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# LABOUR GAZETTE

The "Labour Gazette" is a Journal for the use of all interested in obtaining prompt and accurate information on matters specially affecting labour.

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BOMBAY, NOVEMBER, 1924

[No. 3

## The Month in Brief

### EMPLOYMENT—THE COTTON INDUSTRY

The supply of labour in the CITY OF BOMBAY was not equal to the demand. The statistics regarding employment for the month ended 12th November 1924, showed an average absenteeism of 16·9 per cent. as compared with 15·6 per cent. in the month ended 12th October. The increase in the percentage was due to ill-health. Absence from work was reported to be highest in spinning departments and lowest in weaving departments during the month under review.

In AHMEDABAD, the supply of labour was reported to be plentiful during the month under review. Detailed reports of absenteeism have been received from representative mills in this centre. These showed an average of 6·1 per cent. during the month as compared with 4·4 per cent. last month and 4·7 per cent. two months ago.

In SHOLAPUR, the supply of labour was adequate and absenteeism showed an increase in the month under review. The average was 12·6 per cent. in the present month as compared with 10·3 per cent. last month and 9·8 per cent. two months ago.

In BROACH, there was a slight decline in the attendance, the figures of absenteeism being 8·1 per cent. in the present month as compared with 7·7 per cent. last month and 8·4 per cent. two months ago.

On the whole, therefore, during the month, in the principal centres of the industry absence from work increased due partly to ill-health and partly to larger number of holidays.

### THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay the supply of labour was equal to the demand. The average of absenteeism in representative engineering workshops (based on the returns from three large workshops) showed an increase, the figures being 16·3 per cent. in the month under review as compared with 15·2 per cent. last month and 14·1 per cent. two months ago.

On the Marine Lines and Colaba Reclamations of the Development Directorate, the average non-attendance was on the level of the four

preceding months (4 per cent.) as compared with 3.75 per cent. five months ago.

On the construction of *chawls* (tenements) at Naigaum, DeLisle Road and Sewri absenteeism increased to 14 per cent. from 4 per cent. in the last five months. On the construction of *chawls* at Worli, the average was 10 per cent. in the month under review compared with 12 per cent. in the last three months. The supply of unskilled labour employed for loading, removing, storing and unloading cargo in the docks by the Bombay Port Trust was plentiful. The percentage absenteeism was 24.9 in the month under review as compared with 17.51 in the preceding month and 18.11 two months ago. In the Chief Engineer's Department of the Bombay Port Trust the supply of labour was plentiful but a fall in the attendance was recorded. The average absenteeism rose from 8.87 per cent. in the last month to 13.91 per cent. in the month under review. The percentage of non-attendance based on the attendance of monthly paid workers employed in the Engineering Workshops of the Karachi Port Trust recorded a fall in the month under review, the figure being 7.5 per cent. as compared with 11.8 per cent. in the preceding month and 9.4 per cent. two months ago.

#### WORKING CLASS COST OF LIVING

In November 1924, the Working Class Cost of Living Index Number was 161 as against 160 during the last three months. The average level of retail prices of the commodities taken into account in the cost of living index for the City of Bombay (100 represents the level of July 1914) was 161 for all articles and 157 for food articles only. There was a rise of 8 points as compared with this time last year and a fall of 32 points from the high water mark (October 1920) in the general cost of living index. Cereals remained stationary, Pulses rose by two points and Other food by three points during the month under review. The clothing group registered a fall of 10 points in November thus reaching its lowest level in 1924.

#### EUROPEAN COST OF LIVING INDEX

In October 1924, the European Cost of Living Index Number stood at 159 thus showing a fall of three points from July 1924 (162) and of five points from October 1923 (164). As compared with July 1924 food, conveyance, school-fees and passages registered a decrease. The lower prices of eggs, tomatoes and sugar contributed to the fall in the food index number. Tyres and petrol were cheaper and the rise in the rate of exchange led to a decline in school-fees and passages. Clothing rose by five points and there was a decrease in the Miscellaneous group. Fuel and lighting remained stationary.

#### THE WHOLESALE INDEX NUMBER

In October 1924, the general level of wholesale prices in Bombay was 181, the same as in the previous month and the corresponding month of last year. There was a rise of two points in the food as against a similar fall in the non-food group. The index number for food grains

only was 131 as compared with 132 during the previous month. The general index of all the articles is a mean of the price relatives of all the articles included in the index and is obtained by dividing the sum of the index numbers by the number of articles for which quotations are available and not by finding the mean of the group index numbers for food and non-food articles. The fluctuations in the prices of foods, non-foods and all articles will be seen in the following table:—

	Number of items	Increase per cent. over July 1914				
		June 1924	July 1924	August 1924	September 1924	October 1924
Foods ..	15	75	74	73	68	70
Non-foods ..	29	90	89	90	88	86
All articles ..	44	85	84	84	81	81

Steps are being taken to revise the list of articles and reconstruct the index.

#### SECURITIES INDEX NUMBER

In October 1924, the general level of quotations of 102 shares and securities was 143 thus showing a fall of four points as compared with the previous month. Cotton Mill shares registered a fall of six points and Industrial Securities declined by five points as compared with September 1924. Cotton ginning and pressing companies advanced by three points while Government and Corporation (Fixed interest) securities were stationary. Electrical undertakings fell by four points. The diagram on page 244 shows the movement of security prices since 1919.

#### INDUSTRIAL DISPUTES

There were five industrial disputes in progress during October 1924. The number of workpeople involved was 4,817 and the number of working days lost 19,567.

#### COTTON MILL PRODUCTION

Cotton mill production in September and in the six months ended September 1924, as compared with the corresponding periods of the two preceding years is shown in the two following tables. In Bombay City an improvement is recorded in the month under review in the production of both yarn and woven goods as compared with the preceding year while, in Ahmedabad, the production of both yarn and woven goods showed a decline as compared with September 1923.

## (1) Month of September

	Millions of lbs. of yarn spun			Millions of lbs. of woven goods produced		
	September			September		
	1922	1923	1924	1922	1923	1924
Bombay City ..	29	25	26	17	19	20
Ahmedabad ..	7	8	7	5	9	7
Other centres ..	5	4	4	2	5	3
Total, Presidency..	41	37	37	24	31	30

## (2) Six months ending September

	Millions of lbs. of yarn spun			Millions of lbs. of woven goods produced		
	Six months ending September			Six months ending September		
	1922	1923	1924	1922	1923	1924
Bombay City ..	172	160	157	100	101	108
Ahmedabad ..	46	30	45	40	30	44
Other centres ..	30	25	26	14	15	16
Total, Presidency..	248	215	228	154	146	168

The Bombay Millowners' Association quotations at the end of October 1923 and September and October 1924 are as follows:—

	Net rate per lb. in annas		
	October 1923	September 1924	October 1924
	Longcloth .. ..	21	22½
T. Cloths .. ..	19½	21	20½
Chudders .. ..	19½	21	20½

## THE OUTLOOK

During the month, the fluctuations in the price of raw cotton were within narrow limits. The tone of the market was firmer towards the end of the month although prices were low during the first two weeks. The

purchases by Japanese firms were not on as large a scale as last month. The local mills purchased for immediate requirements only.

Manchester piecegoods commanded slightly larger sales. Japanese yarns sold well. Trade in English yarns was not so satisfactory. The price of local yarn was easier and prices showed a declining tendency towards the end of the month.

The financial situation was not easy. Call money could be had at a cheap rate but the bank rate continued high. There was no fresh issue of currency and the Imperial Bank cash balance showed a continual decline. And the fact that the Municipal Loan which was issued on very favourable terms was not a success speaks badly of the financial situation.

The working class cost of living index advanced by one point in November. The wholesale price index for October remained the same. Industrial securities registered a fall of 5 points and reverted to the August 1924 level.

The Bank rate has increased from 5 to 6 per cent. from 16th October. The rate of exchange in Bombay on London on 1st November 1924 was 1s. 5¾d. as against 1s. 5¼d. on 1st October.

## THE AGRICULTURAL OUTLOOK ON 17TH NOVEMBER

The following summary of conditions in this Presidency on 17th November was received from the Director of Agriculture.

"During the period under review the conditions all over the Bombay Presidency have been seasonable, and the good reports of almost all crops made a month ago have been confirmed. We cannot tell yet what is likely to be the condition of wheat, though the sowing season has been everywhere satisfactory, but other food crops promise well and in this respect the season is probably the best on the whole since 1917. It is reported that caterpillars have damaged the ripening grain crops in the Poona District, and that grasshoppers have been destructive in the Karnatak, but the total injury is not very great.

In the case of cotton the crops are everywhere satisfactory though the quality has suffered in the east of Khandesh from heavy rain in October, and 'black leaf' is common in the cotton now coming to market in that area. In the remainder of Khandesh very little damage was done, and the crops are likely to be at least normal in other parts of Bombay, including Broach, the 'Dhollera' areas, and Kathiawar. The growing cotton crop is progressing well in the south, and no reports of serious damages are to hand.

Sugarcane is in very good condition on the whole though the area is considerably down—about twelve per cent. below last year.

The crops in Sind are good, but there are recent reports of considerable damage by bollworm to cotton in Eastern Sind."

## OUTLOOK IN FOREIGN COUNTRIES

There are conflicting reports regarding the state of the cotton industry in the United Kingdom. The evidence on the whole, however, seems to point to an improvement. Cloth sales were above the average and demand from India was good. The surest indication of the fact that the

cotton trade is improving is the recent decision of the Federation of the Master Cotton Spinners of Manchester to recommend that the hours of work in mills spinning American cotton should be increased from December first from 32 to 40½ per week.

High prices of Australian wool together with the heavy import duties recently levied on woollen manufactures in Germany are affecting the woollen industry at Bradford.

The depression in the engineering industry continued, but it is likely that improvement in the cotton industry may help its revival.

There were about 75 trade disputes in progress in September, the number of workpeople involved being approximately 28,000 and the estimated aggregate duration of the disputes 518,000 working days. The changes in the rates of wages resulted in an aggregate increase of nearly £57,000 in the weekly full time wages of over 390,000 workpeople, and in an aggregate reduction of nearly £55,000 in those of 565,000 workpeople. There was a fall in the unemployment figures till the end of October but since the beginning of this month there is a rise again.

During the month, prices of securities rose, town clearings were high, there was an upward tendency in commodity prices, and on the whole, the trade outlook in the United Kingdom was not gloomy.

In France, neither inland nor export markets showed much improvement. But owing to the economic settlement, there was more confidence among traders and the coal and steel markets were both steadier and better.

Further improvement in the agricultural situation was evident in the United States. Harvesting and marketing made rapid progress and for most of the principal crops the yields were larger and the prices higher than last year. Domestic industry held its own during the month. Coal and steel production increased. But there was no improvement in the textile industry. The purchasing power of the Dollar was 66·1 per cent. of the 1913 level while the index number of prices was 151.

In the Dominions and Colonies there was considerable business activity. Owing to a larger cotton crop in Uganda this year, trade is more brisk. In Canada, there was very great demand for grains by European importers. The farmers therefore got good prices for their produce.

#### TRADE COMMISSIONER'S REVIEW

The Manchester Guardian Commercial reviewing the latest report of Mr. T. M. Ainscough, Senior Trade Commissioner in India writes:—

"The fiscal year ended 31st March last, but the review is carried on to June. Since that time trade with India has improved considerably, thus confirming the guarded optimism displayed by Mr. Ainscough. Evidence of accumulated purchasing power is to be found in the net import of Rs. 67,58 lakhs' worth of gold and Rs. 51,50 lakhs' worth of silver during the last three years."

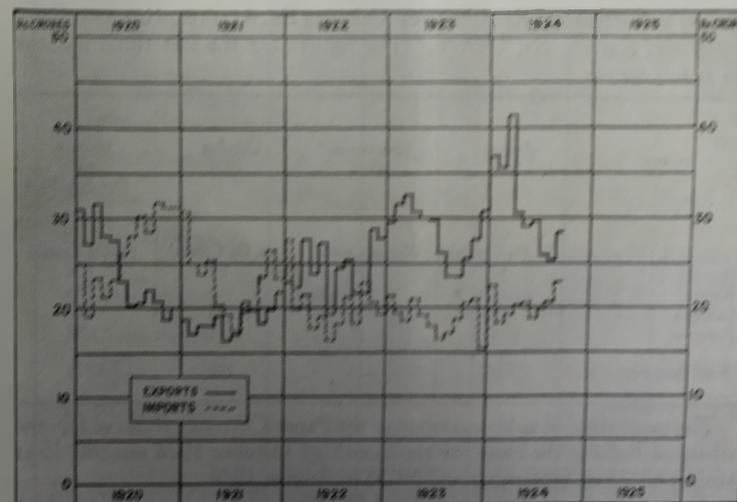
#### THE BALANCE OF TRADE

During October 1924 the visible balance of trade including securities against India amounted to Rs. 12,55 lakhs

The trade figures for the last two months for India, Bombay and Karachi are given below:—

	India		Bombay		Karachi	
	September 1924	October 1924	September 1924	October 1924	September 1924	October 1924
	<i>(In lakhs of rupees)</i>		<i>(In lakhs of rupees)</i>		<i>(In lakhs of rupees)</i>	
Exports (private merchandise) ..	28,40	29,85	6,24	4,24	2,20	3,65
Imports do. ..	22,81	20,84	7,67	7,72	2,87	2,74
Balance of Trade in merchandise ..	+ 5,59	+ 8,99	- 1,43	- 2,88	- 67	91
Imports of treasure (private) ..	....	....	7,28	8,55	4	....
Exports of treasure (private) ..	....	....	16	66	....	....
Balance of transactions in treasure (private) ..	- 6,97	- 7,80	- 7,12	- 7,89	- 4	....
Visible balance of trade including securities ..	- 8,39	- 12,55	....	....	....	....

The movements of actual figures of Imports and Exports of private merchandise for British India since 1920 are shown in the annexed diagram

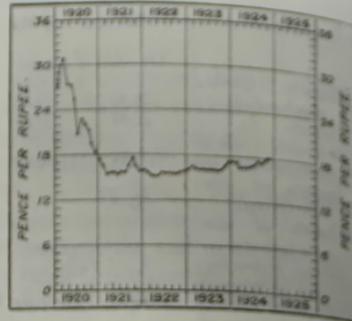


If the curve of exchange rates on the next page is consulted it will be seen that in 1920 and 1921 the exchange rate closely followed the movements of the balance of trade. At the end of 1922, when exports again jumped up and imports fell, it was expected that the value of the rupee would respond to the change. It will be seen from the exchange curve that such response has actually taken place, but that the resulting fluctuations in the rupee value have been much slighter than during the disturbed years following the war. The general long-term movement of the curve of exchange values since 1922 has been a gradual rise.

**BUSINESS CONDITIONS**

The rates for telegraphic transfers in Bombay on London in the first week of the last twelve months are shown below, and also the curve of the movement of the exchange since January 1920.

	s.	d.
December 1923 .. .. .	1	5 7/32
January 1924 .. .. .	1	5 3/16
February .. .. .	1	5 1/8
March .. .. .	1	4 15/32
April .. .. .	1	4 5/8
May .. .. .	1	4 11/16
June .. .. .	1	4 27/32
July .. .. .	1	5
August .. .. .	1	5 7/16
September .. .. .	1	5 7/32
October .. .. .	1	5 3/4
November .. .. .	1	5 31/32



These rates are supplied by the Deputy Controller of the Currency, Bombay. On the 24th November exchange on London was 1s. 5<sup>11</sup>/<sub>32</sub>d.

During October 1924 the bank clearings in all the four ports recorded an improvement as compared with the preceding month. Bombay showed an increase of Rs. 18 crores, Calcutta Rs. 4 crores, Rangoon Rs. 3 crores and Karachi Rs. 1 crore. The figures for the last three months are as follows:—

	August 1924	September 1924	October 1924	Total January to October 1924
	Rs. (in Crores)	Rs. (in Crores)	Rs. (in Crores)	Rs. (in Crores)
Bombay .. .. .	57	44	62	524
Karachi .. .. .	3	4	5	36
Calcutta .. .. .	92	78	82	719
Rangoon .. .. .	7	8	11	94
Total (four ports) ..	159	134	160	1,373

The percentage of gold and silver in the Paper Currency Reserve for the whole of India at the close of the month of October 1924 was 60·15 as against 60·22 in September and 59·95 in August 1924.

The average market quotations of 65 cotton mill companies for which quotations are available are as follows:—

	Rs.		Rs.
November 1923 .. .. .	998	May 1924 .. .. .	841
December .. .. .	1,005	June .. .. .	821
January 1924 .. .. .	924	July .. .. .	817
February .. .. .	908	August .. .. .	834
March .. .. .	896	September .. .. .	904
April .. .. .	881	October .. .. .	872

The average amount paid up was Rs. 371 per share throughout the period.

**PROGRESS OF THE MONSOON, 1924**

Abbreviations:— S = Scanty, F = Fair, N = Normal, E = Excess.

RAINFALL DIVISION	June	July	August	September	October
I. BOMBAY PRESIDENCY					
1 Sind (River)	S	F	F	F	F
2 Coastal	S	F	F	F	F
3 Deccan	S	F	F	F	F
4 Konkan	S	F	F	F	F
II. MADRAS PRESIDENCY					
1 Malabar	S	F	F	F	F
2 Deccan	S	F	F	F	F
3 Coast North	S	F	F	F	F
4 South East	S	F	F	F	F
III. MYSORE	F	F	F	F	F
IV. HYDERABAD					
1 North	F	F	F	F	F
2 South	F	F	F	F	F
V. CENTRAL PROVINCES					
1 West	S	F	F	F	F
2 East	S	F	F	F	F
3 East	S	F	F	F	F
VI. CENTRAL INDIA					
1 West	S	F	F	F	F
2 East	S	F	F	F	F
VII. BENGAL PRESIDENCY	F	F	F	F	F
VIII. ASSAM	S	F	F	F	F
IX. BIHAR & ORISSA					
1 Bihar	S	F	F	F	F
2 Orissa	S	F	F	F	F
3 Chota Nagpur	S	F	F	F	F
X. UNITED PROVINCES					
1 East	S	F	F	F	F
2 West	S	F	F	F	F
XI. PUNJAB					
1 East & North	S	F	F	F	F
2 South West	S	F	F	F	F
XII. NORTHWEST FRONTIER					
XIII. RAJPUTANA					
1 West	S	F	F	F	F
2 East	S	F	F	F	F
XIV. BUNDEL					
1 Lower	E	F	F	F	F
2 Upper	S	F	F	F	F

NOTES—  
 (1) Rainfall is measured for weeks before and after the usual collecting period, i.e., when the rainfall is of less importance, "Excess" means more than 125% of the normal; "Normal" from 80 to 125%; "Fair" from 65 to 80%; and "Scanty" below 65%. The scales are communicated by the Director General of Observations, India. Calculations are made in this office on the basis of the rainfall readings for recording stations in the Indian River Commission, and the normal and deviations from the normal are calculated according to values for any given week ascertained from the P. W. D.

## WORKING CLASS COST OF LIVING INDEX—NOVEMBER

Articles	Unit of quantity	Annual consumption (Maas Units) (in crores)	Price per Unit of Quantity			Price × Mass Unit		
			July 1914	Oct 1924	Nov 1924	July 1914	Oct 1924	Nov 1924
<b>Cereals—</b>								
Rice	Maund	70	R <sub>1914</sub> 5'594	R <sub>1924</sub> 7'620	R <sub>1924</sub> 7'620	R <sub>1914</sub> 391'58	R <sub>1924</sub> 533'40	R <sub>1924</sub> 533'40
Wheat	"	21	5'594	6'849	7'094	117'47	143'83	148'97
Jowari	"	11	4'354	6'396	6'229	47'81	70'36	68'52
Bajri	"	6	4'313	6'167	6'083	25'81	37'00	36'50
Total—Cereals	"	"	"	"	"	582'82	784'59	787'39
Index Numbers—Cereals	"	"	"	"	"	100	135	135
<b>Pulses—</b>								
Gram	Maund	10	4'302	5'500	5'583	43'02	55'00	55'83
Turdal	"	3	5'844	6'781	6'781	17'53	20'34	20'34
Total—Pulses	"	"	"	"	"	60'55	75'34	76'17
Index Numbers—Pulses	"	"	"	"	"	100	124	126
<b>Other food articles—</b>								
Sugar (refined)	Maund	2	7'620	17'260	15'474	15'24	34'52	30'95
Raw Sugar (Gul)	"	7	8'557	16'667	17'260	59'90	116'67	120'82
Tea	"	40	40'000	79'917	80'344	1'00	2'00	2'01
Salt	"	5	2'130	3'375	3'474	10'65	16'88	17'37
Beef	Seer	28	0'323	0'510	0'510	9'04	14'28	14'28
Mutton	"	33	0'417	0'833	0'833	13'76	27'49	27'49
Milk	Maund	14	9'198	17'583	17'583	128'77	246'16	246'16
Ghee	"	11	50'792	100'594	101'193	76'19	150'89	151'79
Potatoes	"	11	4'479	8'927	9'526	49'27	98'20	104'79
Onions	"	3	1'552	4'167	5'359	4'66	12'50	16'08
Cocoanut Oil	"	3	25'396	29'760	30'359	12'70	14'88	15'18
Total—Other food articles	"	"	"	"	"	381'18	734'47	746'92
Index Numbers—Other food articles	"	"	"	"	"	100	193	196
Total—All food articles	"	"	"	"	"	1,024'55	1,594'40	1,610'48
Index Numbers—All food articles	"	"	"	"	"	100	156	157
<b>Fuel and lighting—</b>								
Kerosene oil	Case	5	4'375	7'656	7'656	21'88	38'28	38'28
Firewood	Maund	48	0'792	1'281	1'281	38'02	61'49	61'49
Coal	"	1	0'542	0'870	0'906	0'54	0'87	0'91
Total—Fuel and lighting	"	"	"	"	"	60'44	100'64	100'68
Index Numbers—Fuel and lighting	"	"	"	"	"	100	167	167
<b>Clothing—</b>								
Chudders	Lb.	27	0'594	1'313	1'250	16'04	35'45	33'75
Shirtings	"	25	0'641	1'443	1'396	16'03	36'08	34'90
T. Cloth	"	36	0'583	1'313	1'250	20'99	47'27	45'00
Total—Clothing	"	"	"	"	"	53'06	118'80	113'65
Index Numbers—Clothing	"	"	"	"	"	100	224	214
House-rent	Per month	10	11'302	18'700	18'700	113'02	187'00	187'00
Index Numbers—House-rent	"	"	"	"	"	100	165	165
<b>Grand Total</b>	"	"	"	"	"	<b>1,251'07</b>	<b>2,000'84</b>	<b>2,011'81</b>
<b>Cost of Living Index Numbers.</b>	"	"	"	"	"	<b>100</b>	<b>160</b>	<b>161</b>

## The Cost of Living Index for November 1924

## A RISE OF ONE POINT

All articles .. 61 per cent. Food only .. 57 per cent.

In November 1924 the average level of retail prices for all the commodities taken into account in the statistics of a cost of living index for the working classes in Bombay was one point above the level of the previous month. Taking 100 to represent the level in July 1914, the general index number was 160 in October and 161 in November 1924. This is 32 points below the high-water mark (193) reached in October 1920, and 3 points below the twelve-monthly average of 1922, but it is 7 points above the twelve-monthly average of 1923, and four points above the highest level reached in that year (157 in December). It has now reverted to the level of December 1922, which was the last month at which the Index Number showed so high a figure.

The food and general index numbers, which were stationary for the last three months, registered a rise of one point each in the month under review. Cereals remained steady, Pulses rose by two points and Other food by three. Of the food articles rice, turdal, beef, mutton and milk alone remained stationary. The other items fluctuated, the extreme variations being a rise of 77 points in onions, and a fall of 24 points in imported sugar. Gul increased by 7 points and potatoes by 14 points. The other major variations were an increase of 5 points each in the case of wheat and salt and a fall of 4 points in jowari and 2 points in bajri. There was no change in the fuel and lighting group as compared with the previous month. The clothing group registered a fall of 10 points, thus reaching the lowest level in 1924.

## All items : Average percentage increase over July 1914

	1918	1919	1920	1921	1922	1923	1924
January	34	82	83	69	73	56	58
February	34	76	81	62	65	55	56
March	36	72	77	60	65	54	53
April	44	67	72	60	62	55	50
May	47	68	73	67	63	53	50
June	48	74	81	73	63	51	53
July	49	86	90	77	65	53	56
August	53	79	91	80	64	54	60
September	65	72	92	85	65	54	60
October	75	74	93	83	62	52	60
November	75	73	86	82	60	53	61
December	83	74	81	79	61	57	...
<b>Yearly average</b>	<b>54</b>	<b>75</b>	<b>83</b>	<b>73</b>	<b>64</b>	<b>54</b>	<b>...</b>

The articles included in the index are cereals, pulses, other articles of food, fuel and lighting, clothing and house-rent. The articles have been given the relative importance which each bears to the total all-India aggregate expenditure. No allowance is made for any change in the standard of living since July 1914.

The following table shows the price levels of articles of food in October and November 1924 as compared with that for July 1914, which is taken as 100. The levels are calculated from the prices of articles per standard (or railway) maund or seer.

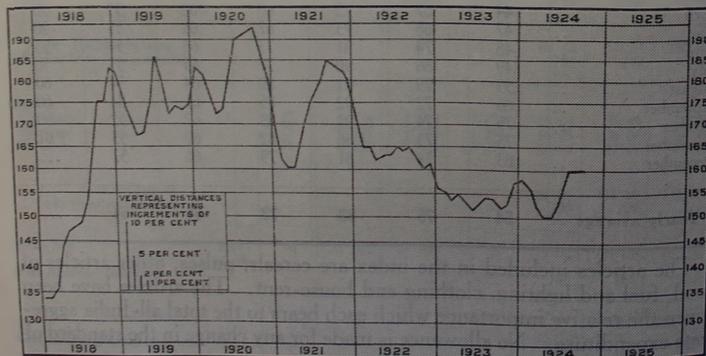
Articles	July 1914	October 1924	Nov 1924	Increase (+) or decrease (-) of points in Nov 1924 over or below October 1924	Articles	July 1914	October 1924	Nov 1924	Increase (+) or decrease (-) of points in Nov 1924 over or below October 1924
Rice	100	136	136	...	Salt	100	158	163	+ 5
Wheat	100	122	127	+ 5	Beef	100	158	158	..
Jowari	100	147	143	- 4	Mutton	100	200	200	..
Bajri	100	143	141	- 2	Milk	100	191	191	..
Gram	100	128	130	+ 2	Ghee	100	198	199	+ 1
Turdal	100	116	116	...	Potatoes	100	199	213	+ 14
Sugar (refined)	100	227	203	-24	Onions	100	268	345	+ 77
Raw sugar (gul)	100	195	202	+ 7	Cocoanut oil	100	117	120	+ 3
Tea	100	200	201	+ 1	All food articles (weighted average)	100	156	157	+ 1

The amount purchasable per rupee was less than the amount purchasable in July 1914 by the following percentage differences:—

Rice 26, Wheat 21, Jowari 30, Bajri 29, Gram 23, Turdal 14, Sugar (refined) 51, Raw Sugar (gul) 50, Tea 50, Salt 39, Beef 37, Mutton 50, Milk 48, Ghee 50, Potatoes 53, Onions 71, Cocoanut Oil 17.

