rhine Boatmen, the Advisory Committee on Recreation, the Advisory Committee on Juvenile Employment, and the officers of the Committee of Social Security Experts.

Other questions to be considered are the agenda of the I. L. O.'s 1950 and 1951 conferences, the resolutions adopted by the 1949 conference, the composition of I. L. O. committees, the I. L. O.'s forthcoming programme of meetings, the date and place of the Governing Body's next session, and a report by Mr. Morse.

T. V. A. LABOUR RELATIONS

The Tennessee Valley Authority since its inception as a government corporation in 1933, has developed a progressive programme of construction and operation of dams and powerhouses, maintenance of channels and reservoirs, flood controls, power distribution, laboratory works and manufacture of chemicals. Since its inception, the T. V. A. has adopted an employee-relationship policy on non-discrimination between union and non-union employees, freedom to organize or join unions of the workers' choice and majority rule in selection of union representatives.

The Tennessee Valley Trades and Labour Council represents most of the employees but there are several other unions also in the fields. The union leaders have been men who have worked with tools, have risen through the ranks, and have developed into efficient practical leaders. Work stoppages have been very few and infrequent.

Joint labour-management committees have been used to give the workers a part in working out problems of job classification, operating efficiency, education and training, health and safety, and strengthening morale. The committees solicit and reward suggestions for improving work and have also developed and administered an apprenticeship programme and a retirement benefit scheme.

Grievance procedures in operation emphasise quick settlement of problems at local levels. Those which cannot be solved by the supervisor or the director of personnel are by agreement taken to a committee

consisting of T. V. A. and union representatives, from which they can be appealed to a joint board of adjustment and finally to an impartial referee.

These harmonious labour relations are based on complete trust by the workers in the firmness of the T. V. A. administration, and by a full realisation of both sides of the value of co-operation. (*The Labour Gazette*, Ottawa, October 1949.)

U. N. ASSEMBLY ADOPTS FULL-EMPLOYMENT RESOLUTION

The Resolution for adoption of measures for achieving and maintaining full and productive employment, which was originally introduced by Australia and submitted to the Assembly by the Economic and Financial Committee, was adopted by the Assembly on November 24, last, by a vote of 41 to 15.

National and international action by member nations, the Resolution states, designed to promote and maintain full employment, in accordance with articles 55 and 56 of the charter, is a basic requirement for achievement of a stable and expanding world economy. To this end, the Resolution adds, economic development of under-developed countries should be stimulated. The Resolution further requests the Economic and Social Council to give attention to unemployment and under employment, especially in under-developed countries and particularly in such critical fields as agriculture. (*American Labour News*, November 28, 1949.)

2nd Edition

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CALCUTTA

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

A RISE OF THREE POINTS

In November 1949, the working class cost of living index in Bombay city, with base July 1933 to June 1934 equal to 100, was 310, being three points higher than in the preceding month. As compared with August 1939, it was higher by 205 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 five points to 379 owing to a rise in the average prices of prawns, tamarind, potatoes, brinjals, white pumpkins and cocoanut oil.

There was a rise of three points in the fuel and lighting group from 293 to 296 due to a rise in the price of kerosene oil.

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

The index number for the miscellaneous group advanced by 3 points to 285 mainly owing to a rise in the price of supari.

The rise of three points in the final index from 307 to 310 was mainly due to a rise of five points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR BOMBAY CITY

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Oct. 1949	Nov. 1949
Food	47	112	374	379
Fuel and lighting	7	99	293	296
Clothing	8	85	307	307
House-rent	13	100	100	100
Miscellaneous	14	98	282	285
Total	89			
		105	307	310

Cost of Living Index Numbers

* 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

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

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended June 1934	Oct. 1949	Nov. 1949	Aug. 1939	Oct. 1949	Nov. 1949
<i>Food—</i>			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Rice	Lb.	36	6 11 5*	23 12 11†	23 13 1†	128‡	355	365
Patni	"							
Wheat	"							
Jowari	"							
Bajri	"							
Turdal	Paylee	4	0 6 1	1 15 8	1 15 7	125	521	519
Gram	"	1	0 4 11	2 13 3	2 14 7	121	920	947
Raw sugar (gul)	Lb.	1	0 1 6	0 8 10	0 8 10	144	589	589
Sugar (refined)	"	5	0 2 2	0 7 2	0 7 0	112	331	328
Tea	"	2	0 10 0	2 4 10	2 5 5	93	368	372
Fish, dry—Bumdown...	Dozen	3	0 1 1	0 3 8	0 3 6	115	338	323
" fresh—Bhing or palah ..	Each	1	1 1 10	2 13 0	2 4 0	118	262	202
" " Prawns	Dozen	2	0 7 9	1 7 6	1 10 0	129	303	335
" " Bumdowns	"	2	0 2 4	0 6 3	0 6 3	114	268	268
Mutton	Lb.	5	0 4 6	1 3 6	1 2 10	107	433	419
Milk	Seer	7	0 5 0	1 0 7	1 0 5	83	332	328
Ghee	Lb.	2	0 12 2	3 0 3	3 0 0	106	397	396
Salt	Paylee	1	0 3 7	0 6 0	0 5 11	100	167	165
Chillies, dry	Lb.	3	0 3 3	0 15 6	0 15 9	103	477	485
Tamarind, old	"	2	0 1 6	0 9 2	0 9 11	117	611	661
Turmeric	"	2	0 2 2	0 12 1	0 12 1	138	558	558
Potatoes	"	1	0 1 2	0 4 0	0 4 8	93	343	400
Onions	"	1	0 0 8	0 3 4	0 3 1	75	500	463
Brinjals	"	5	0 1 10	0 4 6	0 4 11	68	245	263
Pumpkins, white	"	5	0 1 2	0 3 8	0 4 7	92	314	398
Cocoanut oil	Half-seer	2	0 2 8	1 0 2	1 0 10	97	606	631
Sweet oil	"	2	0 2 1	0 15 10	0 14 5	108	760	692
Tea, ready made	Full Cup	5	0 0 9	0 1 0	0 1 0	100	133	133
Total—All Food		100						
<i>Index Numbers</i>								
<i>All Food Articles</i>						112	374	379

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

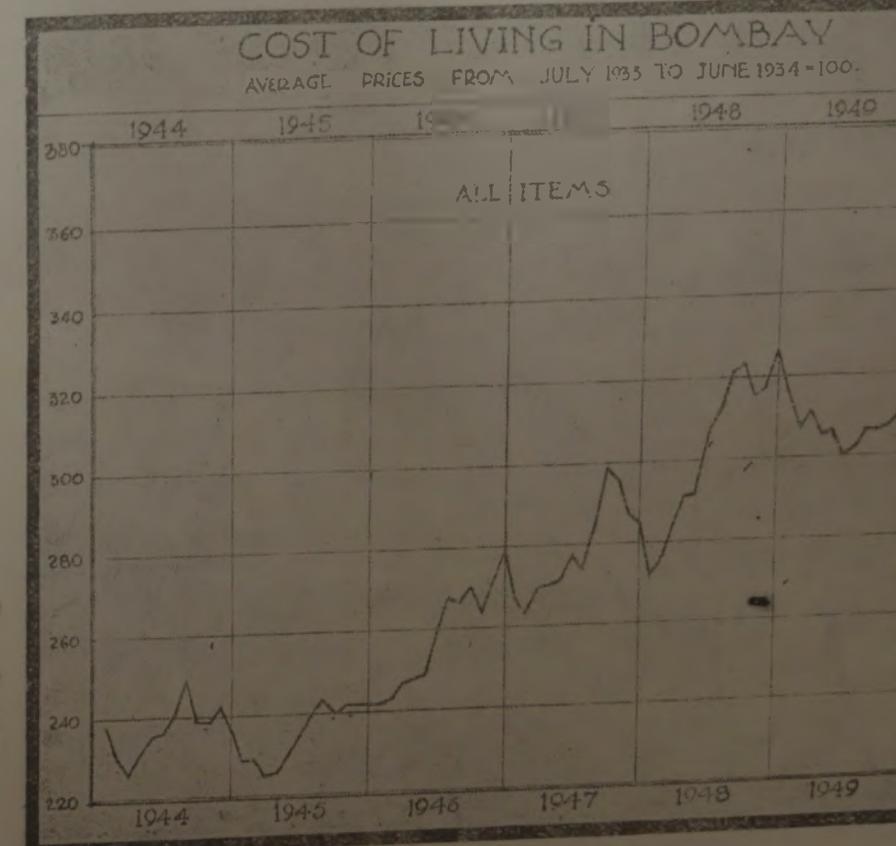
† Current expenditure on cereals: The expenditure is calculated since June 1943 on the basis of the quantities and prices of the different cereals sold in Government grainshops and authorised ration shops in working class localities and shops run by employers of labour.

‡ The weighted average of index numbers for different cereals.

Articles	Unit of Quantity	Proportional to total expenditure	Year ended June 1934	Index Numbers				
				Oct. 1949	Nov. 1949	Aug. 1939	Oct. 1949	Nov. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Fuel and Lighting—Charcoal	28 Lbs.	30	0 8 11	2 2 0	2 2 0	100	381	381
Firewood	"	52	0 4 9	0 13 6	0 13 6	96	284	284
Kerosene oil	Bottle	16	0 1 10	0 3 0	0 3 4	105	164	182
Matches	Two boxes	2	0 0 8	0 1 6	0 1 6	110	225	225
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting			....	....	....	99	293	296
Shirts—Shirts	Pair	15	2 7 2	10 0 5	10 0 5	84	410	410
Coating	Yard	12	0 5 6	0 14 0	0 14 0	91	255	255
Shirting	"	23	0 2 7	0 10 0	0 10 0	105	387	387
Cloth for trousers	"	4	0 4 9	1 1 0	1 1 0	99	358	358
Sarees	Each	36	3 4 4	8 6 10	8 6 10	73	258	258
Khans	Piece of 30 inches	10	0 10 6	1 3 1	1 3 1	68	182	182
Total—Clothing		100						
Index Number—Clothing			....			85	307	307
House-rent	Per month	100	6 5 11	6 5 11	6 5 11	100	100	100
Index Number—House rent			....			100	100	100
Miscellaneous—Barber	Shave ..	13	0 1 4	0 3 0	0 3 0	75	225	225
Soap (washing)	Bar ..	9	0 6 7	1 2 5	1 2 6	77	280	281
Medicine	Bottle of mixture.	3	0 8 0	0 12 0	0 12 0	100	150	150
Supari	Lb.	25	0 5 0	1 10 10	1 11 5	120	537	546
Bids	Bundle of 25	22	0 1 0	0 2 6	0 2 6	100	250	250
Travelling to and from place native			0 4 11	0 6 0	0 6 0	95	122	122
Newspaper	Copy	1	0 0 9	0 1 0	0 1 0	67	133	133

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.
1944	237	238	230	226	231	235	236	241	250	239		
1945	235	229	229	225	226	230	235	240	243	240		
1946	259	242	243	247	248	249	259	268	267	270		
1947	279	267	263	269	270	271	278	274	284	299		
1948	303	271	276	284	291	292	307	312	321	323		
1949	316	307	311	305	300	300	300	302	306	300		

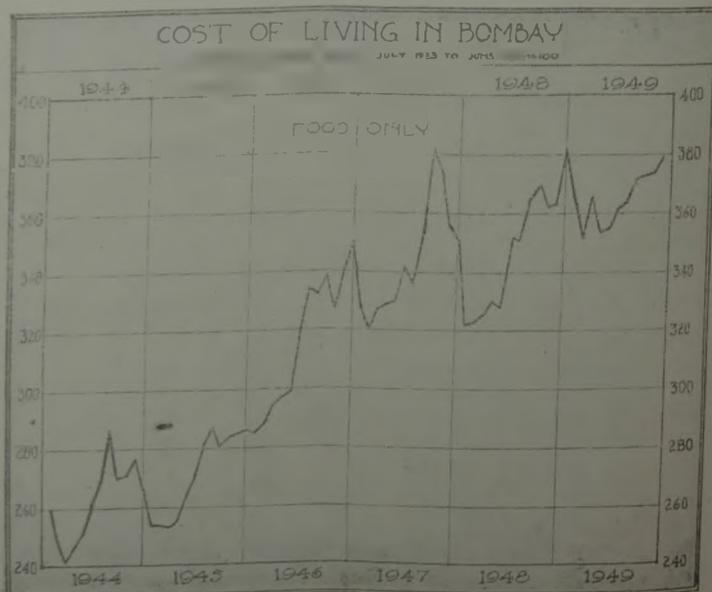


Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—BOMBAY—FOOD ONLY

(Base: July 1933 to June 1934=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	263	260	249	241	252	262	261	270	287	270	271	277	287
1945	271	254	254	253	255	263	271	281	287	291	284	295	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	361
1948	348	322	323	326	330	328	362	351	365	370	362	363	382
1949	...	365	352	365	364	365	301	364	372	373	374	379	



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

A RISE OF TWO POINTS

In November 1949, the cost of living index number for the working classes in Ahmedabad city, on base: August 1926 to July 1927 equal to 100, was 252, being two points higher than in the preceding month and 179 points higher as compared with August 1939, which is the pre-war month. The index relates to the standard of life ascertained during the 1926 family budget enquiry at Ahmedabad.

The index number for the food group advanced by four points to 264 owing to greater off-take of bajri in the ration and a rise in the prices of bajri, gul and potatoes.

The index number for the fuel and lighting group declined by two points to 304 owing to a fall in the price of firewood, while the index numbers for the clothing and the miscellaneous groups remained stationary at 291 and 335 respectively.

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

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AHMEDABAD

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Oct. 1949	Nov. 1949
Food	58	65	260	264
Fuel and lighting	7	77	306	304
Clothing	10	68	291	291
House-rent	12	107	107	107
Miscellaneous	4	100	335	335
Total	91			
Cost of Living Index Numbers ..	....	73	250	252

*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*.

Unit of Quantity	Proportional to total expenditure	Year ended July 1927	Oct. 1949	Nov. 1949	Aug. 1949	Oct. 1949	Nov. 1949	
		Rs. a. p.	Rs. a. p.	Rs. a. p.				
Seer	52	10 11 6°	22 6 2†	22 14 6†	50]	209	214	
..		2	0 3 6	0 10 6	0 10 2	71	300	299
..		5	0 3 4	0 8 2	0 8 0	70	245	240
..		2	0 5 8	0 13 6	0 13 10	85	238	
..		2	0 4 9	0 11 4	0 15 4	96	239	323
Lb.		1	1 0 0	2 6 8	2 7 4	63	242	246
Seer		1	0 1 0	0 1 0	0 1 0	100	100	100
Lb.		3	0 5 4	1 0 0	1 0 0	75	300	300
Seer		4	0 4 0	0 10 0	0 9 2	67	250	229
..		12	1 13 10	6 6 4	6 6 4	63	313	343
..		8	0 2 10	0 10 0	0 10 10	82	353	382
..		4	0 9 2	2 9 10	2 9 10	60	456	456
..		3	0 10 8	2 2 19	1 13 2	56	327	273
..		1	0 8 10	1 14 0	1 14 0	60	310	340
		100						
		....			65	260	264	
Indian Maund	78	0 15 2	3 2 6	3 2 0	77	333	380	
Small bottle	11	0 1 2	0 1 9	0 1 10	79	150	157	
Seer	8	0 8 0	1 6 8	1 5 2	67	283	277	
Two boxes	3	0 0 8	0 1 6	0 1 6	100	225	225	
	100							
					77	306	304	

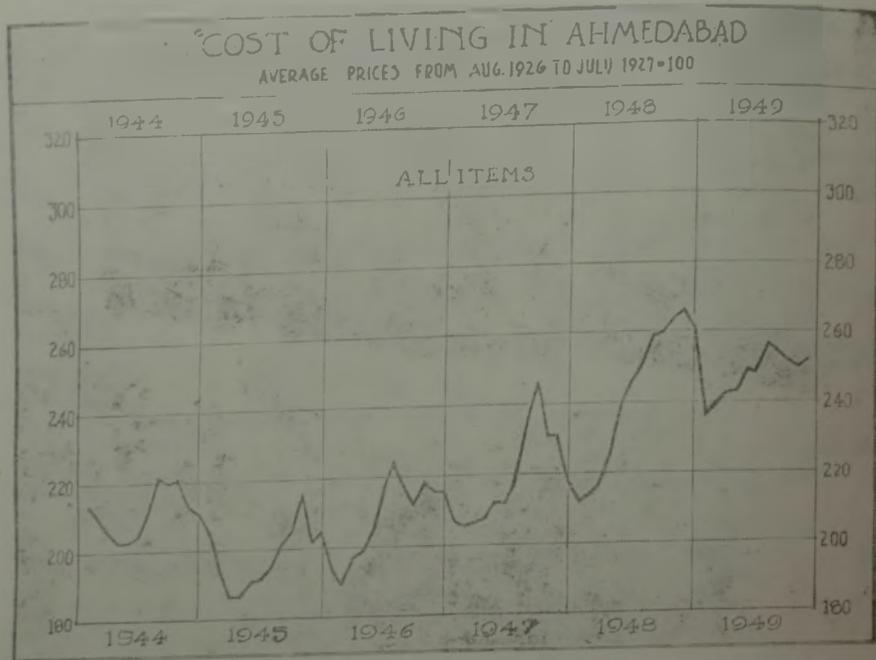
Articles	Unit of Quantity	Weights proportional to total expenditure	Year ended July 1927	Oct. 1949	Nov. 1949	Aug. 1939	Oct. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
<i>Clothing—</i>							
Dhotis	Pair ..	16	3 14 6	8 0 11	8 0 11	36	206
Coating	Yard ..	13	0 13 6	2 1 7	2 1 7	77	249
Shirting	..	24	0 8 3	1 6 11	1 6 11	90	278
Cloth for trousers	..	7	0 8 7	1 4 10	1 4 10	56	243
Sarees	Each	17	1 7 4	6 15 3	6 15 3	61	477
Cloth for skirts	Yard	13	0 6 1	1 3 0	1 3 0	72	312
Khands for cholla	..	10	0 13 3	1 10 3	1 10 3	73	198
		100					
<i>Total—Clothing</i>							
<i>Index Number—</i>							
Clothing	..		....			68	291
<i>House-rent*</i>							
	Per month	100	4 9 11	4 15 1	4 15 1	107	107
<i>Index Number—</i>							
House-rent						107	107
<i>Miscellaneous—</i>							
Bids	Bundle of 25	71	0 1 0	0 3 0	0 3 0	100	300
Soap	.. Bar	29	0 4 6	1 3 0	1 3 0	100	422
		100					
<i>Total—Miscellaneous</i>							
<i>Index Number—</i>							
Miscellaneous	..		....			100	335

monthly expenditure on cereals during the 1925 Family Budget Enquiry as adjusted to the basic expenditure on cereals:—The expenditure is calculated on the basis of the quantities and prices of the cereals and by the method of labour

WORKING CLASS COST OF LIVING INDEX—AHMEDABAD—ALL ITEMS

(Base: August 1926 to July 1927=100)

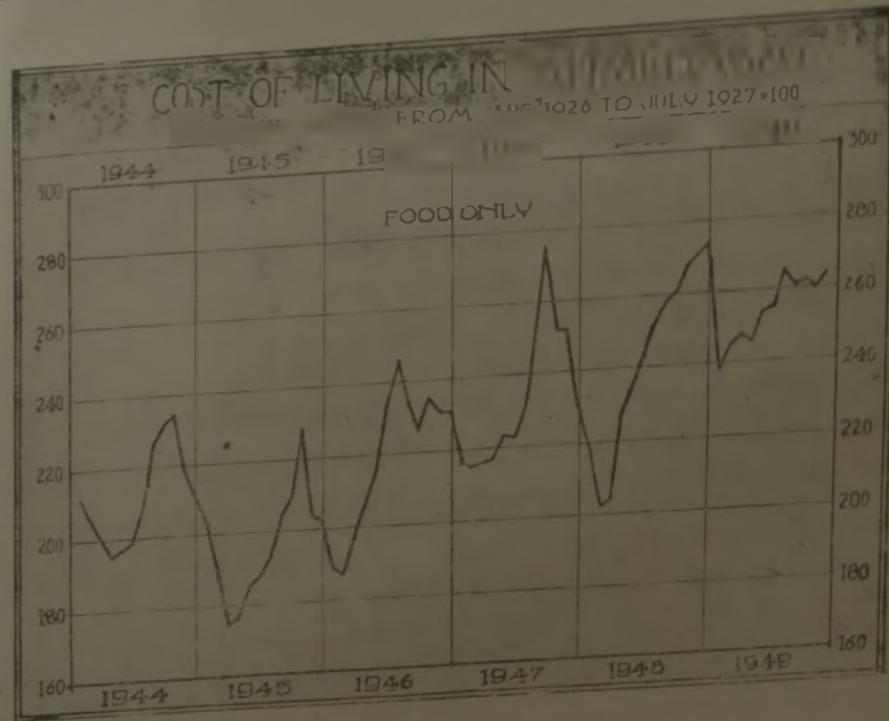
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	212	214	210	206	203	203	205	211	222	220	221	213	211
1945	199	206	195	187	187	191	192	195	201	205	217	202	205
1946	209	195	100	107	199	204	217	225	217	212	219	216	216
1947	219	207	206	207	208	212	212	218	235	246	231	231	218
1948	248	212	214	217	226	230	245	251	259	260	264	266	261
1949	....	236	240	242	243	249	248	256	254	252	250	252	



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.
1944	212	212	206	200	195	197	199	209	226	228	235	218	211
1945	197	203	188	175	177	185	188	193	204	210	220	204	208
1946	219	189	187	198	206	215	234	246	234	226	235	231	231
1947	234	216	215	216	217	223	222	231	258	275	252	252	231
1948	243	218	202	204	226	234	242	252	258	261	268	271	274
1949		233	245	248	246	254	255	265	261	262	260	264	



INDEX REMAINS STATIONARY

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

The index number for the food group receded by one point to 303 owing to a fall in the prices of sugar, milk and onions.

The index numbers for the fuel and lighting and the clothing groups remained stationary at 390 and 281 respectively; while the index number for the miscellaneous group fell by one point to 337 owing to a fall in the price of supari.

The final index number remained steady at 299.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR SHOLAPUR

Groups	Weights proportional to total expenditure	Group Index Numbers		
		Aug. 1939	Oct. 1949	Nov. 1949
Food	49	68	304	303
Fuel and lighting	10	86	390	390
Clothing	12	63	281	281
House-rent	—	107	107	107
Miscellaneous	6	72	338	337
Total ...	83	—	—	—
Cost of Living Index Numbers ...	.....	73	—	—

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

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

Articles	Unit of Quantity	Weights proportional to total expenditure	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Oct. 1949	Nov. 1949	Aug. 1939	Oct. 1949	Nov. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—								
Rice	Seer †							
Wheat	Do. †	56	9 5 1†	25 9 11	26 3 0‡	68¶	275	281
Jowari	Do. †							
Gram	Do. †	2	0 2 0	0 8 0	0 8 3	83	400	413
Turdal	Do. †	6	0 3 1	0 9 11	0 10 1	57	322	327
Sugar (refined)	Do. †	1	0 5 4	1 8 8	0 15 0	91	463	281
Raw sugar (gul)	Do. †	2	0 3 6	0 14 4	0 14 10	100	410	424
Tea	Lb.	1	1 2 5	2 6 0	2 6 0	87	206	206
Beef	Seer †	1	0 4 0	1 0 0	1 0 0	100	400	400
Mutton	Do. †		0 8 1	1 14 0	1 14 0	74	371	371
Milk	Do. †	6	0 4 0	6 11 0	0 10 8	75	294	267
Ghee	Do. †	2	1 7 7	5 6 8	5 5 10	76	367	364
Salt	Do. †	1	0 1 0	0 1 6	0 1 3	100	150	167
Chillies	Do. †	2	0 10 4	1 10 0	1 9 3	77	252	214
Onions	Do. †	4	0 1 3	0 4 4	0 3 7	40	347	287
Potatoes	Do. †	2	0 2 5	0 7 4	0 8 2	83	303	338
Sweet oil	Do. †	6	0 9 6	2 0 0	2 0 0	47	376	376
Total—All Food		100						
Index Number—All Food Articles						68	304	303
Fuel and Lighting—								
Firewood	Indian Maund.	83	0 14 5	3 12 0	3 12 0	83	416	416
Kerosene oil	Bottle	12	0 2 0	0 4 3	0 4 3	100	213	213
Matches	Dozen boxes.	2	0 2 8	0 6 10	0 9 0	125	331	338
Total—Fuel and Lighting		100						
Index Number—Fuel and Lighting						86	390	390

†Equivalent to new Bombay seer (measure) in the case of food grains, salt, milk and sweet oil and 80 tolas weight for each of the remaining items. The basic prices of food grains and salt have been halved to make them comparable with the prices for the new seer (measure) which came into use at Sholapur from June 1938. Since September 1947, the unit of measurement for food grains in Sholapur except turdal has been changed from measure to weight.

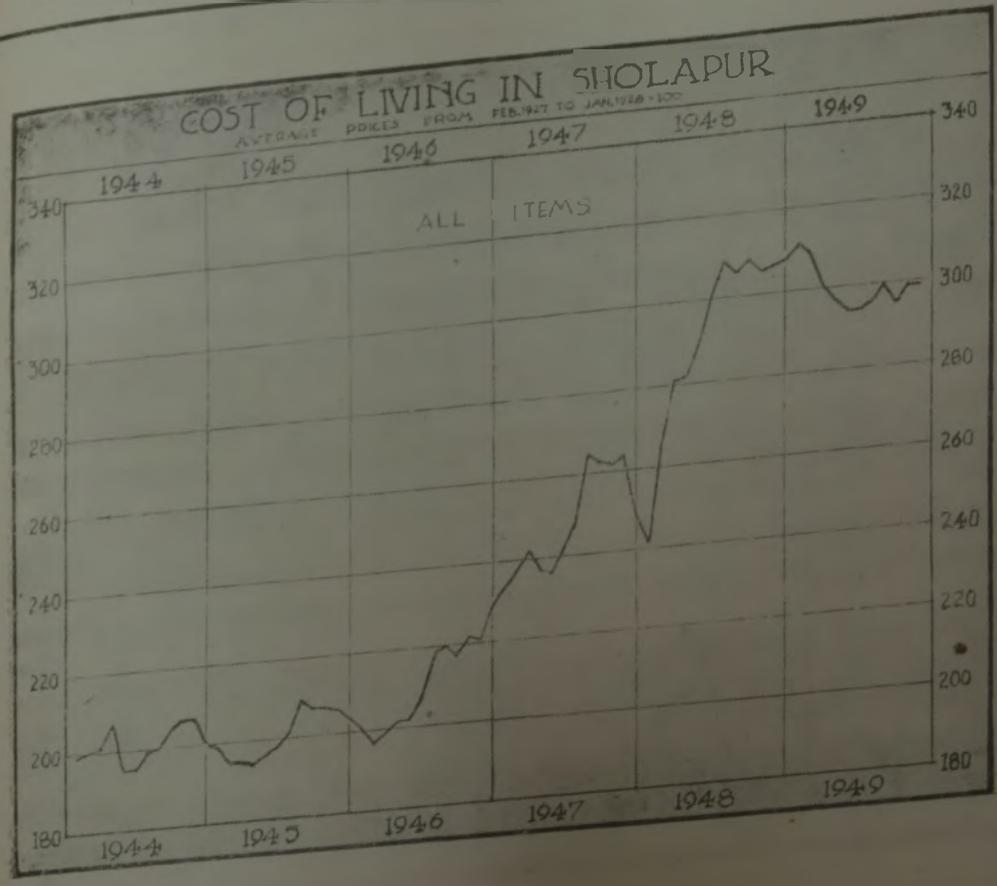
‡The average monthly expenditure on cereals during the 1925 Family Budget Enquiry as adjusted to the base for 1928.

§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.

Articles	Unit of Quantity	Weights proportion of the total as per unit	Price per Unit of Quantity			Index Numbers		
			Year ended January 1928	Oct. 1949	Nov. 1949	Aug. 1939	Oct. 1949	Nov. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.			
..	Pair	16	3 2 11	6 15 11	6 15 11	69	188	188
..	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
..	Do.	2	0 6 0	0 12 3	0 12 3	63	204	204
..	Each	45	2 3 7	7 4 0	7 4 0	67	326	326
..	Yard	10	0 3 11	1 0 0	1 0 0	57	409	409
..		100						
..						63	281	281
..	Per month	100	2 6 0	2 8 8	2 8 8	107	107	107
..						107	107	107
..								
..	Seer &	9	0 11 1	2 7 7	2 9 10	11	357	377
..	Bundle of 25	27	0 0 9	0 3 0	0 3 0	100	400	400
..	50	10	0 0 6	0 1 0	0 1 0	100	200	200
..	Seer	41	0 12 5	2 13 4	2 12 4	60	365	357
..	Bar	13	0 8 9	1 3 0	1 3 0	50	217	217
..		100						
..						72	333	337

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	201	199	200	201	207	195	185	199	200	205	207	207	200
1945	201	199	195	195	194	196	198	201	209	207	207	206	204
1946	211	201	197	199	202	202	207	218	220	217	222	221	229
1947	248	233	237	242	237	236	243	248	265	263	262	264	249
1948	292	241	265	281	282	289	301	309	306	309	306	307	308
1949		311	309	301	297	294	294	296	300	295	299	299	--



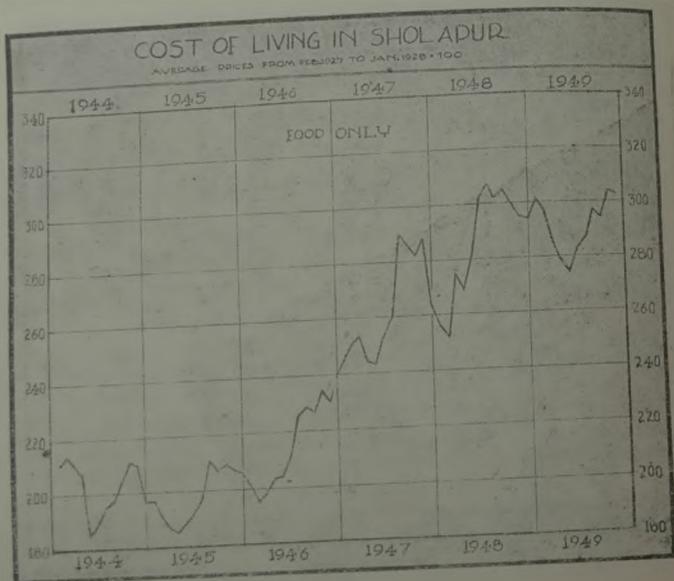
of seven per cent. in house-rent has been ascertained by conducting a special rent enquiry at Sholapur end of June 1932.

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—SHOLAPUR—FOOD ONLY

(Base: February 1927 to January 1928=100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	202	211	214	210	207	185	188	195	107	204	211	210	197
1945	198	197	192	187		188	191	197	211	207	209	207	206
1946	217	201	195	198	203	204	211	228	229	227	234	230	240
1947	263	245	251	258	244	243	253	260	200	280	282	288	264
1948	286	256	252	275	269	281	301	307	302	305	300	296	294
1949	..	301	297	285	278	274	283	287	297	204	304	303	..



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

A FALL OF EIGHT POINTS

The working class cost of living index number for Jalgaon city during November 1949, on base August 1937 equal to 100, was 424, being eight points lower than in the preceding month. The index relates to the standard of life maintained during the October 1937 Bombay Budget enquiry at Jalgaon.

The index number for the food group receded by 17 points to 459, owing to a fall in the prices of sugar, ghee, chillies, onions and sweet oil.

The index number for the fuel and lighting group advanced by six points to 435 owing to a rise in the prices of all the articles included in the group, viz., firewood, kerosene oil and matches.

There was a rise of eight points in the clothing group owing to a rise in the prices of saris and khana.

The rise of eight points in the miscellaneous group from 533 to 541 was due to a rise in the prices of pan, sports and dental.

The fall of eight points in the total index from 432 to 428 was due to a fall of 17 points in the food group.

WORKING CLASS COST OF LIVING INDEX NUMBERS FOR JALGAON

Groups	Weights proportional to total expenditure	Group Index Numbers	
		Oct. 1949	Nov. 1949
Food	57	476	459
Fuel and lighting ...	8	429	435
Clothing	12	424	432
House-rent	9	100	100
Miscellaneous	6	533	541
Total	92		
		432	424
Cost of Living Index Number	.....	

* Index regarding the same and historical movement of the index will be found on pages 479-51 of the 1949-1950 issue of the Labour Index.

Articles	Weights Proportional to total expenditure	Price per unit of Quantity			Index Numbers		
		Basic Prices for August 1939	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949	
		Rs. a. p.	Rs. a. p.	Rs. a. p.			
Food Articles—							
Chowthal	18						
Wheat		6 13 4 ⁰	23 12 8	24 0 4	348	360	
Rawari							
Majri							
Pulses—							
Gram dal	6	0 11 6	4 5 10	4 5 2	607	601	
Moong dal	3	0 12 0	4 2 9	4 5 1	556	576	
Other food Articles—							
Sugar (Refined)	Seer	0 4 11	1 3 6	0 14 5	397	298	
Raw Sugar (Gul)	2	0 3 7	0 14 7	0 14 8	407	400	
Tea	1/8 Lb.	0 1 8	0 4 8	0 4 0	373	380	
Mutton	Seer	0 8 0	2 0 0	2 0 0	400	400	
Milk	5	0 3 0	0 12 10	0 12 10	429	428	
Ghee	5	0 3 0	0 12 10	0 12 10	429	428	
Salt	1	1 4 8	6 7 6	5 15 6	501	482	
Chillies	5	1 4 8	6 7 6	5 15 6	501	482	
Turmeric	1	0 1 9	0 3 0	0 2 11	171	167	
Potatoes	5	0 1 9	0 3 0	0 2 11	171	167	
Onions	1	0 5 6	2 12 10	2 9 2	315	748	
Sweet oil	5	0 5 6	2 12 10	2 9 2	315	748	
Tea (Ready made)	Cup	0 4 8	1 7 2	1 7 5	498	502	
		0 4 8	1 7 2	1 7 5	498	502	
		0 1 0	0 9 10	0 9 11	402	384	
		0 1 0	0 9 10	0 9 11	402	384	
		0 0 4	0 6 1	0 5 5	1825	1825	
		0 0 4	0 6 1	0 5 5	1825	1825	
		0 3 4	2 1 5	1 11 6	1003	825	
		0 3 4	2 1 5	1 11 6	1003	825	
		0 0 6	0 2 0	0 2 0	400	400	
		0 0 6	0 2 0	0 2 0	400	400	
Total—All Food	100						
Index Number—All Food					476	459	
Fuel and Lighting—							
Firewood	Md.	74	0 8 5	2 11 9	2 12 0	520	599
Kerosene oil	Bottle	23	0 2 0	0 3 3	0 3 6	163	176
Matches	Box.	3	0 0 4	0 0 10	0 1 0	222	267
Total—Fuel and Lighting	100						
Index Number—Fuel and Lighting					429	456	

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

Articles	Unit of Quantity	Proportional to total expendi- ture	Basic Prices for August 1939	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949
			Rs. a. p.	Rs. a. p.	Rs. a. p.		
Dhotis	Pair	16	1 12 6	7 8 0	7 8 0	421	421
Coatins	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	"	4	0 3 10	1 1 9	1 1 9	463	463
Sarees	Each	42	2 2 11	10 10 0	11 0 0	487	504
Khan	"	10	0 4 0	0 15 8	1 0 0	392	400
Total—Clothing		100					
Index Number—Clothing						424	432
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 6	0 3 0	0 3 0	300	300
Soap	Bar	16	0 5 1	1 3 6	1 3 5	384	382
Hair oil (Cocoanut oil)	Seer	9	0 4 4	2 7 8	2 7 10	915	919
Pan	100	10	0 0 6	0 5 6	0 5 10	1100	1167
Supari	Seer	10	0 6 9	2 14 5	2 15 2	688	699
Chewing Tobacco	1/2 Seer	7	0 2 0	0 12 0	0 12 0	600	600
Drum	Bundle of 25	18	0 0 8	0 2 11	0 2 11	438	438
Total—Miscellaneous		100					
Index Number—						533	541

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—JALGAON—ALL ITEMS

(Average prices in August 1939 = 100)

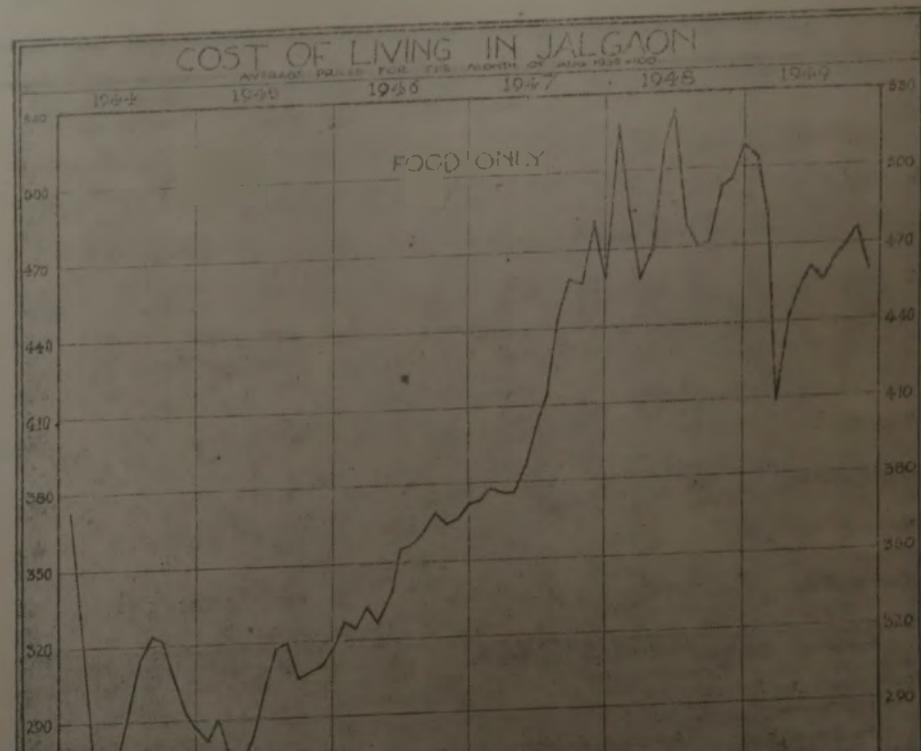
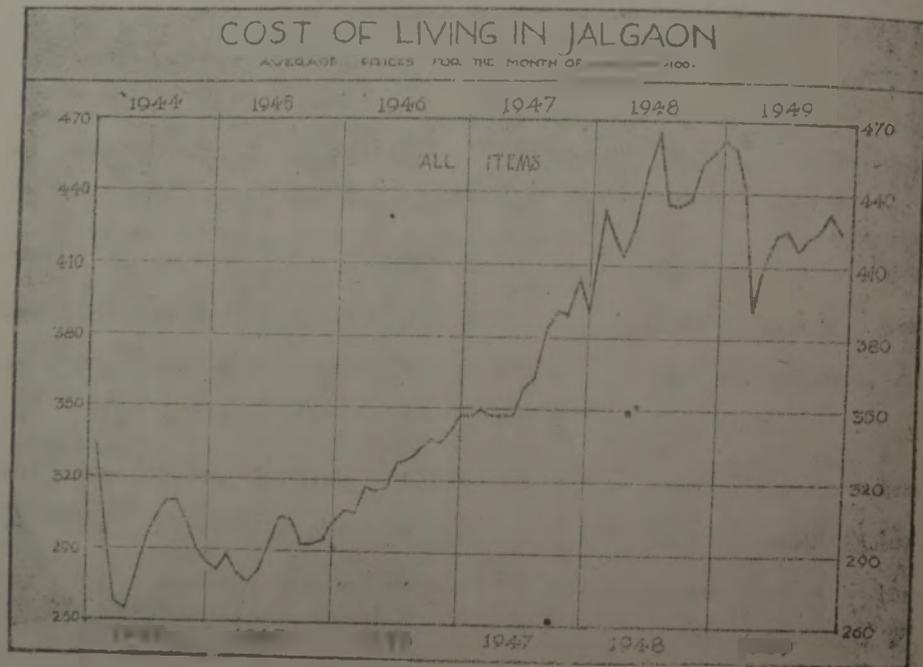
Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	295	335	301	268	265	277	295	304	311	311	301	291	286
1945	291	282	288	281	277	282	293	304	303	293	293	294	301
1946	326	307	300	317	315	317	327	329	332	337	336	341	347
1947	369	347	350	347	347	347	359	364	384	391	390	405	392
1948	440	433	422	414	425	450	465	435	434	437	452	456	461
1949	458	441	391	412	422	441	440	422	425	432	424	..	..

Cost of Living Series

WORKING CLASS COST OF LIVING INDEX—JALGAON—FOOD ONLY

(Average prices in August 1939 = 100)

Year	Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1944	303	373	320	265	262	277	295	313	324	322	308	294	287
1945	299	282	290	275	273	284	302	318	320	306	308	310	316
1946	350	328	325	333	327	338	355	357	362	369	365	367	373
1947	417	373	378	376	376	385	403	415	445	459	457	481	469
1948	490	518	484	458	469	510	523	478	470	471	493	496	509
1949	504	484	400	442	453	461	456	465	469	476	469	..	..



Cost of Living Index Numbers for Industrial Workers in India

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

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

Groups	Bombay		Ahmedabad (b)		Sholapur (c)		Jalgaon (d)	
	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949
Food	374	379	260	264	301	303	470	459
Fuel and lighting	293	296	306	304	390	390	429	435
Clothing	307	307	291	291	281	281	424	432
Miscellaneous	282	285	335	335	338	337	533	541
Rent	100	100	107	107	107	107	100	100
Cost of living	307	310	250	252	299	299	432	424

Groups	Nagpur* (d)		Madras (e)		Kanpur (d)	
	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949	Oct. 1949	Nov. 1949
Food	392	389	363	368	517	495
Fuel and lighting	295	297	389	401	459	468
Clothing	355	325	323	316	480	490
Miscellaneous	515	515	266	266	388	388
Rent			175	175	107	107
Cost of living	381	377	323	325	464	451

(b) Average prices from August 1926 to July

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

The Nagpur cost of living index number, on base August 1939 equal to 100, was 377 in November 1949 being four points lower than in the preceding month. The index numbers for the food and the clothing groups fell by 3 and 30 points to 389 and 325 respectively; while the index number for the fuel and the lighting group rose by two points to 297 and that for the miscellaneous group remained unchanged at 515.

The Madras cost of living index number, with the average prices for the year ending June 1936 equal to 100, was 326 in November 1949, being three points higher than in the preceding month. The index numbers for the food and the fuel and lighting groups rose by 5 and 12 points to 368 and 401 respectively and those for the miscellaneous group and house-rent remained steady at 266 and 175 respectively; while the index number for the clothing group fell by seven points to 316.

In November 1949, the Kanpur cost of living index number, on base August 1939 equal to 100, was 451, being 13 points lower than in the preceding month. The index number for the food group fell by 22 points to 495 and that for the fuel and lighting group rose by nine points to 468, while the index numbers for the clothing and the miscellaneous groups and house rent remained unchanged at 480, 388 and 197 respectively.

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

Month and Year	Bombay	Ahmedabad	Sholapur	Jalgaon	Nagpur	Madras	Kanpur
September 1948	308	356	423	437	383	317	558
October ..	300	362	419	452	386	316	547
November ..	302	364	421	456	387	317	554
December ..	310	358	422	461	389	329	568
January 1949	301	323	426	458	380	331	566
February ..	292	329	423	441	374	331	515
March ..	296	332	412	391	374	333	479
April ..	290	333	407	412	376	327	468
May ..	291	341	403	422	377	327	482
June ..	286	340	403	424	379	329	483
July ..	288	351	405	417	378	327	486
August ..	291	348	411	422	378	327	488
September ..	291	345	404	425	381	327	484
October ..	292	342	410	432	381	330	464
November ..	295	345	410	424	377	333	451

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

Labour Intelligence

INDIAN

INDUSTRIAL DISPUTES IN THE PROVINCE DURING NOVEMBER 1949

Disputes in November 1949	36
Work-people involved	22,828
Working days lost	39,638

NUMBER AND MAGNITUDE

The statistics of industrial disputes for the month of November 1949 showed appreciable improvement in the number of workers involved and the resulting time loss as compared with the previous month, but the number of strikes increased from 30 in October 1949 to 36 during the month under review.

Figures for the month under review show 36 disputes in progress involving 22,828 workers and a time loss of 39,638 man-working days as compared to 30 disputes in October 1949 with 27,141 workers and a time loss of 1,53,753 man-days. In November 1948, there were 56 disputes in progress involving 26,792 workers and a time loss of 88,669 man-days.

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

Of the 36 disputes in progress during November 1949, 16 were in the Textile industry, 3 in the Engineering, two in the Transport, while the remaining disputes were in other industries. The disputes in the Textile industry alone affected about 58 per cent. of the total workers involved and accounted for 34.2 per cent. of the time loss resulting from all disputes.

Twenty-nine disputes involving 16,794 workers were actually recorded during the month, while seven disputes involving 6,034 workers continued from the previous month. Eighteen or half of the total disputes lasted less than a week—most of them 1 to 3 days only. About 52.2 per cent. of the total workers involved were in those brief stoppages.

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

Industry Group	Number of disputes in progress in November 1949			Number of work-people involved in all disputes in progress in November 1949	Aggregate duration in working days of all disputes in progress in November 1949
	Started before beginning of November	Started in November	Total		
Textiles	3	13	16	13,336	13,667
Engineering	1	1	2	2,615	5,300
Transport ...	...	2	2	3,020	282
Miscellaneous	3	12	15	3,857	20,489
Total November 1949	7	29	36	22,828	39,638
Total October 1949 ...	2	28	30	27,141	1,53,753
Total November 1948	12	44	56	26,792	88,669

Analysing the disputes according to localities, 22 of the 36 disputes recorded for the month were in Bombay City, 10 at Poona and one each at Baroda, Kalyan and Vikhroli (Thana District), Surat, Nasik, Jalgaon (East Khandesh District), Cambay (Kaira District), Nipani (Belgaum District), Dharangaon (East Khandesh District) and Banhatti (Bijapur District).