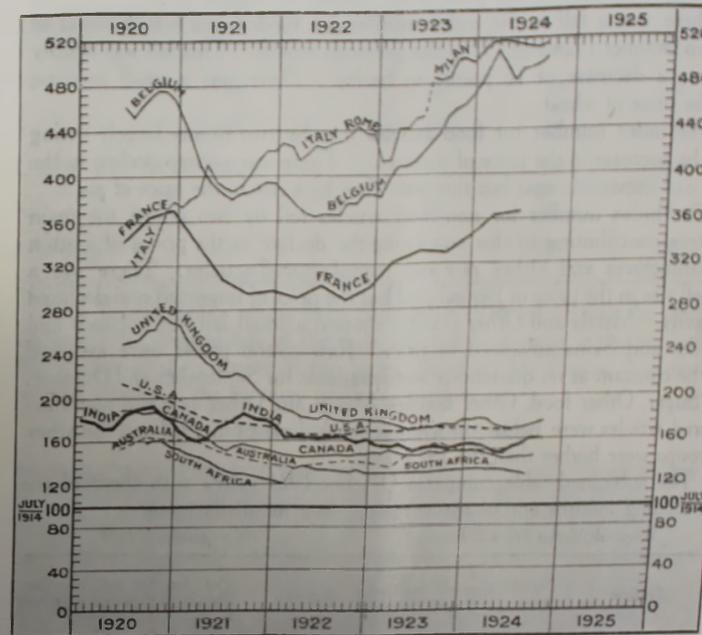
The purchasing power of the rupee being taken as 16 annas in July 1914 its purchasing power in the month under review was 9 annas 11 pies for all items and 10 annas 2 pies for food articles only.

Logarithmic Chart showing cost of living in Bombay (July 1914 = 100)



### Comparison with the Cost of Living in other Countries

The diagram on this page shows the comparative levels of the cost of living Index Nos. in Bombay and certain other world centres. The diagram is on the arithmetic scale. In considering the position and movements of the curves allowance has to be made for depreciation of currency.



The following is the source of the Index Nos.: (1) United Kingdom—Ministry of Labour Gazette, (2) Canada—Labour Gazette, (3) South Africa—Monthly Bulletin of Union Statistics, (4) U. S. A.—Monthly Bulletin issued by the Bureau of Labour Statistics, (5) All other countries—from the Ministry of Labour Gazette, United Kingdom. The South African figures were revised in March 1922, and the dotted line shows the transition from the old to the new series. In the case of Italy the Index No. was for Rome up to June 1923, and thereafter for Milan. The India figure is for Bombay only.

In all cases the Index Number is for working class only. The actual Index Numbers for twelve world centres will be found among the tables at the end of the Volume. The centres for which figures are published are India (Bombay), the United Kingdom, Canada, Australia, New Zealand, Italy, Belgium, Norway, Switzerland, South Africa, France (Paris) and the United States of America. The Labour Office also maintains a register wherein the Index Numbers for all countries for which figures are available are recorded.

# Wholesale and Retail Prices

## WHOLESALE PRICES IN BOMBAY—PRICES STATIONARY

In October 1924 the general level of wholesale prices in Bombay was 81 per cent. above the level in July 1914. The level of prices was the same as in the previous month, the corresponding month of last year and the twelve-monthly average for 1923. The general index has fallen by 31 per cent. from the highest peak (263) reached in August 1918.

There was a fall in the index number for food-grains which stood at 131 in October 1924 and 132 in the previous month. This fall was mainly due to a decrease of 16 points in barley. There was a small increase in the price of wheat.

The index number for food articles rose by two points largely owing to the increase in the price of turmeric. There was a sharp decline in the price of imported sugar but this was offset by a rise in the price of gul.

The index number for non-food articles fell by two points the main factors contributing to this end being the decline in the prices of Cotton manufactures and Other raw and manufactured articles. There was a small rise in the price of Bengal coal but the price of imported coal declined heavily. Metals and Other textiles showed a small fall but Oilseeds and Hides and Skins advanced in price. Raw cotton prices were assumed to be constant as no quotations were available for September and October.

Sugar, Other food, Other textiles, Metals and Other raw and manufactured articles were below the average level of prices in 1923 and the other groups were higher than the 1923 level.

The subjoined table compares October 1924 prices with those of the preceding months and of the corresponding month last year.

Wholesale Market Prices in Bombay\* 100 = average of 1923

Groups	No. of items	+ or - % compared with Sept 1924	+ or - % compared with Oct 1923	Groups	Oct 1923	Jan 1924	Apr 1924	July 1924	Sept 1924	Oct 1924
1. Cereals ..	7	- 1	+ 16	1. Cereals ..	98	102	98	105	114	113
2. Pulses ..	2	..	+ 12	2. Pulses ..	93	101	92	101	104	104
3. Sugar ..	3	- 1	- 8	3. Sugar ..	96	109	97	95	88	88
4. Other food ..	3	+ 5	- 29	4. Other food ..	115	106	87	91	78	82
All food ..	15	+ 1	- 8	All food ..	103	105	93	98	94	95
5. Oilseeds ..	4	+ 4	+ 16	5. Oilseeds ..	99	103	95	102	110	115
6. Raw cotton ..	3	..	+ 23	6. Raw cotton ..	94	122	115	116	116	116
7. Cotton manufactures ..	6	- 4	+ 3	7. Cotton manufactures ..	99	107	108	107	105	101
8. Other textiles ..	2	- 2	- 7	8. Other textiles ..	99	94	119	104	94	92
9. Hides and skins ..	3	+ 8	+ 2	9. Hides & skins ..	103	105	98	100	97	105
10. Metals ..	5	- 1	- 6	10. Metals ..	98	91	93	93	93	92
11. Other raw and manufactured articles ..	4	- 4	- 5	11. Other raw and manufactured articles ..	100	95	101	94	99	95
All non-food ..	27	- 1	+ 4	All non-food ..	98	104	105	104	103	102
General Index No...	42	..	..	General Index No.	100	104	102	102	100	100

\* Wholesale prices in Karachi will be found on page 328.

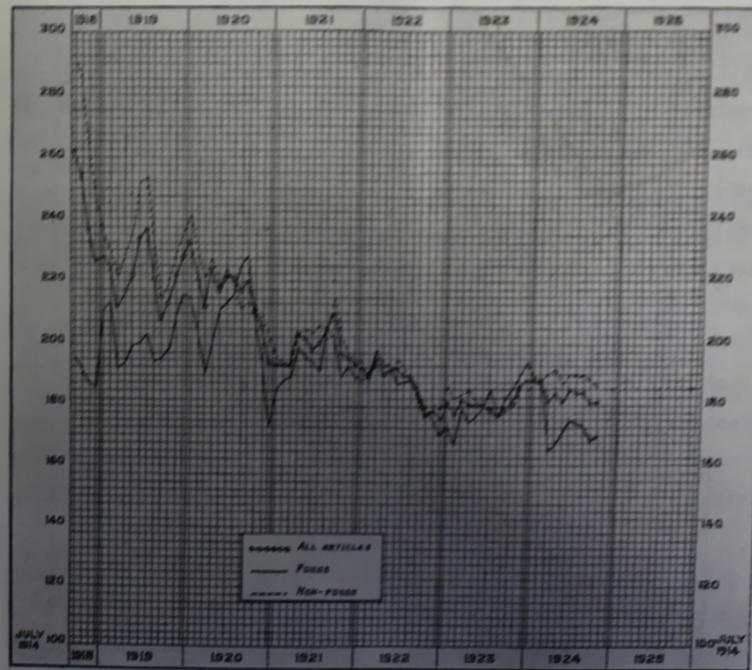
The following table is intended to show the annual movements in food, non-food and general wholesale prices :—

July 1914 = 100

			Food	Non-food	All articles
Twelve-monthly average 1918 ..	..	..	171	209	236
.. .. 1919 ..	..	..	202	233	222
.. .. 1920 ..	..	..	206	219	216
.. .. 1921 ..	..	..	193	201	199
.. .. 1922 ..	..	..	186	187	187
.. .. 1923 ..	..	..	179	182	181
Ten-monthly ..	1924	..	174	189	184

The diagram below shows from September 1918, which was the month in which the great failure of the rains affected food-grain prices in India, the course of the changes in the Index Numbers for Foods, Non-foods and all articles in the Bombay wholesale market.

Wholesale Price Index Numbers, Bombay

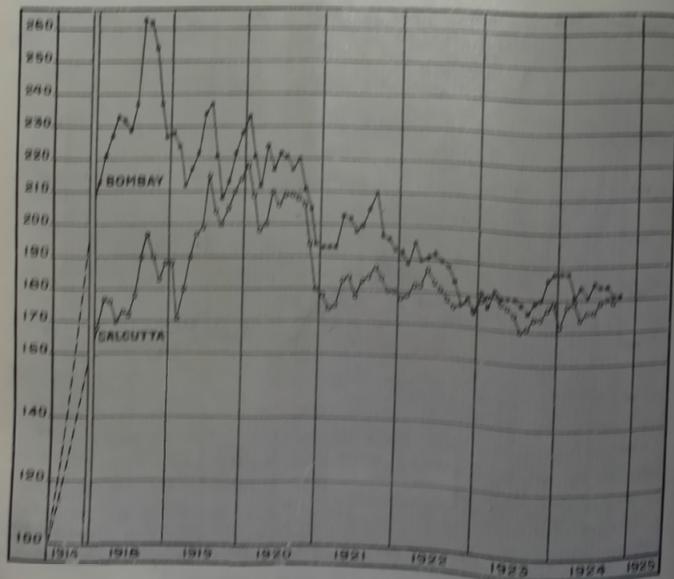


#### COMPARISON BETWEEN THE INDEX NUMBERS OF WHOLESALE PRICES IN BOMBAY AND CALCUTTA

The diagram on this page shows the comparative movements of the index numbers of wholesale prices in Bombay and Calcutta. The index numbers for Calcutta are prepared by the Director-General of Commercial Intelligence under the Government of India.

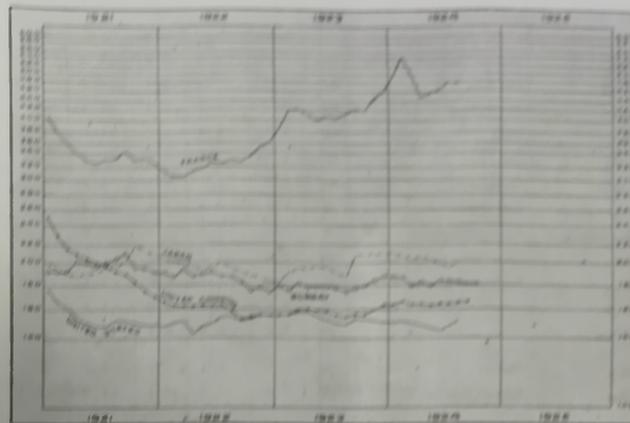
The items included in the indices are 42 for Bombay and 71 for Calcutta. The groups included in the Calcutta index but excluded from that for Bombay are tea (3 items), oil (2 items), jute-raw (3 items), jute manufactures (4 items) and building materials (1 item). There are no groups included in the Bombay list but excluded from the Calcutta list. But the details of the different commodities differ. The method of constructing the index is the same in each case—the unweighted arithmetic average being used and certain important commodities being indirectly weighted by securing quotations for more than one grade of such commodities. The diagram shows that the correlation between the two indices is direct but not perfect, i.e., the changes in the two curves are in the same direction but not to the same extent. On the whole the increase in prices over July 1914 seems to be definitely lower in Calcutta than in Bombay though there is a tendency for the divergence to diminish in degree, and at the end of 1922 the two curves temporarily crossed.

The diagram is on an arithmetic and not a logarithmic scale.



#### COMPARISON WITH WHOLESALE PRICES INDEX NUMBERS IN OTHER COUNTRIES

The following diagram illustrates the comparative level of Wholesale Prices Index Numbers in five countries. The bases are 1913 for the other centres and July 1914 for Bombay. The Japan figure is for Tokio.



The sources of these five Index Numbers are:—Bombay, the Labour Office; United Kingdom, The Board of Trade; United States of America, The Bureau of Labour Statistics; Japan, Monthly Bulletin of Statistics published by the League of Nations; France, French Official figures as republished in "The Statist".

These Index Numbers and those for eight other countries will be found in a Table at the end of the Gazette. The sources of information for these eight other Index Numbers are:—Canada, The Labour Gazette of Canada; China (Shanghai), The Secretary, Bureau of Markets, Treasury Department, Shanghai (by letter); Egypt (Cairo), Monthly Agricultural Statistics, published by the Statistical Department, Ministry of Finance; Java (Batavia), The Director, Labour Office, Dutch East Indies (by letter); Australia and Belgium, Monthly Bulletin of Statistics published by the League of Nations; Norway, Sweden and the Netherlands, figures republished in "The Statist".

The Labour Office also keeps on record 14 other Index Numbers, including three privately published for the United Kingdom and two for the United States of America. The three privately published figures for the United Kingdom are those of the Statist, the Economist and the London Times and the two for the United States of America are those of Bradstreet and the Federal Reserve Board.

## RETAIL PRICES OF FOOD IN BOMBAY

Article	Grade	Rate per	Equiva- lent in tolas	Increase (+) or decrease (-) in Oct 1924 over or below				
				July 1914	Sept 1924	Oct 1924	July 1914	Sept 1924
Rice	.. Rangoon Small-mill	Paylee	210	As. p. 5 10	As. p. 8 0	As. p. 8 0	As. p. +2 2	As. p. ....
Wheat	.. Pissi Seoni	..	202	5 10	7 1	6 11	+1 1	-0 2
Jowari	.. Best Sholapuri	..	198	4 3	6 7	6 4	+2 1	-0 3
Bajri	.. Ghati	..	200	4 7	6 4	6 2	+1 7	-0 2
Gram	.. Delhi	..	200	4 4	5 6	5 6	+1 2	....
Turdal	.. Cawnpore	..	204	5 11	6 11	6 11	+1 0	....
Sugar (refined)	.. Java, white	.. Seer	28	1 1	2 5	2 5	+1 4	....
Raw Sugar (Gul)	.. Sangli, middle quality	..	28	1 2	2 4	2 4	+1 2	....
Tea	.. Loose Ceylon, powder	Lb.	39	7 10	15 7	15 7	+7 9	....
Salt	.. Bombay, black	.. Paylee	168	1 9	2 11	2 10	+1 1	-0 1
Beef	..	Lb.	39	2 6	4 0	4 0	+1 6	....
Mutton	..	..	39	3 0	6 6	6 6	+3 6	....
Milk	.. Medium	.. Seer	56	2 9	4 11	4 11	+2 2	....
Ghee	.. Belgaum, Superior	..	28	7 1	14 0	14 1	+7 0	+0 1
Potatoes	.. Ordinary	..	28	0 8	1 2	1 3	+0 7	+0 1
Onions	.. Nasik	..	28	0 3	0 7	0 7	+0 4	....
Cocanut oil	.. Middle quality	..	28	3 7	4 1	4 2	+0 7	+0 1

Collection of prices.—The following are the areas and streets in which price quotations are obtained for articles other than butcher's meat :—

1. Dadar—Dadar Station Road.
2. Kumbharwada—Kumbharwada Road (North End).
3. Saitan Chowki—Kumbharwada Road (South End).
4. Elphinstone Road.
5. Naigam—Naigam Cross Road and Development Chawls.
6. Parel—Poibawdi.
7. Fergusson Road.
8. DeLisle Road.
9. Suparibag—Suparibag Road.
10. Chinchpokli—Parel Road.
11. Grant Road.
12. Nal Bazaar—Sandhurst Road.

The prices for mutton and beef are collected from the Central Municipal Markets. The number of quotations collected for each article during the month is, on an average, 100. The prices are for actual transactions and are carefully collected by the Investigators of the Labour Office.

The variations in prices in October as compared with the previous month have been very slight. The price of rice, gram and turdal has remained the same while there is a fall of three pies in jowari and two pies each in wheat and bajri. The price of salt has fallen by a pie while that of ghee, potatoes and cocanut oil has increased by a pie. The price of other articles has remained steady.

As compared with July 1914 there is no item which does not show an increase. Sugar (refined), mutton and onions have more than doubled themselves. Gul, tea, ghee and potatoes are very nearly twice their pre-war level. Sugar (refined) has risen by one anna four pies per seer; mutton by three annas six pies per lb. and onions by four pies per seer.

## COMPARATIVE RETAIL PRICES

The following table compares the retail food prices in Karachi, Ahmedabad, Sholapur and Poona with those in Bombay in September and October 1924 (Bombay prices = 100). It will be seen that the average retail price levels in all the centres are below the level of Bombay in September and October 1924 :—

Bombay prices in September 1924 = 100

Bombay prices in October 1924 = 100

Articles.	Bombay prices in September 1924 = 100					Bombay prices in October 1924 = 100				
	Bombay.	Karachi.	Ahmedabad.	Sholapur.	Poona.	Bombay.	Karachi.	Ahmedabad.	Sholapur.	Poona.
Cereals—										
Rice ..	100	105	117	100	117	100	105	117	102	117
Wheat ..	100	85	95	90	92	100	91	90	93	93
Jowari ..	100	68	75	83	86	100	72	74	82	84
Bajri ..	100	81	90	100	92	100	78	86	95	88
Average—										
Cereals ..	100	85	94	93	97	100	87	92	93	96
Pulses—										
Gram ..	100	82	121	84	89	100	82	121	80	80
Turdal ..	100	98	108	102	126	100	96	107	102	126
Average—										
Pulses ..	100	90	115	93	108	100	89	114	91	103
Other articles										
of food—										
Sugar (re-										
fined) ..	100	86	93	98	93	100	84	93	98	95
Jagri (Gul).	100	67	80	80	78	100	69	80	82	86
Tea ..	100	100	100	114	105	100	100	100	114	105
Salt ..	100	56	66	98	86	100	58	68	101	89
Beef ..	100	123	123	74	74	100	123	123	74	74
Mutton ..	100	90	90	75	68	100	90	90	75	68
Milk ..	100	57	57	76	85	100	55	57	76	91
Ghee ..	100	80	80	107	84	100	81	80	91	84
Potatoes ..	100	115	120	104	92	100	98	112	100	75
Onions ..	100	83	74	80	63	100	76	74	96	60
Cocanut	100	110	122	104	115	100	108	119	113	103
oil.										
Average—										
Other articles	100	88	91	92	86	100	86	91	93	85
of food ..										
Average—										
All food	100	87	95	92	91	100	86	94	93	89
articles ..										

Actual retail prices at these centres will be found among the miscellaneous tables at the end of the Gazette. The differences of relative prices at the different centres are considerable. Referring back to October 1923 it is found that in relation to Bombay the Ahmedabad average is 2 points lower, the Karachi and Sholapur averages each 5 points higher than in that month, and the Poona average the same. Of individual articles the relative prices of tea in two centres are quite changed. Reading from left to right the relative prices in October 1923 were 100, 100, 129, 90, 105, which, except Karachi and Poona, bear no resemblance to the current relative prices. Beef at Ahmedabad stood at 130 and is now 123. The relative prices of milk are higher except at Ahmedabad and Sholapur, but of salt and refined sugar are lower at all the four mofussil centres. Both the differences between different centres at any given date, and the fluctuations of those differences are surprisingly high, and it is not at the moment apparent why an article not locally produced (like tea and refined sugar) should sometimes be dearer and sometimes cheaper at any mofussil centre than at Bombay.

## Securities Index Number

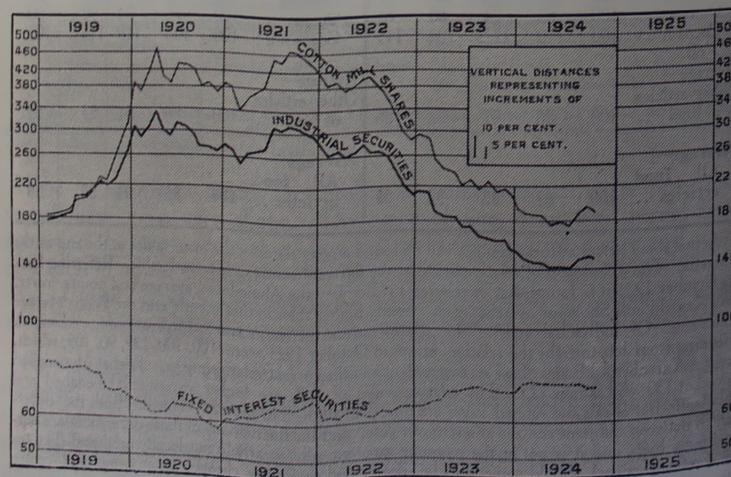
### A FALL OF FOUR POINTS

In October 1924 the general level of the prices of 102 shares and securities taken in the Labour Office Securities Index Number was 143 as compared with 147 during the previous month. Government and Corporation (fixed interest) Securities which were stationary since March 1924, registered a fall of 2 points in September and were steady during the month under review. The fall of 5 points in Industrials is partly due to a fall of 6 points in Cotton Mills Shares.

#### The Construction of the Index

No.	—	—	July 1914		October 1924
			Total numbers	Total numbers	Average
1	Government and Corporation Securities ..	7 Index Nos. ..	700	507	72
2	Banks ..	6 " " ..	600	794	132
3	Railway Companies ..	10 " " ..	1,000	1,021	102
4	Cotton Mills ..	42 " " ..	4,200	8,273	197
5	Cotton Ginning and Pressing Companies ..	8 " " ..	800	1,019	127
6	Cement and Manganese Companies ..	5 " " ..	500	639	128
7	Electric Undertakings ..	2 " " ..	200	254	127
8	Miscellaneous Companies ..	22 " " ..	2,200	2,059	94
9	Industrial Securities ..	95 " " ..	9,500	14,059	148
10	General average ..	102 " " ..	10,200	14,566	143

#### Movements of Securities Index Nos. (Logarithmic Scale)



## European Cost of Living Index

### A FALL OF THREE POINTS

All items .. 53 per cent. Food only .. 75 per cent.

A description of the scope and method of construction of the index relating to families living in Bombay in European style was published on pages 13—15 of the *Labour Gazette* for April 1924. Certain changes which were subsequently carried out were described on page 10 of the *Labour Gazette* for August 1924. In computing the index number for October 1924 it was found necessary to utilize a new source of information for certain price quotations as the old firm could not furnish comparable data. Care has however been taken to see that the quotations obtained from the new firm are comparable with those of the old one.

The items shown in the Tables now presented are samples of articles and services. The prices in the prices columns are quoted for the "Unit of Quantity" in column 2. The prices are then multiplied by the figures in column 3 "Annual number or quantity required" in order to give to the various articles their relative importance. The resulting expenditure figures for the sample articles are shown in the last three columns. The group and general index numbers are the index numbers of the figures in the last three columns, and are not simple index numbers of the simple prices.

It is important to emphasize that the figures presented are not intended to be a complete budget. They are merely samples of articles and services, selected mainly because it was possible to get information for their price movements. The idea underlying the whole enquiry is that these samples are fair samples, and that the index number obtained from them would approximate to the index number which would be obtained on any given individual budget, were it possible to ascertain the past and present prices of every particular article or service appearing in that budget.

The newspaper criticism on the index previously published attacked especially the rates for "Servants' wages" and "Rents". These two items were made the subject of special enquiries. The results go to show that in regard to "Servants' wages" certain changes will have to be carried out and these will be made in January 1925 for which month the next quarterly index will be published. In regard to "Rents" no change seems to be necessary before the 1924-25 data are collected from the Municipal Assessment Ledgers.

It is necessary again to emphasize that the index is only applicable to cases where the standard of living remains unaltered. As a matter of fact the standard of living does not remain unaltered, but normally moves upward in all strata of society. This movement is probably not measurable in arithmetic terms, but allowance should be made for it by persons using the index. It is also necessary to remark that the effect of any deterioration or improvement in quality and durability of the same article for different years cannot be shown. For example, shoes may possibly last a shorter time now than the same trade variety of shoe lasted in 1914. On the other hand tyres possibly last longer. Changes of quality would

however affect mainly the factor "Annual number or quantity required" and their effect on the index number would be small, especially if some changes are in one direction and others in the opposite direction.

As compared with July 1924, the general index number in October 1924 registered a fall of three points. The general index number is two points higher than the level in October 1920.

**Group Fluctuations**

The main changes by groups are shown in the table below (100 = the level in July 1914).

Group or item	Month and Year			
	October 1920	October 1923	July 1924	October 1924
<b>I. Food—</b>				
Bazaar .. .. .	204	181	179	174
Stores .. .. .	216	176	181	178
<b>All food ..</b>	<b>207</b>	<b>179</b>	<b>180</b>	<b>175</b>
<b>II. Fuel and lighting ..</b>	<b>159</b>	<b>126</b>	<b>120</b>	<b>120</b>
<b>III. Clothing .. .. .</b>	<b>249</b>	<b>177</b>	<b>180</b>	<b>185</b>
<b>IV. House-rent .. .. .</b>	<b>132</b>	<b>163</b>	<b>163</b>	<b>163</b>
<b>V. Miscellaneous—</b>				
Servants .. .. .	140	159	159	159
Conveyance .. .. .	157	164	159	150
School-fees, etc. ..	116	145	137	131
Passages .. .. .	123	184	174	161
Income-tax .. .. .	200	200	200	200
Household necessaries	168	123	125	125
Others .. .. .	220	178	213	211
<b>All miscellaneous ..</b>	<b>144</b>	<b>163</b>	<b>160</b>	<b>155</b>
<b>General Index No. ..</b>	<b>157</b>	<b>164</b>	<b>162</b>	<b>159</b>

It will be seen that in October 1924 there was a fall as compared with July 1924 in food, conveyance, school-fees and passages. The fall in food is due to the fall in the prices of eggs, tomatoes and sugar; in conveyance to the lower quotations for tyres and petrol; and in school-fees and passages to the rise in the rate of exchange. The clothing group has registered an increase of five points.