Nine of the total disputes in existence during November 1949 arose over questions of "pay and allowances", four related to "bonus issues", 16 to grievances about "personnel", 3 to "leave and hours of work", while the remaining four disputes were due to "other" causes.

Of the 26 disputes that terminated during the course of the month, three resulted in favour of the workers, 14 in favour of the employers, four ended in compromise settlements, four were indefinite in result, while the result of the remaining one dispute was inconclusive.

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

Kamala Mills.—The strike in the Kamala Mills reported earlier came to an end on 1st November 1949, as a result of an agreement reached between the management and the strikers. The management agreed not to retrench any doffer-boys at present and not to provide any substitute if any doffer-boy leaves his job or goes on leave. About 36,000 man-days were lost due to the strike.

Khatau Makanji Spinning and Weaving Co. Ltd.—Demanding holiday on 14th November 1949 on account of the birthday of Pandit Jawaharlal Nehru, the Prime Minister of India, 758 weavers out of the total complement of 2,629 workers of the 1st shift of the Khatau Makanji Spinning and Weaving Co. Ltd. stopped work and resorted to a strike at 9 a.m. on 14th November 1949. The remaining workers of the 1st shift joined the strike at 10-45 a.m. on the same day. 1,386 and 406 workers out of the total complements of 1,556 and 443 workers of the 2nd and 3rd shifts respectively joined the strike at 4 p.m. and 11 p.m. on the same day. All the strikers, however, resumed work unconditionally on the next day and the strike ended. The total time loss due to the strike was 3,183 man-working days.

Coorla Spinning and Weaving Mills.—Demanding supply of superior quality of yarn on their looms 15 out of 200 workers of the Ring Department of the day shift of the Coorla Spinning and Weaving Mill resorted to a stay-in-strike on November 28, 1949. 15 workers of the same department of the night shift joined the stay-in-strike at 4 p.m. on the same day. The management put up a notice on November 29, 1949, partially closing down the Ring and Weaving Departments of both the shifts due to strike. On November 30, 1949, the remaining 185 workers of the Ring Department and 65 workers of the Spinning Department of the day shift joined the strike at 7 a.m. thus bringing the total number of strikers to 265 in the day shift. The management sent away 185 workers from Blow Room, Carding, Frame and Reeling Departments due to strike. The strike was in progress at the end of the month.

Estrella Batteries Ltd.—The management of the Estrella Batteries Ltd. warned certain 12 workers of the day shift for coming late every day. The management also obtained their signatures on the warning sheets. As a protest against this action of the management all the 744 workers of the day shift resorted to a stay-in-strike at 11-30 a.m. on November 16, 1949 demanding withdrawal of the warning notices. All the 250 workers of the night shift also joined the stay-in-strike at 4 p.m. on the same day, bringing the total number of strikers to 994. The management put up a notice informing the strikers that their strike was illegal and asking them to resume work immediately failing which, they would not be paid the wages for the strike period. On the assurance given by the Company's Labour Officer to look into their grievance, all the 744

strikers of the day shift resumed work at 7-30 a.m. on November 18, 1949 followed by all the 250 strikers of the night shift at 4 p.m. on the same day. The strike thus ended causing a time loss of 1,662 man-days.

CAMBAY (KAIRA DISTRICT)

Shree Vijay Laxmi Cotton Mill. All the 550 workers of the night shift of Shree Vijay Laxmi Cotton Mill resorted to a strike at 8-30 p.m. on 2nd November 1949 demanding holiday on 2nd November on account of Muharram. All the strikers, however, resumed work unconditionally on November 4, 1949 as there was holiday on 3rd November and the strike ended. The total number of man-days lost due to strike was 275.

NASIK

Nasik Borough Municipality.—On 6th November 1949, 18 sweepers belonging to the Conservancy staff of Nasik Municipality resorted to strike as their request to minimise the length of cement roads (1,500 feet) to be cleaned by each worker was turned down by the Administrator. The sweepers concerned were warned by the Administrator to the effect that if they failed to resume work, they would have to vacate the Municipal quarters allotted to them. On November 8, Miss Shantabai Dani, General Secretary of the Bhangi and Safai Kamagar Union held private discussions with the sweepers and assured them that she would request the Municipal authorities to curtail the length of the cement roads to be cleaned by them. There was, however, no appreciable change till 11th November 1949, when all the strikers resumed work unconditionally and the strike ended. The total time loss due to strike was 90 days.

EMPLOYMENT SITUATION IN NOVEMBER 1949

THE TEXTILE INDUSTRY

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

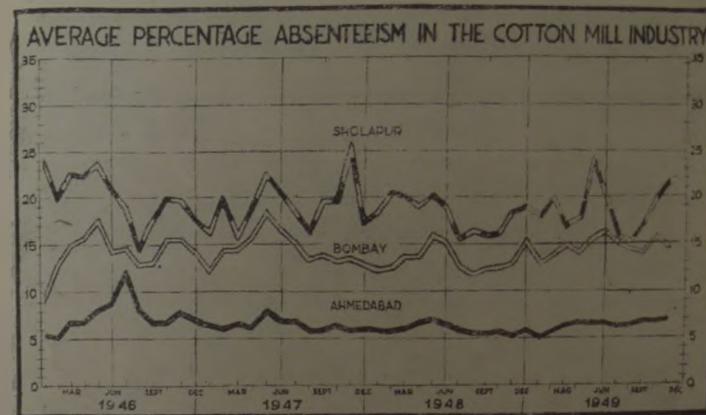
Returns were received from 128 or 95.52 per cent. of the 134 mills reported as working at these centres during November 1949. The supply of labour was reported as adequate by a majority of the mills. The average absenteeism in the textile industry in these centres amounted to 13.43 per cent. as against 13.92 per cent. in the previous month.

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

Centre (1)	Number of mills		Percentage of Col. (3) to Col. (2)	Average percentage of absenteeism in	
	Working (2)	Furnish- ed in- formation (3)		October 1949 (5)	November 1949 (6)
Bombay	64	59	92.19	17.10	15.77
Ahmedabad	61	60	98.36	7.87	8.12
Sholapur	5	5	100.00	22.34	23.27
Virangaam	1	1	100.00	7.95	8.69
East Khandesh	3	3	100.00	12.40	11.98
All Centres	134	128	95.52	13.92	13.43

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

Centre	Average percentage of absenteeism in	
	October 1949	November 1949
Bombay	15.75	14.54
Ahmedabad	6.79	6.91
Sholapur	19.89	21.54
Virangaam	7.95	8.69
East Khandesh	12.40	11.98
All Centres	12.56	12.15



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

ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City, the supply of labour was adequate. The average absenteeism in representative work-shops was 14.45 per cent. as against 14.83 per cent. in the previous month. The percentage absenteeism in the Bombay Port Trust amounted to 12.26 in the Chief Engineer's Department and 6.74 among the monthly paid labourers employed in the Port Trust Docks.

THE WORKMEN'S COMPENSATION ACT, 1923

STATISTICS FOR NOVEMBER 1949

One hundred and sixty-seven cases were disposed of in the Province during November 1949, under the Workmen's Compensation Act, 1923, 21 more than in the preceding month. The Commissioner for Workmen's Compensation, Bombay, disposed of 162 of these cases.

Seventy-seven cases were in the Textile Industry, 37 in the Engineering Industry, 33 in the Transport Services and the remaining 20 cases were in the other groups of industries.

There were 59 proceedings under the Act. Compensation was awarded in 51 cases, 5 cases were dismissed, one case was withdrawn while the remaining two cases were in respect of recovery of compensation already awarded. Of the 108 cases for registration of agreements, 91 were registered while registration for the remaining 17 cases was refused.

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

Nature of employment	Proceedings				Registration of agreements			Grand Total	
	Compensation awarded	Dismissals	Withdrawals	Recovery	Reviews and other miscellaneous applications	Total	Agreements registered		Registration refused
<i>Group II—Second-Production</i>									
Textile Industry ..	13	1	..	..	14	44	15	63	77
Engineering	10	1	..	..	13	23	1	24	37
Food, Drink and Tobacco	1	1	1	..	4	3	1	4	8
Chemicals	1	..	..	..	1	1	..	1	3
Paper and Printing	..	..	..	..	..	1	..	1	1
Wood Working and Furniture	1	1	..	..	2	1	..	1	3
Stone, Brick & Glass	1	..	..	..	1	..	..	1	1
Building and Roads	1	..	..	..	1	1	..	1	2
<i>Group III—Services</i>									
Transport	10	1	..	..	20	13	..	13	33
Public Administration	2	..	..	..	2	..	..	2	2
Total ..	51	5	1	2	..	..	..	..	107

*Two of these cases were registered as modified agreements.

COMPENSATION PROCEEDINGS

The gross amount of compensation awarded in lump sums was Rs. 65,605 as against Rs. 55,758 in the previous month.

There were 22 proceedings in respect of fatal accidents, 32 of permanent partial disablement, 3 of temporary disablement and two of permanent total disablement.

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

Nature of injuries	Original claims for compensation					No. of withdrawal cases	No. of dismissed cases	No. of recovery cases	Reviews and other miscellaneous	Grand Total
	Settled in favour of applicant									
	By lump sums		By instalments							
	No. of cases	Total amount	No. of cases	Total amount of instalments (monthly)	Total No. of cases					
		Rs. a. p.		Rs. a. p.						
Fatal	21	40,492 12 0	..	..	21	..	1	..	..	22
Permanent total disablement	2	6,072 8 0	..	..	2	..	..	..	..	2
Permanent partial disablement	26	18,767 1 0	..	..	26	1	3	2	..	32
Temporary disablement	2	272 12 0	..	..	2	..	1	..	..	3
Total ..	51	65,605 1 0	..	..	51	1	5	2	..	59

REGISTRATION OF AGREEMENTS.

All the 108 cases of registration of agreements were in respect of permanent partial disablement. The gross amount of agreed compensation in lump sums was Rs. 41,766 as against Rs. 35,158 in the previous month.

NIGHT SHIFTS IN COTTON MILLS IN THE PROVINCE

At the beginning of December 1949, there were 65 mills in Bombay City and 56 in Ahmedabad working night shifts. The number of men doing night work were 88,260 and 45,289 respectively.

INDIAN TRADE UNIONS ACT, 1926

REGISTRATION OF TRADE UNIONS

On 1st November 1949 there were 474 Unions in the Province of Bombay registered under the Indian Trade Unions Act, 1926. The following thirteen Unions were registered during the month of November 1949:

(1) *Southern Command M. E. S. Employees' Union, Poona.*—(Registered on 15th November 1949). *President* Mr. P. B. Gunjatkar; *General Secretary* Mr. C. L. Rao; *Joint Secretary*—Mr. M. M. Karandikar; *Treasurer* Mr. N. K. Puranik.

(2) *The Bank of Kolhapur Staff Association.*—(Registered on 17th November 1949). *President* Mr. D. V. Kulkarni; *General Secretary* Mr. J. G. Khanvilkar; *Treasurer* Mr. G. B. Patki.

(3) *Nipani Bidi Karkhandar Sangh.*—(Registered on 18th November 1949). *President* Mr. M. L. Khaded; *Secretary*—Mr. K. B. Ghatge; *Treasurer* Mr. M. J. Kadam.

(4) *The Imperial Tobacco Co. of India Limited Employees' Union.*—(Registered on 18th November 1949). *President* Mr. K. N. Krishna Iyer; *General Secretary* Mr. F. C. Britto; *Joint Treasurers*—Messrs. R. S. Brahma, R. D. Bandekar.

(5) *The Baroda City Bhangi Kamdar Union, Baroda.*—(Registered on 22nd November 1949). *President*—Mr. Hari Ramchandra Gokhale; *General Secretary* Mr. Manibhai P. Solanki; *Joint Secretaries*—Messrs. Laxaman Kashiram, Dulyabhai Chitabhai; *Treasurer*—Mr. Kantilal Motilal.

(6) *Cinema Kamgar Union, Nasik.*—(Registered on 24th November 1949). *President*—Mr. L. R. Abad; *General Secretary*—Mr. B. R. Amle; *Secretaries*—Messrs. T. J. Aware, S. D. Gawade; *Treasurer*—Mr. B. M. Khirid.

(7) *The Ahmedabad Insurance Employees' Association.*—(Registered on 25th November 1949). *President*—Mr. Kunjkishor B. Kantharia; *Joint Secretaries*—Messrs. Manhar N. Bhandari, Bansudhar J. Pathak; *Treasurer*—Mr. Navinchandra K. Shah.

(8) *Ahmed Abdul Karim Kamgar Union, Ambernath.*—(Registered on 28th November 1949). *President* Mr. Nath Tamhane; *General Secretary* Mr. Datta Samant; *Joint Secretary*—Mr. Krishna G. Patankar; *Organizing Secretary* Mr. Chandu Medhekar; *Treasurer*—Mr. Shankar Ganpat Ram.

(9) *Rashtriya Municipal School Board Majdoor Sangh, Hubli.*—(Registered on 28th November 1949). *President*—Mr. S. B. Devapoor; *General Secretary* Mr. M. L. Kittur; *Treasurer*—Mr. S. M. Awari.

(10) *Bidi Mazdoor Sabha, Sangumner.*—(Registered on 29th November 1949). *President*—Mr. Maruti Raghunath Balsaraf; *General Secretary*—Mr. Bhaskar Govind Durwe; *Joint Secretary*—Mr. Ganpat Govind Chavan; *Treasurer* Mr. Shivaji Tukaram Mhaske.

(11) *G. I. P. Railway Station Masters, Assistant Station Masters and Signallers' Association, Muband.*—(Registered on 30th November 1949). *President*—Mr. N. D. Vakharia; *General Secretary*—Mr. K. N. Pitkar; *Secretaries*—Messrs. N. P. Rao, H. T. Kulkarni; *Treasurer*—Mr. S. S. Devuskar.

(12) *Ahmedabad Silk Employees' Union.*—(Registered on 30th November 1949). *President* Mr. Somanath Prabhshanker Dave; *Secretaries* Messrs. Munharlal T. Shukla, Arvind N. Buch; *Treasurer*—Mr. V. T. Kachhi.

(13) *Tailoring Mazdoor Sabha, Bombay.* (Registered on 30th November 1949). *President* Mr. B. M. Pandye; *General Secretary*—Mr. Nabadad, Md., *Secretary*—Mr. B. K. Gupta; *Treasurer*—Mr. Ram Mahadik.

The registration of 4 unions was cancelled on 10th November 1949 for non-submission of annual returns. The total number of registered Unions on 30th November 1949 stood at 483.

TRADE CONDITIONS IN AHMEDABAD

OCTOBER, 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during October 1949, was 170,600 maunds as against 103,600 maunds during September 1949 and 118,000 maunds during August 1949. The cumulative total for the ten months ending 31st October, 1949, comes to 1,779,000 maunds as against 193,000 maunds for the corresponding period of the year 1948.

NOVEMBER, 1949

The quantity of cotton piece goods despatched by rail from Ahmedabad, during November 1949, was 135,000 maunds as against 170,000 maunds during October 1949 and 103,000 maunds during September 1949. The cumulative total for the eleven months ending 30th November 1949, comes to 1,914,000 maunds as against 1,560,000 maunds for the corresponding period of the year 1948.

DECASUALISATION SCHEME FOR THE COTTON TEXTILE WORKERS

The Decasualisation Scheme prepared by the Government of Bombay for the benefit of the workers in the Cotton Textile Industry, who are unemployed, will be put into effect in Bombay on the 1st February 1950. The objects of the Scheme are:—

- (1) To regulate recruitment of labour with a view to avoiding waste of man power.

- (2) To increase efficiency and production by reducing labour turnover.
- (3) To reduce the waiting period of unemployed textile workers.
- (4) To eliminate bribery, corruption and favouritism in the recruitment of textile workers and
- (5) To encourage the systematic training of textile workers with a view to ensuring a steady supply of efficient workers.

The registration of unemployed workers desiring employment will start in the Labour Welfare Centre, Delisle Road, Bombay from the 5th January 1950 and will be continued at that place upto the 21st January 1950. From the 23rd January 1950 the registration work will be done at the office of the Employment Exchange, Albert Building, Flora Fountain, Bombay 1. At both the places the registration will be made between 10-30 a.m. and 5-30 p.m. on all working days. Any employee from the Cotton Textile industry, who is at present unemployed, can register his or her name for employment provided his or her age is between 19 and 60, and has worked in any of the Cotton Textile Mills for some days in 1949 and has a year's service in the industry to his or her credit. The workers who are employed at present in any of the Cotton Textile Mills in either permanent, substitute or temporary capacity should not register their names under this Scheme.

From the 1st February 1950 no cotton textile mill in Bombay will be recruiting any labour directly. Every mill will communicate its requirements to the Manager, Decasualisation Scheme, Wellington Cinema Building, Dhobi Talao, Bombay 2, who will supply the requisite number from the workers who had already registered their names with him in order of their seniority which will be determined according to their previous service in the industry. The seniority of workers registering their names between the 5th January 1950 and the 21st January 1950 will be determined on their previous service while from the 23rd January 1950 the seniority will depend on the date of registration as well as previous service.

The Millowners' Association, Bombay have accepted the Scheme voluntarily and have extended their full co-operation for its successful working in Bombay.

The Deputy Commissioner of Labour (Welfare) has been appointed the Manager of the Decasualisation Scheme in Bombay and he will be assisted by a local Advisory Committee, consisting of equal number of representatives of the Millowners and of the workers, in the execution of the Scheme.

The workers who desire to take advantage of the Scheme should register their names at any early date at either of the places mentioned above.

The central office of the Scheme will be at the Wellington Cinema Building, Dhobi Talao, Bombay 2.

FOREIGN

WAGES AND METHODS OF WORK IN THE COTTON MANUFACTURING INDUSTRY IN THE U. K.

The Final Report* of the Cotton Manufacturing Commission on Wages and Methods of Work examines and makes recommendations regarding the method of payment to certain categories of workers whose wages are not governed by the Uniform List.

OVERLOOKERS

The Commission feel that the overlooker should be given an incentive 'to go all out for greater production, and, as the only test of his skill and energy lies in the efficiency of the looms in his set, the incentive must take the form of a bonus based on the measurement of loom efficiency. They therefore recommend that the starting wage should be fixed at 75 per cent. of the overlooker's average wages for a period and the remaining 25 per cent. should be related to the difference between "achieved efficiency" and the "starting efficiency" of the overlooker's set of looms. It is also recommended that when the new method of payment begins to operate, additional payments for changes and other extras should cease, and that overlookers should be relieved of any duties which could be performed by unskilled and semi-skilled operatives.

WEAVING

In the case of automatic weaving the Commission recommend that there should be a minimum time-rate wage payable irrespective of the output of the weaver; that a target wage should be negotiated centrally by the organizations of employers and operatives; and that piece-rates in any shed should be fixed at a level which would give a competent weaver with a proper workload not less than the target wage.

TWISTING AND DRAWING

The Commission recommend a new system of wages for these two occupations, which must create the right balance between piece-rates for different kinds of work and must, at the same time, reconcile different levels of wages for the same kind of work in different districts. Recommendations are also made for the recruitment and subsequent training of reachers (drawers' assistants).

Other recommendations of the Commission for these sections of the Industry are:

A new method of payment should take the form of a time rate and a bonus on production.

A compensatory payment should be made where drawers are handicapped by the employment of trainees as reachers.

* For Interim Report of the Commission, see *Labour Gazette*, October 1949.

WINDING

The Commission regard the occupation of winding as a particularly suitable one for payment by results and recommend that the payment of straight piece rates should continue. In the opinion of the Commission the existing fall back wage should be equalised both in the spinning and manufacturing section with an identical wage-for-age scale for juveniles in both sections. The Commission emphasise that payment must be related to work done. The Report recommends the adoption of a 'target' wage for all winders in the industry below which the average wage at any mill should not be permitted to fall.

JUVENILE RECRUITMENT, TRAINING AND APPRENTICESHIP

The problem of juvenile recruitment, says the Report, is now more complex and difficult than at any period in the history of the trade. The cotton industry no longer dominates the Lancashire economy and other industries are competing in the recruitment of school leavers; the raising of the school-leaving age to 15, which deprived the weaving section alone of 10,000 juveniles, will, under present proposals, be followed by a further barren year when the age for school leavers is raised to 16. "Nevertheless" the Report continues, "the recruitment of juveniles into cotton, which reached an alarmingly low level before and during the war, has been improving in recent years." The industry is urged to plan its labour arrangements on the assumption that school leavers and juvenile workers in general, will be in extremely short supply; this calls for good working conditions, personnel management, welfare and training facilities, full recognition of skill and opportunities for advancement.

The Commission conclude that the main solution to the recruitment problem is a properly organized and progressive system of apprenticeship for the skilled occupations in the industry. The apprenticeship should start at school leaving age and should not be confined to one occupation only or depend on the possibilities of being elected to apprenticeship at the age of 19 years.

INCREASED PRODUCTIVITY

The Report in its concluding remarks says that increased productivity in the cotton manufacturing industry, depends primarily upon two things. The first is the employment by the manufacturer of the most efficient methods of doing the work, including, where necessary, the replacement of existing machinery by modern equipment. The second is the adoption in each occupation of an agreed wage structure in which piece-rates are related directly to the amount of effort required, in the conditions provided by the manufacturer, for each unit of output. If these two requirements are fulfilled, the industry would, in the opinion of the Commission, be able to increase its productivity per man-hour to an extent which, with its present man-power, would increase production beyond any targets which have so far been suggested. (*Ministry of Labour Gazette*, October 1949).

THE PERSONNEL MANAGEMENT ADVISORY SERVICE IN THE U. K.

Personnel Management is that element in general management which is primarily concerned with the human relationships in the undertaking and has as its objective the maintenance of those relationships on a basis which encourages all those concerned to make their maximum personal contribution to the effective working of the undertaking.

In the U. K., the subject of personnel management came into major prominence during the war. The necessities of the war made it imperative that attention to the human relationships in industry must be stimulated in order to secure that degree of efficiency and contentment without which the country's war effort could not be fully geared up. When the war was over, it was felt that if the country was to overcome the inevitable dislocation of its economy as a result of the war and find an adequate solution to the social and industrial problems with which it was faced, then questions of human relationships in industry became paramount. Accordingly, the Personnel Management Advisory Service was established under the Factory Department of the Ministry of Labour and National Service.

The purpose of the Service is to help firms to develop their personnel management by formulating a progressive personnel policy and adopting those practical techniques which are indispensable to the carrying out of such a policy. The necessity for a formulated policy as a requisite of successful personnel management is clear. Without it, a firm's line executive have no chart to guide them in their relationships with those under their charge, so that efficient and sympathetic management of personnel becomes impossible. The formulation of a policy does not necessarily involve the adoption of specific benefit schemes but is rather intended to place on record for the information of the supervisory force and the employees, the general attitude of the firm towards the employees. That attitude might be expressed, for example, as follows:—

"It is the objective of this Company to establish such relationships with its employees of all ranks as will encourage them to feel a satisfaction in their employment and so enable them to collaborate to the full in promoting the Company's efficiency and prosperity. In pursuance of this objective, the Company will maintain constantly under review:—

1. Its methods of recruitment, selection, training, education and promotion;
2. Its administration of industrial agreements relating to its terms of employment, methods and standards of remuneration, and working conditions;
3. Its provisions for workshop amenities and employees' services;
4. Its facilities for consultation on all appropriate matters with its employees and with their trade union representatives; and
5. Its procedures for the settlement of differences and the avoidance of disputes."

The implementation in practice of such a declaration of policy would involve, *inter alia* :

The use of adequate and objective methods of selection for engagement :

The placing of employees in the available work most suited to their abilities ;

The provision of training and educative facilities to enable employees to perform their duties competently and to fit them for promotion as opportunity offers ;

The consideration of the employee, as well as of the Company before transferring him from one job to another ;

The filling of vacancies from within the Company, so long as suitable candidates are available ;

The development and maintenance of methods for the regular assessment of employees' qualities and services and the use of these recorded assessments as a means of selecting employees for promotion ;

The recognition of the right of the employees, assisted, if they so wish, by their union representative, to examine and check methods and calculations on which payment by results proposals are based ; and

The maintenance of the highest practicable standard of workshop conditions and amenities, regarding statutory legislation on the subject merely as a minimum.

The Personnel Management Advisory Service helps firms to apply these various points to their day-to-day administration. It does so by direct advice, and/or by putting the firms into touch within an appropriate specialist organization, e.g., the Institute of Personnel Management, the Industrial Welfare Society, the National Institute of Industrial Psychology, etc.

One of the most important functions of the service is to help untrained or inexperienced personnel officers both directly and by arranging lecture courses in co-operation with the educational authorities and the Institute of Personnel Management.

The service places great importance on the fostering of modern ideas of personnel management as an essential factor in the improvement of human relationships in industry. (*Ministry of Labour Gazette*, October 1949).

SEAFARERS' CONDITIONS IN INDIA AND PAKISTAN

In response to an appeal from the Indian Seafarers' delegate to the 28th Maritime session of the International Labour Conference, the Director-General of the I. L. O. appointed a Mission of Enquiry to report on the conditions of seafarers in India and Pakistan. The Report is summarized below.

RECRUITMENT

In 1922, the Clow Committee reported that in Bombay, recruitment was conducted through a single firm of licensed brokers, whereas in Calcutta, the principal Company recruited men through its own servants, the other companies doing so through local licensed brokers. The Committee found that this system had led to grave abuses. It recommended an entirely new system which did not involve the employment of intermediaries. Employment offices under officers with practical marine experience, were to be set up.

Acting on these recommendations, the Government of India, appointed in 1924, a Shipping Master at Calcutta, with a direction to consider the question of establishing a recruiting office. In 1929, orders were issued that seafarers should be recruited either directly by the shipowners or through the shipping office.

The Royal Commission on Labour in India recommended that all seamen with three years' service should be registered with the shipping offices. Between 1932 and 1938, some progress was made in withdrawing the licenses of shipping brokers in Calcutta.

At the time of the Enquiry, the methods of recruitment differed in the two main ports, Bombay and Calcutta. The duties of the Shipping Master (who is a common feature to both the ports) as laid down in the Indian Merchant Shipping Act, 1923, include :—

- (a) Checking officers' competency certificates ;
- (b) Seeing articles of agreement signed by each seaman ;
- (c) having the agreement read over and explained to seamen ;
- (d) supervising the discharge of seamen and the payment of the wages due ;
- (e) making an award in any dispute submitted to him jointly by a master and any of the crew.

In Bombay, the Shipping Master issues a notice calling for candidates who have to present themselves at the shipping office at a given time, when one of ship's officers comes to make his choice. The selection is supposed to be made with regard to the time spent by the candidates out of employment, but this is not always possible for reasons of experience, etc. Once the serangs have been engaged, it is their sole responsibility to find the crew for their respective departments. The Report observes that this system has led to grave abuses in the shape of bribery, for often, vacancies are filled by the highest bidder. Efforts have been made to restrict the powers of the serangs by arranging that only one-third of the crew will be picked by the serangs, the rest being selected by the company concerned through the shipping office.

Commenting on the open muster system which operates in Calcutta, the Report observes, "it is certainly open, and it might be called a muster but it is definitely not a system." The main feature of the open muster is that it eliminates all intermediaries, leaving the ship's officer to make the direct selection of his crew from all the available men and its main disadvantage is that it makes the officer's selection haphazard.

Since both these systems have been found unsatisfactory, the following steps have been suggested for the regulation of recruitment :—

(1) All those at present serving as seafarers, all those who have not served and are still seeking employment in that capacity, should be registered.

(2) The issue of new continuous discharge certificates should be restricted or suspended for a certain period with a view to reducing the number of potential seafarers and bringing it more in line with the number of jobs available. At the same time, there should be some weeding out of seafarers at present serving or seeking employment, by eliminating those over a certain age or those unfit for the work on medical or other grounds, those so eliminated to be compensated by Government grant or out of a yield of a fee to be charged to all seafarers on engagement.

A beginning has been made towards the establishment of a joint supply system—employment office managed jointly by the shipowners and the unions, and supervised by Government, both in Bombay and Calcutta. The Bombay Maritime Board set up in 1947, maintains a register of all the seamen in the port, eliminating all men over the age of sixty, and those who have not served during the war. The issue of continuous discharge certificates has been suspended and the medical examination has been made stricter, all with a view to reducing the unduly swollen ranks of the seafarers. The Calcutta Maritime Board, also set up in 1947, operates on the following principles :—

(i) The shipowners shall have the right to select their own crew at any time through a jointly controlled supply office to be established on a basis to be mutually agreed; special arrangement to be made by the Calcutta Maritime Board to meet special cases such as coasting trade and shipping of substitutes;

(ii) Equal rights of registration and employment must be secured for all seamen;

(iii) The seamen shall have the right to select their ship.

International standards of seafarers' recruitment, as set up by various conventions of the I. L. O., require the establishment of free public employment offices for seafarers, to be organized and maintained either by representative associations of shipowners and seamen, jointly controlled by a central authority, or in the absence of such joint action, by the State. These standards also require that the work of these employment offices should be administered by persons having practical maritime experience.

Judged by these standards, the Report observes, the joint supply systems set up in Bombay and Calcutta, although marking a great step forward, cannot, at the present stage, be recommended as a satisfactory basis for organising the placing of seafarers. The Report advocates direct Government participation by means of representation on the boards which should imply among other things,

(a) Co-ordination of the working of the joint supply systems in the different ports of each dominion;

(b) determination, after consultation with representatives of the shipowners and seafarers, of the principles to be followed in the placing of seafarers, which should, as far as possible, be uniform in all ports;

(c) sharing the whole or at least a substantial part of the administrative expenses of the system and, supervision of the financial administration;

(d) all persons on the staffs of the employment offices should be of the highest integrity and should be so remunerated as to obviate or reduce to a minimum the risk of bribery;

(e) the application of the principle of rotation of employment as strictly as is compatible with free choice of ship for the seaman and free choice of crew for the shipowner.

CONDITIONS OF WORK ON BOARD SHIP

The Indian Merchant Shipping Act, 1923, contains no provisions concerning hours of work or holidays with pay for seafarers, nor are there any other statutory rules or collective agreements on these matters. In practice, the hours vary for different ratings and to some extent also on different lines but normally, the hours are 56 a week.

Accommodation facilities are on the whole satisfactory except in the older ships and in smaller coastal vessels and for these it is suggested that wherever improvement is possible, they should be guided by the Accommodation of Crews Convention (Seattle) 1946, which lays down a norm of 20 square feet floor area per person in sleeping rooms on vessels under 800 tons, 25 square feet on vessels of 800 tons and over but less than 3,000 tons and 30 square feet on vessels of above 3,000 tons.

The existing rates of pay—about Rs. 130 per month for lascars and Rs. 260 per month for serangs, the Report considers, to be unsatisfactory.

WELFARE AND HYGIENE ASHORE

There are three kinds of boarding houses for seafarers in Bombay—*coods*, *lathis* and *deras*. The *coods* are used by saloon crews who are Christians from Goa. They are run on a co-operative basis, and not for profit. The *lathis* and *deras* are run for Muslim seamen.

Efforts are being made both in Bombay and Calcutta by the authorities, to cope with the problem.

The conditions under which the seamen of India live during their long stay in ports—extremely insanitary accommodation, undernourishment and no employment—expose and predispose them to disease of all kinds, including venereal diseases. In Bombay, there are three hospitals but the beds are not sufficient.

Almost 90 per cent. of the seamen are illiterate, a situation which requires immediate measures. The Report, therefore, suggests that some special system of adult education should be established as rapidly as possible.

TRADE UNIONISM

The Report observes that seafarers are among the most extensively and most effectively organised workers in India. The first organization of seamen was formed in Calcutta in 1908 and now bears the title of Indian Seamen's Union. In 1947, the registered trade unions in Calcutta were the Indian Seamen's Union with about 40,000 members, the Bengal Saloon Workers' Union with over 10,000 members, the Indian National Maritime Union, the Indian Sailors' Union, the Indian Quartermasters' Union, and the Indian Serangs' Union, the membership of the last three ranging from 3,000 to 8,000 men. In Bombay, the National Seamen's Union, the largest and oldest, claims a membership of 26,000, while, the membership of the Bombay Seamen's Union, the Indian Seafarers' Union, the Indian Seamen's Union, Bombay, the Goan Association and the Indian Saloon Workers' Union, ranges between 1,500 and 4,000.

Some of the unions named above have joined a federation—the All-India Seamen's Federation.

EMPLOYER-EMPLOYEE INTERESTS TO BE REPRESENTED IN LABOUR COURTS**I. L. O. RESOLUTION**

Considering it desirable that the organisation and procedure of labour courts should be of such a character as to afford the necessary guarantees of a prompt and equitable solution of disputes referred to them, the Fourth Conference of American States Members of the International Labour Organisation which met during April-May 1949, adopted a resolution which lays down certain principles for all nations in respect of such courts.

ESTABLISHMENT AND ORGANISATION OF LABOUR COURTS

The Resolution requires that labour courts in all countries should be established on a permanent basis and should be completely independent of the executive authorities and, in order that all parties may have easy access to the labour courts, that they should be established in sufficient numbers and be distributed throughout the national territory.

Where labour courts consist of a number of judges selected on the basis of representation of interests, the Resolution requires that representatives of employers and workers, either directly elected by those concerned or appointed from lists prepared by employers' and workers' organisations respectively, should be called upon to sit as members of the labour court.

COMPETENCE OF LABOUR COURTS

The Resolution reserves to the Labour Courts exclusive competency for taking cognizance of disputes relating to the interpretation or application of individual labour contracts, collective agreements and social legislation and debars them from taking cognizance of any dispute concerning interpretation or application of a collective contract in which contractual procedures for settlement have been established unless such procedures are not of a final character, in which case the labour courts are expected to abstain from intervening before the contractual procedures are fully exhausted.

FUNCTIONING OF LABOUR COURTS

Under this head the Resolution has laid down that the rules of common procedure should not apply to labour courts except where such rules are compatible with the character of these courts and especially simple, brief and expeditious nature of procedure necessary therein, provided however, that in all cases the essential guarantees of the rights of defendants are preserved. It is also laid down that the services of the Labour Courts should be available free of charge to the parties concerned and further, that special legal aid services should be set up for Labour Courts, which also should be made available free of charge.

Provision is made that employers and workers, whatever the nature of their occupation, should have the right of recourse to the Labour Courts and likewise, employers' and workers' organisations should have the right to sue or be sued in the Labour Courts as parties to the issue. Provision is also made that if occupational interests which it is their mission to defend are in issue, employers' and workers' organisations should have the right to intervene in the Labour Court proceedings and, if necessary, to replace the employers and workers who are parties to the litigation, provided that the consent of the party so replaced shall have been obtained.

The Resolution also entitles workers to adequate legal protection against any acts of discrimination in respect of their employment likely to prevent them from having recourse to the Labour Courts, from giving evidence as witnesses or experts or in relevant cases, from acting as members of Labour Courts.

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. R. J. TAMBOLI

No. 254/49, dated 12th August 1949

Names of Parties

Representing Employers :—

Mr. S. D. Kaushik, Assistant Labour Officer, Seksaria Cotton Mills Ltd., Bombay.

Representing Employees :—

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

Short recital of the Case

On 8th July 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 desired to terminate the services of 30 juniormost workers of the Bundling Department for shortage of work due to stoppage of Mule and Reeling Departments. As there was no agreement, "N" form was sent to the Conciliator on 23rd July 1949. Conciliation proceedings were held on 6th August and 10th August 1949, and on the last of these dates, settlement was reached on the following terms :—

Terms of Settlement

1. The management may retrench 30 juniormost workers from the Bundling Department.

2. As many of the retrenched workers as possible shall be absorbed in the New Ring Frames or elsewhere in both No. 1 and No. 2 mills without affecting the continuity of their services.

3. Such of these workers who cannot be absorbed as in clause (2) above will be given an opportunity to learn in the Spinning and Weaving Departments as spinners and weavers, respectively, by taking them up as paid apprentices after 15 days' training under observation. The apprenticeship period for spinning will be one month and for weaving one and half months. They will be absorbed as regular workers, if they show progress in their work.

4. And the remaining retrenched workers, if any, shall be given first preference in filling future vacancies in the Bundling Department.

5. This settlement shall come into force from 11th August 1949.

S. D. Kaushik,
Assistant Labour Officer,
Seksaria Cotton Mills Ltd.,
Bombay.

G. K. Jayavant,
Secretary, Rashtriya Mill
Mazdoor Sangh, Bombay.

(Signatures of the Parties)

R. J. TAMBOLI,
Conciliator,

10th August 1949.

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

Bombay, 12th August 1949.

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

No. 252/49, dated 1st August 1949

Names of Parties

Representing Employers.—

Mr. Y. G. Pathak, Manager,
Mr. V. L. Mule, Secretary,
Vasant Vijay Mills, Bombay.

Representing Employees.—

- (1) Mr. Jagannath Narayan Kadam,
- (2) Damodar Ramchandra Bhosle,
- (3) Namdeo Vithoba Chavan,
- (4) Mr. Dhondoo Kashinath Todenkar,
- (5) Mr. George Rangrej,

Elected representatives of employees, Vasant Vijay Mills, Bombay.

Short recital of the Case

On 13th July 1949, the Manager of the mills gave a notice of change in form "K" to the elected representatives of employees proposing to retrench 17 workers on account of less work. No agreement being possible between the parties, "N" form was sent to the Conciliator, which was registered on 22nd July 1949. Conciliation proceedings were held on 1st August 1949 when a settlement was reached as per the terms given below :—

Terms of Settlement

It is hereby agreed that—

(1) the management may retrench 13 employees out of those 17 whose names have been given in the annexure to the "N" form dated 20th July 1949 and retain 4 workers.

(2) The four workers who are to be retained are :—

- (1) Mr. Mahadeo Daulat—Printing Department.
- (2) Mr. Dnyauoo Jyoti—Bleaching Department.
- (3) Mr. Anant Vyankatesh—Finishing Department.
- (4) Mr. Bhikoo Babaji—Pressing Department.

(3) The retrenchment will be according to the principle of seniority.

(4) The thirteen retrenched employees will be given first preference when there is a vacancy or in the case of new recruitment. The notice of one week should be given before any recruitment is made.

(Signed) V. L. Mulay, Secretary, Vasant Vijay Mills, Bombay.	(Signed) Namdeo Vithoba Chavan, (Signed) Jagannath Narayan Kadam, (Signed) Damodar Ramchandra Bhosle,
(Signed) Y. G. Pathak, Manager, Vasant Vijay Mills, Bombay.	(Signed) Dhondu Kashinath Todenkar, Elected Representatives of employees of Vasant Vijay Mills, Bombay

(Signatures of the Parties)

(Signed) H. G. ABHYANKAR,
Conciliator,

1st August 1949.

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

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BEFORE THE CONCILIATOR Mr. A. C. AMDEKAR

No. 253/49, dated 10th August 1949

List of Parties

Representing Employers :—

Mr. K. B. Engineer, General Manager, Raymond Woollen Mills Ltd., Thana.

Representing Employees :—

Mr. Datta Samant, General Secretary, Woollen Mill Kamgar Union (Representative Union), Thana.

On 24th May 1949, the General Manager of the Raymond Woollen Mills Ltd., Thana, gave a notice of change in form "K" to the Woollen Mill Kamgar Union (Representative Union), Thana, which is a Representative Union, to the effect that the management proposed to retrench

about 500 workers owing to slackness of work, the need to regularise the muster and classification of work and rationalization in certain departments. As there was no agreement, "N" form was sent to Conciliator which was registered by him on 28th June 1949. Conciliation proceedings were held on 8th, 15th and 22nd July and 9th August 1949 and the following settlement was reached between the parties :—

Terms of Settlement

(1) The management of the Raymond Woollen Mills Ltd., Thana, shall retrench with immediate effect not more than 230 workers in the various departments as has been agreed to in detail with the General Secretary of the Union. The workers to be retrenched shall be the juniormost in total service in the Mills, as far as possible.

(2) Each retrenched person shall be paid one month's wages with dearness allowance as unemployment relief within 48 hours of his retrenchment. He shall also be paid at the same time wages in lieu of holidays due to him under the Factories Act.

(3) Musters shall be properly re-arranged where necessary.

(4) Total service shall be taken into account while ordering reversions.

(5) The management shall provide trollies with thermoses in the Canteen Department to supply tea to the workers.

(6) Retrenched workers, permanent or temporary, will be given preference to work as substitutes.

(7) Beam Gaiters shall be retained temporarily.

(8) Two kettle boys to be given as extra temporarily.

(9) Workers who are not covered under Factories Act, such as gardeners, etc., will be retained on a separate register.

(10) Both parties agree to withdraw from conciliation the proposal to introduce rationalization in certain departments of the mill as they want to refer it separately to arbitration.

(Signed) K. B. Engineer, General Manager, Raymond Woollen Mills Ltd., Thana.	(Signed) Datta Samant, General Secretary, Woollen Mill Kamgar Union, (Representative Union), Thana.
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(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator,

10th August 1949.

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

BEFORE THE CONCILIATOR Mr. R. J. TAMBOLI

No. 255/49, dated 6th August 1949

Names of Parties

Representing Employers :—Mr. R. K. Parikh, Manager, Shree Ram Mills Ltd., Bombay.

Representing Employees :—The Rashtriya Mill Mazdoor Sangh, Bombay (Mr. G. K. Jayavant, Secretary of the Sangh).

Short recital of the Case

On the 4th June 1949, the management gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, as a Representative Union, stating that they desire to reduce 18 workers from the slubbing and drawing sections on account of change of production programme. Failing agreement, "N" form was sent to the Conciliator on the 30th June 1949. Conciliation proceedings were held on the 9th July, 15th July, 26th July and 6th August 1949 and on the last of these dates a settlement on the following terms was reached :—

Terms of Settlement

It is hereby agreed between the parties that—

(1) Eight workers from the Drawing and Slubbing Department should be retrenched instead of 18 as proposed by the Management in the notice of change.

(2) The retrenchment shall be strictly according to juniority.

(3) The retrenched workers shall be given first preference as *Balli* workers in Drawing and Slubbing Department.

(4) The retrenched workers shall be absorbed in future vacancies in permanent posts in the department.

(5) This settlement shall not prejudice the rights of the discharged workers for their holidays with pay, bonus, etc.

(6) This settlement shall come into effect from the 10th day of August 1949.

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

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

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

6th August 1949.

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

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 257/49, dated 10th August 1949/Wirtschaftl Kiel

Names of Parties

22 FEB 1960

Representing Employers :—

Mr. M. A. Jagani, Manager,
Mr. P. P. Gundavada, Assistant Labour Officer, Shri Ambica Mills
Ltd. No. 2, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Messrs. J. C. Desai and
J. G. Parmar).

Short recital of the Case

On the 1st 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 Winding Machine in the Winding Department and reduce the strength of Winders in the first shift by 6, for want of work. Failing agreement, "N" form was sent to the Conciliator on the 11th July 1949. Conciliation proceedings were held on the 20th July, 29th July and 10th August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management shall stop one Winding Machine in the Winding Department and reduce the strength of Winders in the first shift by four, who shall be absorbed as permanent Winders in the Mill No. 1. The names of Winders to be transferred to Mill No. 1 shall be decided in consultation with the Textile Labour Association, on or before the 15th August 1949.

(2) This settlement shall come into effect from the 16th August 1949.

M. A. Jagani,
Manager,

Shri Ambica Mills Ltd. No. 2, Ahmedabad.

G. K. DHUTIA,
Conciliator,

10th August 1949.

Jayantilal Desai,
for Secretary,

Textile Labour Association,
Ahmedabad.

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

No. 258/49, dated 13th August 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 24th 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 in all 17 Winders, 1 Warper and 5 Sizers and back Sizers in Mill No. 2. Failing agreement, "N" form was sent to the Conciliator on the 2nd August 1949. Conciliation proceedings were held on the 9th August, 12th August and 13th August 1949, on the last of which dates, a settlement on the following terms was reached —

Terms of Settlement

(1) The management may reduce in all 17 Winders, 1 Warper, 3 Sizers and 2 back Sizers in Mill No. 2 and the number (and names) of workers to be reduced in each shift shall be decided in consultation with the Textile Labour Association. The workers to be reduced as a result of this settlement shall be paid one month's wages including Dearness Allowance.

(2) The reduced workers shall be given preference as *badlis* and in filling in any vacancy that may arise in future in the respective departments.

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

(4) This settlement shall come into effect from the 21st August 1949.

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

G. K. DHUTIA,
Conciliator,
13th August 1949.

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

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

No. 259/49, dated 16th August 1949

Names of Parties

Representing Employers :—

Mr. M. A. Jagani, Manager.

Mr. P. P. Gundavada, Assistant Labour Officer, Shri Ambica Mills
Ltd., No. 1, Ahmedabad.

Representing Employees :—

Textile Labour Association, Ahmedabad (Messrs. J. C. Desai and
J. G. Parmar).

Short recital of the Case

On the 26th 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 increase the number of Winding Machines and Winders in the Weaving Department by one and four, respectively. Failing agreement, "N" form was sent to the Conciliator on the 5th August 1949. Conciliation proceedings were held on the 10th August 1949, on which date, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management shall install one more Winding Machine in the Weaving Department and increase the permanent strength of Winders in the first shift by 4. The Winders that would be engaged shall be the same that are to be reduced by Mill No. 2 as a result of the settlement of even date reached between the Mills and the Textile Labour Association, Ahmedabad.

(2) The services of the Winders that would be transferred to this Mill from Mill No. 2 shall be treated as continuous, i.e., their services in Mill No. 2 shall be taken into account for the purpose of their seniority in Mill No. 1.

(3) This settlement shall come into effect from the 16th August 1949.

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

G. K. DHUTIA,
Conciliator,
10th August 1949.

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

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

Bombay, 16th August 1949.

BEFORE THE CONCILIATOR Dr. H. G. ABHYANKAR

No. 269/49, dated 22nd August 1949

Names of Parties

Representing Employers :—

Mr. N. V. Vora, Manager, Sassoon Spg. & Wvg. Co. Ltd., Bombay.