**General Index Number**

The following are the available general index numbers for certain months in the years 1919, 1920, 1923 and 1924:—

Month and Year	Index No.	Month and Year	Index No.
April 1919 .. .. .	151	January 1924 .. .. .	162
October 1919 .. .. .	146	April 1924 .. .. .	164
October 1920 .. .. .	157	July 1924 .. .. .	162
October 1923 .. .. .	164	October 1924 .. .. .	159

**BOMBAY EUROPEAN COST OF LIVING INDEX**

Articles	Units of quantity	Annual No. or quantity required per family	Price per unit of quantity			Price = Annual No. or quantity required		
			July 1914	July 1924	Oct. 1924	July 1914	July 1924	Oct. 1924
<b>Food-Bazaar</b>								
Meat—			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Beef (salted) ..	Pound ..	132	0 250	0 375	0 406	33 00	49 50	53 50
Beef (for soup and steaming) ..	" ..	720	0 175	0 188	0 188	90 00	135 36	135 36
Mutton .. .. .	" ..	192	0 750	0 561	0 561	40 00	108 10	108 10
Kidneys .. .. .	Each ..	96	0 047	0 078	0 078	4 51	7 49	7 49
Suet .. .. .	Pound ..	36	0 313	0 438	0 500	11 27	15 77	18 00
Poultry—								
Chickens .. .. .	Each ..	48	0 375	0 680	0 680	18 00	33 02	33 02
Fowls .. .. .	" ..	24	1 000	1 375	1 750	24 00	33 00	42 00
Eggs .. .. .	Dozen ..	360	0 375	0 636	0 531	135 00	236 16	191 16
Dairy—								
Milk .. .. .	Quart ..	900	0 250	0 500	0 500	225 00	450 00	450 00
Butter .. .. .	Pound ..	96	0 750	1 250	1 250	72 00	120 00	120 00
Bread .. .. .	" ..	360	0 094	0 146	0 145	33 84	52 56	52 56
Vegetables—								
Potatoes .. .. .	Beer ..	360	0 063	0 089	0 109	22 68	32 04	39 24
Onions .. .. .	" ..	120	0 021	0 037	0 042	2 52	6 04	5 04
Tomatoes .. .. .	" ..	60	0 094	0 313	0 125	5 64	18 78	7 50
Fruit—								
Bananas .. .. .	Dozen ..	24	0 180	0 313	0 313	4 51	7 51	7 51
<b>Total .. .. .</b>						<b>720 97</b>	<b>1,306 13</b>	<b>1,270 57</b>
<b>Index No. .. .. .</b>						<b>100</b>	<b>179</b>	<b>174</b>
<b>Food-Store</b>								
Coffee .. .. .	Pound ..	12	1 625	2 375	2 375	19 50	38 50	38 50
Tea .. .. .	" ..	12	0 938	1 750	1 875	11 26	21 00	22 50
Rice .. .. .	" ..	36	0 313	0 313	0 375	11 27	11 27	13 50
Flour .. .. .	7 lb. tin ..	6	1 000	1 750	1 750	6 00	10 50	10 50
Sugar .. .. .	Pound ..	240	0 125	0 313	0 250	30 00	75 12	60 00
Salt .. .. .	24 lb. ..	4	0 438	1 000	1 000	1 75	4 00	4 00
Cheese .. .. .	Pound ..	24	1 000	2 125	2 125	24 00	51 00	51 00
Jam .. .. .	1 lb. tin ..	48	0 438	0 625	0 625	21 02	30 00	30 00
Sauce .. .. .	1 bottle ..	12	1 625	2 000	2 000	19 50	24 00	24 00
Biscuits .. .. .	2 lb. tin ..	12	1 438	3 500	3 500	17 26	42 00	42 00
Oats .. .. .	" ..	24	0 625	0 875	0 875	15 00	21 00	21 00
Soda water .. .. .	Per dozen ..	96	0 375	0 750	0 750	36 00	72 00	72 00
Cigarettes .. .. .	50 ..	72	1 250	2 375	2 375	90 00	171 00	171 00
Cigars .. .. .	50 ..	12	1 500	1 625	1 625	18 00	19 50	19 50
<b>Total .. .. .</b>						<b>420 56</b>	<b>580 89</b>	<b>559 30</b>
<b>Index No. .. .. .</b>						<b>100</b>	<b>181</b>	<b>178</b>
<b>All-Food Total .. .. .</b>						<b>1,050 53</b>	<b>1,887 02</b>	<b>1,840 07</b>
<b>Index No. .. .. .</b>						<b>100</b>	<b>180</b>	<b>175</b>
<b>Fuel and lighting</b>								
Coal .. .. .	Ton ..	12	18 000	23 625	23 625	216 00	283 50	283 50
Electricity .. .. .	Unit ..	768	0 250	0 250	0 250	192 00	192 00	192 00
Matches .. .. .	Dozen ..	36	0 094	0 250	0 250	3 38	9 00	9 00
Kerosene oil .. .. .	1 tin ..	6 tins	2 185	3 828	3 828	13 11	22 97	22 97
<b>Total .. .. .</b>						<b>424 49</b>	<b>507 47</b>	<b>507 47</b>
<b>Index No. .. .. .</b>						<b>100</b>	<b>120</b>	<b>120</b>
<b>Clothing Men</b>								
Shirts .. .. .	Each ..	1 dozen ..	3 000	5 000	5 000	36 00	60 00	60 00
Vests .. .. .	" ..	1 ..	1 375	2 250	2 250	8 25	13 50	13 50
Socks .. .. .	Pair ..	9 pairs ..	2 500	5 000	5 000	22 50	45 00	45 00
Collar-stuff, white 4 fold ..	Dozen ..	1 dozen ..	7 500	15 000	15 000	7 50	15 00	15 00
Collar-stuff, white 1 ..	" ..	1 ..	7 500	12 000	12 000	7 50	12 00	12 00
Cotton suit .. .. .	Each ..	1 ..	15 000	37 500	37 500	90 00	225 00	225 00
Coat, Sports .. .. .	" ..	1 ..	15 000	45 000	45 000	23 33	40 00	30 00
Pyjamas, Suits .. .. .	Pair ..	4 pairs ..	15 000	27 000	27 000	60 00	108 00	108 00
Hats .. .. .	Each ..	1 ..	18 000	12 500	12 500	12 50	12 50	12 50
Shoes .. .. .	Pair ..	1 pair ..	18 000	40 000	40 000	18 00	40 00	40 00
Lounge suit .. .. .	Each ..	1 ..	65 000	110 000	110 000	32 50	55 00	55 00
Rain coat .. .. .	" ..	1 ..	65 000	109 000	109 000	13 00	21 80	21 80
Tie .. .. .	" ..	4 ..	2 750	5 000	5 750	11 00	20 00	23 00
<b>Total .. .. .</b>						<b>342 08</b>	<b>657 80</b>	<b>650 80</b>
<b>Index No. .. .. .</b>						<b>100</b>	<b>192</b>	<b>193</b>

## BOMBAY EUROPEAN COST OF LIVING INDEX—contd.

Articles	Unit of quantity	Annual No. or quantity required per family	Prices per unit of quantity			Price × Annual No. or quantity required		
			July 1914	July 1924	Oct. 1924	July 1914	July 1924	Oct. 1924
<i>Clothing—women and children—</i>								
Muslins	Yard	12 yards	0.750	1.000	1.000	9.00	12.00	12.00
Prints	"	12 "	0.625	1.250	1.250	7.50	15.00	15.00
Satin	"	3 "	7.500	13.500	13.500	22.50	40.50	40.50
Silk for dresses	"	12 "	5.500	8.750	8.750	66.00	105.00	105.00
Crepe de Chine	"	12 "	4.500	6.500	9.125	54.00	78.00	109.50
Ribbon, Satin	"	18 "	0.375	0.563	0.563	6.75	10.13	10.13
Stockings	pair	9 pairs	10.500	18.750	18.750	94.50	168.75	168.75
Vests	vest	4 "	7.500	10.500	10.500	30.00	42.00	42.00
Shoes, walking	pair	2 pairs	14.000	30.000	30.000	28.00	60.00	60.00
Total ..	"	"	"	"	"	318.25	531.38	562.88
Index No. ..	"	"	"	"	"	100	167	177
<i>All-clothing Total</i>								
Index No. ..	"	"	"	"	"	660.55	1,189.18	1,222.68
<i>House-rent</i>								
Per month	12 months		150.000	244.500	244.500	1,800.00	2,934.00	2,934.00
<i>Miscellaneous</i>								
<i>Servants—</i>								
Barber	"	1	25.000	40.000	40.000	300.00	480.00	480.00
Cook	"	1	25.000	40.000	40.000	300.00	480.00	480.00
Hamal	"	1	18.000	28.000	28.000	216.00	312.00	312.00
Asah	"	1	23.000	40.000	40.000	226.00	480.00	480.00
Dhobi	"	1	20.000	30.000	30.000	240.00	360.00	360.00
Total ..	"	"	"	"	"	1,332.00	2,112.00	2,112.00
Index No. ..	"	"	"	"	"	100	159	159
<i>Concessions—</i>								
Chauffeur	"	1	40.000	70.000	70.000	480.00	840.00	840.00
Petrol	Gallon	360	0.937	1.781	1.594	337.50	641.16	573.84
Oil	"	12	3.500	5.000	6.000	42.00	72.00	72.00
Tyres	Set of 4 covers	1	272.000	300.500	261.974	272.00	300.50	261.97
Inner tubes	Set of 4	1	67.000	55.000	55.000	67.00	55.00	55.00
Total ..	"	"	"	"	"	1,198.50	1,908.66	1,802.81
Index No. ..	"	"	"	"	"	100	159	150
<i>School fees</i>								
Passages	One return passage	"	124.531	170.000	162.817	1,494.37	2,040.00	1,953.80
	"	"	1,138.500	1,976.438	1,837.938	759.00	1,317.63	1,225.29
Income-tax	Per month	12 months	55.000	110.000	110.000	660.00	1,320.00	1,320.00
<i>House-hold necessaries</i>								
Forks, table	Dozen	"	27.500	45.000	45.000	4.13	6.75	6.75
Spoons, table	"	"	27.500	45.000	45.000	1.37	2.25	2.25
Knives, table	"	"	19.500	45.000	45.000	5.85	13.50	13.50
Furniture, 3 part tea-set	Set 40 pieces	"	5.000	9.750	9.750	2.50	4.88	4.88
	Set 43 pieces	"	29.000	52.750	52.750	4.83	8.79	8.79
Dinner-service	Set 13 pieces	"	91.000	140.125	140.125	9.10	14.01	14.01
Towels	Pair	One dozen	5.000	6.500	6.500	60.00	78.00	78.00
Sheets	"	6 "	18.500	20.000	20.000	111.00	120.00	120.00
Total ..	"	"	"	"	"	198.78	248.18	248.18
Index No. ..	"	"	"	"	"	100	125	125
<i>Other—</i>								
Stationery	5 quires (paper)	4 "	0.563	1.000	1.000	2.25	4.00	4.00
Medicine	Month	12 months	8.625	18.417	18.292	103.50	221.00	219.50
Total ..	"	"	"	"	"	105.75	225.00	223.50
Index No. ..	"	"	"	"	"	100	213	211
<i>Miscellaneous Total</i>								
Index No. ..	"	"	"	"	"	5,746.40	9,171.47	8,885.58
<i>All items Total</i>								
General Index No. ..	"	"	"	"	"	9,683.75	15,689.14	15,389.80
	"	"	"	"	"	100	162	159

## Labour Intelligence—Indian and Foreign

## THE STATISTICS BILL

It will be remembered that the Bill was discussed at the July Session of the Legislative Council, but that discussion was adjourned in deference to the demand, emanating from several different interests, that the Bill should be circulated for opinion\*.

Accordingly after that Session the Bill was so circulated both to representative bodies and also to some private gentlemen known to be interested in economic matters. Over and above this, in view of the opinion expressed by several speakers at the July Session that the Bill was too wide in scope and too vague in terminology, Government prepared a modified Bill, exactly defining the scope of the statistics that might be collected and the classes of persons affected. And this modified draft was also circulated, and a good deal of informal conversation took place.

As the result of all this discussion Government at the last Session of the Legislative Council placed on the table a statement showing in parallel columns the original Bill, and the Bill in the modified form in which it was proposed to recommend it to the Select Committee.

The ultimate decision to withhold the Bill, and not proceed with it on this occasion, was dictated by the unexpectedly prolonged discussion on the Children's Bill, and the impossibility of extending the Session without encroaching on the Diwali Holidays.

The modified Bill provided for the collection from the following classes of persons of the following classes of statistical information:—

(1) From substantial Employers of manual and clerical labour for industrial and commercial purposes—statistics and facts regarding wages and conditions of labour;

(2) From Trading Proprietors—statistics of prices; and

(3) From Landlords—statistics of rentals of house property.

All other classes of persons were specifically exempted from the operation of the Bill. And every known device and safeguard were introduced to prevent any possibility, however remote, of the three classes of persons listed above being in any way harassed by the Government Statistician or his staff.

The object of this legislation is to provide for the continuous collection and publication under statutory sanction of those facts and figures which are absolutely necessary for the correct understanding of the relation between the remuneration of the wage-earners and their social comfort.

The investigation of these social phenomena, which determine the comfort and usefulness of the labouring and other wage-earning classes, and therefore determine also industrial and political rest or unrest, should be continuous, since otherwise the trend of economic changes will not appear, and comparison over a long period of time will be impossible.

This continuous collection and publication of social and economic facts is wholly distinct from those special enquiries, which may be called for from time to time for the immediate settlement of particular industrial

\* Labour Gazette, August 1924, pp. 21 et seq.

disputes. And, although such special enquiries will no doubt be necessary when occasion arises, Government endorsed the view, firmly held and firmly expressed by those bodies, which—from quite opposite sides—are in actual contact with labour, that the continuous operation of a Statistics Act of the kind indicated will make directly for industrial peace. The bodies referred to are, on the one hand, the Bombay European Textile Association, which consists of those men who, day by day and year by year, actually control the mill-operatives, and on whom the first brunt of any industrial dispute necessarily falls, and, on the other hand, the Social Service League and the Kamgar Hitawardhak Sabha, which are bodies engaged in continuous missionary efforts for the uplift of the labouring classes. It is obvious that, in estimating the value of any legislation in the direction of industrial peace the views of these bodies are of primary importance, and, indeed, practically authoritative.

Government therefore intends, it is understood, to proceed in due course with the idea of obtaining statutory sanction to the collection of such of its economic statistics as are best collected not as a favour but as a duty to the community, and in the meanwhile steadily to pursue the objects for which the Labour Office was founded in 1921, namely, the collection and publication of labour, industrial, and economic intelligence.

### Infant Mortality in Bombay

The high rates of infantile mortality in Bombay City have frequently been the cause of much discussion. In his *Administration Report* for 1923-24 the *Municipal Health Officer* (Dr. J. E. Sandilands, M.D., D.P.H.) discusses the subject fully.

The infantile death rate (expressed in the usual way as the per-mille ratio of deaths of infants under 1 year on births recorded during the year) stands at 411. The Health Officer has however (by sampled observations) deduced that the annual number of recorded births is only 61 per cent. of the number of infants under 1 year existent in the city on any given date, the remainder being made up of 8 per cent. unrecorded births and 31 per cent. infants born out of Bombay but brought to the city within one year of birth. The ratio of recorded infant deaths to 100/61 of recorded births in the year would be 269. We may therefore state the infantile mortality rate for Bombay City as  $340 \pm 35$  (i.e., 411 less half the difference between 411 and 269 plus or minus one-fourth of the difference). This is a rough approximation. Of course 269 cannot be accepted, because, as pointed out by the Health Officer, the out-born children of 0-1 year existing at any given date in Bombay were not brought back on the day of birth, but at various times within their first year.

From the high infantile mortality for Parsees (168) and Europeans (193) in spite of the high economic level of these communities the Health Officer infers the existence of some adverse factor in Bombay other than the usual factors of poverty and ignorance present in all countries. This factor he suggests as being malaria. He adds that among indigenous communities the soothing of babies by administering opium must also necessarily be an added adverse factor.

The usual poverty factor is brought out by the rates of infant mortality (calculated on recorded births) when taken out separately on the basis of the tenement accommodation. The figures are as follows:—

1 room and under .. .. .	524.0
2 rooms .. .. .	394.5
3 rooms .. .. .	255.4
4 rooms and over .. .. .	246.5
Hospitals .. .. .	112.2

The 1922 figures differed a good deal from the above figures for 1923. But the descending sequence was again present. These facts are of the utmost significance to the problem of housing, which would seem to be Bombay's most pressing problem at the present time.

For the purposes of infant and maternity welfare the Municipality employs 20 Nurses, who are all qualified midwives. These Nurses visit the localities assigned to them daily, and during the year paid 54,402 visits, and attended 1,914 confinements, besides a lot of other work.

Of the confinements actually verified by these Nurses the attendance showed the following percentage:—

	Per cent.
Unattended .. .. .	5.7
Attended by unskilled women .. .. .	51.7
Attended by qualified women other than Municipal Nurses .. .. .	7.8
Attended by Municipal Nurses .. .. .	13.3
In Hospital .. .. .	21.5
	100.0

The percentage attended by the Municipal Nurses or other qualified women showed a percentage higher than in any of the previous 5 years.

The percentage of hospital births verified by the Nurses to total verified by the Nurses is of no significance. The actual number of births in hospitals and the percentage of the same on the total recorded births are shown below:—

1918 .. .. .	4,051	17.0
1919 .. .. .	3,670	16.1
1920 .. .. .	1,994	9.2
1921 .. .. .	3,474	16.4
1922 .. .. .	3,732	16.7
1923 .. .. .	5,135	22.4

The cause of the sudden rise is not known.

There are at the moment 276 maternity beds; and allowing for 14 days for each case the potential number of cases that can be accommodated in one year is 7,176. Fourteen days seems to be a fair average to take for duration of confinement, since the routine practice is to discharge the patient on the 10th day if well enough.

In view of the obvious popularity of the hospitals the provision of an increased number of beds for maternity cases would seem to be the most obvious way of reducing infant mortality. And its effect would be far more immediate and convincing than the slower process of training midwives.

## Industrial Disputes in the Presidency

Disputes in October .. 5      Workpeople involved .. 4,817

On page 319 will be found a statement of each dispute in progress during October 1924, with the number of workpeople involved, the date when the dispute began and ended, the cause and the result. 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 Labour Office, is an interruption of work involving ten or more persons and of not less than twenty-four hours' duration. Detailed statistics have been collected since 1st April 1921, the date on which the Labour Office was instituted.

Summary tables have been constructed in order to show the position at a glance, and the diagram at the end of this article shows graphically the same facts. Table I shows the number, magnitude and duration of strikes in October 1924.

I.—Industrial Disputes classified by Trades

Trade	Number of disputes in progress in October 1924			Number of workpeople involved in all disputes in progress in October 1924	Aggregate duration in working days of all disputes in progress in October 1924*
	Started before 1st October	Started in October	Total		
Textile ..	....	3	3	3,117	16,367
Engineering ..	....	....	....	....	....
Miscellaneous ..	....	2	2	1,700	3,200
Total, October 1924 ..	....	5	5	4,817	19,567
Total, September 1924 ..	1	3	4	959	1,496

\* *i.e.*, the number of workpeople multiplied by the number of working days, an allowance being made for workers replaced by others.

There were five industrial disputes in progress in October 1924, three of which occurred in cotton mills and two in miscellaneous concerns. The number of workpeople involved was 4,817 and the working days lost (*i.e.*, the number of workpeople multiplied by the number of working days less workers replaced) 19,567 which, it will be seen, is an increase on the September 1924 statistics.

Table II shows the causes and results of the disputes.

II.—Industrial Disputes—Results June to October 1924

	June 1924	July 1924	August 1924	September 1924	October 1924
Number of strikes and lock-outs	3	4	4	4	5
Disputes in progress at beginning	—	—	—	—	—
Fresh disputes begun	3	4	4	4	5
Disputes ended	3	4	4	4	5
Disputes in progress at end	—	—	—	—	—
Number of workpeople involved	967	2,104	1,612	808	4,817
Aggregate duration in working days	1,309	1,861	1,270	1,496	19,567
Results—					
For	3	2	3	2	2
Business	—	—	—	—	—
Personal	—	—	—	—	—
Leaves and hours	—	—	—	—	—
Others	—	—	—	—	—
Results—					
In favour of employees	—	1	2	1	2
Compromised	—	—	—	—	—
In favour of employers	3	3	3	3	3

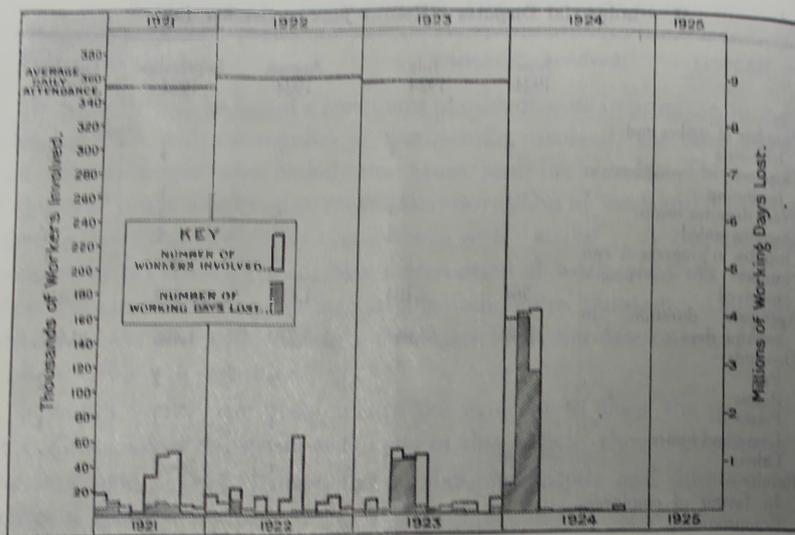
The last summary table shows, among other things, the proportion of strikes settled in favour of the employers and the employees, or compromised.

III.—Industrial Disputes

Month	Number of strikes and lock-outs	Aggregate duration in working days	Proportion settled			In progress (Per cent.)
			In favour of employees (Per cent.)	In favour of employers (Per cent.)	Compromised (Per cent.)	
October 1923	6	36,178	67	—	13	
November 1923	7	712	71	29	—	
December 1923	9	126,905	76	11	11	
January 1924	7	565,278	72	—	14	
February 1924	3	4,062,670	—	67	33	
March 1924	4	2,893,681	50	25	25	
April 1924	4	2,717	25	75	—	
May 1924	2	96	50	—	50	
June 1924	5	1,349	100	—	—	
July 1924	4	1,661	75	25	—	
August 1924	6	1,270	50	50	—	
September 1924	4	1,496	75	25	—	
October 1924	5	19,567	40	40	20	
Totals or (cols. 4 to 7)	68	2,712,882	60	25	15	
Average						

It may be of interest to state that the highest peak in respect of the number of working days lost through strikes in this Presidency since April 1921 was reached in February 1924 whereas the lowest level was reached in May 1924.

## Effect of Industrial Disputes, Bombay Presidency



## GENERAL REVIEW OF DISPUTES

During October 1924 there were five industrial disputes in the Bombay Presidency as compared with four in the preceding month. Two of these were on account of questions of pay, one on account of bonus and the other two on account of personal and other grievances. Of the five disputes two were settled in favour of the employees, two in favour of the employers and one was in progress at the close of the month.

## BOMBAY CITY

In Bombay city two disputes occurred in the month under review. In the Madhowji Dharamsi Mill 50 female winders went on strike on the 15th October owing to the fact that, due to the working of short time in the mills, their pay tickets for September were made out only for Rs. 15 to Rs. 16 as against the usual amount of about Rs. 25. They demanded payment at the rates that prevailed in the previous month. The Manager explained to them that they were paid by piece rates and that their earnings, therefore, did not amount to any more. Forty additional female workers from the same department joined the strike on the 16th. The strikers returned to work on the 18th when the Manager offered them wages at time rates instead of at piece rates. The strike of the weavers of the Sassoon Spinning and Weaving Company took place on the 16th of October. The workers not being satisfied with the rate paid (8 pies per pound of cloth) demanded an increase to 14 to 20 pies per pound. The management refused to grant the workers' demands and closed the Mill from the 17th. The wages of the strikers were paid on the 21st and the Mill was reopened for work on the 31st when about 75 weaver strikers resumed work unconditionally and the management engaged about 75 new workers. The strike thus terminated on the 31st October,

## SHOLAPUR

The dispute in the Barsi Spinning and Weaving Mills arose over the question of one month's pay as bonus instead of half month's pay. Being instigated by three men who were previously dismissed from the mill some 10 operatives went on strike on the 30th October while others followed their example with the result that the mill was closed. The mill works double shift and on the evening it started work with 240 operatives. Some 500 more strikers from the workers of the day shift resumed work in the morning of the 31st and in the evening of the same day some of the leaders had an interview with the agents and settled the dispute amicably. Some operatives remained out till the 2nd November and returned to work on the 3rd when the strike terminated.

## KARACHI

The dispute in the North-Western Railway Carriage and Wagon Workshop at Karachi arose over the dismissal of five men for signing a petition alleging ill-treatment by the chargemen. About 150 men struck work on the 21st October demanding the reinstatement of the five dismissed men. On the 23rd about 956 more workpeople of the Carriage and Wagon Workshop joined the strike which necessitated the closing of the workshop. All the men returned to work on the 25th on the undertaking of the District Loco Officer to reinstate the discharged men provisionally.

About 500 Hackney Coach Drivers struck work on the 3rd October on the ground of alleged unnecessary prosecutions by the police, but they resumed work the next day. Strictly speaking this was not an industrial dispute in the usual sense of the term, since the issue was not between employers and employed, but between a public utility trade guild and the local authorities. But it is included in this article, as it was reported as an Industrial Dispute.

## Labour News from Ahmedabad

There was no Industrial Dispute during the month under review but the Labour Union of Ahmedabad made a demand for a Bonus for the current year and accordingly addressed the Millowners' Association on the 23rd of this month. From recent information on the subject it is understood that the Association refused to accede to the demand of the Labour Union. It is not known if the Union contemplate any further action but it is believed they will postpone the consideration of the matter to a better time.

The Sanitary Association\* arranged a Sanitary Round with a view to ascertain the insanitary localities. The Round generally speaking covered a large portion of the lower class locality. The names of the localities visited were Jamalpur, Kharus Nala, Tokershas Pole, Mahajans Wando, etc. The Round was commenced and completed on the 26th.

\* Vide Labour Gazette, Aug. 1924, p. 60.

The Industrial population of Ahmedabad is now beginning to receive public attention. It was reported that the Municipal Corporation of this City intend to prepare a Recreation Ground for the labouring community and steps are being taken in this direction.

### Compensation for accidents

It has been decided to publish in the *Labour Gazette* from time to time statistics of Compensation cases completed by the Commissioners for Workmen's Compensation in the whole Presidency. It is not known yet whether any cases have been completed by the Ex-officio Commissioners in the Mofussil. But the following information is received for Bombay.