Representing Employees :—

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

Short recital of the Case

On 30th June 1949, the Manager, Sassoon Spg. & Wvg. Co. Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, regarding proposed retrenchment of 194 employees from Spinning Department of the mill due to management's intention to allot two sides to a worker. As no agreement was possible between the parties, a report in form "N" was sent to the Conciliator on 21st July 1949. Conciliation proceedings were held on 9th August 1949 when the parties arrived at a settlement, the terms of which are given below :—

Terms of Settlement

It is agreed—

- (1) to go to double side working in the Ring Frame and Doubling Departments on counts over 18⁴ as desired in the notice of change in form "K" dated 30th June 1949 ;
- (2) that no permanent worker shall be retrenched as a result of the double side working referred to in clause (1) above ; and
- (3) that as regards the doffer gaiters the Company will bring their number to that required as per award of the Industrial Court dated 24th May 1949 by not filling in future vacancies.

(Signed) N. V. Vora,
Manager,
Sassoon Spg. & Wvg. Co. Ltd.,
Bombay.

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

(Signatures of the Parties)

H. G. ABHYANKAR,
Conciliator,
16th August 1949.

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

Bombay, 22nd August 1949.

BEFORE THE CONCILIATOR Mr. R. J. TAMBOLI

No. 281/49, dated 29th August 1949

Names of Parties

Representing Employers :—

Mr. R. K. Ghosh, Manager, R. J. Laxmi Printing Works, Vikhroli.

Representing Employees

Mr. Harichandra Balu,
Mr. Bastya Pavalas,
Mr. Keshav Nathu,
Elected representatives of employees of R. J. Laxmi Printing Works,
Vikhroli.

Short Recital of the Case

On the 6th August the management gave a notice of change in form "K" to the Elected Representatives stating that they desire to retrench 117 workers for want of work. As no settlement was possible, "N" form was sent to the Conciliator on 13th August 1949. Conciliation proceedings were held on the 18th and 23rd August, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

- (1) The management shall reduce the strength of workers from 288 to 218 by retrenching the juniormost workers.
- (2) Juniority should be decided in consultation with the elected representatives.
- (3) The retrenched workers excluding those who have left of their own accord or stayed away for more than 3 days without leave shall be paid 10 days' wages including dearness allowance on or before 31st August 1949.
- (4) The retrenched workers shall be given first preference in future vacancies without prejudicially affecting their present wages.
- (5) This settlement shall not prejudice the rights of retrenched workers for holidays with pay and bonuses for the years 1948 and 1949, if any.
- (6) This settlement shall come into effect from 25th August 1949.

(Signed) R. K. Ghosh,
Manager,
R. J. Laxmi Printing Works,
Vikhroli.

(Signed) Harichandra Balu,
(Signed) Bastya Pavalas,
(Signed) Keshav Nathu,
Elected representatives of workers.

(Signatures of the Parties)

R. J. TAMBOLI,
Conciliator,
24th August 1949.

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

Bombay, 29th August 1949.

BEFORE THE CONCILIATOR Mr. A. C. AMDEKAR

No. 267/49, dated 22nd August 1949

Names of Parties

Representing Employers :—

Mr. Ranchhodlal Amritlal, General Manager, New Kaiser-I-Hind
Spg. & Wvg. Co. Ltd., Bombay.

Representing Employees :—

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

Recital of the Case

On 11th June 1949, the management gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh to the effect that they propose to retrench 20 Reelers due to shortage of yarn and consequent shortage of work. As there was no agreement, "N" form was sent to the Conciliator on 24th June 1949. Conciliation proceedings were held on 8th and 16th July and 2nd and 18th August 1949 and the following settlement was reached

Terms of Settlement

The management of the Mills agree to withdraw the notice of change, on the understanding that they shall be free to play off workers in the Reeling Department according to the exigencies of work, for a period not exceeding 3 days in a week or 12 days in a month.

(Signed) Ranchhodlal Amritlal, General Manager, New Kaiser-I-Hind Spg. & Wvg. Co. Ltd., Bombay.	(Signed) G. K. Jayavant, Secretary, Rashtriya Mill Mazdoor Sangh, Bombay.
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(Signatures of the Parties)

(Signed) A. C. AMDEKAR,
Conciliator,

18th August 1949.

Bombay, 22nd August 1949.

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

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 285/49, dated 22nd August 1949

Names of Parties

(1) Representing Employers :—

Mr. R. N. Oza, Labour Officer, Monogram Mills Co. Ltd., Ahmed-
abad.

(2) Representing Employees :—

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

Short recital of the Case

On the 2nd 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 13 Reelers for want of work. Failing agreement, "N" form was sent to the Conciliator on the 11th July 1949. Conciliation proceedings were held on the 20th July, 29th July, 10th August and 22nd August 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 playing off in the Reeling Department and play off the excess number of Reelers by rotation but the number of Reelers that may be played off on any day shall not exceed 13 which shall include Reelers that might remain on leave or absent. At present there are 26 Reelers in the employ of the Mills whose names are given below :—

1. Bai Rami Jethi. 2. Bai Siwi Amba. 3. Bai Harkhi Amba.
4. Bai Dahi Maji. 5. Bai Amba Vali. 6. Bai Shyami Kanku.
7. Bai Santok Vaji. 8. Bai Pali Moti. 9. Bai Moti Amba.
10. Bai Puji Maji. 11. Bai Mani Vali. 12. Bai Nathi Galal.
13. Bai Raji Siwi. 14. Bai Hui Mani. 15. Bai Rami Vali.
16. Bai Madhi Jethi. 17. Bai Jethi Galal. 18. Bai Laxmi Rami.
19. Bai Mani Puri (on leave). 20. Bai Jethi Amba (on maternity leave).
21. Bai Mani Amba (on maternity leave). 22. Bai Pasi Rami (on maternity leave).
23. Bai Dahi Khani (on maternity leave). 24. Mr. Balchand Bhikha. 25. Mr. Nana Hema.
26. Mr. Fakir Bhaga.

(2) The number of days on which a Reeler would be played off as a result of this settlement, shall be treated as days of "involuntary unemployment" for the purposes of leave with wages.

(3) This settlement shall come into effect from the 23rd August 1949.

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

G. K. DHUTIA,
Conciliator,
22nd August 1949.

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

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

* * *

No. 286/49, dated 25th August 1949

Names of Parties

- (1) Representing Employers :—Mr. K. K. Tripathi, Manager, Rajnagar Spg., Wvg. & Mfg. Co. Ltd., (Mill No. 1), Ahmedabad.
- (2) Representing Employees :—The Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

Short recital of the Case

On the 24th 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 4 Drawers, 4 Reachers and 4 Winders. Failing agreement, "N" form was sent to the Conciliator on the 2nd August 1949. Conciliation proceedings were held on the 9th August, 12th August, 13th August and 23rd August 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

- (1) The management may reduce the strength of Winders, Drawers and Reachers in the day shift of Mill No. 1, by 4, 1 and 1, respectively, by discharging junior most Winders, Drawer and Reacher after paying them one month's wages.
- (2) The discharged Winders, Drawer and Reacher shall be given preference as *badhis* and in filling in any vacancies.

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

(4) This settlement shall come into effect from the 25th August 1949.

K. K. Tripathi,
Manager,
Rajnagar Spg., Wvg. & Mfg. Co. Ltd., No. 1,
Ahmedabad.

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

G. K. DHUTIA,
Conciliator,

23rd August 1949.

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

Bombay, 25th August 1949.

No. 262/49, dated 12th August 1949

Names of Parties

- (1) Representing Employers :—
Mr. G. P. Dandnaik, Manager.
Mr. S. B. Naidu, Labour Officer, Aryodaya Gng. & Mfg. Co. Ltd.,
Ahmedabad.
- (2) Representing Employees :—
Textile Labour Association, Ahmedabad (Mr. M. U. Pandya).

recital of the Case

On the 15th 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 install Cheese Dyeing Plant in the Dyeing Department and Roto Coner No. 44 Winding Machine in the Winding Department and subsequently reduce one worker in the Dyeing Department, three in the Reeling Department and eleven workers in the Winding Department. The time of arriving at an agreement with the Textile Labour Association, Ahmedabad, was mutually extended up to the 16th July 1949 but as no agreement could be reached, "N" form was sent to the Conciliator on the 21st July 1949. Conciliation proceedings were held on the 25th July, 26th July, 2nd August, 9th August and 12th August 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 install and work one Cheese Dyeing Plant in the Dyeing Department and engage as many workers as would be necessary to work on that plant. The management may reduce the strength of the Department in the day shift, by not filling in the existing vacancy, by one.

(2) As a result of the installation of the Cheese Dyeing Plant, the work of the Reeling Department shall be decreased and as such, the strength of that Department may be reduced by three, i.e., from 15 to 12 in the day shift, by not filling in vacancies.

(3) There are three Low Speed Winding Machines working in the Mill at present. The management may close 1½ Machines in the day shift and two Machines in the night shift and engage 10 and 7 Winders in day and night shifts, respectively. The number of Spindles to each Winder shall, however, ordinarily remain unchanged. The management may also work one Roto Coner No. 44 Winding Machine and engage 10 Winders in each shift to work on that Machine. The strength of the Winding Department may be reduced, in view of the above change, to the extent of the excess number of Winders, i.e., 7 in day shift and 4 in night shift, by not filling in vacancies.

(4) The surplus number of Reelers and Winders may be asked by the management to work in other Departments of the Mill, till the strength of Reelers and Winders is reduced to 3 and 11 (i.e., 7 and 4) respectively, in such a way that their wages are not adversely affected.

(5) This settlement shall come into effect on or after the 15th August 1949.

G. P. Dandnaik,
Manager,
Aryodaya Gng. & Mfg. Co. Ltd., Ahmedabad.

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

G. K. DHUTIA,
Conciliator.

12th August 1949.

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

BEFORE THE CONCILIATOR Mr. B. N. DATAR

No. 263/49, dated 13th August 1949

Names of Parties

Representing Employers :—

Mr. K. Y. Nadkarni, Labour Officer,
Mr. J. J. Randeri, Spg. Master, Phoenix Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of the Case

On 21st July 1949, the Manager of the Phoenix Mills Ltd., Bombay, gave a notice of change in Form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, to the effect that he desired to retrench one Trolleyman from the Fly Frame Department of the Mills, as he is more than the actual requirement of the mills. As no agreement was possible between the parties, the report in Form "N" was sent to the Conciliator on 31st July 1949. This was registered on 4th August 1949. Conciliation proceedings were held on 10th and 13th August 1949, on the last of which dates, the parties arrived at an agreement, the terms of which are given below :—

Terms of Settlement

(1) Out of the 5 posts of Trolleyman, 1 post which is vacant, shall be abolished and shall not be filled in.

(2) This agreement shall come into operation with immediate effect.

(Signed) K. Y. Nadkarni,

(Signed) J. J. Randeri,
Manager,

Phoenix Mills Ltd., Bombay.

(Signed) G. K. Jayavant,
Secretary,

Rashtriya Mill Mazdoor Sangh,
Bombay.

(Signatures of the Parties)

B. N. DATAR,
Conciliator.

13th August 1949.

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

No. 264/49, dated 20th August 1949

Names of Parties

Representing Employers

Mr. K. Y. Nadkarni, Labour Officer,
Mr. J. J. Randeri, Spg. Master, Phoenix Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of the Case

On 21st July 1949, the Manager of the Phoenix Mills Ltd., Bombay, gave a notice of change in Form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, to the effect that he desired to reduce the strength of the Blow Room Department from 34 to 19, due to the change in the lay-out of the machinery and working on finer counts. As no agreement was possible between the parties, the report in Form "N" was sent to the Conciliator, on 31st July 1949. This was registered on 4th August 1949. Conciliation proceedings were held on 16th and 13th August 1949, on the last of which dates, the parties arrived at an agreement, the terms of which are given below

Terms of Settlement

(1) The following vacant numbers in the Blow Room Department shall be abolished :—

- (a) Assistant Jobber ;
- (b) Two single Breaker-Scutchers and 1 double Breaker-Scutcher ;
- (c) One Inter-Scutcher ;
- (d) Four Openers.

(2) After the abolition of the one vacant number of Inter-Scutcher the remaining three Inter-Scutchers shall be transferred to the vacant numbers of Finishing-Scutchers and the three posts of Inter-Scutchers thus rendered vacant shall be abolished.

(3) One opener shall be transferred as roving ends opener, without affecting his wages and continuity of service.

(4) One additional post of a fitter shall be created.

(5) The part of the notice of change relating to the retrenchment of apprentices shall be withdrawn.

(6) The agreement will come into operation with immediate effect.

(Signed) K. Y. Nadkarni, (Signed) G. K. Jayavant,
Labour Officer. Secretary,

(Signed) J. J. Randeri, Rashtriya Mill Mazdoor Sangh,
Spg. Master, Bombay.
Phoenix Mills Ltd., Bombay.

(Signatures of the Parties)

B. N. DATAR,
Conciliator.

13th August 1949.

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

20th August 1949.

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

No. 265/49, dated 5th August 1949

Names of Parties

Representing Employers :—

Mr. Toolsidas, Manager, Bharat Spg. & Wvg. Co. Ltd., Hubli.

Representing Employees :—

Mr. B. Nadkar, General Secretary, Rashtriya Girni Mazdur Sangh,
Hubli.

Short Recital of the Case

The Manager, The Bharat Spinning & Weaving Company, Limited, Hubli, gave a notice of change in Form "K" dated 8th July 1949, to the General Secretary, the Rashtriya Girni Mazdur Sangh, Hubli, proposing retrenchment of 50 per cent. of the 100 permanent Reelers caused by conversion of machines in the Reeling Department from hand drive to power drive. No agreement was reached and report in Form "N" was sent to the Conciliator on 18th July 1949. The conciliation was held at Hubli on the 5th August 1949 and the following agreement was reached :—

Terms of Settlement

(1) The Management may carry out the retrenchment as proposed in the notice of change in Form "K" dated 8th July 1949.

(2) This settlement is made without prejudice to the claims of the retrenched employees for bonus for the year 1948-49, and holidays with Pay.

For the Employer,
For the Bharat Spg. & Wvg. Co. Ltd.,
(Signed) Naranjee Toolsidas,
Manager,
The Rashtriya Girni Mazdur Sangh, Hubli.

For the Employees,
(Signed) B. Nadkar,
General Secretary,
The Rashtriya Girni Mazdur Sangh, Hubli.

(Signed) H. G. ABHYANKAR,
Conciliator.

5th August 1949.

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

* * * * *

No. 268/49, dated 22nd August 1949

Names of Parties

Representing Employers :—

Mr. S. K. Sureka, Manager, Prakash Cotton Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of the Case

On 15th June 1949, the Manager, Prakash Cotton Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, regarding proposed retrenchment of 14 Doffer Boys, 4 Doff-weighers and 8 Siders from each shift of the Ring Department of the mill. As no agreement was possible between the parties, the report in form "N" was sent to the Conciliator on 28th June 1949. Conciliation proceedings were held on 12th, 18th and 27th July 1949. The parties arrived at a settlement, the terms of which are given below :—

Terms of Settlement

It is hereby agreed that—

(1) The mill will run double sides on 4 new frames on counts 18s and over.

(2) The siders affected as a result of clause (1) above will be absorbed as inside *ludlis* in the Department.

(3) The 12 posts of Doff-weighers will be retrenched forthwith, 6 of them being vacant numbers. The other six Doff-weighers will be absorbed as permanent Doffer-boys in the Ring Spinning Department.

(Signed) S. K. Sureka,
Manager,
The Prakash Cotton Mills
Ltd., Bombay.

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

(Signatures of the Parties)

H. G. ABHYANKAR,
Conciliator.

16th August 1949.

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

22nd August 1949.

* * * * *

BEFORE THE CONCILIATOR Mr. B. N. DATAR

No. 275/49, dated 19th August 1949

Names of Parties

Representing Employers :—

Mr. K. Y. Nadkarni, Labour Officer.

Mr. J. J. Randeri, Spg. Master, Phoenix Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of the Case

On 3rd August 1949, the Manager, Phoenix Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, proposing to retrench one "Sider Helper" and abolish 5 posts of Doffer Gaiters by not filling in the vacancies in the Ring American Department of the Mill. As no agreement was possible between the parties, the report in Form "N" was sent to the Conciliator on 11th August 1949. This was registered on 16th August 1949. Conciliation proceedings were held on 19th August 1949, when after some discussion, the parties arrived at an agreement, the terms of which are given below :—

Terms of Settlement

It is agreed that—

(1) As regards the Doffer Gaiters the Company will bring their number to that required, as per award of the Industrial Court dated 24th May 1949, by not filling in future vacancies ;

- (2) One vacant number of Sider Helper will be cancelled, thus changing the number of Sider Helpers from 2 to 1; and
 (3) This agreement shall come into force with immediate effect.

(Signed) J. J. Randeri,
 Spg. Master.

(Signed) K. Y. Nadkarni,
 Labour Officer,
 Phoenix Mills Ltd., Bombay.
 19th August 1949.

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

(Signatures of the Parties)

B. N. DATAR,
 Conciliator.

19th August 1949.

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

* * * *

No. 276/49, dated 19th August 1949

Names of Parties

Representing Employers :—

Mr. K. Y. Nadkarni, Labour Officer,
 Mr. J. J. Randeri, Spg. Master, Phoenix Mills Ltd., Bombay.

Representing Employees :—

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

Short Recital of the Case

On 21st July 1949, the Manager, Phoenix Mills Ltd., Bombay, gave a notice of change in form "K" to the Rashtriya Mill Mazdoor Sangh, Bombay, the Representative Union, proposing to retrench six mixing and four stacking coolies and creation of four posts of Cotton Feeders in the Mixing department of the Mill due to change in layout of the machinery in the department and working on finer counts. As no agreement was possible between the parties, the report in form "N" was sent to the Conciliator on 31st July 1949. This was registered on 4th August 1949.

Conciliation proceedings were held on 10th, 13th and 19th August 1949, on the last of which dates, the parties arrived at an agreement, the terms of which are given below :—

Terms of Settlement

It is agreed that—

(1) Out of the 12 posts of mixing coolies, six posts shall be abolished, one being a vacant number. The remaining six mixing coolies shall be designated as Nawganis;

(2) Of the five mixing coolies affected by the above clause, one shall be absorbed as a Number Marker and the remaining four shall be absorbed as Cotton Feeders in the same Department;

(3) The four posts of stacking coolies shall be abolished, one being a vacant number;

(4) The remaining three stacking coolies affected as a result of the above clause shall be absorbed in suitable vacancies without adversely affecting their continuity of service and wages;

(5) Four posts of Cotton Feeders shall be created and the mixing coolies affected as a result of clauses (1) and (2) shall be absorbed in those posts; and

(6) This agreement shall come into operation with immediate effect.

(Signed) J. J. Randeri,
 Spg. Master.

(Signed) G. K. Jayavant,
 Secretary,

Rashtriya Mill Mazdoor Sangh, Bombay.

(Signed) K. Y. Nadkarni,
 Labour Officer,

Phoenix Mills Ltd., Bombay.

19th August 1949.

(Signatures of the Parties)

B. N. DATAR,
 Conciliator,

19th August 1949.

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

Bombay, 24th August 1949.

BEFORE THE CONCILIATOR Mr. G. K. DHUTIA

No. 283/49, dated 22nd August 1949

Names of Parties

Representing Employers :—

Mr. V. B. Kotdawala, Labour Officer, Sarangpur Cotton Mfg. Co. Ltd., No. 2 Mills, Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 8th July 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that since the Weaving Department is to be run on Electric Energy, the work in the Engineering Department has reduced and as such, desired to reduce in all, 4 Firemen, 1 Lorrywala, 1 Lakdawala and 2 Oilers. Failing agreement, "N" form was sent to the Conciliator on the 18th July 1949. Conciliation proceedings were held on 25th July, 26th July, 2nd August, 20th August and 22nd August 1949, on the last of which dates, a settlement on the following terms was reached.

Terms of Settlement

(1) The management may reduce the total strength of Firemen by 4, Lorrywalas by 1, Lakdawalas by 1 and Oilers by 2. The workers reduced shall be the juniormost from the respective categories and it shall be open to the management to adjust the workers in each shift after the reduction.

(2) The workers to be reduced shall be given one month's notice or wages in lieu of notice. 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) The reduced workers shall be given preference as *badlis* and in filling in any vacancy that may arise in future. They shall also be entitled to Holidays with Pay and Bonus for 1949.

(4) This Settlement shall come into effect from 23rd August 1949.

V. B. Kotdawala,

Labour Officer, Sarangpur Cotton Mfg. Co.
Ltd., No. 2 Mills, Ahmedabad.G. K. DHUTIA,
Conciliator.

22nd August 1949.

J. G. Parmar,
for Secretary,

Textile Labour Association, Ahmedabad.

D. G. KALE,

Registrar,
Bombay Industrial Relations Act.

No. 284/49, dated 25th August 1949

Names of Parties

Representing Employers :—

Mr. P. H. Raval, Manager, Rustom Jehangir Vakil Mills Co. Ltd.,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 7th 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 12 Winders (3 in day and 9 in night shifts) for want of work. Failing agreement, "N" form was sent to the Conciliator on the 15th July 1949. Conciliation proceedings were held on 20th July, 29th July, 3rd August, 12th August, 13th August and 22nd August 1949, on the last of which dates, a Settlement on the following terms was reached :—

Terms of Settlement

(1) Since the Mill has gone on finer counts, the spindles that were working on 18s count are now working on 36s count. The management may, therefore, reduce the strength of Winders in the day shift by 3 and in the night shift by 7 and discharge the following Winders, being juniormost, after paying them Rs. 150 each as cash compensation :—

Day Shift

1. Bai Mulia Tejabai.
2. Bai Mania Dhanai.
3. Bai Fatma Kalu.

Night Shift

1. Mr. Atuji Nathaji.
2. Mr. Ranchhod Pathuji.
3. Mr. Soma Mohan.
4. Mr. Bhuiji Jeka.
5. Mr. Varsangji Ravaji.
6. Mr. Bapu Jeka.
7. Mr. Dhulaji Chakaji.

(2) The number of spindles of 36s count to be managed by a Winder as a result of this Settlement, shall not exceed 38.

(3) The reduced Winders shall be given preference in filling in any vacancy that may arise in future.

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

(b) This Settlement shall come into effect from 25th August 1949.

P. H. Raval,
Manager,

Rustom Jehangir Vakil Mills Co. Ltd., Ahmedabad.

M. B. Joshi,
for Secretary,

Textile Labour Association, Ahmedabad.

G. K. DHUTIA,
Conciliator.

22nd August 1949.

D. G. KALE,

Registrar,

Bombay Industrial Relations Act.

Bombay, 25th August 1949.

No. 303/49, dated 30th August 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. J. C. Desai)

Short recital of the Case

On the 23rd 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 give more spindles to the High Speed Grey Winders and reduce 16 Winders. Failing agreement, "N" form was sent to the Conciliator on the 1st July 1949. Conciliation proceedings were held on 11th July, 25th July, 26th July, 2nd August, 20th August and 30th August 1949, on the last of which dates, a settlement on the following terms was reached:—

Terms of Settlement

(1) The management have decided to add one more Machine in the High Speed Grey Winding Department and as such they desired to reduce only four Winders in that Department. They may therefore, give more spindles, to a maximum of 20 per Winder to the Winders, and reduce the strength of the Department in the day shift by 4 and reduce 4 juniormost High Speed Grey Winders.

(2) In case the Ahmedabad Millowners' Association, Ahmedabad, takes any decision to pay any compensation to workers that would be retrenched in the Ahmedabad Cotton Textile Industry, the Winders that may be reduced as a result of this Settlement, shall be covered by such a decision.

(3) The reduced Winders shall be given preference as *badlis* and in filling in any vacancy that may arise in future.

(4) This Settlement shall come into effect from the 16th September 1949, but the management may ask the Winders to manage more spindles as per clause (1) above from the 1st September 1949.

V. B. Kotdawala,

Labour Officer,

Sarangpur Cotton Mfg. Co. Ltd., No. 1 Mills,
Ahmedabad.

G. K. DHUTIA,
Conciliator.

30th August 1949.

Jayantilal-Desai,

for Secretary,

Textile Labour Association,
Ahmedabad.

D. G. KALE,

Registrar,

Bombay Industrial Relations Act.

No. 305/49, dated 30th August 1949

Names of Parties

Representing Employers:—

Mr. M. H. Thaker, Labour Officer.

Mr. J. C. Modi, Assistant Weaving Master, Shri Vivekanand Mills Ltd., Ahmedabad.

Representing Employees:—

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

Short recital of the Case

On the 4th July 1949, the management gave a special intimation to the Conciliator in form "M" stating that the change regarding their desire to reduce one Creel Boy, one Warper and five High Speed Winders was proposed in the Joint Committee but no agreement could be reached in respect thereof and that they still desired to effect the change. Conciliation proceedings were held on 13th July, 25th July, 26th July, 27th July, 11th August, 22nd August and 30th August 1949, on the last of which dates, a settlement on the following terms was reached:—

Terms of Settlement

(1) The management may not fill in the existing vacancy of a Creel Boy until the present count is changed to 44s instead 38s at present in the Warping Department.

(2) The management may also transfer one Warper and five Winders from High Speed Machines to ordinary Machines. This however, shall not entitle the management to give more spindles to the remaining workers on High Speed Machines than at present, which are 12.

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

M. H. Thaker,
Labour Officer,
Shri Vivekanand Mills Ltd., Ahmedabad.

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

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

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

* * * *

No. 306/49, dated 30th August 1949

*Names of Parties**Representing Employers :—*

Mr. I. S. Devashrayee, Manager.
Mr. M. H. Thaker, Labour Officer, Shri Vivekanand Mills Ltd.,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 4th July 1949, the management gave a special intimation to the Conciliator in form "M" stating that they had proposed the change regarding their desire to reduce one Folder for want of work in the Joint Committee but no agreement could be reached in respect thereof and that they still desired to affect the change. Conciliation proceedings were held on 13th July, 25th July, 26th July, 27th July, 11th August, 22nd August and 30th August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) Since 16 looms in the weaving shed have been dismantled, the work in the Grey Folding Department has decreased and as such the

management may reduce the strength of Grey Folders by 1 and discharge one junior-most Folder after paying him one month's wages as compensation.

(2) The discharged Folder shall be given preference as *badli* and in filling in any vacancy.

(3) This settlement shall not prejudice the rights of discharged Folder for his bonus for 1949 and holidays with pay.

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

M. H. Thaker,
Labour Officer,
Shri Vivekanand Mills Ltd., Ahmedabad.

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

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

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

* * *

No. 297/49, dated 31st August 1949

*Names of Parties**Representing Employers :—*

Mr. Prabhudas Lallubhai, General Manager.
Mr. R. N. Mehta, Manager, Ahmedabad Sarangpur Mills Co. Ltd.,
Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 14th 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 12 Warp Machines and 2 Doubling Machines in the Spinning Department and subsequently reduce 43 workers. Failing agreement, "N" form was sent to the Conciliator on the 21st July 1949. Conciliation proceedings were held on 2nd August, 19th August, 24th August and 31st August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management may close the Section of Spinning Department known as "Dela" and reduce in the day shift 24 Piecers, 11 Doffers, 1 Oiler, 1 Mukadam and 6 Piecers of Wet Doublers. The workers to be

reduced shall be junior most in the Spinning Department (day and night shifts together). It shall be open to the management to adjust the number of workers in each shift, if necessary in view of this change.

(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) The reduced workers shall be given preference as *badlis* and in filling in vacancies. They shall also be entitled to holidays with pay and bonus for 1949.

(4) This settlement shall come into effect from the 16th September 1949.

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

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

G. K. DHUTIA,
Conciliator.

31st August 1949.

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

* * * * *
No. 298 '49, dated 31st August 1949

Names of Parties

Representing Employers :—

Mr. Prabhudas Lallubhai, General Manager.
Mr. R. N. Mehta, Manager, Ahmedabad Sarangpur 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 stop 1 Drawing Frame,

1 Slubbing Frame, 1 Intermediate Frame and 3 Roving Frames and reduce 12 workers in each shift. Failing agreement, "N" form was sent to the Conciliator on the 7th July 1949. Conciliation proceedings were held on 13th July, 25th July, 2nd August, 19th August, 24th August and 31st August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management may stop 1 Drawing, 1 Slubbing, 1 Intermediate and 3 Roving Frames and reduce 12 workers in each shift by discharging 24 junior most workers of both the shifts together. It shall be open to the management to adjust the number of workers in each shift, if necessary in view of this change.

(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) The reduced workers shall be given preference as *badlis* and in filling in vacancies. They shall also be entitled to holidays with pay and bonus for 1949.

(4) This settlement shall come into effect from the 16th September 1949.

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

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

G. K. DHUTIA,
Conciliator.

31st August 1949.

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

* * * * *
No. 299/49, dated 31st August 1949

Names of Parties

Representing Employers :—

Mr. Prabhudas Lallubhai, General Manager.
Mr. R. N. Mehta, Manager, Ahmedabad Sarangpur Mills Co. Ltd.,
Ahmedabad.

Representing Employees :

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

Short recital of the Case

On the 23rd 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 2 workers working on the Reeling Yarn Press. Failing agreement " N " form was sent to the Conciliator on the 1st August 1949. Conciliation proceedings were held on 10th August, 19th August, 24th August and 31st August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management may stop the Reeling Yarn Press and out of the two workers that are attending the said Press, one Mr. Bapubhai Muljibhai shall be absorbed in other Department of the Mill, while the other Mr. Lakhraj Dukhi may be discharged.

(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 worker that may be reduced as a result of this settlement, shall be covered by such a decision.

(3) The reduced worker shall be given preference as *badli* and in filling in vacancy. He shall also be entitled to holidays with pay and a bonus for 1949.

(4) This settlement shall come into effect from the 16th September 1949.

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

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

G. K. DHUTIA,
Conciliator.

31st August 1949.

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

No. 300/49, dated 31st August 1949

Names of Parties

Representing Employers :—

Mr. Prabhudas Lalubhai, General Manager.

Mr. R. N. Mehta, Manager, Ahmedabad Sarangpur Mills Co. Ltd., Ahmedabad.

Representing Employees :—

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

Short recital of the Case

On the 25th 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 2 workers in the Reeling Department. Failing agreement, " N " form was sent to the Conciliator on the 1st August 1949. Conciliation proceedings were held on 11th August, 19th August, 24th August and 31st August 1949, on the last of which dates, a settlement on the following terms was reached :—

Terms of Settlement

(1) The management may reduce the strength of the Reeling Department in the day shift by 1 by discharging Bai Mani Teji.

(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 worker that may be reduced as a result of this settlement, shall be covered by such a decision.

(3) The discharged worker shall be given preference as *badli* and in filling in vacancy. She shall also be entitled to holidays with pay and Bonus for 1949.

(4) This settlement shall come into effect from the 16th September 1949.

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

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

Jayantilal Desai,
for Secretary,
Textile Labour Association,
Ahmedabad

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

No. 302/49, dated 31st August 1949

Names of Parties

Representing Employers :—

Mr. V. B. Kotdawala, Labour Officer, Sarangpur Cotton Mfg. Co. Ltd. No. 2 Mills, Ahmedabad.

Representing Employees :—

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

recital of Case

On the 9th 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 5 workers in the Waste Department for want of work. Failing agreement, "N" form was sent to the Conciliator on the 20th August 1949. Conciliation proceedings were held on the 30th and 31st August 1949, on the last of which dates, a settlement on the following terms was reached

Terms of Settlement

- (1) The management may reduce the strength of the Waste Department by 4 in the day-shift, by discharging four juniormost workers.
- (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) The discharged workers shall be given preference as *badlis* and in filling in any vacancy that may arise in future. They shall also be entitled to holidays with pay and bonus for 1949.
- (4) This settlement shall come into effect from the 16th September 1949.

V. B. Kotdawala,
Labour Officer,
Sarangpur Cotton Mfg. Co. Ltd.
No. 2 Mills, Ahmedabad.

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

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

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

No. 304/49, dated 31st August 1949

Names of Parties

Representing Employers :—

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

Representing Employees :—

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

Short recital of the Case

On the 31st July 1949, the management gave a Notice of Change in form "K" to the Textile Labour Association, Ahmedabad, as a Representative Union, stating that since the Tubular Banding Machine has been sold off, they desired to reduce the workman attending that Machine. Failing agreement, "N" form was sent to the Conciliator on the 5th August 1949. Conciliation proceedings were held on the 19th August, 24th August, 29th August and 31st August 1949, on the last of which dates a settlement on the following terms was reached :—

Terms of Settlement

- (1) The management may discharge the worker that was attending the Tubular Banding Machine, after paying him Rs. 110 as cash compensation.
- (2) The discharged worker shall be given preference as *badli* and in filling in any vacancy in that Department.
- (3) This Settlement shall not prejudice the rights of the discharged worker for his bonus for 1949 and holidays with pay.
- (4) This settlement shall come into effect from the 1st September 1949.

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

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

G. K. DHUTIA,
Conciliator,

31st August 1949.

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

No. 301/49, dated 31st August 1949

Name of Parties

Representing Employers :

Mr. V. B. Kotdawala, Labour Officer, Sarangpur Cotton Mfg. Co. Ltd., No. 2 Mills, Ahmedabad.

Representing Employees :

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

Short recital of the Case

On the 14th 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 10 Gray Folders for want of work. Pending agreement, "N" form was sent to the Conciliator on the 26th July 1949. Conciliation proceedings were held on 2nd August, 20th August, 22nd August, 30th August, and 31st August 1949, on the last of which dates, a settlement on the following terms was reached :

Terms of Settlement

(1) The management may reduce the strength of Gray Folders from 33 to 26 as the work in the Gray Folding Department has gone down to 34,000 yards per day per shift on an average and absorb as many Folders as would be possible in other Departments of the Mills and discharge the remaining Folders.

(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 Folders that may be reduced as a result of this settlement, shall be covered by such a decision.

(3) The reduced Folders shall be given preference *in ballis* and in filling in any vacancy that may arise in future. They shall also be entitled to holidays with pay and bonus for 1949.

(4) This settlement shall come into effect from the 16th September 1949.

V. B. Kotdawala,
Labour Officer,
Sarangpur Cotton Mfg. Co. Ltd.,
No. 2 Mills, Ahmedabad

G. K. Dhuria,
Conciliator,
31st August 1949.

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

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

Bombay, 6th September 1949.

BEFORE THE CONCILIATOR Mr. L. C. JONHI

No. 310/49, dated 31st August 1949

Representing Employers :

Mr. P. C. Mehra, Manager, Mehra Dyeing & Printing Works, Bombay.

Representing Employees :

Mr. Amar Bhadursingh,

Mr. Baboo Shankar,

Mr. Hassan Muhammad,

Mr. Lalatprasad,

Mr. Balaram,

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

Short recital of the Case

On 26th July 1949 the elected representatives of employees of the Mehra Dyeing & Printing Works, Bombay, gave a notice of change to the Manager of the Works, stating that all the employees in the Works should be given an unconditional lump allowance as bonus for the year 1948. As no agreement was possible between the parties, report in form "N" was sent to the Conciliator on 9th August 1949. This was registered on 11th August 1949. Conciliation proceedings were held on 20th August and 5th September 1949, on the last of which dates the parties arrived at a settlement, the terms of which are given below.

Terms of Agreement

(1) Those employees who have worked for more than 63 days should be paid 1/12th of their total earnings during the year 1948.

(2) Those employees who have worked for less than 63 days but more than 20 days should be paid 1/24th of their total earnings during the year 1948.

(3) Those employees who have been dismissed in 1948 for misconduct under standing orders are not eligible for the bonus.

(4) The bonus stated above shall be paid to the employees in one lump sum on or before the 15th October 1949.

(5) Persons who are eligible for the bonus but who are not in the services of the Mill on the date of payment of bonus shall be paid in one

lump sum on or before 30th October 1949 provided claims in writing are submitted to the Manager of the Mill on or before 20th October 1949, after which no applications for bonus shall be entertained.

Representative of the Employer, (Illegible), Mr Mehra Dyeing & Printing Works, Bombay.	Representatives of the Employees (Signed) Babu Shunkar, (Signed) Lalata Prasad, (Signed) Amar Bhadursingh.
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L. C. JOSHI,
Conciliator,
31st August 1949.

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

No. 311 49, dated 31st August 1949

Names of Parties

Representing Employers

Mr. J. J. Master, Manager, Sassoon & Alliance Silk Mill Co. Ltd.,
Bombay.

Representing Employees

- Mr. Abdulla A. Kadar,
- Mr. Bhikaji Ganesh,
- Mr. Kashinath Tukaram,
- Mr. Govind Dayaneshwar,
- Bai Chandrabhaga Yeshwant.

Elected representatives of employees of the Sassoon & Alliance
Silk Mill Co. Ltd., Bombay.

Short recital of the Case

On the 27th July 1949, the management of the Sassoon & Alliance Silk Mills Co. Ltd., Bombay, gave a Notice of Change in form "K" to the elected representatives of employees stating that they propose to retrench 25 workers from various departments of the mill. As no agreement was possible "N" form was sent to the Conciliator on 9th August 1949. Conciliation proceedings were held on the 19th August and 31st August 1949, on the last of which dates a settlement on the following terms was reached

Terms of Settlement

(1) Out of the 9 Silk Spinning and Doubling workers affected by the notice, as many of the employees as is possible will be retained in these two Departments for the work of the two Departments from time to time. The remaining employees will be sent to the Pirn Winding Department as Pirn Winders.

(2) The three Warp Dressers will be transferred to the Finishing Department.

(3) Out of the 12 Drawing-in Department employees, three senior-most Drawers and three seniormost Reachers will be retained as Drawers and Reachers, and the remaining 6 Drawing-in employees will be transferred to the Weaving Department as weavers.

(4) The Sizing Department Sizer will be absorbed as Back Sizer.

(5) In the event of their original work being renewed, or in the event of more workers becoming necessary in their original posts, the first preference shall be given to the above employees to work on their original posts.

(6) The employees will be given the wages on the posts on which they will be working.

(Signed) Kashinath Tukaram,
(Signed) Govind Dynaneshwar,
(Signed) Abdulla A. Kadar,
(Signed) Bhikaji Ganesh,

Left hand thumb impression of Bai
Chandrabhaga Yeshwant,

(Illegible),
Manager,
The Sassoon & Alliance Silk
Mills Co. Ltd., Bombay.

Elected representatives of employ-
ees of the Sassoon & Alliance
Silk Mills Co. Ltd., Bombay.

(Signatures of the Parties)

(Signed) L. C. JOSHI,
Conciliator,

31st August 1949.

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

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

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

(1) *Reference No. (I. C.) 165 of 1949.*—The dispute between (1) The Indian Woollen Mills, Bombay, (2) The Nagpal Woollen Mills, Bombay, and (3) the Eastern Woollen Mills, Bombay and the workmen respectively employed under them, relating to paid festival holidays and dearness allowance.

(2) *Reference No. (I. C.) 166 of 1949.*—The dispute between the Sarangpur Cotton Mills No. 1, Ahmedabad and the Textile Labour Association, Ahmedabad, relating to reduction of 12 workers from the Engineering Department.

(3) *Reference No. (I. C.) 167 of 1949.*—The dispute between the Sarangpur Cotton Mills, Ahmedabad and the Textile Labour Association, Ahmedabad, relating to reduction of 32 Doffers.

(4) *Reference No. (I. C.) 168 of 1949.*—The dispute between the Sarangpur Cotton Mills, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 17 workers from Cloth Department.

(5) *Reference No. (I. C.) 169 of 1949.*—The dispute between the Sarangpur Cotton Mills, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 16 workers from the Weaving Department.

(6) *Reference No. (I. C.) 170 of 1949.*—The dispute between the Sarangpur Cotton Mills, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 19 workers in the Mixing Department.

(7) *Reference No. (I. C.) 171 of 1949.*—The dispute between the Ahmedabad Laxmi Cotton Mills, Ahmedabad and the Textile Labour Association, Ahmedabad, relating to the reduction of 84 workers from different departments.

(8) *Reference No. (I. C.) 172 of 1949.*—The dispute between the Kurla Ginni Kamgar Sangh, Kurla, and the Swadeshi Spinning and Weaving Mills Co. Ltd., Kurla, relating to double side working on Ring Frames.

(9) *Reference No. (I. C.) 173 of 1949.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Millowners' Association, Bombay, relating to gratuity, provident fund, etc.

(10) *Reference No. (I. C.) 174 of 1949.*—The dispute between the Kishore Hosiery Factory and two others and the workmen respectively employed under them, relating to dearness allowance, standardization of wages and bonus for 1948.

(11) *Reference No. (I. C.) 175 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of 34 posts from two shifts.

(12) *Reference No. (I. C.) 176 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of 4 Doubling Sizers.

(13) *Reference No. (I. C.) 177 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of one Creel Boy in each shift.

(14) *Reference No. (I. C.) 178 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction in Grey Winding Department.

(15) *Reference No. (I. C.) 179 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of 11 Watchmen.

(16) *Reference No. (I. C.) 180 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the abolition of Winding Jobbers and Warping Jobbers.

(17) *Reference No. (I. C.) 181 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the introduction of double side working in the Ring Frame Department.

(18) *Reference No. (I. C.) 182 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the retrenchment of 2 Doffer Boys.

(19) *Reference No. (I. C.) 183 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of 3 Warpers.

(20) *Reference No. (I. C.) 184 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of 2 Grey and Colour Naikens.

(21) *Reference No. (I. C.) 185 of 1949.*—The dispute between the Raja Bahadur Mills Ltd., Poona, and the Rashtriya Ginni Kamgar Sangh, Poona, relating to the reduction of Size Mixers.

(22) *Reference No. (I. C.) 186 of 1949.*—The dispute between (1) The Indian Woollen Mills, Bombay, (2) the Nagpal Woollen Mills, Bombay, and (3) the Eastern Woollen Mills, Bombay and the workmen respectively employed under them relating to provident fund and gratuity.

(23) *Reference No. (I. C.) 187 of 1949.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Simplex Mills Ltd. Bombay, relating to the retrenchment of 86 workers.

(24) *Reference No. (I. C.) 188 of 1949.*—The dispute between the Millowners' Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to bonus for 1949.

(25) *Reference No. (I. C.) 189 of 1949.*—The dispute between the Millowners' Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to dearness allowance.

Reference No. (I. C.) 190 of 1949.—The dispute between the New Kaiser-I-Hind Spinning and Weaving Mills, Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, relating to the abolition of 5 posts of Jobbers.

(27) *Reference No. (I. C.) 191 of 1949.*—The dispute between the Shapurji Manekji Dyeing and Bleaching Works, Bombay, and its employees, relating to wage increase and dearness allowance.

(28) *Reference No. (I. C.) 192 of 1949.*—The dispute between the Millowners' Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to reduction of hours of work.

(29) *Reference No. (I. C.) 193 of 1949.*—The dispute between the Sarangpur Mills Ltd., Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of 4 Watchmen.

(30) *Reference No. (I. C.) 194 of 1949.*—The dispute between the Ambica Mills No. 2 Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the reduction of one Jamadar and Seven Watchmen.

(31) *Reference No. (I. C.) 195 of 1949.*—The dispute between the Rashtriya Mill Mazdoor Sangh, Bombay, and the Millowners' Association, Bombay, relating to unconditional bonus for 1949.

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

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

No. 874, 46, dated 6th December 1949.—The dispute between the Ahmedabad Millowners' Association, Ahmedabad, and the Textile Labour Association, Ahmedabad, relating to the musters, work-load, etc.

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

No. 463/49.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 23rd day of November 1949 registered the following submission entered into between the management of the Universal Textile Woollen Mills, Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, agreeing to refer the dispute regarding change in the present rate of dearness allowance, to the arbitration of the Industrial Court, Bombay.

SUBMISSION

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

With reference to the Notice of Change in Form "K" dated 11th August given by the management of the Universal Textile Woollen Mills, Bombay, to the Rashtriya Mill Mazdoor Sangh, Bombay, as a Representative Union stating that they desire to change the present rate of dearness allowance to a fixed rate of Rs. 25 per month and the subsequent report in Form "N" dated 19th August 1949 sent to the Conciliator, it is hereby agreed between the parties that the said dispute be submitted to the Industrial Court, Bombay, for its arbitration.

(Signed) (Illegible),
Manager,

Universal Textile Woollen Mills, Bombay.

(Signed) G. K. Jaywant,
Secretary,

Rashtriya Mill Mazdoor Sangh, Bombay.

(Signatures of the Parties)

(Signed) R. J. TAMBOLI,
Conciliator,

18th October 1949.

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

Bombay, 23rd November 1949.

No 44S/49.—In exercise of the powers conferred on me under Section 66 (3) of the Bombay Industrial Relations Act, 1946 and Rule 68 of the Bombay Industrial Relations Rules, 1947, I have on this 5th day of December 1949 registered the following submission entered into between the management of Chalisgaon Shri Laxminarayan Mills Co., Ltd., Chalisgaon, and the Girmi Kamgar Union, Chalisgaon, agreeing to refer the dispute regarding retrenchment of one Doff Jobber to the arbitration of Mr. K. R. Gadgil, Technical Inspector of Factories, (Textiles) Bombay.

SUBMISSION

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

With reference to the notice of change in form "K" given by the Management of the Chalisgaon Shri Laxminarayan Mills Co., Ltd., Chalisgaon, to the Union and subsequent "N" form dated 2nd October 1949 sent to the Conciliator, it is hereby agreed between the parties that the dispute relating to Management's proposal about retrenchments as stated in the ANNEXURE below be referred to the arbitration of Mr. K. R. Gadgil, Technical Inspector of Factories, (Textiles) Bombay.

Annexure

Proposed retrenchment of one Doff Jobber for want of work.

(Signed) (Illegible) Manager, The Chalisgaon S. L. N. Mills Co. Ltd., Chalisgaon.	(Signed) (Illegible) President, Girmi Kamgar Union, Chalisgaon.
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(Signed) (Illegible) Labour Officer, 19th October 1949.	(Signed) Daulat Mohan, Secretary, Girmi Kamgar Union, Chalisgaon.
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(Signed) L. C. JOSHI, Conciliator, 19th October 1949.	D. G. KALE, Registrar, Bombay Industrial Relations Act.
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Bombay, 5th December 1949.