Since the 1st July 1924 when the Workmen's Compensation Act came into force the Commissioner under the Workmen's Compensation Act, Bombay, has received deposits for distribution amongst dependants of workmen who died as a result of the injuries received in the course of their employment in 31 cases. Of these, 5 deposits have been disposed of after determining who the dependants were as follows :—

Name of Workman*	Name of employer*	Name of dependants	Amount allotted
1. Kalia Shiwa	E. D. Sassoon Mills Bombay.	1. Widow Ganga .. 2. Mother Vitli .. 3. Minor daughter Bhagi.	Rs. 150. Rs. 150. Rs. 600 to be invested either in Cash Certificates or Post Savings Bank. The party has not yet expressed its desire as to which form the investment should take.
2. Narayan Govind	"	Mother Kondu ..	Rs. 457 8 0
3. Sopana Aba	Vishnu Cotton Mills, Sholapur.	Widow Gita ..	Rs. 1,160 0 0 " 40 to brother Joti for funeral expenses.
4. Sheikh Edrus	E. D. Sassoon Mills, Bombay.	Widow Sharifabibi ..	Rs. 2,200 " 50 for funeral ex- penses given to employer.
5. Vithoo Naickoo	Tata Mills Ltd., Bombay.	Father Naickoo Bapu.	Rs. 750.

\* Names are published at the request of the Commissioner for Workmen's Compensation, Bombay.

Out of the remaining 26 cases, 24 are for accidents that occurred at the Gujarat Ginning Mills on the 25th July 1924, one for an accident from the New Cotton Mills at Ahmedabad and the other for an accident from the Assur Veerjee Mills, Bombay. The names of the deceased and the amounts deposited in each case are as follows :—

Name of workman	Name of employer	Pay	
		Rs. s.	Rs. s.
Vivram Ratan	Gujarat Ginning and Mfg. Co.'s Mill, Ahmedabad.	20 0	600 0
Punja Ratan	"	20 0	600 0
Amratal Jagabhai	"	30 0	900 0
Mohan Hari	"	25 0	750 0
Dali Amba	"	20 0	600 0
Gidha Amba	"	25 0	750 0
Madha Vala	"	25 0	750 0
Trikan Pitambar	"	25 0	750 0
Sava Parag	"	25 0	750 0
Varva Pitambar	"	25 0	750 0
Kashna Jeta	"	15 4	457 8
Ana Hari	"	Minor	200 0
Bhula Kashna	"	25 0	750 0
Punja Kala	"	25 0	750 0
Sukha Mula	"	25 0	750 0
Parag Hira	"	20 0	600 0
Kherai Dasi	"	25 0	750 0
Hiri Amba	"	25 0	750 0
Kala Rupa	"	25 0	750 0
Kana Punja	"	20 0	600 0
Trikan Bhamo	"	55 0	1,650 0
Jetha Bhalai	"	25 0	750 0
Gaga Ramchad	"	15 4	457 8
Dungar Punja	"	30 0	900 0
Natha Hari	New Cotton Mills, Ahmedabad.	27 0	750 0
Gavind Rajoo	Assur Veerjee Mills, Bom- bay.	25 0	750 0

### Effect of Efficient Ventilation

Addressing the South African Public Health Officials' Association Dr. E. H. Cluver, M. A., M.D., commented upon "Modern Principles of Ventilation", and pointed out that efficient ventilation greatly reduced the danger to workers caused by fine particles of trade substances in the air they breathed. If the supply of air from outside was plentiful, then the tendency for pathogenic germs to accumulate in the atmosphere was greatly reduced. This was an important matter; but in industrial concerns and other places where human beings congregated, it could be much more efficiently dealt with directly, i.e., by segregation of individuals suffering from active disease. Adequate ventilation should provide moving, cool, dry air. These factors required to be greatly increased when hard physical labour was being done. The three factors could be separately measured by means of anemometers, and wet and dry bulb thermometers. (From the *Times of India*, October 31, 1924.)

## Accidents and Prosecutions—Statistics for October 1924

(Supplied by the Chief Inspector of Factories.)

The monthly statistics of the accidents in factories and workshops in the Bombay Presidency, published on pages 320 and 321 of this issue, contain details of accidents reported during the month of October in Bombay City, Ahmedabad, Karachi and other centres of the Presidency.

During October, in Bombay City there were in all 140 factory accidents, of which 9 were fatal, 1 serious and the remainder 130 minor accidents. Of the total number, 47 or 33·6 per cent. were due to machinery in motion and the remaining 93 or 66·4 per cent. to other causes. The largest number of accidents occurred in workshops, the proportion in different classes of factories being 57·9 per cent. in workshops, 40·7 per cent. in textile mills and 1·4 per cent. in miscellaneous concerns.

In Ahmedabad, there were eighteen accidents, all of which occurred in cotton mills. Of these five were serious and the remaining thirteen minor. Eleven accidents were due to machinery in motion and the rest to other causes.

In Karachi, there were in all seven accidents, four of which occurred in Port Trust and Railway workshops, one in an Engineering workshop and two in miscellaneous concerns. All accidents, except three which were serious, were minor, and with two exceptions were due to causes other than machinery in motion.

In the other centres of the Presidency, the total number of accidents was 27, of which four were in textile mills and the remaining twenty-three in workshops. Eleven of these accidents were due to machinery in motion and sixteen to other causes. All the accidents, with the exception of one which was fatal and two which were serious, were minor.

### PROSECUTIONS

During October 1924, there were no prosecutions in the Bombay Presidency under the Indian Factories Act.

## Labour League in Nagpur

A Labour Union called the "Nagpur Labour League" has been recently formed in Nagpur to safeguard the interests of labour there. The following among others, are the aims and objects of the League:—(1) To promote by all peaceful and legitimate means, the economic, social, political and educational progress of the working classes; (2) to secure the representation of workmen in all the legislatures, provincial and central, in order to enable them to improve their political status; (3) to provide for the settlement of disputes between capital and labour by means of arbitration; (4) to secure adequate wages, an eight-hour day and sanitary housing for the working classes; (5) to secure legal provision for old age, unemployment and sickness; and (6) to promote co-operation with other trade unions and labour organisations in the country for furthering the objects of trade unionism". (From the *All India Trade Union Bulletin*, October 1924.)

## The Selection of Labour

An article entitled 'What 86 years have taught us about selecting labour' by Horace B. Cheney is published in the May 1924 number of the *Monthly Labour Review*.

The writer, who is an employer, points out first of all that the attempts of manufacturers must always be to reduce the cost of production and for this it is necessary to reduce labour costs also. And to do this a proper selection of labour is essential.

From his experience extending over 86 years Mr. Cheney thinks that both the quantity and the quality of output of the workman differs according to the period of his service. From the records kept by Mr. Cheney it can be seen that the amount of product turned out rises steadily, till those of between 10 and 20 years' service produce 66·71 per cent. of the maximum unit output. As for the quality of work it seems that the more the experience the better the quality. And it is ascertained that the quality of the work produced by those who have served between 20 and 30 years is valuable at 74·92 per cent. of perfection. A complete analysis of the record shows that it is in the interest of employers to encourage long service. The short service workers are more expensive because of their low output and poor quality of production.

Mr. Cheney referring to the relative costs of male and female workers says that in his factory the unit cost of labour was about 7½ per cent. greater for women than for men although the men received in wages about 14 per cent. more than women. He also holds the view that men benefit more by experience than women.

For selecting the right man for the right job Mr. Cheney recommends intelligence tests. He says that he has found such tests satisfactory in selecting workmen in his own factory.

## Calcutta Employees' Association

We have received the first number of a new publication entitled "The Employees' Gazette", being the official organ of the Employees' Association, Editor—Mukunda Lall Sircar, Calcutta, 1st November 1924.

This is a small 4to pamphlet of 8 pages. The Employees' Association was founded in 1919 "with a view to protect the interests of employees engaged in industrial and commercial houses". All classes of employees are eligible for membership. But the existing members are mainly clerks. The editorial article appeals for more members.

A Death Benefit fund was started in July 1920. The widows of 2 deceased members have been receiving Rs. 10 monthly for more than 4 years; and a further sum of Rs. 2,557-10-0 has been distributed.

The sixth annual social function was held on 18th October under the presidentship of Dr. S. K. Dutta, M.L.A.

The balance sheet for July to September 1924 is published, showing Income Rs. 527-12-0, Expenditure Rs. 477-11-0, and a Bank Balance of Rs. 5,694-14-9.

### British Workers' Support to Indian Labour

We understand the Workers' Welfare League of India, London, have sent the following letter dated 25th September 1924 under the signatures of Dr. K. S. Bhat, and Messrs. J. E. Potter-Wilson and Shapurji Saklatvala, to Mr. A. A. Purcell, M.P. and other prominent Trade Union leaders in Great Britain :—

"The Council of our League has noted with gratification the close attention that you have been giving to the question of the conditions of labour in India. Under modern industrial conditions it is inadvisable to separate the labour interests of two countries, because the downtrodden condition of the workers in the East will finally limit the rights of the workers in the West as long as a competitive capitalist system exists. With the political conditions which exist in India under British Rule, the fight of, and for the workers becomes a hopeless one without the co-operation of the British Trade Union Congress and other Labour Organisations. The Council of our League and specially the Indian section have followed with great interest the discussion in the *Daily Herald* raised by Mr. Earnest Thurtle, M. P., about your policy of championing the cause of Indian Labour and we now wish to place before you, and through you, before the British Labour Organisations our considered views. We heartily agree with the theoretical contention of Mr. Thurtle that Britain has no right to rule India and therefore to interfere with her internal affairs, or to make a political internal change in the condition of India obtaining her freedom. But what do we see in practice? Mr. Thurtle and his party are maintaining a Secretary of State for India, a British Army and a British Civil Service in India. We further notice that there is no programme put forward by any responsible Labour Organisation for complete cessation of interference in India. We maintain that the main purpose of this British hold over India is economic and that this purpose has hitherto been successfully served by exploiting Indian peasants and workers by keeping them down economically and intellectually to a very low level. The present deplorable condition of Indian Labour which renders them unable to carry on their fight in the manner in which workers should fight, is mainly of British creation. We consider it is the bounden duty of British Leaders of Trade Unions and Labour Organisations to use their opportunities for making reparations to Indian Labour for this harm done to them by British Rule in the past and to put them on a normal footing to carry on their fight alongside with the labour of other countries. The modern Indian Master is the product of the British policy of exploitation, and it is the duty of the British friends of India in their Labour movement to point to their Indian friends this inordinate power of the employer over the employees in India and to obtain its modification by persuasion or by pressure. When Indian politicians go beyond the line of asking your theoretical opinions and seek your active co-operation for furthering their objects it is the duty of British Labour leaders towards the working class of Great Britain as well as of India to make this co-operation conditional upon advancing the condition of the poor Indian workers and peasants. The Indian leaders are not to be altogether blamed for overlooking their primary duty to their Labour, in as much as in the past their friends in the British Labour Party have not led them to act in that direction. It has been the contention of our League for the past seven years that those British comrades who promised their Indian political friends to move resolutions in their favour in British Labour Conferences, did obtain from them a reciprocal promise to move labour ameliorating resolutions in their Indian Conferences, the cause of Indian Labour as well as India's liberty would be more sincerely and concretely advanced. We have already brought you and your colleagues in personal touch with the Indian political leaders and we believe we have convinced you that our Indian friends are open to reason and would readily co-operate with us on a Labour basis, fully realising that in the destruction of labour exploitation lies the destruction of the true goal of Imperialism and the consequent attainment of India's real freedom. Our League goes further and begs to point out to all British Labour Parliamentarians and Trade Union Leaders that while you are in Office, you are the Rulers of India and incidentally you become the biggest employer in the world of the largest amount of labour and that on the most ignominious terms. While Mr. Thurtle's theory of non-interference may have a ring of political piety round it, you will recognise the immediate duty of British Labour to interfere and to obtain for Indian Employees of the Government of India, terms which at least, may be called humane. For a Labour Government to come into Office even for a short time and to go out of Office without modifying these conditions would be to its discredit and disappointment to all workers in the Indian Trade Union movement. When the low Indian standard of life of workers in coal mines, textile mills, iron and steel works, railways, dock works, oil mills, cement works, chemical works, leather works, etc., directly threatens and pulls down the standard of life for European workers, and when the origin and principal cause of these low standards in India has been British Imperialist Economic interest, why should there be any doubts as to this first task of Labour in Office in Great Britain?

We, therefore, urge you and appeal to you and the Trade Union Congress Committee :—

1. To persevere in your efforts for the establishment of normal Trade Union rights for the workers of India ;
2. For the immediate improvement in the conditions and terms of the employees of the Government of India in the Post, Police, Railways, Public Works and other services ;
3. For a demand from Indian political leaders for a clear cut programme for the advancement of Indian Labour in case they expect British Labour to lend any sympathetic co-operation to them ;
4. Last, but not least, the need for a claim upon the Trade Union loyalty of all British Foremen, Superintendents and Managers in India and who are interested in the solidarity and progress of Trade Unionism here, to co-operate with British and Indian Trade Union Congress Committees in combating Labour exploitation in the East. (*From the Employees' Gazette, Calcutta, November 1, 1924.*)

### Playgrounds in Bombay

One of the most serious defects of Bombay is the lack of open spaces suitable as playgrounds for children. The few maidans and other open areas that are available are already overcrowded. They are also out of reach of the population of the major portion of the city. The lack of sufficient exercise in the open air is certain to prove deleterious to the health and physique of the younger generation. The movement for the provision of more playgrounds for children is therefore worth encouraging. The Y.M.C.A. has put forward a proposal to establish two gymnasiums in the city in which children will have an opportunity of exercising themselves under the guidance of experienced Directors whom the Association will provide. Each of the institutions will accommodate 500 children. The scheme is admirable so far as it goes. But two gymnasiums with an accommodation of 500 each are woefully insufficient to meet the needs of the city. It would have been much better if the Corporation could have seen its way to providing more open areas where children could exercise themselves at will. But in the present circumstances that would seem to be out of the question. The establishment of two gymnasiums, if the Corporation can see its way to providing the funds, will, it is to be hoped, be only the starting point for greater developments in the future. (*From the Indian Daily Mail, October 31, 1924.*)

### Trade Unionism in England

Mr. Thomas, Colonial Secretary in the late Labour Government, in a recent speech strongly denounced the talk of class war. He said :

"There are employers who hate Trade unionism in their hearts although we have reached a stage when it is not polite for them to say so. There are workers who fail to understand that they have no rights to demand the best from the employers, unless they are prepared to give the best in their return. But we must have a standard of honour accepted by both sides. However strong or powerful any one section of the people may be, railwaymen or others, it is not stronger and not more powerful and must not be more powerful than the community as a whole. The talk of class war will not solve the world's problem". (*From the Indian Daily Mail, November 13, 1924.*)

### Schools and Industry

A correspondent of the *Times Educational Supplement* of 11th October points out in a letter the need of bringing about co-operation between educationists and the captains of industry. He is of opinion that any scheme aiming at such co-operation must include the subject of apprenticeship, a matter the fundamental importance of which is not realized by politicians, capitalists, trade unionists and educationists alike. England, he thinks, is not merely drifting towards industrial incompetency, but is on the verge of it and unless all sections of the community rouse themselves from the slumber of indifference, disaster will befall her. He further thinks that there is scope for art, philosophy and high ideals in industry, and that a more generous appreciation of this would be creditable to the English nation at the present time.

### Occupational Mortality in England

In an article under the above title in *The Nation and the Athenaeum* for 20th September Dr. J. B. S. Haldane analyzes the data in the Registrar General's Decennial Report on occupational mortality for 1910-12. To those who believe that Government in India is very slow in issuing its reports it will come as a surprise that this English Statistical Report is published more than 10 years after the events to which it relates.

After isolating concealed factors, such as the cause of the abnormal mortality rates for seamen (who are absent on the date of the census but return home to die) and of the death rate among Navvies (who get into the Census Schedules as Navvies but into the mortality tables as General Labourers), Dr. Haldane identifies the two main causes of excess occupational mortality as *alcohol* and *dust*.

Barmen have by far the highest mortality rates, a phenomenon which is attributed half to alcohol and half to the ill-ventilated and ill-lighted conditions of public bars; and the death rate of Inn-keepers is 60 per cent. above the average.

To dust is attributed the excess occupational mortality from phthisis. But coal-dust is exempt from blame, and although coal-miners' lungs are perfectly black their death rate from phthisis is only half that of the general population. Metal dust and the dust of metallic ores is apparently specially dangerous, and tin-mining, file-cutting and machine-drilling lead to an enormous incidence of phthisis. Under factory conditions with wet grinding and good ventilation, these last two occupations can be rendered less deadly, but a large proportion of files are made by workmen at their own homes. The writer believes that when public opinion is aroused "occupational phthisis" can be eliminated, in the same way as lead and phosphorus poisoning.

With regard to alcohol Dr. Haldane adheres to the theory that "moderate but habitual drinkers are distinctly healthier than total abstainers." This theory is not universally accepted, and is challenged by a correspondent in a later issue of the same journal.

It may be remarked that in India we have not yet secured any figures of comparative mortality in different occupations. For one thing our Census Record of Occupations does not yet distinguish between employers and employed so that the numbers returned under the various "groups" in sub-Group III "Industry", Order 9 "Metals" includes masters as well as operatives. And for another our village Death Registers do not record occupations. There is little doubt that at the next Census strenuous efforts will be made to secure a better classification of Occupations. The addition of a column for occupation in the Death Registers is not a difficult or troublesome thing. And a two-year analysis of mortality by occupations could be tabulated in considerably less than 10 years.

### Shortage of Skilled Workers in the Engineering Industry in England

The shortage of skilled workers, particularly of tool-fitters and tool-workers, is becoming a serious matter in the engineering trade. This shortage is due to a variety of reasons. The chief causes of the shortage are probably the war period which deprived many young men of their training, the growth of the repetition system, the narrow training that apprentices now receive, the long period of slackness in the trade and the lack of inducement in future prospects. Besides this, the best men belonging to the skilled class of workers have been migrating mostly to the United States—England's principal rival in the engineering trade. The situation therefore has become very serious.

Some of the better class firms in England are now making special efforts to train workers by offering inducements to young workers and by giving them facilities for education. (*Abstracted from the Manchester Guardian Commercial, October 23, 1924.*)

### A Silk Factory at Bombay

A factory at Bombay will soon be manufacturing artificial silk. The announcement that Messrs. Courtaulds, the famous British manufacturers of artificial silk, are arranging to start manufacturing operations at Bombay, is of great interest and importance, this product being one for which there should be an increasing sale in the Indian market. No textile has recently made so rapid an advance in popularity as artificial silk, and no firm has done more to bring the manufacturing process to its present standard of perfection than Courtaulds. Quite a number of undertakings are producing the synthetic textile in Great Britain, but as the "Times" recently remarked, the leader in the industry is undoubtedly Courtaulds, Limited, whose decision to establish a factory in India offers therefore the best possible guarantee that the new industry will be started in this country under most favourable auspices. (*From Capital, Calcutta, October 23, 1924.*)

### Group Life Assurance

Group Life Insurance was started twelve years ago in America and it has already passed out of the experimental stage in that country. At the end of last year there were in force in America 1,800 million dollars of group life assurance, thirty-six offices were accepting the business, seven thousand firms had taken it up and nearly two million men and women were insured in the groups.

The system of group life insurance is not very complicated. The whole group of workers in a works are insured without medical examination; there is only one policy for all and the estimated premium is paid in one lump. The premium is paid either by the employer or by the workers. The death benefits payable are £100 or £200, or are defined as a year's pay with a maximum limit for the higher paid members of the staff.

The advantages of a system of group insurance are many. In the first place, the premiums under this system are usually very small; in the second place it secures a continuity of service, because one of the essential features of the system is that the benefit certificates lapse when a workman or woman leaves service permanently. In order that this feature of continuity may be emphasised, it is sometimes provided that the death benefit shall increase proportionately, up to a maximum, with the years of service.

Group life insurance is very popular in America and does not languish in England for lack of facilities to transact it. But employers in England have not yet understood the full significance of the system. (*Abstracted from the Manchester Guardian Commercial, October 16, 1924.*)

### Music in the Workshop

During the fifth annual conference of the Industrial Welfare Society, which ended at Balliol College, Oxford, Major J. T. Bavin, Director of the Education Department of the Federation of British Music Industries, himself a musician of note, gave a lecture on "The place of music in industrial work".

He spoke of the strong appeal of music as an outlet for the emotions. Music was probably the most powerful agency in reviving the damped and smouldering embers of the soul.

This was understood in America, where 100 leading firms used music as a regular part of their routine. In our own country many big firms were encouraging music as a big part of their business, but we had a long way to go before such a policy was as general here as in the United States. He attached great importance to the value of piano-players and gramophones for the instruction of the people in the best music.

He showed how bodies of workpeople who knew nothing of music could be taught in a short time to sing, and in a few minutes had the audience singing some delightful pieces. (*From the Times of India, October 31, 1924.*)

### Scheme of Pensions for Workpeople

At the annual meeting of shareholders in the Tootal Broadhurst Lee Company, Ltd., at Manchester on the 26th August, Mr. Kenneth Lee, Chairman of Directors, announced that the company's pensions scheme was now ready and only required the formal sanction of the authorities. The scheme he stated was both voluntary and contributory. It is divided into two parts—provision to enable employees of 25 years of age and upwards to provide for old age, and allocation of the lump sum already set aside in 1919 and 1920 towards providing pensions for employees who already had a number of years' service to their credit, after reaching 25 years of age. Those who joined and contributed 2½ per cent. or even a lesser amount of their salary, would have a like amount added by the company, with a proviso that the company's contribution would be limited to 2½ per cent. on a salary or wage of £250 a year; in other words the company would not pay more than £5 12s. 6d. a year towards an employee's fund, even though his earnings exceeded £250. The actuary estimated that an employee joining at 25 and contributing 2½ per cent. of his or her annual earnings, assuming them to be £150, would have at 65 a fund which would give a man a pension of £71 and a woman a pension of £64, the difference arising from the fact that a man had a worse "life-table" than a woman. There were provisions enabling an employee to contribute a larger percentage of his salary than 2½, and also provisions concerning the guaranteeing of interest by the company on the sum invested. Other provisions applied to retirement at an earlier age than 65, or death, if it occurred before pension age. (*From the Journal of the Textile Institute, Manchester, September 1924.*)

### Profit-sharing Schemes

Dr. J. A. Bowie, in a lecture given before the Manchester and District Branch of the Institute of Cost and Works Accountants, said that more than half of the profit-sharing schemes which consisted of a yearly cash payment of the workers' share of profit had failed, and of those which continued, the average age of survival was nine years. In his opinion, the drawback of the system was the small and remote nature of the payment accruing to the worker. On the other hand, schemes which provided for the distribution of the profits in the form of shares might eventually give control to the workers. He suggested that in the first year in which the worker was entitled to shares he should have them free, while afterwards, by a system of graduated payments, he should contribute towards their purchase, say, 2s. in the second year, 4s. in the third year, and so on until after a certain period he would pay their full market value. Such a system, he thought, involving as it did part-ownership and part-responsibility, would raise the status of labour and a peasant proprietorship in industry would be created. (*Abstracted from the Manchester Guardian Commercial, October 23, 1924.*)

### Factory Children's Education

An adjourned meeting of the Bombay Municipal Corporation was held on Thursday afternoon, Mr. V. J. Patel presiding.

Dr. A. G. Viegas then moved that the letter to the President from the Deputy Secretary to the Government of Bombay, Educational Department, dated 25th September 1924, regarding the desirability of imparting a more practical and industrial bias to primary education be forwarded to the Schools Committee for favour of remarks.

Special attention was drawn to paragraph 2 asking the Corporation to inform the Government as to what action, if any, they proposed to take especially in schools attended wholly or largely by factory children. It stated:

"With regard to the great industrial centres in the Presidency, viz., Bombay and Ahmedabad, copies of extract paragraph 122 of the Indian Fiscal Commission's report and of the reports on the Buckingham and Carnatic Mill Schools, Madras, should be forwarded to the Presidents of the Bombay and Ahmedabad Municipalities with a request that they will be good enough to state, for the information of Government, what action, if any, the Municipalities propose to take, especially in the schools attended wholly or largely by factory children, with regard to the suggestions of the Fiscal Commission.

The attention of the Millowners Associations in Bombay and Ahmedabad should also be drawn by the Collectors of Bombay and Ahmedabad respectively, to the desirability of imparting a more practical and industrial bias to the education in schools for factory children and they should be asked to state to what extent they would co-operate with Government and the Municipality concerned, especially in inducing the millowners concerned to incur such extra expenditure in connection with the schools for factory children maintained by them as may be required to carry out the suggestions of the Fiscal Commission. The replies received from the Associations should be communicated to Government in due course with the remarks of the Collector concerned."

The proposition was agreed to.

Mr. H. J. Davis then moved and Rao Bahadur A. K. Pai seconded: "That the President be requested to invite the attention of Government to the correspondence ending with the President's letter No. 3413, dated the 1st July 1924, regarding measures to be taken for the prevention of professional beggary in Bombay and to enquire what steps Government now propose to take in the matter."

The proposition was agreed to. (*From the Bombay Chronicle, November 11, 1924.*)

### Technical Schools in Assam

The Fuller Technical Institute, Kohima, the Government School of Handicrafts, Sylhet, the Fuller Industrial School, Shillong, and the Tura Industrial School are all of them important institutions imparting technical education in Assam. All showed good progress during the year

1923-24. There were 31 pupils in the Kohima Technical Institute who came from the tribes inhabiting the Naga Hills. They were given training in carpentry, smithy and stone masonry. For want of accommodation only 25 students could be admitted to the Sylhet school of handicrafts, but they did good work during the year and with the assistance of their instructors erected two new work-sheds with steel joists and trusses and corrugated iron roofing. The Fuller Industrial School of Shillong had on its roll 12 students in the wood working and metal working departments and 4 students in the leather working section. The Tura Industrial School had only 11 pupils out of whom 5 were girls. The sale proceeds of manufactured articles amounted to a little over six hundred rupees.

During the year under report 15 apprentices were under training in three different railway workshops at the expense of the department. Nearly Rs. 2,000 were spent in training these apprentices. The Department also maintained during the year one technical scholar in Great Britain. Besides, there were three stipendiaries in India itself. (*Abstracted from the Times of India, October 31, 1924.*)

### The Population Problem

Dr. E. A. Ross of the Wisconsin State University delivered a lecture on 'The population Problem' in the School of Economics, Bombay University, on 23rd October.

Dr. Ross first of all pointed out that the progress of population had been so rapid that in Europe population had increased from 180 millions in 1800 to 420 millions in 1900. Contrary to expectation, the war had failed to reduce pressure of population and owing to the progress of science in the direction of prolonging life, and to social efforts towards preservation of infant life, population had enormously increased. He pointed out that whereas in some parts of Asia and Africa 87 out of 100 babies born died in the first year of their existence, in some parts of America and Europe the ratio was as low as 1 per 1,000. In his opinion there was a danger of the world being overflooded with human beings if the rate of reproduction and of scientific progress remained the same. To adjust birth rate to death rate, therefore, birth control is necessary. And this could be effectively done if intelligent people restricted the utilisation of their power of reproducing to cope with the propagation of human species by persons who are ignorant of the laws of eugenics.