AWARDS PUBLISHED UNDER THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

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

Name of Parties	Subject	Date of Award
1. The Rashtriya Girmi Kamgar Sangh, Barsi, And The Jayashankar Mills, Barsi Ltd., Barsi.	Retrenchment of six Jobbers.	B. G. G., Part I-L, dated 1st December 1949, pages 2053-55.
2. The Rashtriya Girmi Kamgar Sangh, Barsi, And The Jayshankar Mills, Barsi Ltd., Barsi.	Reduction of 120 Reelers.	B. G. G., Part I-L, dated 1st December 1949, pages 2055-2057.
3. The Textile Labour Association, Ahmedabad, And The Ahmedabad Millowners' Association, Ahmedabad. (Supplementary Award)	Review of award in submission No. 5 of 1948.	B. G. G., Part I-L, dated 8th December 1949, pages 2079-2080.
4. The Textile Labour Association, Ahmedabad, And The Kalyan Mills Co. Ltd., Ahmedabad.	Reduction of 10 workers from the Bleach Folding and Calendering Departments.	B. G. G., Part I-L, dated 8th December 1949, pages 2081-2082.
5. The Vijaya Mills Co. Ltd., Ahmedabad, And The Textile Labour Association, Ahmedabad.	Reduction of 12 workers from the Finishing and four workers from the Bleaching Departments.	B. G. G., Part I-L, dated 8th December 1947, pages 2088-2090.

* Mutual Settlement.

Arbitration Awards

1. THE BOMBAY COTTON WASTE MILLS LTD., BOMBAY

The award of the Industrial Court, Bombay, in the dispute between the Bombay Cotton Waste Mills Ltd., Bombay, and the Rashtriya Mill Mazdoor Sangh, Bombay, regarding payment of dearness allowance on the revised scale of the Millowners' Association, Bombay, was published on October 6, 1949.

The Rashtriya Mill Mazdoor Sangh, on behalf of the workmen of the Bombay Cotton Waste Mills Ltd., Bombay, demanded dearness allowance at the rate prevailing in the textile industry in Bombay City. The Company contended among other things that on account of its financial position it was incapable of paying dearness allowance at an increased rate. It was a new concern and had suffered heavy loss during the year, ending 31st December 1948. The dearness allowance of Rs. 40 per month per worker that was being paid was adequate having regard to the fact that the Mill was paying the basic minimum wage of Rs. 30.

The Tribunal agreed with Mr. M. C. Shah, Industrial Tribunal, who in his award relating to the dispute between Messrs. A. Hyland Ltd., Bombay, and the workers employed therein, has observed that "the workmen's claim as to dearness allowance will have to be judged from the existing conditions, regard being had to the present abnormal increase in the cost of living, and it is no answer to say that as the Company has made losses in the past it cannot pay an adequate dearness allowance."

Further, it was found that the average wage paid by the Mill was about Rs. 27-8-0 and not Rs. 30, the minimum basic wage for a month of 26 days. That being so, the Tribunal felt it would be unreasonable to make the employees bear the unneutralised rise in the cost of living after receipt of Rs. 40 per month (which was 75 per cent. of the textile rate) and the Company was directed to pay dearness allowance at the rate of 85 per cent. of the textile scale with effect from 1st January 1949.

2. VIJAY TEXTILES LTD., POONA

The award of the Industrial Court, Bombay, in the dispute between the Vijay Textiles Ltd., Poona, and the Rashtriya Girmi Kamgar Sangh, Poona, regarding revision of wage scale, bonus, etc., was published on October 27, 1949.

The Vijay Textiles Ltd. is not a composite textile concern but is only a power loom factory weaving cloth from yarn purchased. Under the All-India Yarn Distribution Scheme the Company was getting yarn supply from the district allotment and had to run the concern on whatever quantity and quality was made available to it by that source. During the year 1947-48 the Company, on account of short supply of yarn, was working only on one shift with only 25 looms, which was much less than its full capacity. The Company's Balance Sheets for all the years since its commencement showed that its financial condition was unsatisfactory.

As regards the minimum basic wage, the parties agreed to follow the Sholapur Standardization Award which fixes the minimum basic wage for a textile worker at Rs. 26 per month of 26 working days. The Sangh contended that the weavers in the employment of the Company were single loom weavers and under the rate fixed by the Sholapur Award they would get 33 pies for weaving 10 yards of cloth on 44" loom, which was inadequate. The Company was hence directed to pay all one loom weavers as 3 per day more than their daily earnings at the rate of 33 pies for 10 yards. The difference due to the rise in rates was directed to be paid with effect from 1st February 1949.

The Court rejected the demand for bonus on the ground that bonus can only be granted where there is a surplus after meeting all production costs. In the present case the Company had suffered a loss in the year 1947-48, yet it had paid its workers bonus in the form of three weeks' average earnings as attendance allowance during that year.

In its award in the dispute between the Textile Labour Association, Ahmedabad, and the Ahmedabad Millowners' Association, the Industrial Court has stated that the compensation for higher prices may have to be somewhat lower if the conditions of the industry or other factors are such that full compensation is not possible. The demand for dearness allowance at the rate paid by the Raj Bahadur Poona Mills was therefore considered unreasonable, and dearness allowance was awarded at 60 per cent. of the rate fixed by the Industrial Court for Textile Mills at Sholapur.

Lastly, the Company was directed to start a Provident Fund for clerks and to formulate rules for the same on the lines of the Model Rules relating to Provident Fund for Industrial Employees, framed by the Government of India.

Industrial Disputes Act, 1947

ADJUDICATION UNDER SECTIONS 9(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. M. C. Shah*--

(i) *No. 5/48, dated 28th December 1949.*—The dispute between the Imperial Chemical Industries (India) Ltd., Dyos Department, Bombay, and the workmen employed under it in the Head Office, regarding bonus for the year 1948-49.

(2) *Mr. Salim M. Merchant*--

(ii) *No. 182/48, dated 1st December 1949.*—The dispute between the Thana Match Works, Thana, and the workmen employed under it, regarding wage rates, leave rules, etc.

(iii) *No. 2396/36, dated 6th December 1949.*—The dispute between certain Motor Transport Companies in Belgum District, and the workmen respectively employed under them, regarding union recognition, working hours, dearness allowance, pay scales, bonus, leave rules, provident fund, etc.

(iv) *No. 2412/46, dated 7th December 1949.*—The dispute between the Motor House (Gujarat) Limited, Bhandup, Bombay, and the workmen employed under it, regarding union recognition, pay scales, leave rules, dearness allowance, bonus, provident fund, gratuity, etc.

(v) *No. 818/48, dated 22nd December 1949.*—The dispute between the Ahmed Abdul Karim Brothers Limited, Ambernath, and the Collector of Thana and Deputy Custodian of Evacuee Property on the one side, and the workmen employed under the said concern on the other side, regarding pay scales for cloaks, working hours, overtime, dearness allowance, leave rules, house rent, holidays, etc.

(vi) *No. 961/48, dated 22nd December 1949.*—The dispute between the Gannon Dinkerley and Company Limited, Bombay, and the workmen employed under it, regarding union recognition, revision of grades, dearness allowance, leave rules, bonus, office hours, provident fund, gratuity, etc.

(vii) *No. 412/48, dated 27th December 1949.*—The dispute between the Bombay Match Works, Kurla, and the workmen employed under it, regarding unemployment allowance.

(3) *Mr. I. G. Thakore*--

(viii) *No. 919/48, dated 2nd December 1949.*—The dispute between certain Tapkir Karkhandars in Pandharpur, and the workmen respectively employed under them, regarding wage rates and bonus.

(ix) *No. 941/48, dated 9th December 1949.*—The dispute between (1) Kamal Dyeing & Printing Mills, Vikhroli, and (2) Vinod Dyeing & Printing Works, Ghatkopar, and the workmen respectively employed under them, regarding wage scales and dearness allowance.

(x) *No. 894/46-I-IV, dated 9th December 1949.*—The dispute between Messrs. Greaves Cotton and Company Limited, Bombay, and the workmen employed under them, regarding salary scales, leave rules, provident fund, gratuity, bonus, dearness allowance, holidays.

(xi) *No. 587/48, dated 27th December 1949.* The dispute between the Triangular Motors Limited, Bombay, and the workmen employed under it, regarding bonus.

(xii) *No. 940/48, dated 28th December 1949.*—The dispute between Blue Star Industries Limited, Bombay, and the workmen employed under it, regarding bonus for 1948-49.

(xiii) *No. 8951/34, dated 29th December 1949.*—The dispute between the Ford Motor Company of India Ltd., Bombay, and the workmen employed under it, regarding retrenchment, compensation, etc.

(xiv) *No. 766/48, dated 30th December 1949.*—The dispute between the Rishon Printing Works, Bombay, and the workmen employed under it, regarding bonus for 1948, leave rules, provident fund, gratuity, etc.

(4) *Mr. P. S. Bakhle*--

(xv) *No. 874/48, dated 5th December 1949.*—The dispute between Turner Morrison and Company Limited, Bombay, and the workmen employed under it, regarding card system and bonus for 1948.

(xvi) *No. 985/48, dated 16th December 1949.*—The dispute between the Holland and Company, Bombay, and the workmen employed under it, regarding bonus, scales of pay, dearness allowance, leave rules, holidays, provident fund, gratuity, overtime, etc.

(xvii) *No. 832/46-II, dated 19th December 1949.*—The dispute between Firestone Tyre and Rubber Company of India Limited, Bombay, and the workmen employed under it, regarding dearness allowance, provident fund, bonus, gratuity, wage rates, union recognition, retrenchment, reinstatement, leave rules, overtime, injury pay, production bonus, attendance bonus, etc.

(xviii) No. 785/48, dated 27th December 1949.—The dispute between the Hindustan Vanaspati Manufacturing Co. Ltd., Bombay, and workmen employed under it, regarding payment of wages and dearness allowance to workers not provided with work every day from 4th October 1949, while the *Pali* system is in force.

(5) Mr. P. D. Vyas—

(xix) No. 557/48, dated 22nd December 1949.—The dispute between the Surat Rander Bus Company, Surat, and the workmen employed under it, regarding bonus for 1948-49, uniform, etc.

* * * * *

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

(1) Mr. I. G. Thakore—

(i) No. 999/48, dated 7th December 1949.—The dispute between B. E. Nicam and Company, Surat, and the workmen employed under it, regarding pay scales, leave rules, overtime, bonus, dearness allowance, etc.

(ii) No. 998/48, dated 19th December 1949.—The dispute between the Ashwanikumar Bus Service, Surat, and the workmen employed under it, regarding bonus for 1948-49, reinstatement, etc.

(iii) No. 87/48, dated 16th December 1949.—The dispute between the Malleable Iron and Steel Casting Company Limited, Bombay, and the workmen employed under it, regarding bonus for 1948-49, leave rules, dearness allowance, provident fund, etc.

(iv) No. 983/48, dated 30th November 1949.—The dispute between the United Engineering Corporation, Bombay, and the workmen employed under it, regarding bonus for the year 1948-49, pay scales, reinstatement, etc.

(2) Mr. P. S. Bakhle—

(v) No. 993/48, dated 5th December 1949.—The dispute between the Garlick and Company, Bombay, and the workmen employed under it, regarding gratuity.

(3) Mr. P. D. Vyas—

(vi) No. 996/48, dated 9th December 1949.—The dispute between the Shri Dinesh Mills Limited, Baroda, and the workmen employed under it, regarding bonus for 1948, holidays, 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. The Indian Overseas Airlines Ltd., Bombay.	Dearness Allowance, overtime, out-station service and allowance, leave rules, etc.	B. G. G., Part I-L, dated 1st December 1949, pages 2018-2027.
*2. The Gujrat Iron Works, Ahmedabad.	Bonus	B. G. G., Part I-L, dated 8th December 1949, pages 2064-2066.
2. The Tata Oil Mills Co. Ltd., Bombay.	Scales of pay, dearness allowance, provident fund, etc.	B. G. G., Part I-L, dated 8th December 1949, pages 2095-2162.
4. The Eastern Chemical Co. (India), Bombay (Workmen).	Wages, bonus, dearness allowance, etc.	B. G. G., Part I-L, dated 8th December 1949, pages 2164-2173.
5. The Eastern Chemical Co. (India), Bombay (Office Staff).	Bonus	B. G. G., Part I-L, dated 8th December 1949, pages 2173-2179.
*6. The Rally Metal Works, Ahmedabad.	Bonus	B. G. G., Part I-L, dated 8th December 1949, pages 2181-2183.
7. The Bombay Gas Company Ltd., Bombay.	Retrenchment, reinstatement, etc.	B. G. G., Part I-L, dated 8th December 1949, pages 2184-2208.
*8. Ten Bidi Employers of Sinnar.	Wages, bonus, union recognition.	B. G. G., Part I-L, dated 22nd December 1949, pages 2407-2413.
9. The Borough Municipality, Thana.	Revised salary grades, unclean allowance, etc.	B. G. G., Part I-L, dated 22nd December 1949, pages 2414-2425.
10. The Famous Cine Laboratory, Bombay.	Revision of scales of pay, dearness allowance, standing orders, etc.	B. G. G., Part I-L, dated 22nd December 1949, pages 2425-2440.
11. The Indu Oil and Soap Company, Bombay (Supplementary Award).	Clarification of award in the Industrial Dispute, dated 15th February 1949.	B. G. G., Part I-L, dated 22nd December 1949, pages 2455-2457.

* Mutual Settlement.

Adjudication Awards

1. THE SIRDAR CARBONIC GAS CO. LTD., BOMBAY

The award of Mr. I. G. Thakore, Industrial Tribunal, Bombay, in the dispute between the Sirdar Carbonic Gas Co. Ltd., Bombay, and the workmen employed under it in the matter of payment of bonus for the year 1948 was published on September 29, 1949.

The Company is engaged in the manufacture of liquid Carbon Dioxide and Soda Water machinery and has in its employment about 185 workmen. It has built up reserve funds of about four times the value of its paid-up capital and its shares have increased in value to about eleven times their face value.

The Rashtriya Chemical Kamgar Sangh, on behalf of the workmen, demanded that every workman should be paid, without any conditions, six months' earnings including dearness allowance as annual bonus for the year 1948, stating that the wages paid by the company fell short of the living wage standard and that the deficit should be made good by large annual bonuses so long as the living wage standard is not reached. The workers who had contributed their share in earning these profits were entitled to some part of it.

The Tribunal in awarding a bonus equivalent to 3/8ths of the annual basic earnings of the workers pointed out that the demand for an unconditional bonus presupposed that the same is a deferred wage—a view which has been consistently rejected by Tribunals. Bonus was therefore awarded subject to the usual conditions. The amount previously paid as emergency bonus allowance was directed to be included in the amount of bonus awarded, the balance to be paid as follows:—

(a) Two-thirds shall be paid in cash in one lump sum and one-third in 5 years Post Office National Savings Certificates.

(b) Where the total amount of bonus payable in cash (emergency bonus plus two-thirds of the balance) is less than the amount of the workers' basic wages payable to him for a month's service, the whole of the bonus shall be paid in cash.

(c) In respect of any part of the bonus required to be paid in National Savings Certificates and for which it is not practicable to issue any denomination of Post Office National Savings Certificates the manner of payment prescribed by the Industrial Tribunals Payment of Bonus (National Savings Certificates) Rules, 1949, shall be followed.

2. MESSRS. NAVROJI N. VAKIL AND COMPANY, AHMEDABAD

The award of Mr. P. D. Vyas, Industrial Tribunal, Ahmedabad, in the dispute between Messrs. Navroji N. Vakil and Company and the workmen employed under them, regarding wages, dearness allowance, etc., was published on October 6, 1949.

The workmen demanded a 25 per cent. increase in wages, and dearness allowance at the Ahmedabad textile workers' rate. Wages of the large majority of workers were below Rs. 1-4-0 per day, i.e., Rs. 1-2-0 or Re. 1. Only 3 were getting Rs. 5 per day and the wages of the rest ranged from Rs. 1-4-0 to Rs. 1-14-0 and from Rs. 2 to Rs. 2-8-0 per day. No dearness allowance was being paid and no bonus had been given in any year. The wages as paid to the large majority therefore were low and inadequate.

The Tribunal referred to the observations of Justice Chagla in his award in the case of B. E. S. T. and Co. Bombay at page 541 of the March 1946 issue of the *Labour Gazette*:

“The suffering caused as a result of the war has to be borne by all sections of Society, but it is only a fair and equitable principle that it should be inflicted as little as possible upon those who are least able to bear it.....While it is true that one gets tied up in a vicious circle if one tries to increase wages all round with the rise in the cost of living, on the other hand it would be equally disastrous to permit the rise in the cost of living to push the wages of workers below the subsistence wage.....”

In his Award in Amrit Banaspati Co., Ltd., Bombay, Mr. D. G. Kamerkar has observed that “the need of raising the basic wage of the lowest unskilled worker to the minimum of Rs. 30 in Bombay—and in fact all over the country—cannot be under-rated at the present day and has been universally recognised.....In my opinion, therefore, even the lowest unskilled worker in an industry must get at least Rs. 30 at the present day for 26 working days, i.e., Rs. 1-3-0 per day, rounding off the pice. And this he must get irrespective of the burden on the industry increased thereby”—*vide* paragraph 9 at page 4138 of the *Bombay Government Gazette*, Extraordinary, Part I, dated September 11, 1948.

With these observations, the Tribunal raised the basic wages to Rs. 1-3-0 in respect of those getting Re. 1 or Rs. 1-2-0 per day, and dearness allowance was awarded at a flat rate of Rs. 20 per month to all workers, on the principle laid down by the Hon'ble Sir Harshidbhai Divatia in his award in Revision Petition No. Miscellaneous 1 of 1947, for Ahmedabad textile workers, viz., “Dearness allowance should be calculated on the minimum wages so as to neutralize the rise in the cost

of living as far as possible for a worker who is getting the minimum wage, and the percentage of neutralisation may have to be lower if the conditions of the Industry or other factors are such that full compensation is not possible, and the figure of dearness allowance thus worked out will be the flat rate applicable to all workers which would mean a smaller percentage of relief to those receiving higher wages."

The Company agreed to supply cotton uniforms consisting of half shirt and knicker to all those working on furnaces and it was directed to supply two such uniforms every year.

3 THE AMALGAMATED CHEMICAL AND DYE STUFFS CO. LTD., BOMBAY

The award of Mr. I. G. Thakore, Industrial Tribunal, Bombay, in the dispute between the Amalgamated Chemical and Dye Stuffs Co. Ltd., Bombay and the workmen employed under it was published on November 24, 1949. The dispute was in respect of wages, dearness allowance, leave, medical aid, etc.

Started in 1946, the Company employs in all about 64 persons, about two-thirds of whom are working in the dyes department and one-third in the D.D.T. department. The Company does not manufacture any dyes in Bombay but imports dyes for colouring textiles, silk and woollen goods, from foreign countries particularly Switzerland. As a result the labour charges incurred by it in Bombay form only a fraction of the cost per unit. Though the Company did not deny its capacity to pay, it stated that as a result of the devaluation of the British pound and the Indian rupee in terms of the Swiss Franc, it might not be able to compete with imports from soft currency areas, that its chances of securing an import license were none too bright, and that even though it might with difficulty secure an import license, on account of currency restrictions its quota was likely to be considerably reduced. Hence, though in the past years it had made some profire its future was fraught with difficulties.

The Rashtriya Chemical Kamgar Sangh on behalf of the workmen urged that the basic wage should be Rs. 40 per month with grades and scales for each category of workers. Observing that "the ideal is to reach a living wage which is very different from the minimum wage", the Tribunal awarded the following scale for the unskilled workers:—

Rs. 35—1½—53.

Though the work in the mixing department was not positively injurious to the health of the workers, they regarded it as being so and the transfer of any person to this department was looked upon with disfavour. The Tribunal therefore directed that those working in that department should be paid an additional allowance of Rs. 2-8-0 per month as long as they worked in that department, as a small additional compensation to make the work more attractive, this being both in the interest of the workers and the Company.

The Tribunal further awarded 15 days' privilege leave with pay and dearness allowance, 7 days' sick leave with pay and dearness allowance, and 7 days' casual leave, and directed that a worker need not exhaust his privilege leave before taking sick or casual leave.

Referring to the claim for free medical aid the Tribunal said: "The Medical Officer (employed by the Company) only prescribes the medicines. What the worker really needs is not the diagnosis of the disease and the prescriptions but free medicine. There is no reason why this Company should not extend this facility. It may either maintain a small dispensary or pay the actual cost for the medicines purchased by the workers."

The Union demanded that Standing Orders should be framed, and that till they are framed any worker who has worked for six months should be treated as permanent. The Tribunal conceded the latter part of the demand as such benefits as provident fund are made applicable to permanent workers only. As regards Standing Orders it was felt that although no elaborate Standing Orders are necessary in small concerns, one or two rules are very essential to adequately protect the workers, and the Company was directed to introduce the following two rules:—

1. No operative shall be dismissed unless he is informed in writing of the reasons for his dismissal and is given an opportunity to explain the circumstances alleged against him.
2. All workers should be made permanent at the end of 6 months' service. This is without prejudice to the right of the Company to frame other standing orders as it proposes to do.

Books, Publications and Reports

I. BOOKS

The following books were received in the Library during December 1949 :

COST OF LIVING--

Seers, D. *Changes in the Cost of Living and the Distribution of Income since 1938.* (Oxford, Basil Blackwell).

EMPLOYMENT--

Ball, F. N. *Statute Law relating to employment.* (Thames Bank Publications Co. Ltd., Essex).

GENERAL ECONOMICS--

Hoover, E. *The Location of Economic Activity.* (McGraw-Hill Book Co. Inc., London).

INDIAN ECONOMICS--

Arokiasawami, M. *The Modern Economic History of India.* (Newman Book House, Madras).

Ministry of Home Affairs, Government of India—*Communist Violence in India.*

Munshi, M. C. *Industrial Profits in India (1936-1944).* (Federation of Indian Chambers of Commerce and Industry, New Delhi).

Patel, S. *On Indian Problems.* (Ministry of Information and Broadcasting, New Delhi).

Thomas, P. J. *India's Basic Industries.* (Orient Longmans Ltd., Bombay).

INDUSTRIES AND MANAGEMENT--

Brown, W. *Managers Men and Morale.* (MacDonald and Evans, London).

Rostas, L. *Comparative Productivity in British and American Industry.* (Cambridge University Press, London).

Lhomason, C. C. *Human Relations in Action.* (Prentice-Hall, Inc. New York).

LABOUR--

The Financial Effects of Labour Turnover. (Department of Labour and National Service, Commonwealth of Australia).

MISCELLANEOUS--

Mackay, R. A. *Newfoundland, Economic, Diplomatic and Strategic Studies.* (Oxford University Press, Toronto).

PLANNING--

Meade, J. E. *Planning and the Price Mechanism.* (George Allen and Union Ltd., London).

TRADE AND COMMERCE--

Heilperin, M. *The Trade of Nations.* (Longmans Green and Co., New York).