Referring to emigration, Dr. Ross pointed out that it was not the proper remedy for relieving pressure of population. Mass emigration had many disadvantages and it necessitated the creation of barriers. These barriers are required to be erected in the interest of Democracy which requires a homogeneous mass mind in a country. Dr. Ross concluded by saying that unless they learnt to adjust their birth rate to the death rate, he feared that more and more barriers would be raised. (*Abstracted from the Bombay Chronicle, October 25, 1924.*)

## Industrial Disputes

### THEIR INVESTIGATION AND SETTLEMENT

Mr. N. M. Joshi writes to the *Bengalee*, Calcutta, October 30th, 1924.

"The Government of Bombay had, some time back, prepared a Bill for the investigation of labour disputes; but they did not introduce it in the last session of the Bombay Legislative Council on the suggestion of the Government of India who were then considering a Bill of their own on the same subject applicable to the whole of India. The Government of India have now published their proposals and they intend to introduce their Bill in the Indian Legislature in its next Session. It is necessary to examine these proposals very carefully as they will form the foundation on which all legislation regarding labour disputes to be introduced in this country hereafter will be based. Such legislation also requires to be carefully examined by those educated people who take interest in the cause of labour in as much as the bulk of Indian labour which will be affected by the Bill is unorganized, illiterate and unable to voice its own opinion. There is a special need for guarding the interests of the working classes in India on this occasion as a part of the Government of India's proposals is based upon a principle which, if once accepted when the working classes are unable to speak for themselves, may not be easily got rid of in future.

"Before beginning the examination of the proposals contained in the Government of India's Bill it must be stated that before attempting to provide for the settlement of labour disputes, it should be the duty of a Government to provide, as far as possible, for the prevention of such disputes which when they occur, cause loss to all parties concerned. It is, therefore, more important and desirable to provide machinery for the examination of conditions under which the working classes have to work and for securing the removal of the defects where they exist. If such a machinery is provided, the occasion for the disputes arising, or threatening to arise, will be reduced to a great extent. Moreover, a legislation for the settlement of labour disputes can only affect that section of the workers which is in position to enter into a dispute, or, at least, can threaten to do so. But a vast bulk of the working class population in any country is too poor, too unorganized and too ignorant to think of going on a strike to improve their lot. It is wrong to infer from the fact that they are unable to create trouble that they have no serious grievances. This is specially true in a country like India where ignorance and poverty are found in a much greater proportion than in any European country. Under these circumstances, it is natural to expect that legislation providing machinery to fix minimum wages, maximum hours and other reasonable conditions of work should precede any legislation intended to settle labour disputes when they arise. At least there should be nothing to prevent both these proposals going together as one piece of legislation. No doubt, in England the Trade Boards Act which creates machinery for fixing the minimum wages and the various Acts passed for the settlement of labour disputes are independent of each other and form separate pieces of legislation. But the English legislation is a result of slow growth

and countries which have to legislate anew need not follow the English model in an unimportant detail. On the other hand, we should insist upon following the main feature of the English experience, namely, that for the protection of unorganized workers it is absolutely necessary to make legislative provision for the fixing of minimum wages and other reasonable conditions of life and work.

"The Government of India's Bill may be divided into two parts, the first one consisting of the first fifteen sections creating a machinery for the investigation and settlement of the disputes and the second part, consisting of sections 16 and 17 making strikes and lockouts without notice in what are called 'public utility services' illegal. As far as the first part is concerned, there is not much to object to. The Boards to be created under the Bill will have to perform the dual function of investigating the facts of a labour dispute as well as to try to settle it amicably and on a voluntary basis. The investigation into the facts of a dispute and the publication of a report thereon is bound to prove very useful in directing the force of public opinion. But it is not certain how far the work of settling the disputes will meet with success under the present conditions prevailing in India. Successful settlement of a labour dispute by a board of arbitrators or conciliators largely depends upon both the parties to the dispute being properly organized and having full confidence in the ability of the Board to do justice to them both. In India, as the working classes are very little organized, it is difficult to secure acceptance by the workers of the decisions of the mediators. The arbitrators may not be able to get at people who can influence the workers concerned. Moreover, the workers concerned may not have confidence in the working class representatives on the Board. But in spite of these inherent difficulties, it is desirable to make a beginning to settle labour disputes by means of some mediation. No doubt, the usefulness of the machinery of mediation as provided in the Bill is to be tested by experience. But as far as its constitution can be judged by the knowledge of present circumstances it is unobjectionable.

"The only point on which some doubt may be entertained is the combination of the two functions of investigation and settlement of the disputes. In case the Board fails in its attempt to settle a dispute and if either of the parties begins to doubt the impartiality of the Board, its report and findings may be looked upon with a prejudiced eye by that party and it is possible that that prejudice may even be imparted to the public for whose benefit the report of the Board is intended. On the other hand, there is some undoubted disadvantage in having two kinds of Boards, one for investigation and another for the settlement of the dispute, giving rise to unnecessary delay and consequent bitterness and misery. Without much experience to guide us, it is useless to dogmatise on this point. The employers and the workers, especially the latter, may not like that the panels of names of persons representing both these parties are to be created by the Government and there is no provision for their election. But it must be remembered that even the English legislation does not provide for the election of the panels. Moreover, under the present unorganized condition of Indian workers, the success of electing the panels is

doubtful. The real disadvantage from the point of Indian workers lies in the fact that under the present circumstances, when educated Indians are anxious for industrialisation at any cost, it will be difficult for Government to secure persons entirely free from capitalistic bias for the position of chairmanship of these boards.

"The only controversial proposals of the Bill are those contained in sections 16 and 17 dealing with Public Utility Services. The former section makes strikes and lockouts without notice illegal and the latter prevents an employer from reducing wages without notice. This part of the Bill is based upon the Canadian Trade Disputes Act of 1907. It must be admitted that the principle of treating Public Utility Services on a different footing, has been admitted in several countries. But it is applied in a somewhat one-sided manner. The right to withdraw one's labour at any time and even without notice is a very highly prized right belonging to the working classes. If the withdrawal of labour causes any loss to the employer he may claim civil damages from the persons causing the loss; but the withdrawal cannot be allowed to be made a penal offence. Where labour is thoroughly organized, where it is politically fully enfranchised in theory and in practice and where human rights of labour are fully safeguarded by protective legislation, it may become justifiable in the interest of the community as a whole to restrict the natural right of workers to withdraw their labour under certain circumstances. But the present position of labour in India cannot justify any restriction of their right to strike. In the first place, the working classes here are not organized with the result that whenever strikes take place, they generally take place without previous joint deliberation and consequently, they take place without notice. Under these circumstances, to make strikes without notice illegal is to make strikes impossible. Secondly, unlike in Canada or in Australia, labour in India is not politically enfranchised and they cannot expect to get their grievances redressed through the national legislatures. Lastly, if the right of the workers to withdraw their labour is to be restricted, say, in Public Utility Services, let, at least, provision be made to safeguard their right to secure to them adequate wages, continuity of service, provision against old age, and sickness and other humane conditions of life and work. But as long as the legislature does not safeguard this right of the workers even at least in Public Utility Services, the legislature has no right to take away or, even to restrict the use of the only valued means of protection which the working classes possess, namely, the right to strike. But if at all in the interests of the community as a whole, it is necessary to restrict the natural right of the workers, it is equally necessary to make special provision to safeguard their interests as well. But the only safeguard provided in the Bill is that the employers in Public Utility Services cannot reduce wages without notice. This provision is not enough. In the first place, it only refers to the reduction of wages; but the employers can worsen the position of the employee even as regards the hours and other conditions of work, and employers must be prevented from doing so as provided in the Canadian Act. Secondly, according to the proposals in this Bill, the workers have no right even to get their grievances examined

by an independent board unless they give notice of their intention to strike. This is a very undesirable procedure. If in Public Utility Services strikes are at all to be made illegal, let the legislature provide some machinery as applied to at least those services whereby the workers can, without giving a threat to go on strike, get an impartial examination and decision as regards their conditions of life and work. Let Minimum Wages Board be provided, let provision be made against unemployment, old age and sickness, let the worker be protected against wanton dismissals and then let Government think of making strikes without notice in Public Utility Services illegal.

"There are also some minor points in the proposals of the Government of India on this question to which attention must be drawn. In the Canadian Act which makes strikes without notice illegal, it is made obligatory upon the Government to appoint a board for investigating the dispute when the notice about a strike or lockout is formally given. According to the proposals of the Government of India, the Government may or may not appoint a board. This may lead Government to refuse to appoint a board where they think that the strike may not succeed and may end by the sheer force of exhaustion. This is also bound to result in giving Government a partizan character. The second minor point which requires to be cleared up is the position of the daily rated workers in whose case there is no question of a notice of thirty days and, so, cannot be brought with justice under section 16.

"Lastly, the definition of the Public Utility Services seems to be ambiguous. In the first part of the definition, Public Utility Services is defined as meaning an industry, business or undertaking which maintains or supplies power essential for the maintenance of railways, tramways, inland steamer service, postal or telegraph service, a supply of light or water to the public and any system of public conservancy or sanitation. But in the second part of the definition, the Governor-General in Council has reserved to himself the power to include any industry, business or undertaking as a Public Utility Service. What must be made clear in this definition is that this power of the Governor-General in Council must be confined to the industry, business or undertaking maintaining or supplying power to certain services and cannot extend beyond this limit. Unfortunately the wording of the paragraph 7 of the Government of India's letter accompanying the Bill creates an impression that they really desire to apply sections 16 and 17 not only to the undertakings maintaining or supplying power to railways, postal and such other services, but to these services themselves. As this cannot be the intention of Government, the definition requires to be made more definite.

"To sum up, the proposals of the Government of India as regards the investigation and settlement of trade disputes in general are a good basis to gain experience; but the special part referring to the Public Utility Service will have to be opposed by the working classes and even if the principle underlying the proposals is accepted the sections require to be seriously modified in order to make them equitable in justice and fairness to the working classes".

### Industrial Disputes in the Bombay Presidency during the 42 months April 1921 to September 1924

It is now possible to review the result of industrial disputes in the Bombay Presidency since the inception of the Labour Office, a period of 42 months up to the end of last September. The figures relate to the whole of the Bombay Presidency including Indian States, but do not, of course, include Baroda. The sources of information for these figures are in the case of Bombay the Commissioner of Police, in the case of Ahmedabad the District Superintendent of Police (supplemented since the 4th of October 1923 by the Labour Office's own Investigator), and in the case of other centres the District Magistrate or Political Agent as the case may be. In the figures now given no distinction is made between strikes and lock-outs.

The total number of disputes was 391; but 12 of these disputes involved more than 1 industrial concern as shown below:—

Description	Number of factories and concerns affected
1 General strike in Ahmedabad (7th October 1921) ..	6 spinning and weaving mills,
2 General strike in Ahmedabad (19th October 1921 to 29th October 1921).	47 " "
3 General strike in Ahmedabad (27th January 1922 to 28th January 1922).	13 " "
4 General strike in Sholapur (2nd March 1922 to 24th March 1922).	6 " "
5 General strike in Karachi (10th March 1922 to 11th March 1922).	5 firms.
6 General strike in Bombay (1st August 1922 to 2nd August 1922).	34 spinning and weaving mills,
7 General strike in Surat (3rd October 1922 to 23rd October 1922).	4 " "
8 General strike in Ahmedabad (10th November 1922 to 13th November 1922).	29 " "
9 General strike in Ahmedabad (1st April 1923 to 4th June 1923).	56 " "
10 General strike in Karachi (16th April 1923 to 26th April 1923).	6 firms.
11 General strike in Karachi (25th May 1923) ..	6 firms.
12 General strike in Bombay (17th January 1924 to 25th March 1924).	75 spinning and weaving mills, 2 silk mills, 2 woollen mills, 2 dye works.

Consequently stated as industrial disputes the number was 391 and stated with the industrial concern as the unit the number was 672.

The general effect of the disputes is shown in the table below. The noticeable peculiarity of the figures is the smaller proportion of workmen "indirectly affected" in centres other than Bombay. So far as the Labour Office knows this is not due to the supply of less complete information from other centres, but is due to the following facts:— (i) in the case of the Bombay disputes there have been some lock-outs

which affected other workers indirectly more than strikes did, and (ii) again in the case of Bombay there have been instances of intimidation of non-strikers by strikers.

#### GENERAL EFFECT OF DISPUTES BY LOCALITIES

Locality	Total number of disputes in 42 months from April 1921 to 30th September 1924	Total number of workers affected		Total number of working days lost
		Directly	Indirectly	
Bombay .. .. .	215	367,774	53,765	9,308,967
Ahmedabad .. .. .	119	112,418	1,430	2,563,979
Gujarat (excluding Ahmedabad) .. .. .	28	14,040	....	152,568
Deccan .. .. .	15	28,677	....	387,285
Sind .. .. .	14	4,134	....	19,279
Total .. .. .	391	527,043	55,195	12,432,078

The next table shows the extent to which different industries have been affected.

#### GENERAL EFFECT OF DISPUTES BY CLASSES OF CONCERNS

Class of Industrial concern	Total number of disputes in 42 months from April 1921 to 30th September 1924	Total number of workmen affected.		Total number of working days lost
		Directly	Indirectly	
Cotton spinning and weaving mills ..	299	475,003	54,085	11,487,784
Woollen (Hosiery, etc.) mills ..	2	286	610	3,796
Silk mills .. .. .	3	1,605	....	2,938
Flour and Oil mills .. .. .	3	442	....	2,911
Metal and Engineering Works—Private ..	14	2,218	....	5,623
Railway Workshops .. .. .	10	21,502	500	378,996
Railway Others .. .. .	12	3,403	....	17,442
Printing Presses* and allied concerns ..	5	1,231	....	17,948
Harbour and Docks .. .. .	4	8,950	....	437,728
Government and Public concerns .. .. .	9	1,071	....	7,050
Municipalities .. .. .	6	4,515	....	12,807
Others .. .. .	24	6,817	....	57,055
Total .. .. .	391	527,043	55,195	12,432,078

\* Not including Government Presses.

It will be seen that the vast majority of industrial disputes occurred in the cotton spinning and weaving mills. And stated as number of working days lost the predominance of that industry in the field of industrial

disputes is still more marked. The only other industries in which considerable number of working days were lost are railway workshops and harbour and docks.

The next table shows the cause of disputes :—

CAUSES OF DISPUTES BY LOCALITIES

Locality	Number of disputes assignable to the following causes						
	Pay and allowance	Hours of work and conditions for leave	Dismissal or reinstatement of individuals	Bonus	Conditions of work, Discipline, etc.	Political	Others
Bombay ..	119	11	36	12	16	19	2
Ahmedabad ..	27	7	34	28	22	1	..
Gujarat (excluding Ahmedabad) ..	14	1	3	9	1	..	..
Deccan ..	6	..	2	3	1	..	3
Sind ..	10	..	3	..	1	..	..
Total ..	176	19	78	52	41	20	5

Disputes regarding remuneration occupied the predominant position but disputes regarding individuals, which includes both demands for dismissal of a particular individual and demands for the reinstatement of an individual dismissed by the employer, account for a considerable number of disputes. The item "Conditions of work, Discipline, etc.," relates very largely to the alleged supply of bad yarn. The term "political" relates mainly to the cases in which workers demanded a holiday for the anniversary of Tilak's death.

It is noticeable that the disputes regarding "hours of work and conditions for leave" are comparatively few and these almost all concern leave regulations rather than hours of labour. The Indian Mill-hand is perfectly contented with a 10-hour day.

In the next table the causes of disputes are again shown and classified according to the number of workpeople involved and working days lost in different centres. The very high figure under "bonus" relates of course to the great bonus dispute which occurred at the beginning of 1924 in Bombay City. This dispute, which from every point of view was remarkable, dominates the whole of the figures in any table in which the number of working days lost are shown, because it continued for several months. The large number of working days shown as lost in the case of Ahmedabad under heading "Pay and allowances" relates to the big dispute which occurred in 1923 at that centre. This was a dispute caused by a reduction of wages in the Ahmedabad mills, and in the table which follows it disputes are classified again under causes of disputes but by classes of industrial concerns instead of by localities. Here the predominance of the cotton spinning and weaving mills in the field of industrial disputes is again clearly brought out.

WORKERS INVOLVED AND WORKING DAYS LOST BY CAUSES OF DISPUTES

Causes of disputes	Total number of workpeople involved in 42 months from April 1921 to 30th September 1924					Total number of working days lost				
	Bombay	Ahmedabad	Gujarat*	Deccan	Sind	Bombay	Ahmedabad	Gujarat*	Deccan	Sind
Pay and allowance ..	54,800	58,190	6,957	4,764	1,447	893,582	2,406,788	99,614	50,485	8,121
Hours of work and conditions for leave ..	12,542	6,694	337	..	..	52,658	15,798	2,359	..	..
Dismissal or reinstatement of individuals ..	17,345	5,262	341	850	2,596	227,041	29,190	2,911	7,850	10,996
Bonus ..	176,701	38,486	6,205	2,203	..	7,702,210	101,526	46,585	35,143	..
Conditions of work, Discipline etc. ..	19,646	3,511	200	200	91	328,555	9,602	1,099	800	162
Political ..	81,740	275	..	..	..	94,321	1,075	..	..	..
Others ..	5,000	..	..	20,660	..	10,600	..	..	293,007	..
Total ..	367,774	112,418	14,040	28,677	4,134	9,308,967	2,563,979	152,568	387,285	19,279

CAUSES OF DISPUTES BY CLASSES OF CONCERNS

Class of Industrial Concerns	Number of disputes assignable to following causes						
	Pay and allowance	Hours of work and conditions for leave	Dismissal or reinstatement of individuals	Bonus	Conditions of work, Discipline, etc.	Political	Others
Cotton Spinning and Weaving mills ..	125	15	63	44	32	16	4
Woolen (Hosiery, etc.) mills ..	1	..	1	..	..	..	..
Silk mills ..	1	..	..	1	..	1	..
Flour and Oil mills ..	2	..	..	1	..	..	..
Metal and Engineering works—Private ..	5	2	2	1	1	3	..
Railway, workshop ..	1	..	5	..	4	..	..
Railway, others ..	8	..	3	..	1	..	..
Printing Presses and allied concerns ..	2	..	1	1	1	..	..
Harbour and Docks ..	3	..	..	1	..	..	..
Government and Public concerns ..	9	..	..	..	..	..	..
Municipalities ..	4	..	..	1	..	..	1
Others ..	15	2	3	2	2	..	..
Total ..	176	19	78	52	41	20	5

\* Excluding Ahmedabad.

This brings us to the question of the duration of disputes which is shown in the next table :—

Locality	Number of disputes lasting					
	1 Day	2—5 Days	6—15 Days	16—30 Days	31—60 Days	Above 60 Days
Bombay .. .. .	57	82	57	10	6	3
Ahmedabad .. .. .	31	54	28	2	3	1
Gujarat (excluding Ahmedabad) .. .. .	3	9	7	5	4	..
Deccan .. .. .	3	3	5	4	..	..
Sind .. .. .	2	8	4	..	..	..
Total .. .. .	96	156	101	21	13	4

It will be seen that by far the majority of disputes are settled within a fortnight and about 4 days seems to be the most frequently recurring period. The durations in this table are stated in terms of calendar days and not of working days.

We now come to the interesting question of the results of disputes and this is set forth in the following table :—

Disputes assignable to the following causes	Result				Results unknown
	Entirely favourable to workers	Mainly favourable to workers	Mainly unfavourable to workers	Entirely unfavourable to workers	
Pay and allowance .. .. .	22	34	1	115	4
Hours of work and conditions for leave .. .. .	2	2	1	13	1
Dismissal or reinstatement of individuals .. .. .	7	5	....	65	1
Bonus .. .. .	19	9	....	24	....
Conditions of work, discipline, etc. .. .. .	9	2	....	30	....
Political .. .. .	....	1	....	18	1
Others .. .. .	1	1	....	3	....
Total .. .. .	60	54	2	268	7

It will be seen that in the Bombay Presidency as in other countries the majority of disputes end unfavourably to the strikers. The only cause of disputes in which more than half the strikes ended favourably to the strikers was "bonus". Disputes relating to "dismissal or reinstatement of individuals" ended unfavourably to the strikers in far the greater number of cases and the same remark applies to disputes assignable to "conditions

of work, discipline, etc." Of the 20 political strikes 18 ended entirely unfavourably. The meaning of this is simply that having demanded a holiday on political grounds and been refused, the strikers absented themselves from work but received no pay for the day in question.

The last table shows the month in which each dispute commenced :—

Locality	Disputes commencing in											
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Bombay .. .. .	17	23	5	19	23	18	19	29	24	13	9	16
Ahmedabad .. .. .	8	6	9	10	5	5	6	10	6	22	29	3
Gujarat (excluding Ahmedabad) .. .. .	1	2	3	1	..	..	5	1	1	7	5	2
Deccan .. .. .	3	1	2	1	2	..	3	..	..	..	1	2
Sind .. .. .	..	..	3	3	1	1	1	2	..	1	2	..
Total .. .. .	29	32	22	34	31	24	34	42	31	43	46	23

This table was taken out with a view to ascertaining whether the season of the year has any influence on industrial unrest, it having been observed in many countries that the proletariat is more liable to spasmodic outbursts of passion in hot weather than in cold. A careful perusal of the figures in the table will show that there is no ground for deducing a climatic influence in the case of the disputes under review. It is possible that in the case of India the occurrence of big public holidays or batches of consecutive public holidays has a more disturbing effect on the workers than the climate has, and it is possible but by no means certain that the large number of disputes in Bombay during August and September are caused by excitement originating in the *Naral Purnima*, *Ganesh Chaturthi* and other holidays which commonly occur in those months. And in the same way the large number of disputes occurring in Ahmedabad in October and November might possibly be attributed to the occurrence of the *Diwali*. But this argument is vitiated by the extreme freeness from industrial disputes exhibited by the month of March which is the month in which the great *Holi* holidays frequently fall. In the absence of any apparent evidence of the influence of the *Holi* festival on industrial unrest it would not be safe to infer that any other holidays exert any such influence.

A warning must also be entered that in the case of this table the months "April to September" include the disputes of four years, while the months "October to March" include the disputes of 3 years only. This has, however, exerted only a slight influence on the figures, because the months of April to September 1924 were singularly free from disputes, one of the most significant results of the bonus dispute in Bombay having been apparently to produce a disinclination on the part of the mill operatives to start any such disastrous quarrel again.

## Utilisation of the Workers' Leisure

### I.—INTERNATIONAL ASPECTS

This problem has come into prominence in Western countries owing to the curtailment of hours of work. With the working day reduced to 8 hours or less the question arises what is the worker going to do in his spare time? Will his utilization of that increased spare time be conducive to his well-being and the efficiency of his work? Or will he degenerate by the devotion of longer periods to the gambling house and the drinking tavern?

The consideration of these questions was formulated as an international problem after the discussion of the 8-hours day convention at the International Labour Conference in 1922. And in February 1923 the General Council of the Trades Union Congress of Great Britain issued a manifesto, drawing attention to the great social importance of workers' leisure, and to the fact that one of the reasons against the increase of hours of work is the necessity of enabling the worker to complete his education and devote a part of his time to the demands of citizenship and domestic life.

The International Labour Conference therefore in 1923 issued a pamphlet discussing the problem, and ending with the following questionnaire which was circularized to Governments of all countries adhering to the League and its allied activities.

1. Do you consider that it is desirable to submit to the Conference a detailed text of a Recommendation concerning the principles to be followed and the methods to be adopted in order to ensure profitable utilisation of workers' leisure?
2. Do you consider that the Recommendation should suggest the adoption by the Governments of measures to prevent the workers from doing paid work during the leisure hours secured to them by the legislation on hours of work?  
What measures would in your opinion be calculated to achieve this object?
3. Do you consider it advisable to recommend measures for the preservation of the leisure of the workers?
  - (a) By a better organisation of transport facilities.
  - (b) By a housing policy.
  - (c) By arranging for the day's work to be carried out in one spell without any extended break.
  - (d) By other means and, if so, what?
4. Do you consider that, with a view to a more profitable utilisation of leisure, Government should be recommended to adopt general measures of social hygiene?
5. Would it be desirable to indicate in the Recommendation the institutions best suited to assist workers to develop their economic, physical, intellectual and social life by profitable utilization of their leisure?
6. Are there any types of institution to which you consider it specially desirable to draw attention?
7. Do you consider that general principles might be laid down for the guidance of Governments, employers and workers?
  - (a) Should it be definitely stated that the workers should retain complete liberty in regard to the institutions set up for the utilisation of leisure?
  - (b) Should the nature of the assistance to be given by public authorities, employers and private associations be indicated?
  - (c) How may moral and financial support be organised?
  - (d) Would it not be desirable, in order to co-ordinate the efforts of Governments, employers and workers, to recommend the institution of local or district committees composed of representatives of the different parties concerned?

The replies received from the various Governments were considered at the Sixth International Labour Conference in June 1924, and were reprinted in the form of a Report with two Supplementary Reports.

So far as India is concerned Government's replies were as follows:—

*Question 1.*—"The reply is in the negative. In the opinion of the Government of India the principles to be followed and the methods to be adopted in order to ensure profitable utilization of workers' leisure are so many-sided and various and depend so much on local circumstances that it would be impossible to frame a Recommendation which would be of practical utility."

*Question 2.*—"Indian workers in organised industries, *i.e.* in works which come under the Indian Factories Act, do not as a rule undertake paid work during leisure hours. Section 25 of the Act prohibits the employment of any woman or child, or, save in such circumstances as may be prescribed, any other person who is known or is believed to have been already employed on the same day in any other factory. In respect of undertakings outside the scope of the Act, it would be impossible to enforce in India measures designed to prevent workers from doing paid work during leisure hours. Moreover, the line to be drawn between the legitimacy or illegitimacy of such work is so difficult to define that the Government of India are of opinion that no Recommendation attempting to do so should be framed."

*Question 3.*—"It is not advisable to recommend any particular measures for the preservation of leisure. The matter is one which it is impossible to deal with on uniform lines or by international agreement."

*Question 4.*—"There is no harm in this, but any recommendation could only be couched in such general terms as to be of little practical value."

*Questions 5 to 7.*—"The reply is in the negative."

The replies of other Governments were not so unfavourable as those of the Indian Government, no doubt because the conditions in Western countries are such as to accentuate the problem.

However to the first question of the Questionnaire a negative reply was received, (in addition to India) from Denmark, The Irish Free State, The Netherlands, Switzerland, Nova Scotia, The Argentine Republic, Great Britain, Norway, South Australia, Victoria, and Canada. While these different countries advanced different arguments against the "submission to the Conference of a detailed text of the recommendations" their most general ground of agreement was the diversity of local conditions, and the impossibility of framing Recommendations which would be universally applicable.

Nevertheless, since a majority of the members of the Conference (*i.e.*, contracting Governments) answered the first question in the affirmative, the International Labour Office went forward with their intention of drafting a Recommendation for the Sixth Conference; and the Recommendation was ultimately adopted in the following form:—

**RECOMMENDATION CONCERNING THE DEVELOPMENT OF FACILITIES FOR THE UTILISATION OF WORKERS' SPARE TIME**

The General Conference of the International Labour Organisation of the League of Nations, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixth Session on 16th June 1924, and

Having decided upon the adoption of certain proposals with regard to the development of facilities for the utilisation of workers' leisure, the first item in the agenda of the Session, and Having determined that these proposals should take the form of a Recommendation, adopts, this fifth day of July of the year one thousand nine hundred and twenty-four, the following Recommendation, to be submitted to the Members of the International Labour Organisation for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of Part XIII of the Treaty of Versailles and of the corresponding Parts of the other Treaties of Peace:

Whereas in adopting at its First Session, held at Washington, a Convention on hours of work, the General Conference of the International Labour Organisation had as one of its principal aims to secure for workers, beyond the necessary hours for sleep, an adequate period during which such workers could do as they please, or, in other words, an adequate period of spare time; and

Whereas during such spare time workers have the opportunity of developing freely, according to their individual tastes, their physical, intellectual and moral powers, and such development is of great value from the point of view of the progress of civilisation; and

Whereas a well-directed use of this spare time, by affording to the worker the means for pursuing more varied interests, and by securing relaxation from the strain placed upon him by his ordinary work, may even increase the productive capacity of the worker and increase his output, and may thus help to obtain a maximum of efficiency from the eight-hour day; and

Whereas while giving full weight to the customs prevalent in the different countries and to local circumstances, it may nevertheless be useful to lay down the principles and methods which at the present time seem generally best adapted to secure the best use of periods of spare time, and it may also be instructive to make known for the benefit of all countries what has been done in this direction; and

Whereas the value of this information is particularly great at the moment when the ratification of the Convention on hours of work is being considered by the Members of the International Labour Organisation;

The General Conference makes the recommendations hereinafter appearing:

*I.—Preservation of Spare Time*

Whereas it is agreed that in countries where limitations have been placed on hours of work by law, by collective agreement or otherwise, if all the benefits which may be expected from such measures are to be secured both for the wage-earners and for the community, steps must be taken to ensure that the workers shall have the undiminished enjoyment of the hours of spare time so secured to them as aforesaid; and

Whereas it is important that, on the one hand, the workers should fully appreciate the value of the periods of spare time which have been secured to them and should do their utmost, in all circumstances, to prevent this spare time from being encroached upon, and, on the other hand, that employers should always aim at establishing wages corresponding sufficiently with the needs of the workers to make it unnecessary for them to have recourse during their periods of spare time to additional hours of paid work; and

Whereas prohibitions against the continuance of paid work in their own occupation, for the same or another employer, in excess of the legal working day, are recognised as being difficult to enforce, and may even, at times, seem to infringe the workers' right of using their periods of spare time as they choose, the Conference nevertheless considers that attention should be drawn to the steps which have been taken in this direction in a number of countries;

The Conference recommends that Governments should encourage and facilitate the conclusion of collective agreements which will ensure a normal standard of living to workers in exchange for the legal hours of work, and which will determine, by voluntary agreement between employers and workers, the measures to be taken to prevent workers from having recourse to additional paid work.

And whereas it is agreed that every facility should be given to the workers to enable them to make the best use of their periods of spare time so secured to them as aforesaid, the Conference recommends:

(a) That each Member, whilst having due regard to the requirements of different industries, local customs and the varying capacities and habits of the different kinds of workers, should consider the means of so arranging the working day as to make the periods of spare time as continuous as possible;

(b) That by means of a well-conceived transport system and by affording special facilities in regard to fares and time-tables, workers should be enabled to reduce to the minimum the time spent in travelling between their homes and their work, and that employers' and workers' organisations should be extensively consulted by public transport authorities or private transport undertakings as to the best means of securing such a system.

*II. Spare Time and Social Hygiene*

Whereas the utilisation of the workers' periods of spare time cannot be separated from the general measures adopted by the community for promoting the health and welfare of all classes of society, the Conference, without attempting to examine in detail each of the great welfare problems, the solution of which would contribute to improving the workers' status, recommends to the Members:

(a) The encouragement of individual hygiene by the provision of public baths, swimming pools, etc;

(b) Legislative or private action against the misuse of alcohol, against tuberculosis, venereal disease and gambling.

*III. Housing Policy*

Whereas it is of advantage to the workers and to the whole community to encourage everything tending to the harmonious development of the workers' family life; and

Whereas the most effective means of protecting the workers from the aforesaid dangers is to place within their reach a proper home;

The Conference recommends the increase in number, if necessary in co-operation with the national or local authorities concerned, of healthy dwellings at low rentals in garden cities or urban communities, under proper conditions of health and comfort.

*IV. Institutions for the Utilisation of Spare Time*

Without attempting to differentiate between the innumerable institutions which afford to the workers opportunities for the free exercise of their personal tastes, the development of which is dependent on the manners and customs of each country or district, the Conference nevertheless draws the attention of the Members to the necessity of avoiding misplaced activities resulting from the establishment of institutions not called for by some well-defined need. The Conference desires to emphasize the importance of taking into account in the establishment and development of these institutions, the desires, the tastes and the special requirements of the workers for whose use they are designed;

At the same time, among the institutions which may both assist full and harmonious development of the individual and of the family and contribute to the general progress of the community, the Conference recommends those schemes which have for their object:

(a) the improvement of the workers' domestic economy and family life (gardens, allotments, poultry keeping, etc.), which combine the benefits of recreation with the feeling that some addition, however slight, is being made to the family resources;

(b) the development of the physical health and strength of the workers by means of games and sports which enable young workers who are working under the highly specialised conditions prevalent in modern industry to give free play to their energies in a manner which encourages initiative and the spirit of emulation;

(c) the extension of technical, domestic and general education (libraries, reading-rooms, lectures, technical and general courses, etc.) which meets one of the workers' most keenly felt needs and affords the best means of progress to industrial communities;

The Conference further recommends that Members should encourage these forms of activity by the grant of subventions to organisations concerned with the moral, intellectual and physical development of the workers.

*V. Free Use of Institutions and Co-ordination of Local Action*

Whereas for many years past the workers in the great industrial countries have always sought to ensure that they may live their lives outside the factory or workshop in complete freedom and independence, and they particularly resent any outside interference in their private affairs, and this feeling is so strong as to provoke opposition to any attempts to deal, either nationally or internationally, with the question of the use of spare time for fear that it may possibly restrain their liberty; and

Whereas the Conference, while expressing appreciation of the motives which have led to the creation of institutions for the encouragement of the wise use of the spare time of the workers, suggests that Members should draw the attention of the promoters of such institutions to the necessity of safeguarding the individual freedom of the workers against any system or scheme which has any tendency towards compelling the workers directly or indirectly to use any particular institution; and

Whereas the most practical and successful institutions are those which have been started and developed by the beneficiaries themselves, the Conference, while recognising that in many cases where public authorities or employers lend financial or other assistance for the encouragement of allotments, games or educational institutions, and consequently have a legitimate claim to take part in their management, recommends that every care should be taken to avoid any encroachment on the liberty of those for whose use such institutions are intended.

While not contemplating any systematic organisation of spare time occupations, but having in mind a number of successful efforts made to assist them, the Conference further recommends that each Member should consider the possibility of promoting the formation of district or local committees, composed of representatives of the public authorities, of employers' and workers' organisations, and of co-operative associations, for co-ordinating and harmonising the activities of the various institutions providing means of recreation.

The Conference further recommends to the Members that an active and effective propaganda should be undertaken in each country for the purpose of educating opinion in favour of the proper use of the spare time of the workers."

It will be seen that the Recommendation confines itself to a non-controversial enunciation of absolutely general principles, and studiously avoids such details as might be applicable to some only out of the countries concerned. And for this reason the Recommendation itself does not carry us very far. We must therefore turn to publications of a less formal and more discursive nature for practical discussion of the problem in its direct application.

With their reply to the Questionnaire the British Government submitted four memoranda dealing succinctly with the important subject of Technical (Vocational) and Non-vocational education of Adults in England and Scotland. These are too long to reproduce here.

The June issue of the International Labour Review was mainly devoted to this problem and included articles relating to industrial workers in Sweden, Belgium, Czechoslovakia, and the U. S. A., and agricultural workers in Great Britain, with a general summary by the World's Committee of the Y. M. C. A., and a special article on "The influence of Housing on the Use of Leisure" by Mr. Raymond Unwin of the Town Planning Institute.

Generally speaking on a perusal of all these articles it may be said that the provision of facilities for the right employment of leisure can be undertaken by (a) the State or Public Bodies, (b) Voluntary (usually Religious) Organisations, (c) Spontaneous Organisations among the workers themselves, (d) Industrial Establishments for their own employees, and (e) Commercial Enterprise.

And the facilities themselves may be divided into (i) social, (ii) educational and (iii) physical. To these the Y.M.C.A. add "spiritual". But this sub-head seems to us to be absorbed by the general term "educational".

So far as the State and Public Bodies are concerned their functions are mainly confined to the provision of parks and open spaces, the maintenance or assisting of public libraries, and the provision of educational classes specially suited to, or at hours available to the worker.

Of voluntary organisations the Y.M.C.A. is the most conspicuous example owing to its worldwide ramifications; and this Association already undertakes a full programme of Education, Recreation and Physical exercise for the employees of the Empress Mills at Nagpur. Other such organisations are the Women's Institutes and the Rural Community Councils in Great Britain.

Spontaneous organisations among the workers themselves do not call for comment.

Of facilities provided by Industrial concerns for their own employees we may cite the case of the Goodyear Tyre and Rubber Company, which in 1922 reported that 89% of their staff (out of 13,000) had attended education courses given by the Company, and comprising 14 different subjects. Large numbers of establishments in the U.S.A., the United Kingdom and other countries also provide facilities for recreation.

By "Commercial Enterprise" is meant such trades as the Cinema, the Theatre, the Commercialized Football exhibitions and the like. It is of course for the State to see that such trades offer for the entertainment of the worker (as well as of the rest of the public) only such entertainments as are of an elevating or neutral character.

To return to the division of the facilities themselves into social, educational and physical, the term social refers mainly to working men's Clubs, which are common in all Western Countries. Facilities of the second group—Educational—may be provided by the State, by voluntary organizations and by the Industrial Concerns. There appears to be a distinction between the types of education offered by the two latter. When an Industrial Concern offers free courses to its staff it appears that the subjects, however numerous, are confined to the particular business handled by the concern. In other words the employee is offered the opportunity of becoming more efficient (and therefore able to command higher wages) in his own trade. On the other hand when an organization like the Y.M.C.A. undertakes education there seems to be a tendency to try to get as far as possible away from the worker's own paid trade. Thus the classes organized by the Association in the London Metropolitan Area include "Popular Lectures", "Fireside Talks and Study Circles", "Literary Societies", Arts and Crafts" and so on. Clearly the functions of the Industrial Concern on the one hand and the outside organization on the other are quite different.

Facilities for physical recreation naturally figure prominently in the articles referred to. In the U.S.A. and in Sweden field sports are evidently enthusiastically followed by employees of Industrial Concerns though of course it is more the clerical staff than the manual workers who feel the need of physical exercise. From Sweden we read that "the movement has it disadvantages. Sport is often carried to excess", and "in the long run endangers the health and efficiency of the worker."\*

\* International Labour Review, June 1924, pp 853-4. It may be remarked that this conclusion is in accordance with the observations made in a discussion on a paper by Mr. D. R. Wilson "on some recent contribution to the Study of Industrial Fatigue" read before the Royal Statistical Society on 15th May 1923.

The special article from the pen of Mr. Unwin naturally stresses the influence of housing conditions on the utilisation of leisure. As he says: "Men cannot live or spend their leisure reasonably unless there is secured for them adequate space; unless adequate opportunities for the pleasurable doing and making of things can be afforded them." Mr. Unwin is an idealist, and believes that the workman will ultimately utilize his leisure in arts and crafts. But so far the most important home enterprise has been the cultivation of the allotment garden patch and this useful and healthy recreational activity is reported from most of the countries discussed in the Review.

We have also received a pamphlet entitled "Report on the Use of Leisure in Liverpool" published in November 1923 by the Liverpool Council of Voluntary Aid. This pamphlet puts the problem into a very precise and easily intelligible form in the following words:—

"It is obvious that the use made of their leisure hours by individuals has a very material bearing upon their own character and happiness. It has a no less important effect upon the stability and well-being of society. In a large town, as might be expected, the leisure interests of people are found to vary widely. Some forms of leisure occupations are beneficial; other forms are detrimental. It is desirable that a town should be provided with sufficient opportunities and institutions to satisfy the needs of the best leisure interests of her citizens.

A normal individual may fittingly be expected to do two things (a) to earn his livelihood and so avoid being a burden to the Community; and (b) to bear his share of one or other of the many duties for the common well-being which life in a community involves. In addition two valuable human desires are found widely distributed—a desire to add to the happiness and well-being of one's fellow citizens; and a desire to increase the amount of knowledge in the world, whether in the sphere of learning or in the sphere of art. With most individuals the carrying out of their duties as citizens and of the desires above mentioned is a matter for their leisure hours. The daily occupation of some individuals is so strenuous and responsible that it leaves little energy for activity in leisure hours: but in most cases the daily occupation does not exhaust or satisfy their energies, and in the use of their leisure hours lies their chief source of happiness."

Religion was held to fall outside the scope of the Report. But the remaining desirable "interests" which should be encouraged were divided into:—(a) home life and social intercourse, (b) physical recreation, (c) mental interests, and (d) social service. To summarize the Report would only be to repeat what has already been said above in reviewing the articles in the International Labour Review. We may however cite the following passage from the closing remarks:—

"In conclusion we may say that the main requirements for voluntary effort are:—(a) for more voluntary workers to take part in the social life of their respective neighbourhoods; and (b) for the provision of the necessary institutions for facilitating the physical and mental well-being of the people, both with regard to juveniles and adults, and for seeing that the poorer citizens have a better opportunity for enjoying that social life and those healthy interests which tend to make people self-controlled, responsible and happy. For if people are given the opportunity of satisfying their more serious interests, their leisure will be well used, and there will be less opportunity for its misuse. In the earlier days philanthropy devoted its attentions to the care of the sick and the poor and incapacitated. Of recent years, however, Social Service has begun to turn its attention to these newly discovered needs of the ordinary citizens, and as this report indicates, there is scope for much valuable work to be done in this direction."

## II.—LEISURE OF MILL-HANDS IN BOMBAY

In considering this subject in relation to the Indian mill operatives it is essential to remember that the Indian works and moves very slowly as compared with his Western counterpart. Not only is his output of work in 10 hours much less than the output of an English or other European

operative in 8, but in his leisure hours also the Indian is a slower consumer of time.

The mill-hands rise about 5-0, or in the case of women 4-0 a.m. The men utilize the period before work in dressing, eating the remains of food left over from the night before, and proceeding to the mill. The majority go on foot. But those who live further out go by train or tram. The women have to prepare the food which is to be taken to the mill, and arrange their children's food and the few household matters which even in a simple style of living are necessary.

The hours of work are 7-0 a.m. to 12-0 noon and 1 p.m. to 6-0 p.m. The rest hour is spent on eating the mid-day meal. The majority of workers eat their own food in the mill compound. Some buy meals at refreshment rooms, and a few go to their homes and return in the afternoon. At least one group of mills provides its own refreshment room for its operatives.

In the evening the men, but not the women, have considerable leisure. The women on return home have to get ready the bath for themselves and their husbands and also to prepare the evening meal and attend to the children. The bath is of warm, not cold water, and is prepared in a large earthen or metal pot. It is of course a permanent characteristic of the East that the bather never sits in the water of the bath, but applies it to his person from the receptacle.

The women utilize the weekly rest day and other holidays in marketing, washing clothes and cleaning and grinding the cereals. But they find time to pay a certain number of calls on relatives and friends in Bombay, and waste a good deal of time in quarrelling.

The men spend their evenings partly in tea-shops, or liquor-shops, and partly in sauntering about the streets. The proportion of workmen who frequent liquor shops is not exactly known, but is certainly not as much as half. Those who frequent liquor-shops are mostly Konkanis; while the Deccanis often frequent *âkhâdâs* (gymnasias provided with simple apparatus). These *âkhâdâs* are run as commercial concerns, the individual paying a monthly subscription of 8 annas to a rupee to the proprietor or sometimes to the general funds of the institution.

On holidays a good many games are played, especially card games (the table being usually the ground) and *âtyâ pâtyâ* (a vigorous game analogous to "Tom Tiddler's Ground" but requiring less space), and the *âkhâdâs* are also well frequented. On holidays, owing to the amount of special cooking to be done, the women may be said to have less leisure than on ordinary working days.

The mill-hands also visit Cinemas, Theatres, both for dramas and still more for Tamashas (a sort of popular musical hall programme), in considerable numbers; and "religious" duties play probably a larger part in the East than in the modern West. Thursday and Saturday nights from 8 p.m. to midnight are largely spent in *bhajans* (singing of hymns to the accompaniment of drums and a pipe, strings or harmonium). The

*bhajan* is practically a combination of amusement with religious devotion, religion being more a matter of inherited folk-lore than a spiritual exercise.

That scope exists for the diversion of the surplus energies of the Bombay workman into more profitable channels is shown by the success of the lectures, magic lantern lectures, night schools, etc., organised by the Social Service League.

The principal difference between the Western and the Eastern workman is education. At present the Bombay mill-hand can assimilate nothing through his eyes, and is debarred from the perusal of newspapers, and the numerous cheap magazines which are such a feature of the home-life of the English Working Classes. His interests in art, science, literature, history, archaeology, sociology and politics are entirely dormant. So that Art-galleries, Museums, and Libraries, which figure largely in welfare schemes in Europe, are not appropriate. Even the beautiful Victoria Gardens in Bombay, with their superb trees and their numerous zoological specimens, are seldom patronized by the mill-hands, though easily accessible from the mill areas.

In sports and games the Oriental is deeply imbued with the gambling instinct, and cards and dice are much resorted to. But the taste for personal contests in throwing a ball or shooting a missile in the open field, handed down in England from very early times, is non-existent in India. All field sports resorted to in India have been introduced by the English. This is the more remarkable since in the co-ordination of hand and eye the Indian is by natural gift probably superior to the European. The explanation lies partly in the expense of field sports, where the cost of apparatus is suited to Western but not to Eastern standards of living and partly to the excessive heat of the sun during most of the day. However *ātyā pātyā* (referred to above) is a game which, while requiring no apparatus, demands considerable quickness of movement and brings into play the leg and body muscles; and the popularity of the *ākhādā* has already been mentioned. Wrestling is a popular indigenous pastime with Indians, and is practised extensively in these gymnasia. The development of physical recreation is therefore likely to proceed along the lines of the *ākhādā* rather than in the direction of open air sports.

Moreover so far as open spaces are concerned, although there is at present a considerable demand by public opinion in Bombay for the preservation of play-grounds, the climate operates adversely, since the essence of an open playing field is the turf, and the natural condition of Bombay turf is to be waterlogged for 3 months and burned dry for 9. Preservation of turf in a decent green condition is impossible without considerable money-expenditure.

It is also one of the misfortunes of Bombay that its coast is mainly rock, or seawall, or private properties. Open sands are very few and far between, and the sandy beach at Chowpatti is hardly enough for the middle class dwellers of the Girgaon side, so that the mill-hands have little opportunity of enjoying the advantages of a sea-coast situation.

## The I. F. T. U. and its Policy

Among International organisations the I. F. T. U. (International Federation of Trade Unions) is now probably second in importance only to the League of Nations. The July-September issue of *The International Trade Union Review*, Amsterdam, which is the official organ of the I. F. T. U., is devoted mainly to a discussion of the results of the Third Ordinary Congress, held at Vienna in June last, which seems to have materially consolidated and strengthened the position of the Union. The aims and organisation of the I. F. T. U. are described below.

### I. Aims and Policy

It may be mentioned that the I. F. T. U. is quite definitely anti-Communist, and is in continual warfare with the "Red International of Trade Unions", which—according to Mr. Oudegeest, the Secretary of the I. F. T. U.—after vainly attempting to capture it from without, is now endeavouring to capture it from within.

The I. F. T. U. at its third congress adopted a resolution on its position in the International Labour Movement, which sets forth its objects fairly clearly. It stands for the common aims of the various Trade Unions, which may be summarised as (1) to improve the economic and social conditions of the working classes by means of organised self-defence, (2) to secure for the same classes political freedom and unrestricted influence on political life, (3) to establish for this end special independent political parties, (4) to resist the efforts of the Communists, who under the guise of the Red International of Trade Unions, seek to oppose and destroy the I. F. T. U., (5) for the attainment of the above objects to secure the international unity of the workers in all parts of the world.

As a sort of corollary to the above objects the I. F. T. U. is definitely and actively pacifist. The root cause of this anti-war attitude is the feeling that all wars are capitalistic, and aim at imperialistic subjugation and exploitation of various parts of the world by the belligerent nations. This point of view is clearly brought out in a manifesto "War against War" issued jointly by the I. F. T. U., the "Labour and Socialist International", and the "Socialist Youth International", in which, while admitting that Germany and Austria precipitated the late war, declares that the then Tsar of Russia, M. Poincaré, "and only too many other statesmen" would have been just as ready to precipitate a war had they believed that a favourable moment had arrived.

### II. Constitution and Rules

The following is the full text of the Rules adopted at the Vienna congress:—

#### I. COMPOSITION

1. The International Federation of Trade Unions shall be composed of the National Trade Union Centres of the various countries, which adopt by their rules the policy and objects of the International Federation of Trade Unions.
2. Only one National Centre from each country may be admitted.
3. The sovereignty of the trade union movement of each country is guaranteed.

#### II. HEADQUARTERS

4. The headquarters of the International Federation of Trade Unions shall be Amsterdam.

## III. OBJECTS

5. The objects of the International Federation of Trade Unions shall be :—
- To bring about the unity of the international working-class, by developing closer relations between the trade unions in all countries.
  - The development of International Trade Secretariats accepting the International Federation of Trade Unions' platform.
  - To promote the interests and activities of the Trade Union Movement, nationally and internationally.
  - To carry on any activities of general interest to the Trade Unions.
  - To promote the development of International Social Legislation.
  - To promote workers' education.
  - To avert war and combat reaction.

## IV. METHODS OF ATTAINMENT

6. (a) Close co-operation with the affiliated National Centres, and the International Trade Secretariats.
- Co-operation with other organizations, in so far as such co-operation appears useful in the interests of the Trade Union movement.
  - Giving support to trade union activities in the affiliated countries, as requested by the National Centre concerned.
  - Giving support to trade union activities in countries not yet affiliated.
  - Mediation in any cases of dispute within the trade union movement.
  - The compilation of statistics.
  - The collection and compilation of information concerning the Trade Union movement and Social Legislation.
  - The publication of a periodical and of other reports of interests to the Trade Union movement.
  - The protection of the workers' interests in immigration and emigration.
  - Propaganda in favour of arbitration and disarmament.

## V. MANAGEMENT

7. The International Federation of Trade Union shall be managed by an Executive Committee and a General Council, who shall be obliged to act in accordance with the decisions of the Congresses of the International Federation of Trade Unions.

8. (A) *The Executive Committee*.—The Executive Committee shall be composed of a President three Vice-Presidents, and three Secretaries.

Each member of the Executive Committee shall have a substitute with full voting power, who shall be the member appointed for his country or group of countries on the General Council, and whose duty it shall be to attend the meetings of the Executive Committee in case the Executive Committee member is prevented from being present thereat. Should it happen that even the member of the General Council cannot attend, then the substitute appointed to take his place in the case of absence from the General Council shall attend the meeting of the Executive Committee in the place of the ordinary Executive Committee member.

9. (B) *The General Council*.—The General Council shall be composed of :—

- The members of the Executive Committee.
- One delegate from each of the groups of countries named hereunder :—
 

1. Great Britain, Ireland.	10. Hungary, Bulgaria, Roumania, and other Balkan States.
2. France.	11. Poland, Latvia, Lithuania and Esthonia.
3. Belgium, Holland, Luxemburg.	12. Russia.
4. Italy.	13. Canada and United States of America.
5. Spain, Portugal.	14. Latin America.
6. Austria, Switzerland.	15. Africa.
7. Germany.	16. Asia.
8. Czechoslovakia and Yugoslavia.	17. Australasia.
9. The Scandinavian countries.	

Until otherwise decided, groups 12 to 17 inclusive shall not be represented on the General Council.

The composition of the groups shall be determined at each ordinary Congress.

(c) Three representatives of the International Trade Secretariats.

10. For each member of the General Council a substitute shall be appointed.

Any member of the Executive or the General Council whose organisation severs its connection with the International Federation of Trade Union shall thereupon be deemed to have resigned.

11. *Commission of Auditors*.—The Congress shall elect a Commission of Auditors (three) for the regular examination of the books and accounts of the Federation. The members of this

Commission must not be members of the General Council and must be members of organisations that are affiliated to the I. F. T. U. at the time of the audit.

12. (C) *The Congress*.—The Congress shall consist of the General Council and delegates from the affiliated National Centres.

13. All the delegates of the National Centres must be residents of the countries which they represent, and members of Trade Unions in those countries.

14. Each National Centre represented at the Congress shall be entitled to at least one vote; National Centres with a membership of not less than 100,000 shall be entitled to two votes, those with not less than 150,000 to three votes, and those with not less than 200,000 to four votes; there shall be one further vote for each additional 200,000 members up to one million; and after that one additional vote for each additional 500,000 members up to five million, and one additional vote for each additional million members above five million.

All fractions of the above-mentioned numbers shall be disregarded.

The calculation of the number of members shall be based on the amount of the ordinary affiliation fees paid to the I. F. T. U. in the preceding year.

15. Voting at a Congress shall be by show of hands. A vote by roll-call shall be taken if demanded by a quarter of the votes represented at the Congress.

## VI. MEETINGS

16. (A) *The Executive Committee*.—The Executive Committee shall meet at least six times a year. Full minutes of the meetings shall be kept and a summary shall be sent to the members of the General Council, and to the National Centres.

17. (B) *The General Council*.—Meetings of the General Council shall be held twice a year. The Executive Committee shall have the right to convene extraordinary meetings; such meetings must also be convened on the demand of at least one-third of the members of the General Council.

Notices and agenda papers for ordinary meetings shall be sent out at least one month in advance. Full minutes of the meetings shall be kept, and a summary shall be sent to the members of the General Council, and to the National Centres.

18. Fares and other travelling expenses of members of the Executive Committee and General Council shall be refunded by the International Federation of Trade Unions.

19. (C) *The Congress*.—The ordinary Congress of the International Federation of Trade Unions shall meet every three years. Extraordinary Congresses may be convened at any time.

20. The General Council shall decide the date of the Congress; they shall likewise determine the place, if that has not already been done by the previous Congress.