II. PUBLICATIONS

INDIA

Agricultural Situation in India.—Volume IV, No. 7 (October 1949). (Office of the Economic Adviser to the Government of India, New Delhi).

Bombay Co-operative Quarterly.—Volume XXIII, No. 2 (October 1949). (The Provincial Co-operative Institute, Bombay).

Calcutta Statistical Association Bulletin.—Volume II, No. 7 (October 1949). (H. Chatterjee and Co. Ltd., 19, Shamacharan Dast, Calcutta).

Capital.—Volume CXXIII, Nos. 3084-3088. (Capital, 4 Lyons Range, Calcutta, No. 1).

Commerce.—Volume LXXIX, Nos. 2028-2031. (F. Berton For Commerce (1935) Ltd., Royal Insurance Buildings, Churchgate Street, Bombay).

Eastern Economist.—Volume XIII, Nos. 20-23. (Eastern Economist Ltd., 52 Queen's way, New Delhi).

Economic Weekly.—Volume I, Nos. 48-49.

Engineer.—Volume XXVII, No. 12 (December 1949). [The Mechanical Engineer Association (India), Bombay].

Gazette of India.—Part IV—Pages 165-178. Part V—Pages 407-477. (Government of India, New Delhi.)

Hind Mazdoor.—Month: December 1949 (Bombay).

Indian Factories Journal.—Volume I, Part VII (September 1949). (Company Law Institute of India, 17, Dr. Nair Road, Thyararayangar, Madras 17).

Indian Finance.—Volume XLIV, No. 26. (Indian Finance, 116 Lower Circular Road, Calcutta).

Indian Journal of Commerce.—Volume II, Nos. 7-8 (September-December 1949. Allahabad).

Indian Journal of Economics.—Volume XXX, No. 117 (October 1949). (Indian Economic Association, Allahabad).

Indian Labour Gazette.—Volume VII, No. 4 (October 1949). (Labour Bureau, Ministry of Labour, Government of India, New Delhi).

Indian Railway Magazine.—Volume XXV, Nos. 10-11 (October-November 1949). (Railway User's Federation, Madras).

Indian Textile Journal.—Volume LIX, No. 710 (November 1949). (The Indian Textile Journal Ltd., Bombay).

Indian Trade Journal.—Volume CLXXV, Nos. 2256-2260. (Department of Commercial Intelligence and Statistics, India, Calcutta).

India and Israel.—Volume II, No. 6 (December 1949) (Bombay).

- Journal of the Indian Institute of Personnel Management.*—Volume I, No. 6 (November–December 1949). (Calcutta).
- Labour Bulletin U. P.*—Volume IX, Nos. 7–10 (July–October 1949) (Labour Department, U. P.)
- Labour Law Journal.*—Volume I, Nos. 8–9 (November–December 1949). (Sri R. Venkataraman, 1/1711 Roy Apettah High Road, Madras).
- Mahratta.*—Volume LXIX, Nos. 47–50. (Poona).
- Monthly Bulletin of Statistics U.P.*—Volume III, No. 10 (October 1949). (Superintendent, Printing and Stationery, Allahabad).
- Mysore Labour Gazette.*—Volume I, No. 12 (September 1949). (Department of Labour, Government of Mysore, Bangalore).
- New India.*—Volume XII, Nos. 19–26. (Central India, Printing and Litho Works. Ltd., Nagpur).
- Oceanite.*—(October–December 1949). (Bombay).
- Railway Herald.*—Volume XXI, Nos. 16–20. (Editor, Railway Herald, Motivila, Thana, Bombay).
- Reserve Bank of India Bulletin.*—Month: October 1949. (Reserve Bank of India, Bombay).
- Weekly Bulletin of Statistics.*—Volume I, Nos. 53–56. (Office of the Economic Adviser to the Government of India, New Delhi).
- Worker.*—Volume I, Nos. 2–3. (Bombay).

FOREIGN

- American Economic Review.*—Month: September 1949.
- American Labour News.*—Dated 28th November 1949 and 12th December 1949. (United States Information Services, Bombay).
- Board of Trade Journal.*—Volume 157, Nos. 2756–2759. (H. M. Stationery Office, London).
- Bulletin of the Oxford University Institute of Statistics.*—Volume II, No. 11 (November 1949). (Oxford).
- Economist.*—Volume CLVII, Nos. 5543–5546. (London).
- Economic Digest.*—Month: November 1949. (London)
- Industrial Court Awards.*—Nos. 2236–2237. (London).
- Industry.*—Month: November 1949. (United Kingdom).
- Industry and Labour.*—Volume II, Nos. 9–10. (Geneva).
- International Labour Review.*—Month: October 1949. (Geneva).
- I. L. O. News Service, Geneva.*—Month: December 1949. (Geneva).
- Irish Trade Journal.*—Month: September 1949. (Ireland).
- Journal of the Textile Institute.*—Month: October 1949. (Manchester).
- Labour.*—Month: November 1949. (London).
- Labour Gazette.*—Month: October 1949. (Department of Labour Canada, Ottawa).

- Labour Research.*—Month: November 1949. (Research Department, London).
- Labour Review.*—Month: September 1949. (Canada).
- Law Supplement.*—Month: 26th October 1949. (Manchester).
- Legislative Series.*—Months: July–August 1949. (I. L. O., Geneva).
- Manchester School of Economic and Social Studies.*—Month: September 1949. (Manchester).
- Ministry of Labour Gazette.*—Months: October–November 1949. (London).
- Monthly Abstracts of Statistics.*—Month: September 1949. (Census and Statistics Department, Wellington). (New Zealand).
- Monthly Bulletin of Statistics, N. N.*—Month: November 1949. (U. N.).
- Monthly Bulletin of Union Statistics.*—Month: July–October 1949. (S. Africa).
- Monthly Digest of Statistics.*—Months: September–October 1949. (U. K.).
- Monthly Labour Review.*—Month: October 1949. (U. S. Department of Labour, Washington).
- New Dawn.*—Volume III, Nos. 22–23. (Manchester).
- New Statesman and Nation.*—Volume XXXVIII, Nos. 973–977. (London).
- New World News.*—Volume V, No. 11 (November 1949). (London).
- New Republic.*—Dated 3rd, 10th, 24th and 31st October 1949 and 7th November 1949. (London).
- New South Wales Industrial Gazette.*—Volume 93, No. 3 (June 1949). (Department of Labour and Industry and Social Welfare, Sydney).
- Planning.*—Volume XXI, No. 304. (London).
- Statist.*—Volume CL, Nos. 3738–3741. (London).
- Times Review of Industry.*—Month: November 1949.
- Textile Mercury.*—Volume CXXI, Nos. 3160–3164. (Textile Mercury Ltd., Manchester).
- Textile Weekly.*—Volume 44, Nos. 1129–1132. (The National Federation of Textile Works Managers, Manchester).
- Two Minutes of Employment Facts.*—Dated October 1st, 1949. (New Foundland).
- World.*—Month: November 1949. (New York).

III. REPORTS.

The following reports were received in the library during December 1949—

ADMINISTRATION—

Baroda Administration Report, 1947–1948.—(Published by order of the Government, Government Press, Baroda).

ECONOMICS—

Economic Survey of Asia and the Far East 1948.—Prepared by the Secretariat of the Economic Commission for Asia and the Far East, (Department of Economic Affairs, Lake Success, New York).

Report on the Financial and Economic Position of New Foundland.—His Majesty's Stationery Office, London).

GENERAL—

The General Question before the United Nations by Mr. P. Pappas—
Annual Office of Information, London.
Green's Demographic Problem—(Office of Information, London).

INTERNATIONAL BANK—

*Address by Professor R. Black, President, International Bank for
 Reconstruction and Development, on the Presentation of the fourth annual
 report of the International Bank to the Board of Governors.*—(Washington
 D. C. September 13th, 1949).

INDUSTRIAL RELATIONS—

A Selected Bibliography on Industrial Relations—Bulletin No. 11
 (Department of Industrial Relations, Queen's University, Kingston,
 Ontario).

LABOUR—

*Annual Report on the Working of the Workmen's Compensation Act, 1923
 for the year 1948.*—(Government Central Press, Bombay).

Commonwealth Arbitration Reports—Volume 61, Part III. By E.
 Taylor (Government of Commonwealth).

*Provincial Labour Standards concerning Child Labour, Holidays, Hours
 of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensa-
 tion.*—(Department of Labour of Canada, Legislation Branch, Canada).

Report of the Labour Department for the years 1946, 1947 and 1948.—
 (Government Central Press, Bombay).

*Report of the Cawnpore Labour Inquiry Committee appointed by the
 Government of U. P.*—(Superintendent, Printing and Stationery, U. P.,
 India).

LABOUR WELFARE—

Bombay Slums.—Matunga Labour Camp by Kanji Dwarkadas.

*Memorandum on the activities of the Coal Mines Labour Welfare Fund
 during 1948-1949.*

*Testimony of John J. Lewis before the House of Representatives Sub-
 Committee on Miners' Welfare of the Committee on Education and Labour
 April 3, 1947 and Sub-Committee of the Senate Committee on Public Lands
 to investigate the Central Mine Explosion April 17, 1947.*—(Labour's
 non-Pakistan League, 907, 50th St. N. W. Washington S. D. C.).

UNEMPLOYMENT—

*Report of the Commission of Government on the Unemployment Situation
 May, 1935.*—(His Majesty's Stationery Office, London).

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

Year	Bombay (1)				Ahmedabad (2)				Sholapur (3)				Jalgaon (4)				
	Food	Cloth- ing	House- rent	Miscel- laneous	Food	Cloth- ing	House- rent	Miscel- laneous	Food	Cloth- ing	House- rent	Miscel- laneous	Food	Cloth- ing	House- rent	Miscel- laneous	
1949 Average	114	100	88	100	64	78	72	107	70	89	64	107	72	74	72	74	74
1944 "	208	589	275	100	212	331	251	107	202	318	141	107	212	201	303	403	100
1945 "	271	247	257	100	235	197	220	107	168	335	141	107	215	201	299	321	100
1946 "	317	245	257	100	259	208	208	107	263	309	141	107	246	211	350	298	100
1947 "	344	244	262	100	279	203	210	107	263	350	141	107	313	248	417	342	100
1948 "	348	338	381	100	303	243	309	107	286	425	298	107	286	292	490	450	100
November	363	373	423	100	317	365	341	107	306	448	333	107	314	307	490	488	100
December	382	377	406	100	326	348	291	107	306	291	344	107	316	308	509	488	100
1949																	
January	395	372	390	100	316	325	291	107	306	296	301	345	107	323	311	504	100
February	392	351	40	10	273	307	245	107	309	240	297	352	107	339	309	481	100
March	365	303	390	10	282	311	248	107	318	242	255	414	353	301	409	416	100
April	354	293	401	10	281	305	246	107	325	245	275	414	348	307	442	409	100
May	358	296	40	10	288	306	254	107	342	249	274	414	348	307	442	409	100
June	361	293	40	10	284	300	255	107	342	248	283	414	348	307	442	409	100
July	364	293	397	100	282	302	246	107	350	287	287	414	348	307	442	409	100
August	372	298	397	100	283	306	243	107	355	284	297	409	307	341	300	465	100
September	373	292	397	100	278	306	263	107	356	282	294	399	284	107	337	295	100
October	374	293	397	100	282	307	260	107	355	280	291	107	355	280	291	107	100
November	379	296	397	100	285	310	264	107	355	282	303	300	281	107	337	289	100

(1) Average prices from July 1933 to June 1944 = 100. (2) Average prices from August 1926 to July 1927 = 100. (3) Average prices from February 1927 to January 1928 = 100. (4) Average prices for the month of August 1929 = 100.

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN NOVEMBER 1949.

Occupation and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
<i>Textile Industry</i>			1949	1949			
1. The Kamala Mills, Bombay.	1,017	2,753	18 Oct.	1 Nov.	Protest against apprehended retrenchment of doffer boys.	The strike ended in favour of the workers.	Nil
2. The Gendalal Mills, Jalgaon (East Khandesh District).	35	690	21 Oct.	9 Nov.	Demand for reinstatement of 116 retrenched workers including 20 workers of the Ring Department.	The strike ended in a compromise.	4,350
3. Mehra Dyeing, Printing and Silk Mill, Bombay.	68	..	31 Oct.	1 Nov.	Protest against the introduction of "Pali System".	The strike ended in favour of the workers.	22
4. The Shakuntala Silk Mill, Bombay.	81	..	1 Nov.	4 Nov.	Demand for removal of the weaving jobber.	The strike ended in favour of the employers.	222
5. Shree Vijay Laxmi Cotton Mill, Cambay (Kaira District).	550	..	2 Nov.	4 Nov.	Demand for holiday on 2nd November 1949 on account of Muharram.	The strike ended in favour of the employers.	275
6. The Raghuvanshi Mills Ltd., Bombay.	126	..	7 Nov.	8 Nov.	Protest against the intended retrenchment in the Doubling and Winding Departments.	The strike ended in favour of the employers.	126
7. Chokshi Silk Mill, Ghatkopar, Bombay.	24	..	8 Nov.	9 Nov.	Demanding an increase from 10 pies to 12 pies in their daily piece-rate wages.	The strike ended in a compromise.	27
8. Mahavir Silk Mill, Kalyan (Thana District).	100	..	12 Nov.	19 Nov.	Demand for bonus equal to 3 months' pay.	The strike ended in a compromise.	43
9. Khatau Makanji Spg. & Wvg. Co. Ltd., Bombay.	4,421	..	14 Nov.	15 Nov.	Demand for holiday on 14th November 1949 on account of the birthday of the Prime Minister, Pandit Jawaharlal Nehru.	The strike ended in favour of the employers.	3,18
10. Jai Hind Silk Mill, Bombay.	162	..	14 Nov.	15 Nov.	Demand for holiday on 14th November 1949 on account of the birthday of the Prime Minister, Pandit Jawaharlal Nehru.	The strike ended in favour of the employers.	16
11. Paru Silk Mill, Vikhroli (Thana District).	40	..	14 Nov.	15 Nov.	Demand for bonus, dearness allowance and 10 days' casual leave every year.	Inconclusive	..
12. The Kanti Silk Mill, Bombay.	22	..	17 Nov.	19 Nov.	Protest against the management's decision to curtail their piece-rate wages.	The strike ended in favour of the workers.	4

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

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month
	Directly	Indirectly	Began	Ended			
<i>Industry—contd.</i>							
General Textiles D., Bombay.	210	..	22 Nov.	30 Nov.	Protest against the suspension of two female workers.	The strike ended in favour of the employers.	
La Spg. & Wvg. Ml, Kurla, Bom- y.	280	2,722	28 Nov.		Demand for supply of superior quality of yarn.	The strike continues	
at Silk Mill Bombay.	21	..	29 Nov.		Demand for reinstatement of the discharged weaver.	The strike continues	
strike in two vvg. Factories, rat.	14	..	30 Nov.		Demand for increase in wages.	The strike continues	
<i>Engineering</i>							
eral strike in eel Safe Factories d Shops, Bombay.	344	..	6 Oct.	19 Nov.	Demand for payment of wages for Sundays and Public Holidays.	Indefinite	
<i>Transport</i>							
a Batteries Bombay.	994	..	16 Nov.	18 Nov	Demand for withdrawal of the warning notices given to 12 workers.	Indefinite	1,000
a Shell Oil ago and Distri- ng Co. of (India) , Bombay.	1,277	..	30 Nov.		Protest against the refusal by the management to negotiate with the representatives of the workers in connection with the promotion of a mistry to the rank of a foreman.	The strike continues	
India Ltd. tacruz, Bom	2,770	..	17 Nov. (4-30 p.m.)	17 Nov. (5 p.m.)	Protest against the retrenchment and wage cut of Aero Workers all over India.	The strike ended in favour of the employers.	
r Jubilee Motors l., Poona.	250	..	25 Nov. (1-30 p.m.)	25 Nov. (5 p.m.)	Protest against the ill-treatment meted out to a conductor.	The strike ended in favour of the employers.	
<i>Miscellaneous</i>							
Factories at pani, Nipani elgaum District).	986	..	14 Sept.		Demand for reinstatement of the workers removed from service, withdrawal of notices issued to the workers and implementation of the agreement reached previously with Unions of the workers.	The strike continues	15
fy Book Mfg. epot, Bombay.	26	..	28 Oct.	1 Nov.	Demand for bonus equal to one month's wages including dearness allowance.	The strike ended in favour of the employers.	
ashi Bidi Works, Poona.	115	..	31 Oct.	22 Nov.	Protest against the decrease in their wages.	The strike ended in a compromise.	2

INDUSTRIAL DISPUTES IN PROGRESS IN THE PROVINCE IN NOVEMBER 1949

Occupation and locality	Approximate number of work-people involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the month
	Directly	Indirectly	Began	Ended				
<i>Miscellaneous—contd.</i>								
5. Nasik Borough Municipality, Nasik.	18	..	6 Nov.	11 Nov.	Demand for reduction in the length of cement roads to be cleaned by each worker.	The strike ended in favour of the employers.	90	
6. Ashok Studios, Andheri, Bombay.	25	..	8 Nov.	21 Nov.	Demand for immediate payment of wages for the month of October 1949.	Indefinite	253	
7. Vikram Dyeing, Bleaching and Printing Co., Bombay.	50	..	8 Nov.	11 Nov.	Protest against management's refusal to grant increase in their wages.	The strike ended in favour of the employers.	117	
8. Britannia Biscuit Co. Ltd., Bombay.	295	..	9 Nov.	10 Nov.	Demand for three months' wages as bonus and Compensation equal to one month's wages for closing of the factory from 1st April 1949 to 30th June 1949.	The strike ended in favour of the employers.	295	
9. West End Cinema, Bombay.	33	..	20 Nov.	28 Nov.	Demand for reinstatement of three discharged casual and two suspended permanent workers.	Indefinite	24	
10. Bidi Workshop belonging to Ramlal Kanhayalal, Dharrangaon (East Khandesh District).	35	..	21 Nov.		Demand for reinstatement of a discharged worker.	The strike continues	340	
11. Banhatti Municipality, Banhatti (Bijapur District).	20	..	24 Nov.		Protest against the ill-treatment by the Municipal clerk to the workers.	The strike continues	140	
12. Household Deptt. of H. H. the Maharaja of Baroda, Baroda.	185	..	25 Nov.		Demand for pay, gratuity, etc. like other Government servants and recognition of their Union.	The strike continues	1,110	
13. M. T. ..	960	..	26 Nov. (8 a.m.)	26 Nov. (9 a.m.)	Protest against the discharge of 23 fitters without referring the matter to the Works Committee.	The strike ended in favour of the employers.	120	
14. "A" Vehicle Depot, Chikhaldadi, Poona.	1,052	..	26 Nov. (8 a.m.)	26 Nov. (9 a.m.)	Protest against the discharge of 23 fitters without referring the matter to the Works Committee.	The strike ended in favour of the employers.	132	
15. Tambe Bhuvan, Aroona, Bombay.	17	..	30 Nov.		Demand for sufficient of food.	The strike continues	17	
16. Duleri & Co. (Saw Mill), Bombay.	40	..	30 Nov.		Demand for increase in wages.	The strike continues	36	

RETAIL PRICES OF FOOD ARTICLES IN OCTOBER AND NOVEMBER 1949*

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

Articles	Price per	October 1949				November 1949			
		Bombay	Ahmedabad	Sholapur	Poona	Bombay	Ahmedabad	Sholapur	Poona
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Maund		20 0 0 <i>319</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	16 13 6 <i>428</i>	20 0 0 <i>319</i>	15 6 2 <i>258</i>	21 14 9 <i>473</i>	16 13 6 <i>428</i>
..	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 12 0 <i>201</i>	12 4 2 <i>219</i>	12 4 11 <i>426</i>	18 4 0 <i>354</i>	13 12 0 <i>201</i>
..	10 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	12 8 9 <i>366</i>	8 7 5 <i>214</i>	10 5 2 <i>271</i>	13 5 3 <i>464</i>	12 8 9 <i>366</i>
..	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>241</i>	8 7 5 <i>196</i>	10 5 2 <i>219</i>	9 6 0 <i>267</i>	10 0 0 <i>241</i>
Index No.—Cereals	<i>281</i>	294	390	261	237	294	390	261
Maund		26 3 8 <i>610</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	18 13 2 <i>516</i>	32 15 10 <i>767</i>	26 10 8 <i>667</i>	22 13 5 <i>532</i>	18 13 2 <i>516</i>
..	25 6 4 <i>435</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	24 9 10 <i>372</i>	25 6 4 <i>435</i>	29 1 5 <i>473</i>	24 8 6 <i>420</i>	24 9 10 <i>372</i>
Index No.—Pulses	<i>523</i>	570	476	444	601	570	476	444

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>	53 5 3 <i>533</i>	40 0 0 <i>428</i>
.. ..	.. ..	50 0 0 <i>584</i>	35 8 11 <i>866</i>	35 8 10 <i>458</i>	29 1 5 <i>415</i>	40 0 0 <i>467</i>	35 8 11 <i>866</i>	35 8 10 <i>458</i>	29 1 5 <i>415</i>
Lb.		2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>	2 2 8 <i>593</i>	2 7 0 <i>500</i>	1 15 2 <i>254</i>	1 15 2 <i>412</i>
Maund		4 6 3 <i>206</i>	2 8 0 <i>166</i>	9 14 3 <i>445</i>	5 0 0 <i>266</i>	4 6 3 <i>206</i>	2 8 0 <i>166</i>	8 0 0 <i>360</i>	5 0 0 <i>266</i>
Scer		1 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>	1 4 0 <i>387</i>	1 4 0 <i>333</i>	1 4 0 <i>801</i>	2 0 0 <i>752</i>
.. ..	.. ..	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>	2 8 0 <i>600</i>	2 8 0 <i>667</i>	1 12 0 <i>467</i>	2 0 0 <i>533</i>
Maund		40 0 0 <i>435</i>	24 9 10 <i>492</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>	35 2 8 <i>382</i>	20 0 0 <i>400</i>	26 10 0 <i>366</i>	32 0 0 <i>320</i>
.. ..	.. ..	213 4 0 <i>420</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>	213 4 0 <i>420</i>	290 14 8 <i>655</i>	182 12 3 <i>326</i>	200 0 0 <i>292</i>
.. ..	.. ..	20 0 0 <i>447</i>	20 0 0 <i>525</i>	20 0 0 <i>500</i>	13 5 4 <i>396</i>	20 0 0 <i>417</i>	24 9 10 <i>647</i>	20 0 0 <i>500</i>	13 5 4 <i>396</i>
.. ..	.. ..	12 8 0 <i>805</i>	20 0 0 <i>1000</i>	8 0 0 <i>320</i>	6 10 8 <i>333</i>	15 0 5 <i>968</i>	20 0 0 <i>1000</i>	10 0 0 <i>400</i>	6 10 8 <i>333</i>
.. ..	.. ..	80 0 0 <i>315</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	84 0 0 <i>299</i>	80 0 0 <i>315</i>	47 0 11 <i>235</i>	64 0 0 <i>240</i>	84 0 0 <i>299</i>
Index No.—Other articles of food	.....	<i>491</i>	540	428	404	490	543	428	404
Index No.—All food articles (unweighted)	.....	<i>435</i>	485	425	399	444	487	424	399

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