21. The provisional agenda, stating the date and place of the Congress, must be sent at least six months in advance to the National Centres and to the International Trade Secretariats. The final form of the agenda shall be arranged by the Executive Committee.

The final form of the agenda and the reports must be sent to the National Centres and to the International Trade Secretariats at least one month in advance.

22. Resolutions may be proposed only by the National Centres and by the Conference of International Trade Secretariats.

23. The expenses of delegates must be borne by the National Centres.

## VII. DUTIES

24. (A) *The Executive Committee*.—All questions except those expressly reserved for the General Council and the Congress shall be dealt with by the Executive Committee. In cases of emergency, the latter may take action on any question that has been referred to it.

25. (B) *The General Council*.—The General Council shall

- Supervise the actions of the Executive Committee.
- Discuss the programme of action for the next half year.
- Examine the annual financial report and the report of the Commission of Auditors elected by the Congress.
- Pass the budget for the next year.
- Deal with all matters pertaining to affiliation or exclusion of National Centres.
- Decide as to the summoning of meetings of Congress.
- Determine the standing orders and arrange the business of the Congresses.
- Fix the salaries of the secretaries, and the allowances of the other members of the Executive Committee.
- Suspend any member of the Bureau guilty of serious neglect of his duties, until such time as a final decision may be taken by the Congress.
- Make temporary appointments to the Executive Committee in case of vacancies occurring.
- Deal with any complaints regarding the policy or action of the Executive Committee or of any member thereof.

26. In certain cases, a postal vote may be taken.
27. (C) *The Congress*.—The final decision on all questions shall rest with the Congress. Its duties shall include:
- supervising the work of the Executive Committee and the General Council;
  - deciding upon the programme of action;
  - dealing with complaints concerning the affiliation or exclusion of National Centres;
  - fixing the affiliation fees;
  - deciding upon any alterations to be made to these rules;
  - electing the members of the General Council and the Executive Committee, as well as the Secretaries;
  - electing the Commission of Auditors, consisting of three members;
  - designating the place of meeting for the next Congress.
28. *Commission of Auditors*.—The Commission of Auditors shall regularly examine the books and accounts of the I. F. T. U. after the closing of the books at the end of the financial year. It shall then issue a report to the General Council, which report shall be submitted by the General Council to the affiliated organisations.

#### VIII. AFFILIATION FEES

29. The affiliation fee shall be fixed at 12 Dutch guilders per year per thousand members. The calculation of the affiliation fees due shall be made on the basis of the number of members at the beginning of each year, and the payments shall be made quarterly.

#### IX. WITHDRAWAL AND EXPULSION

30. Any voluntary withdrawal can take effect only at the end of the current year, after six months preliminary notice. National Centres may be expelled:
- For failure after repeated reminders, and before the expiration of the extended period granted, to pay their affiliation fees.
  - Because they have been guilty of serious infringements of the rules and policy of the International Federation of Trade Unions.

#### X. GENERAL

31. The Secretaries, as well as the other members of the Executive Committee, shall be elected at the ordinary triennial Congress, and shall hold office until the next ordinary Congress. Each National Centre shall have the right to nominate candidates. The Congress shall elect the members of the Executive Committee; voting shall take place by ballot paper. The candidate who receives a majority of the votes recorded shall be deemed to be elected. If, on the first scrutiny, no candidate obtains an absolute majority, a second ballot shall be taken between the three candidates who have obtained the highest number of votes. If, on this second ballot, neither of the three candidates obtains an absolute majority, a third ballot shall be taken between the highest number of votes in the second ballot. The representatives of the groups of countries and their substitutes on the General Council shall be elected by the Congress on the nomination of their groups. The representatives of the International Trade Secretariats shall be elected by the Congress, on the nomination of the joint conference of the Executive Committee of the International Federation of Trade Unions with the International Trade Secretariats, preceding the Congress.

It will be noticed that Russia and the United States of America are both provided for on the General Council. But as a matter of fact the Trade Union organisations of those countries are not as yet affiliated to the I. F. T. U. The absence of Russia is due to the predominance of the "Red" International in the Trade Unionism of that country. The absence of the United States of America is made the subject of a special article from the pen of Mr. A. J. Muste, Chairman of Faculty, Brookwood Workers' College, Katonah, New York. This authority attributes the attitude of the American Federation of Labour to the general aloofness of the United States of America, which takes little interest in the affairs of European countries *inter se* and—owing to the complexity of its own racial admixture—is almost an inter-ticinal of the Western Hemisphere. He foreshadows the affiliation of the U. S. A. to the I. F. T. U. at some

future—but not very approximate—date. In passing it is interesting to note that, while abstaining from internationalism itself, the American Federation of Labour has always been in favour of the U. S. A. entering the League of Nations. This attitude is a little inconsistent.

Altogether nineteen "National Centres" in Europe are affiliated to the I. F. T. U., including the Trades Union Congress of Great Britain. Of non-European countries only Palestine, Canada and South Africa are affiliated.

There are also affiliated twenty-nine "International Trade Secretariats", of which the Textile Workers (Secretary Mr. Tom Shaw) and the Miners (Secretary Mr. Frank Hodges) have their head-quarters in London. Of the rest 8 have their head-quarters at Amsterdam, 3 at Berne, 3 at Hamburg, 2 at Brussels, 2 at Berlin, 2 at Zurich, and one each at Antwerp, Paris, Monza (Italy), Utrecht, Nuremberg, Vienna, and Charlot-tenberg. The admission of three representatives of the International Trade Secretariats to the Governing Body of the I. F. T. U. is regarded as one of the most important results of the Vienna Congress.

It is unnecessary to cite in detail the various resolutions adopted. But special prominence must be given to the question of Social Legislation, for which the congress framed a detailed programme.

#### III. Programme of Social Legislation

This is reproduced and discussed in a pamphlet entitled "*Social Legislation*" by J. Oudegeest, Secretary of the I. F. T. U. and published at Amsterdam by that very active body.

The pamphlet, which is written by one who expresses the extreme "class-conscious" views of the typical intellectual Trades Unionist, is a clear exposition of the future policy of the I. F. T. U., and commands attention.

In the introductory section headed "The Working Class and Social Reform" the author distinguishes between reforms emanating from the "privileged classes" (whether dictated by an instinct of self-preservation, a desire for efficiency, or a genuinely benevolent spirit of humanity) and reforms forced upon the industrial world by the working classes themselves. On both of these streams of reform the Labour movement before the war looked "with an attitude of reserve tinged with mistrust". During the war promises of the millenium were held out, and after the war there seemed some hope. But reaction set in, both social and political; and against that reaction the I. F. T. U. "offers the most stubborn resistance".

In the second section Mr. Oudegeest unfolds his "*Programme of Reforms*", dividing his subject under 4 heads: (1) the right of combination, (2) the eight hours day, (3) Workers' dwellings, and (4) Social Insurance.

The right of combination is distinguished from the right of association. The latter is admitted in all civilized countries "as an element of progress" and as "indispensable to modern society". But the right to combine, which is not yet admitted by all States is "the affirmation of the human dignity of the worker", and "the primary condition of

industrial democracy". The restrictions on the right to combine imposed by the Horthy Dictatorship in Hungary, the Fascist rule in Italy, and the Governments of Roumania, Yugoslavia and Finland are then enumerated; and the Bill introduced in England to prevent the subsidizing of the Labour Party by the Trades Unions (defeated on third reading by 211 votes to 129) is discussed and condemned.

The Eight-hour day is described as "the symbol of independence for the worker", and later as "a guarantee for his individual liberty, as a co-worker in production, as a member of his family, as the defender of his class interests, as a citizen". It would not at first sight be apparent why Mr. Oudegeest regards the 8-hour day as such a "Magna Charta" for the worker. But he explains his point of view by reference to the recent increase of the working day in Germany and the consequent uneasiness of the other European nations. He sees in this the first signs of a renewed economic war, which will produce another military conflict. The 8-hour day as an international convention spells for him not merely industrial peace but international peace.

The discussion on Workers' Dwellings is supported by statistics of overcrowding, some of which are rather out of date. Into the well accepted fact that housing conditions in industrial regions are thoroughly unsatisfactory, we need not follow him. But all will not agree with his view that "the tendency to induce private capital once more to invest in the building of workers' houses is a danger to be avoided by all possible means". . . . . The author's plan is not, however, the nationalization of dwellings, but the organization of Tenants' Associations, building their own houses in accordance with sanctioned building schemes under the direction of a Housing Office. The capital is to be provided by the State but the Tenant is to purchase his house gradually.

The question of Social Insurance is very fully treated. Mr. Oudegeest divides the subject into two heads:—insurance against sickness, accident and disablement, and insurance against unemployment. In each case he believes that well-organized and well-directed systems of insurance will lead to hitherto undreamed of improvements—in the one case in public health and in the other in constructive economics. His organizations are big and complete affairs including statistical bureaus, and medical services. The whole question is treated so tully and so constructively that a summary like the above does not do it justice.

The third section of the pamphlet refers to two new forms of social organization which have come into existence since and as a result of the war, namely:—International Organizations, and Workers' Control. With regard to the International Labour Office Mr. Oudegeest asseverates that from the time of its reconstruction in 1919 the I. F. T. U. has always declared its willingness to co-operate with the International Labour Office. Internationalism in any form is welcome to the I. F. T. U., which is definitely pacifist. Workers' Councils are naturally approved, and Mr. Oudegeest defends his approval on the ground that individual industrialists will always be guided by their personal interests, whereas the leaders of the Trades Union movement will keep in view the general good of the industry.

Then follows as "Annex I" the following programme:—

*Programme for International Social Legislation adopted at the International Trade Union Congress, Vienna, 1924*

Under the present wage-system the capitalist classes strive to increase their profits by the utmost possible exploitation of the workers by methods which, if unrestricted, undermine the physical, moral and intellectual strength of the working class, to which non-manual workers also belong, and their offspring, thereby hampering the advance of humanity and even imperilling its existence.

Capitalist efforts to degrade the standard of living of the workers can only be wholly prevented by the abolition of capitalist production. But before that is attained, these efforts can be curbed to a considerable extent both by the resistance of workers' organizations, and by State interference. By such means the health of the workers must be protected, and their family life safeguarded; and they must be given opportunities for education, which they need in order to fulfil their duties as citizens in the modern democratic state.

The restrictions placed on capitalism vary in the different countries.

These differences in conditions endanger both the industry and the workers of the advanced countries, owing to the unfair competition of the backward countries.

It has long been urgently necessary that these differences in the protection of labour in different countries should be levelled up by means of a system of international social legislation. This has been rendered doubly necessary by the frightful upheavals and the terrible diminution of national capacity due to the war and its effects. But at the same time these very misfortunes have made it possible to provide for the needs of the time by the establishment of the International Labour Office.

The Congress desires that the following minimum demands, already partially fulfilled in some countries, shall be constituted International Law.

In this International law these demands must be recognised for all persons working for wages or salary, without any limits being placed to such wages or salary.

(1) Compulsory school attendance shall be introduced into all countries, with a view to preparing the way for vocational education. Vocational schools shall also be introduced into all countries. Higher grade scientific education shall be free, and every scholar shall be eligible for it. The development of the capacities of young people shall not be hampered, nor their inclinations overridden by their lack of means. Children under 15 years of age shall not be employed in work for wages. The states shall undertake to establish special offices for vocational guidance, which must be based upon methods of psychotechnical and medical examination.

(2) The working hours of young person between the ages of 15 and 18 shall not exceed a maximum of 6 hours a day, and there shall be an interval of 1½ hours after a maximum of four hours of consecutive work. Vocational and continuation school instruction shall be provided for young workers (male and female) for at least two hours a day, and must fall between 8 a.m. and 6 p.m. Young persons shall be released from work in order to receive this instruction. The employment of young persons shall be prohibited altogether between 8 p.m. and 6 a.m. on Sundays and holidays, in trades especially injurious to health, and in the underground work in mines.

(3) Working hours for women workers shall not exceed 4 on Saturdays, and shall terminate at noon. Whenever the nature of the concern necessitates a departure from this rule, a corresponding period of rest shall be allowed every week. The employment of women workers on night work shall be prohibited. Employers shall be prohibited from giving out work to women workers to be done at home after working hours. The employment of women in especially unhealthy trades, where it is impossible to safeguard the health of the worker, shall in general be prohibited, as also their employment in underground work in mines. Women shall not be employed on wage-work for a total of twelve weeks before and after confinement, six of which weeks must be after the confinement. All States shall undertake to introduce a minimum of maternity insurance, in order to ensure the best and most hygienic treatment for mother and child. Women shall receive the same wages as men for the same work.

(4) Working hours for all workers shall not exceed 8 per day, or 48 per week; night work between 8 p.m. and 6 a.m. shall be prohibited by law in all factories and workshops where such work is not necessitated by the nature of the concern, or for technical reasons. Efforts should be made to secure a free Saturday afternoon in all countries.

(5) Workers in general shall be granted by law a minimum of 36 hours consecutive rest per week, to fall between Saturday and early on Monday morning. When the nature of the concern necessitates the non-observance of this Sunday rest, a rest of 36 consecutive hours on some other day of the week shall be granted. In trades where work is continuous, the shifts shall be so regulated as to secure the workers in turns at least one free Sunday every fortnight. Countries and groups of people which observe some other rest-day shall make corresponding arrangements to safeguard their weekly day of rest. Higher rates of wages shall be paid for Sunday and night work.

(6) In the interests of the safety and the health of workers, factories and workshops shall be equipped in such manner and with such installations as are requisite to prevent vocational diseases and accidents.

In especially dangerous trades and trades injurious to health, the eight-hour working day shall be shortened in proportion to the danger to the life and health of the workers.

Governments shall establish special institutions to examine the question of the substitution of harmless materials for those which are poisonous; also to examine how danger to life and health can best be prevented, and how infectious vocational diseases can best be prevented from spreading and cured.

The use of poisons in industry must be prohibited whenever their substitution by non-poisonous ingredients is possible.

A permanent international list shall be kept of such poisons, and agreements made as to what poisons shall be included in such list.

The immediate prohibition of the use of poisonous white (yellow) phosphorus in the matches industry and of white lead for interior and exterior painting shall be effected. Railway carriages of all countries shall within five years be provided with a uniform system of automatic coupling applicable to all carriages.

It shall be made compulsory by law upon the employer to guarantee the observance of these provisions. Vocational diseases shall be considered as accidents.

(7) All laws and decrees having reference to Labour protection shall be equally applicable to home work. Social insurance shall be extended to home work. Home work shall be prohibited:

(a) for all labour liable to affect the health seriously or to cause danger of poisoning.

(b) for the food and drink trades, inclusive of the manufacture of their packing materials, such as paper-bags, sacks and card-board boxes.

Home workers shall be compelled to notify the authorities of all infectious diseases amongst them.

Work shall be prohibited in all houses where there is any infectious disease. In such cases home workers shall receive adequate compensation. Medical inspection shall be compulsory in all countries for all workers under age who are engaged in home work, in the same way as the inspection of dwellings by sanitary inspectors is compulsory now.

The keeping and checking of lists shall be compulsory for all workers and all who give out work in the home work industry, and the keeping of a record of their wages shall be compulsory for all the home workers. In all districts where home work prevails, joint wages boards for fixing wages shall be set up; the wage scales fixed shall be legally binding, and lists of them shall be posted up in all the work-rooms where home work is done.

8. Workers in all countries shall have the right of combination. No laws and decrees (such as the Servants' Acts, etc.) shall be passed which exempt certain categories of workers from general laws, or deprive them of the right to join trade unions, to elect representatives of their economic interests, or to have a voice in the fixing of their wages and working conditions. Any such existing laws shall be abolished. Immigrant workers shall enjoy the same rights as the workers in the country to which they have emigrated in respect of membership of trade unions, trade union activity, and participation in strikes. Any attempt to prevent a worker from exercising his right to join a trade union shall be a punishable act.

The foreign worker shall be entitled to the same wages and working conditions as have been provided for in the agreements made between the trade unions and employers in his trade. Where no such agreements exist, the workers shall be entitled to the usual local wages and working conditions prevailing in his trade.

(9) The prohibition of emigration shall not be permitted. The general prohibition of immigration shall not be permitted. These general principles shall not apply to:—

(a) the right of any state temporarily to restrict immigration in times of economic depression, in order to protect both the native and the immigrant workers; in agreement with the workers' organisations.

(b) the right of any state to control immigration and to stop immigration temporarily, for the sake of protecting the public health.

(c) the right of any state to exact a minimum knowledge of reading and writing of the mother tongue of the immigrant, in order to protect its national culture and to effectively protect the workers in those branches of industry where immigrants are mainly employed.

These exceptions are, however, only admissible in agreement with and under the control of the International Labour Office and of the workers' organisations concerned. The contracting states shall undertake to enact forthwith legislation, prohibiting the engagement of contract labour, the activities of private labour recruiting agents and the landing of workers engaged by contract. The states undertake to establish statistics of the labour market on the basis laid down by the International Labour Office in order to prevent workers from emigrating to countries where the chances of employment are few.

No worker shall be deported from the country on account of his trade union activities or activities connected with his trade. A worker shall be entitled to appeal to a competent tribunal against any such deportation order.

(10) In districts where the average earnings of a worker (male or female) do not admit of his or her living a respectable life, and in which it has proved to be impossible to conclude wages agreements by means of trade unions, the governments shall establish Wages Boards on which equal numbers of employers and workers are represented; these Boards shall fix wage scales which shall be binding.

(11) Unemployment insurance shall be established in all countries. All workers shall be insured by the State against vocational accidents. The amount of the compensation to be paid to the worker or his surviving dependents shall be fixed by the law of the locality in which is situated the factory or workshop where the worker was employed. The insurance of widows, and orphans, sickness insurance, disablement insurance, and old age insurance shall also be established, and shall apply equally to native and foreign workers. If a foreign worker leaves the country where he was employed, he may be granted a lump sum instead of a pension, provided that legally binding contracts to that effect have been made between the two nations concerned.

(12) With the co-operation of the seamen's organisation, a special international seamen's code and protective legislation shall be created.

(13) The officials of the Ministry of Labour and the factory inspectors shall in the first instance be responsible for the proper execution of the above regulations. This work shall be entrusted to experts in technique, hygiene and economics, and representatives of workers and salaried employees. The trade unions shall be given an opportunity to take an active part in the supervision of the due execution of the law.

Employers who employ at least five workers of foreign nationality shall be bound by law to post up in their factories, etc., all rules and regulations and important notices in the mother-tongue of the workers they employ, and shall, moreover, have the emigrants taught the language of the country at their (the employers') expense.

(14) *Workers' Control.*—The workers employed in the various trade groups and the technical and administrative staffs shall, in proportion to their numbers, be given a voice in all questions which affect the general and special business of the concern in which they are employed.

(15) The States shall take all the necessary measures to create Labour Exchanges, under public control. These Exchanges shall be managed by commissions consisting of employers and workers.

(16) In the interests of the health and of the moral and intellectual advancement of the working classes, the states shall undertake to adopt all the measures and to provide all the funds necessary to combat the housing shortage from which the workers of all countries are suffering.

"Annex II" enumerates acts of violence committed against Trades Unions by the Fascists in Italy. And "Annex III" tabulates the extent to which different nations have established the 8-hour day or the 48-hour week. The pamphlet ends with a summary of Social Legislation since the war in various countries.

The perusal of this important pamphlet leaves us uncertain whether any of the industrial problems of the West occur in India. We have no genuine spontaneous Trade Union movement; an 8-hour day would be disastrous to the interests of the workers; there is no need for insurance against sickness where the State provides free medical attendance, nor against unemployment where (at present) none exists; and the right line of advance in housing for industrial workers seems to lie in the provision of model dwellings by the Employer rather than by the State. The line of cleavage in Society is into the marriage-groups known as castes rather than into strata determined by income; and if the dubious goal of "class consciousness" is desirable it is to be encouraged in the depressed castes as castes and not among industrial operatives as such.

Nevertheless as coming from the Secretary of the International Federation of Trade Unions the document under review is of international importance; and the Programme reprinted above is the authoritative Programme of the I. F. T. U., adopted at its third congress described in the first two sections of this article.

## Workmen's Compensation Act

### FROM THE EMPLOYEE'S POINT OF VIEW

The Labour Office published an article on "Workmen's Compensation Act: Hints to Employers" in the issue of the *Labour Gazette* for July 1924. In that article a promise was made "to prepare a similar article for the use of workmen". When the writing of the present article was begun this was the original intention, but in view of the fact that the whole Act with the elaborate rules that have been framed under section 32 of the Act is meant principally for the benefit of employees, it was considered that it would be advisable to prepare the second article in such a manner as to be of use not only to an intelligent and educated workman, but also to trade union officials, to employers, and to the average reader who is interested in this question. This article deals with the Act and the rules framed under the Act principally from an Employee's point of view. Every endeavour has been made to avoid all references to the various Sections of the Act and Rules, and technicalities in connexion with other Acts have been avoided as far as possible. An endeavour has also been made to write the article in simple language and at the same time to make it as complete and accurate as possible. In offering this article to the public the Labour Office wishes it to be distinctly understood, that both this article and its predecessor are efforts purely meant to assist in the proper understanding of the Act and the Rules framed under the Act, and that no part of these articles should be regarded as offering any authoritative interpretation of any provisions either of the Act or of the rules. Nor is it intended that either of the articles mentioned should in any way bind down the hands of any Commissioner or Court to accept the view offered with regard to any particular question.

As the present article may not be suitable for the average ordinary workman it is considered that it would not be advisable to translate it into the vernaculars. For this purpose a more simple article will be necessary and it is therefore proposed to summarise the present article in very simple language and in such a manner as to show a workman just what he should do when an accident occurs—and to get this summary translated into the vernaculars. An endeavour will also be made to publish, from time to time, a series of articles dealing with the interpretations given to different technical and contentious phrases such as "accident", "arising out of and in the course of employment", "wilful misconduct", "employment of a casual nature", etc., by references to the case law that has grown up on the correct interpretation and meaning of each of these terms from judicial decisions given in the countries which have similar Acts.

In the present article the subject is dealt with purely on the Indian Act of 1923 and the Rules framed under that Act without any reference to similar provisions under other Acts. The various matters in connexion with employees have been grouped under the following seven main headings:—

- I. The classes of workmen covered under the Act.
- II. Scales of Compensation, and methods of distribution.
- III. Method of Calculating Wages.

- IV. Proceedings to be taken on the occurrence of accidents.
- V. Procedure in connexion with obtaining compensation.
- VI. Conditions governing compensation.
- VII. Miscellaneous Provisions.

### 1. The Classes of Workmen covered under the Act

The Workmen's Compensation Act, 1923, is not intended to cover all workmen. The principal object aimed at for the present is to protect just those workmen who are employed in hazardous occupations in organised industries. The workmen covered by the Act are grouped into three main classes:—

1. Railway Servants.
2. Workmen specially specified in Schedule II of the Act.
3. Workmen to be covered by special notification.

1. *Railway Servants*.—Any person employed by a railway administration in connexion with the services of a railway is a "railway servant". But not all railway servants are entitled to compensation under the Act. Persons employed in any administrative, district or sub-divisional office of a railway and who are, at the same time, not included under any of the special classes of workmen covered under the schedule, are not workmen under the meaning of the Act. For example, a telephone clerk in the administrative offices of the G. I. P. Railway is not a workman, but a telephone clerk attached to the terminal station of this Railway would be a workman. A clerk totalling up the numbers of parcels received at Victoria Terminus from receipts in the Agent's Office is not a workman, but a clerk doing similar work when attached to the Goods Station or when travelling on the line would be a workman. Persons employed by a Railway Administration for any work such as will bring them into one or the other of the various classes of workmen mentioned in Schedule II are covered under the Act but are not considered as Railway Servants. This is because there is a limitation to the wages that may be earned by a worker who is included under any of the groups mentioned in the schedule for the purposes of being regarded as a workman in order to get the benefit of the Act. The limitation is Rs. 300. The limitation does not apply, however, to those workers who are classed as "Railway servants" under the Act. A station master of an important station, a driver of an engine of a mail train, the guard on the special train given to a member of the Royal family, all earn wages higher than Rs. 300. These employees are "workman" for the purposes of the Act and are entitled to receive compensation for accidents resulting in death or disablement. Persons "whose employment is of a casual nature and who are employed otherwise than for the purposes of the employer's trade or business" are excluded from the operation of the Act. But "all the casual workers employed in connexion with the services of a railway are employed for the purposes of the business of a railway, so that, if they are employed directly by the railway administration, this exception will not exclude them."\* Those persons who are members of His Majesty's naval, military or air forces or of the Royal Indian Marine Service who may be employed on railway

\* The Indian Workmen's Compensation Act, 1923. By A. G. Clow, Indian Civil Service.

work are not workmen under the Act. For instance, a member of a battalion of sappers and miners who is engaged on railway work at a time of a national emergency is excluded, but a railway servant who is a member of any territorial or auxiliary unit is included.

2. *Workmen under Schedule II.*—There are nine groups of operatives particularly specified as being entitled to the benefits of the Act. The workmen in these groups must be (1) employed by way of manual labour or (2) employed on wages not exceeding three hundred rupees per month. In the case of workmen engaged on manual labour there is, as in the case of railway servants not included under the schedule, no limitation of the wages that may be earned. The limitation applies only to those workers not employed on manual labour. It makes no difference whatever whether the contract of employment in the case of any injured workman was made before or after the passing of this Act. A workman who is deemed a workman for purposes of this Act is entitled to compensation irrespective of the date of commencement of his employment with the employer from whom compensation is claimed. As in the case of railway servants, members of His Majesty's forces are excluded. In addition to the two necessary conditions either of which a worker must satisfy in order to obtain compensation under the Act, there is a third condition, *viz.*, that the employment of a worker must not be of a casual nature and that he must not be employed otherwise than for the purposes of the employer's trade or business. The various groups of workers included in the schedule are (1) Tramway Employees, (2) Factory workers, (3) Mine workers, (4) Seamen, (5) Dock labourers, (6) Building workers, (7) Linesmen, (8) Sewage workers and (9) members of Fire Brigades.

(1) *Tramway Employees.*—This term includes all persons employed in connexion with the service of a tramway. "A tramway means a tramway, or any part of a tramway or any siding, turnout, connection, line or track belonging to a tramway." Mr. Clow considers that persons employed by contractors working under a tramway company are included equally with those employed by the Company itself.

(2) *Factory Workers.*—The present legal meaning of the word factory is "any premises wherein, or within the precincts of which, on any day in the year, not less than twenty persons are simultaneously employed, and steam, water or other mechanical power or electrical power is used in aid of any process for, or incidental to, making, altering, repairing, ornamenting, finishing or otherwise adapting for use, for transport or for sale any article or part of an article". Workers in those factories which have less than 20 employees and which may be notified as factories under the Indian Factories Act are not included under the Workmen's Compensation Act. It is not sufficient for the purposes of this Act that a person should be merely employed in a factory in order to be a workman under the Act. The Act lays down that only those workers who are specially defined under the Indian Factories Act as being employed in a factory are "workmen" for the purposes of the Workmen's Compensation Act.

The section dealing with this in the Indian Factories Act reads as follows:—

"A person who works in a factory, whether for wages or not,

(a) in a manufacturing process or handicraft, or

(b) in cleaning any part of the factory used for any manufacturing process or handicraft, or

(c) in cleaning or oiling any part of the machinery, or

(d) in any other kind of work whatsoever, incidental to or connected with, the manufacturing process or handicraft, or connected with the article made or otherwise the subject of the manufacturing process or handicraft therein, shall be deemed to be employed therein."

In view of this exact specification it would appear that office assistants who work on accounts and correspondences on factory premises are excluded from the operation of the Act.

(3) *Mine Workers.*—Under the Indian Mines Act "a person is said to be employed in a mine who works under appointment by or with the knowledge of the Manager, whether for wages or not, in any mining operation, or in cleaning or oiling any part of the machinery used in or about the mine or in any other kind of work incidental to or connected with mining operations". Unauthorised persons who may be brought into a mine or who may enter the premises of a mine of their own accord would appear to be excluded.

"Mine means any excavation where any operation for the purpose of searching for or obtaining minerals has been or is being carried on and includes all works, machinery, tramways and sidings, whether above or below ground, in or adjacent to or belonging to a mine.

Provided that it shall not include any part of such premises on which a manufacturing process is being carried on unless such process is a process for coke making or the dressing of minerals."\*

The above definition of a mine is very wide and it is evident that the Act cannot be meant to cover all workmen in all the mines covered by the definition given. Not all mines, however, are subject to the Mines Act and it is only those mines which are subject to the provisions of the Mines Act which are covered.

(4) *Seamen.*—The term "seamen" for the purposes of the Act includes any person forming part of the crew of a registered ship. To determine the exact scope of the expression "registered ship" for the purposes of this Act one has to grapple with elaborate provisions of four different Acts of the Government of India. For the present purpose it will be enough if the effect of these provisions is stated. This is that all vessels irrespective of their tonnage belonging to subjects of His Majesty in the Presidency of Bombay as well as all ships plying on inland waters irrespective of their tonnage, and inland steam vessels of a registered tonnage of not

\* Indian Mines Act, 1923.

less than one hundred tons, and ships plying between Indian ports only of a registered tonnage of not less than 300 tons are included in that expression.

(5) *Dock Labourers.*—This group includes persons who are employed for the purpose of loading, unloading or coaling any ship at any pier, jetty, landing place, wharf, quay, dock, warehouse or shed, on, in or at which steam, water or other mechanical power or electrical power is used. The extent of the application of this grouping is not very comprehensive but at the same time it offers a Commissioner a fair amount of latitude in deciding as to which workman is a Dock labourer. Labourers working in dry docks would appear not to be included when such labourers are engaged in painting, repairing or scuttling a ship.

(6) *Building Trades Employees.*—Persons employed in the construction, repair or demolition of a building which is designed to be, is, or has been more than one storey in height above ground level, or, of a building which is used, has been used or is designed to be used, for industrial or commercial purposes and is, has been or is designed to be, not less than twenty feet in height measured from ground level to the apex of the roof, or of a bridge which is, has been or is designed to be more than fifty feet in length, are workmen under the Act. A very important point to remember is that it is not the stage which has been reached during construction that counts but the height which it is intended that the building should reach when it is completed.

(7) *Linesmen.*—This group includes all persons employed in setting up, repairing, maintaining, or taking down any telegraph or telephone line or post or any overhead electric cable. Operatives working in electric undertakings would come under the group of factory workers but telegraph and telephone operators at a terminal station would not appear to be included.

(8) *Sewage Workers.*—This group includes persons employed in the construction, inspection or upkeep of any underground sewer.

(9) *Members of Fire Brigades.*—This group requires no explanation in view of the fact that the designation of the workers included in it is quite clear.

3. *Workmen to be covered by special notification.*—The Government of India is empowered to extend the provisions of the Act to workers employed in any hazardous occupation by special notification. Since the extent came into operation on the 1st July 1924, the only case of extension notified has been in connexion with the Railway Mail Service. Van peons, Sorters, Mail Guards and Inspectors of the Railway Mail Service are classified as workmen for the purposes of the Act. There is no limitation of the monthly wages that may be earned by a Van peon, but the monthly wages that may be earned by Sorters, Mail guards and Inspectors are limited to three hundred rupees. Any workman who earns more than Rs. 300 a month in any of these three occupations is excluded.

## 11. *Scales of Compensation and methods of distribution*

The rates at which compensation is payable to a workman are easy to determine in view of the fact that the scales are fixed in such a manner as to be easily understood and calculated. The amount of the compensation to be paid in any individual instance is clearly laid down by the Act and the amounts do not depend on the will of a judge or a magistrate in a court of law.

The rates of compensation payable to minors differ from those payable to adults. Workmen of 15 years and over are adults and under 15 years are minors. In cases where difficulties arise in connexion with the determination of the age of an injured or deceased workman the certificate granted to such person by the Certifying Surgeon under the Indian Factories Act before the accident which causes the injury, will be conclusive proof of the age of such person.

Where permanent disablement results to a workman as the result of an accident which occurred to him as a minor the age should, for purposes of compensation, be taken as his age at the time when the accident occurred. In cases where the death of an adult workman follows from an injury resulting from an accident which he sustained as a minor the age at death is to be taken into account.

*Fatal Accidents.*—The total compensation allowed to the dependants of a deceased adult workman is limited to wages for a period of 30 months, to be calculated in the manner described below. But if such 30 months wages exceed a sum of Rs. 2,500, only this amount will be payable. If the deceased workman is a minor, the total amount of compensation payable is a lump sum of Rs. 200 in all cases. The intention of the Act in deliberately limiting the compensation payable to the dependants of deceased minors is to give compensation to dependants of bread winners only, and as minors would not, in most cases, have any such dependants the compensation to be payable to the dependants of minors is necessarily assessed at a very low figure, and is not intended to cover more than funeral and other expenses incurred by the parents or guardians of the deceased.

Any sum due from an employer for compensation to the dependants of a deceased workman must be deposited with the Commissioner. In cases of fatal accidents the dependants of deceased workmen are concerned, for purposes of compensation, more with the Commissioner than with the employer. The Commissioner has the right to distribute among the dependants in any proportion he thinks fit the amount received by him as deposit for compensation due. He may, if he considers it fit, allot the whole of the amount so deposited with him to any one of several dependants, should he think such a course desirable. The sums allotted to different persons shall be paid to them in the proportions decided upon and shall be in the case of minors, persons of unsound mind or others suffering from some legal disability, be invested, applied or dealt with for the benefit of such dependant during the period of the legal disability in any such manner as the Commissioner may consider proper.

Under the term "dependants" are included a wife, husband, parent, minor son, unmarried daughter, married daughter who is a minor, minor brother or unmarried sister, the minor children of a deceased son, and in cases where no parent of the workman is alive a paternal grandparent. The word "father" includes an adoptive father and the word "son," an adopted son. Illegitimate children and their parents are not included under the term "dependant".

The whole of the compensation is distributable provided that there are dependants, irrespective of their number. Thus if a deceased workman had no parents or other relatives except a paternal grandmother, the latter would be in a position to take the whole of the compensation deposited for distribution. But in cases where there are no dependants of a deceased workman the money deposited with the Commissioner is to be returned to the depositing employer.

Funeral expenses may be paid by the Commissioner from the amount deposited with him before distribution, but such payments cannot exceed an amount greater than Rs. 50.

In awarding compensation the Commissioner is entitled to consider the claims of posthumous children of a deceased workman and to make sufficient provision for such children, either by allotting a larger amount to the widow, or, in the case of a widow who is likely to remarry, to suitable guardians of such children subject to their being born alive.

Normal adult dependants can receive the whole of the amounts allotted to them by the Commissioner at once, but dependants suffering from legal disabilities, such as being under age or of unsound mind, may at the Commissioner's option receive only a small part of the amounts allotted to them in cash, and have the remainder invested either in Government securities or Post Office Cash Certificates, or have it deposited in a Post Office Savings Bank. Such amounts may be utilised for the purpose of maintenance allowances or for giving the beneficiary a general or technical education.

*Permanent Total Disablement.*—A workman may be said to suffer from total disablement when he is incapacitated from all work which he was capable of doing at the time when the accident causing the disablement occurred. Total disablement is considered to be permanent if a workman, as the result of an accident, (1) loses the use of both his eyes; or (2) suffers from such a combination of injuries from the list specified below as will bring the loss of earning capacity when totalled for each separate injury to 100 per cent. or more. The loss of earning capacity from the loss of an arm above or at the elbow is 70 per cent. for the right arm and 60 per cent. for the left arm, and for the similar loss of an arm below the elbow 60 per cent. for the right arm and 50 per cent. for the left. The loss of either leg at or above the knee is 60 per cent. and below the knee 50 per cent. The percentage of loss of earning capacity for permanent total loss of hearing is 50 per cent. The loss of one eye results in 30 per cent. loss and the loss of either thumb 25 per cent. The loss of all the toes of one foot is given a figure of 20 per cent. whereas the loss of one phalanx of thumb or the loss of an index finger or of a great toe is, in each case, calculated as a loss of 10 per cent. in earning

capacity. The smallest percentage in the list is 5 and this is given to the loss of any finger other than the index finger. For example, if an accident results in the loss of the left arm at the elbow and in total loss of hearing, the percentage of loss of earning capacity is 110 and this is considered as permanent total disablement.

The compensation in such cases is a sum equal to forty-two times the monthly wages (up to a maximum of Rs. 3,500) in the case of adults, and of a sum equal to 84 times the monthly wages (up to a maximum of Rs. 3,500) for minors. In cases where the monthly wage of any workman is below Rs. 9 per month the assumed wages for the purposes of calculating compensation is Rs. 8 per month. The effect of this is that the Act provides for a maximum compensation of Rs. 3,500 in the case of both adults and minors and for a minimum compensation amounting to Rs. 336 in the case of an adult and of Rs. 672 in the case of a minor.

It is important to remember that in cases where an accident results in injuries causing loss of earning capacity of a smaller percentage than 100, but, when combined with the loss of earning capacity caused through injury or injuries from a previous accident, brings the total loss of earning capacity to more than 100 per cent., compensation for the latter accident may be claimed on the basis of permanent total disablement. It is no defence to the employer to plead that compensation for partial disablement was paid at the time of a prior accident. In all such cases the full compensation is payable, but such compensation will be calculated on the wages earned at the time of the later accident.

*Permanent Partial Disablement.*—A workman is said to suffer from permanent partial disablement when the disablement is such as to reduce a workman's earning capacity in every employment which he was capable of undertaking at that time. Any of the injuries dealt with under permanent disablement and for which a percentage is assigned for loss of earning capacity is an injury which may be deemed to result in permanent partial disablement. When the injury which causes permanent partial disablement is one that is included in the list of injuries dealt with above, compensation is payable according to the percentage of earning capacity assigned to that injury, such percentage being calculated on the total amount that would have been payable in the case of permanent total disablement. The limitation to the maximum amount payable is Rs. 3,500.

In cases where a workman suffers from injuries specified in the schedule which do not total to 100 per cent. and also from other injuries not specified and the cumulative effect of which will be to result in total permanent disablement, the workman may apply for an assessment of the loss of earning capacity in the case of the injuries not specified. If the Commissioner decides that a workman has suffered from a hundred per cent. loss of earning capacity he may order that compensation should be paid as for permanent total disablement.

When the injury which causes the permanent partial disablement is one which is not included in the list of injuries specified, the compensation payable is such percentage of the total compensation payable in the case of permanent total disablement as may be considered equitable by the parties themselves subject to the confirmation of the agreement by the

Commissioner and, in cases where the parties disagree, by the Commissioner who will then be the sole deciding authority for assigning percentages for loss of earning capacity in the case of injuries not specified. This is, of course, subject to the right of appeal on a substantial question of law, the amount claimed being over Rs. 300.

*Temporary Disablement.*—Temporary disablement is such disablement as temporarily reduces the earning capacity of a workman in any employment in which he was engaged at the time of the accident resulting in the disablement. No compensation whatever is payable for the waiting period or the first ten days after the accident has occurred, but in all cases where claims for compensation are admitted, compensation is payable in half monthly payments on the sixteenth day after the expiry of the waiting period and thereafter half monthly during the period of disablement, or during a period of five years whichever is less.

Unlike the amount of compensation payable in the case of permanent disablement, whether total or partial, where an adult workman earning Rs. 80 or more per month can get compensation for total disablement at the rate of 42 times a monthly wage of Rs. 83-5-4 or the prescribed percentage of this amount in the case of partial disablement, the maximum amount of compensation payable to adults in cases of temporary disablement is Rs. 15 for each half monthly payment or a total of Rs. 30 per month. In cases where the monthly wages are less than Rs. 60, the amount of compensation payable half monthly is one-fourth of the total monthly wages to be calculated on the basis of assumed wages according to the table given in Schedule IV.

The effect of this is that an adult worker gets half his monthly wage up to a maximum of Rs. 30 per month during the period of temporary disablement. In the case of workmen who are minors the amount payable is one-third of the monthly wages at each half monthly payment as long as the workman is under 15 years of age. As soon as he becomes an adult he is entitled to receive half his monthly wage at each half monthly payment.

In both cases the amounts paid are limited to Rs. 15 for each payment made. The effect of this is that a minor, whilst he continues receiving half monthly payments as a minor gets two-thirds the monthly wages which he earned at the time of an accident, and that he gets his full monthly wage if the disablement continues after his having passed his minority. The provision in the case of minors is more liberal because as soon as a minor becomes an adult his earning capacity will have been increased in view of the full time work that he is allowed to put in at least in factories.

The employer in the case of any lump sum or half monthly payments payable as compensation is allowed to deduct from such payments the amount of any payment or allowance made to the workman either by way of compensation or as an advance during the period of the disablement prior to the receipt of such lump sum or of the first half monthly payment.

In the case of the workman who although partially disabled earns a wage during such disablement the Act lays down that no half monthly payment made as compensation " shall in any case exceed the amount,

if any, by which half the amount of the monthly wages of the workman before the accident exceeds half the amount of such wage which he is earning after the accident". "To put it more simply, the rate of compensation must not exceed the difference between the wage-rate before the accident and the wage-rate after. Compensation must not be a source of profit. For example a workman on Rs. 40 gets half monthly payments of Rs. 10 each. If he earns, while disabled, anything up to Rs 20 a month, he still gets Rs. 10 twice a month as compensation. But if he earns Rs. 24 a month, his half-monthly payments go down to Rs 8 each. Again, a minor on Rs. 12 gets half-monthly payments of Rs. 4 each up to age 15, and of Rs. 6 each after that. If, before he reaches 15 he is earning while disabled Rs. 6 a month, his half-monthly payments are reduced to Rs. 3 each, and they are not increased when he reaches 15."\*

In cases where disablement ceases before the completion of a half monthly period at the end of which compensation will have to be paid for that half month compensation will be paid in proportion to the number of days for that half month during which the disablement continued.

### III. Method of Calculating Wages

In the case of fatal accidents and accidents resulting in permanent disablement the amounts of compensation payable in the case of workers earning more than Rs. 80 per month are Rs. 2,500 in the case of fatal accidents to adults and Rs. 3,500 in the case of injuries resulting in permanent disablement both to adults and minors. In the case of accidents resulting in temporary disablement the amount of compensation payable in the case of adult workers earning Rs. 60 and over per month is Rs. 30. It does not matter what the worker earns above the limits shown in the case of adults. The maximum amounts of compensation paid remain the same. On the other side any wages or earnings amounting to less than Rs. 9 per month either in the case of adults or minors are calculated for the purposes of compensation as already stated at a minimum monthly wage of Rs 8. The scales of wages are divided by the Act into fourteen different groups and for any wage falling in any particular group there is a figure for an assumed wage. Thus any monthly wages or earnings not less than Rs 22-8-0 but less than Rs 27-8-0 are calculated for the purposes of compensation at Rs 25 per month. These groups, with the assumed wage in each case, are as follows :—

	Limits		Assumed wages	
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Where the sum arrived at by a calculation under clause (a) or clause (b) of section (5) is—	less than 9 0 0	but less than 11 0 0	8 0 0	10 0 0
	not less than 9 0 0	" 13 0 0	10 0 0	12 0 0
	" 11 0 0	" 17 8 0	12 0 0	15 4 0
	" 13 0 0	" 22 8 0	15 4 0	20 0 0
	" 17 8 0	" 27 8 0	20 0 0	25 0 0
	" 22 8 0	" 32 8 0	25 0 0	30 0 0
	" 27 8 0	" 37 8 0	30 0 0	35 0 0
	" 32 8 0	" 42 8 0	35 0 0	40 0 0
	" 37 8 0	" 50 0 0	40 0 0	46 4 0
	" 42 8 0	" 60 0 0	46 4 0	55 0 0
	" 50 0 0	" 70 0 0	55 0 0	65 0 0
	" 60 0 0	" 80 0 0	65 0 0	75 0 0
	" 70 0 0	....	75 0 0	83 5 4
	" 80 0 0	....	83 5 4	

\* The Indian Workmen's Compensation Act (VIII of 1923), by A. G. Clow.

All workers admitted to compensation under the Act are divided into two groups. In the first group are included all those workers who have served under the employer liable to compensation for a continuous period of twelve months without a break in service for a period greater than fourteen days. If there has been a break of more than fourteen days in the service of a worker with the employer liable to pay compensation during the twelve months preceding the accident, the worker comes under the second group. In the second group are included all workers with a period of continuous service amounting to less than a year.

In the first case "monthly wages" are calculated by adding all the wages, allowances, bonuses and the value of all such benefits and advantages as may be deemed to be a part of a worker's effective wages that have either been paid or have fallen due within the twelve months immediately preceding the accident, and by dividing this total by 12. The term "have fallen due" is important because the monthly wage is then made to include not only amounts actually paid but also the amounts payable in respect of the service put in immediately prior to the accident.

In the second case monthly wages are calculated by multiplying the total wages earned in respect of the last continuous period of service immediately preceding the accident by 30 and by dividing this product by the number of days comprised in the period covered.

It is of vital importance to workmen to remember that the product obtained by multiplying the total wages earned during the period taken by 30 is not divided by the number of days actually worked but by the number of days included in the period which is considered as the period of continuous service. The effect of this is that the workman who remains constantly absent from work suffers in reducing the total wages which he earns and thus reduces the figure for his monthly wages. This argument is also applicable to workers in the first group. All workmen should therefore endeavour, if they desire to insure themselves sufficiently in accordance with their wages, to put in as many days' work as possible.

#### IV. Proceedings to be taken on the occurrence of accidents

*Notice.*—As soon after an accident as possible notice of the accident must be served on the employer of the workman injured. There is nothing elaborate or special about the form which this notice should take. Only three sets of facts are to be recorded: (1) the name and address of the person injured, (2) the date of the accident and (3) the cause of the injury. If a workman is conscious after being injured and able to write out or get the notice written out on the premises where the accident occurred this should be done at once. If the injured workman is unconscious his associates or relations or friends should serve the notice on his behalf. The serving of this notice is a factor of the most vital importance and should be carried out at once in all cases where accidents of any importance have occurred. Even in the case of minor and trivial accidents a workman loses nothing in serving a notice on his employer as such a notice would be exceedingly valuable in cases where the injury developed into a disablement in respect of which it may be necessary to claim compensation.

(To be continued)

## Labour Legislation

The following is a copy of a Bill to make provision for the weekly payment of wages to workmen, domestic servants and other employees, introduced in the Legislative Assembly on 23rd September 1924.

### A BILL TO MAKE PROVISION FOR THE WEEKLY PAYMENT OF WAGES TO WORKMEN, DOMESTIC SERVANTS AND OTHER EMPLOYEES

WHEREAS it is expedient to make provision for the weekly payment of wages to workmen, domestic servants and other employees; It is hereby enacted as follows:—

1. *Short title, extent, commencement and application.*—(1) This Act may be called the Weekly Payments Act, 1924.

(2) It shall extend to the whole of British India, including British Baluchistan and the Southal Parganas.

(3) It shall come into force on the first day of June 1925.

(4) It shall apply—

(i) to every class of workers engaged in factories which come under the cognizance of the Indian Factories Act, 1911 (XII of 1911);

(ii) to all employees in Government or private service establishments; and

(iii) to all skilled or unskilled workers or employees wheresoever employed, provided that such workers or employees are in receipt of wages which in total amount to less than Rs. 100 per month.

2. *Weekly payment of wages.*—From the date of the passing of this Act, it shall be unlawful for any employer to engage any workman, domestic servant or other employee, provided such workman, domestic servant or employee is to be paid his wages at a rate amounting to less than Rs. 100 per month, on any other basis except that of payment of such wages on the weekly basis.

3. *Penalties.*—Any breach of this Act will be punishable with simple imprisonment which may extend to three months, and may also be punishable with a fine not exceeding Rs. 1,000.

4. *Savings.*—The provisions of this Act shall not affect the right of employers to make payments to workers on the daily or any other basis, provided such payments are not withheld for more than a week.

#### Statement of Objects and Reasons

During recent strikes in India it has been discovered that certain groups of unscrupulous employers have been in the habit of stopping the wages due to workmen who have worked in their factories even for a full period of a month, thereby causing a great deal of hardship to such workers and their dependents. The scandal created by such action on the part of employers was such that even the Government of Bombay had recently to take notice of it. The matter was subsequently raised in the Houses of Parliament where it was stated that the question of legislation on the lines indicated in the suggestion that payments to workers should be made on the weekly basis was under consideration. The passing of this Bill will certainly go a long way in getting a worker not only out of the clutches of mill Managers and mill Agents, but equally out of the clutches of the average money lender, considering that under the present circumstances an average worker's family in industrial areas, where payment is made on the monthly basis, has to subsist on credit for a period of six weeks of their initial employment with not a single pice of their remuneration being paid to them during such period of their employment.

Srinagar :

The 10th August 1924. }

D. CHAMAN LALL,

## Workmen's Compensation

At the request of the Commissioner, Workmen's Compensation, the following two resolutions have been republished:—

Bombay Castle, 29th July 1924.

No. 5498.—The following notification by the Government of India, Department of Industries and Labour, is republished:—

"No. L-1189, dated Simla, the 26th June 1924.

In exercise of the powers conferred by section 16 of the Workmen's Compensation Act VIII of 1923) the Governor General in Council is pleased to direct that an annual return in duplicate in the form set forth in the Schedule hereto annexed shall be furnished by every person employing workmen who are

- (a) employed as railway servants;
- (b) employed in connection with the service of a tramway as defined in section 3 of the Indian Tramways Act, 1886;
- (c) employed within the meaning of clause (2) of section 2 of the Indian Factories Act, 1911, in any place which is a factory within the meaning of sub-clause (a) of clause (3) of that section;
- (d) employed within the meaning of clause (d) of section 3 of the Indian Mines Act, 1923, in any mine which is subject to the operation of that Act;
- (e) employed in the service of any Port Trust or Port Commission for the purpose of loading, unloading or coaling any ship at any pier, jetty, landing place, wharf, quay, dock, warehouse or shed, on, in or at which steam, water or other mechanical power or electrical power is used.

2. The return, which shall relate to a calendar year, shall be furnished on or before the 1st February following the year to which the return relates.

3. The return shall be signed (a) by the employer, or where there is more than one employer by any employer, or (b) by any person directly responsible to the employer or employers for the management of the establishment to which it relates.

4. (a) The return shall be furnished, in the case of railway servants, to the Secretary to the Railway Board (Railway Department), Government of India.

(b) In the case of other workmen detailed above a return shall be submitted—

(i) in the Punjab—to the Inspector of Factories;

(ii) in other provinces—to the Commissioner for Workmen's Compensation for the area within which the said workmen are normally employed,

unless the local Government by notification in the local official Gazette specifies any other authority to whom the return shall be submitted.

### SCHEDULE.

#### WORKMEN'S COMPENSATION.

Return relating to period from Province	}	to 31st December 192	(to be omitted in case of railways).
District Name of establishment Nature of work*			

		ACCIDENTS					
		Numbers resulting in			Compensation paid for		
Nos. employed		Death	Perma- nent disable- ment	Tempo- rary disable- ment	Death	Perma- nent disable- ment	Tempo- rary disable- ment
Adults ..	..				Rs.	Rs.	Rs.
Minors ..	..						

		DISEASES					
		Numbers resulting in			Compensation paid for		
Nos. employed		Death	Perma- nent disable- ment	Tempo- rary disable- ment	Death	Perma- nent disable- ment	Tempo- rary disable- ment
Adults ..	..				Rs.	Rs.	Rs.
Minors ..	..						

Dated 19 . (Signed) (Designation)

\*Note 1.—Under nature of work, enter in case of factories and mines the class of factory or mine according to the process or product, e.g., cotton weaving and spinning factory, coal mine.

Note 2.—Only compensation actually paid during the period in question should be entered; it should include compensation paid on account of accidents occurring during a preceding period and should exclude compensation due which was not paid during the period.

(Signed) A. H. LEY,  
Secretary to the Government of India."  
By order of the Governor in Council,  
G. A. THOMAS,  
Secretary to Government.

Bombay Castle, 16th September 1924.

No. 5498.—With reference to paragraph 4 (b) of the Government of India Notification in the Department of Industries and Labour, No. L-1189, dated the 26th June 1924, republished under this Government Notification No. 5498, dated the 29th July 1924, at pages 1721-1722 of Part I of the *Bombay Government Gazette*, dated the 31st July 1924, the Governor in Council is pleased to appoint the Commissioner for Workmen's Compensation, Bombay, as the authority to which returns in respect of workmen other than railway servants, detailed in paragraph 1 of the said Government of India notification should be submitted direct, and to direct that copies of the said returns should be supplied to the local *ex-officio* Commissioners.

By order of the Governor in Council,  
G. A. THOMAS,  
Secretary to Government.

## Reviews of Books and Reports

*Industrial Democracy* by Glenn. E. Plumb and Wm. G. Roylance, London, George Allen Unwin, Ltd., pp. 352, price 10/6 net.

The authors have given in this book an analysis of modern industry and have suggested a plan which they believe will enable industry to discharge fully and adequately its sole function of supplying economic wants. A survey of world conditions is taken to show that the progress of humanity is identical with the progress of democracy, and it is urged that if mankind is to progress it is necessary to get rid of industrial autocracy which rules the world of to-day. Examples, particularly from American industry, are cited to prove that industrial autocracy though still prevalent in the world is approaching dissolution. It is predicted that its end will be as swift as it will be sure, since it is incompatible with the fundamental principles of democracy which weilds such power over the mind of the civilized man.

The key-note of the book is co-operation. For every evil in modern industry, it is suggested that co-operation is the cure. For instance, the adoption of the 'Plumb Plan' in railways, which is based on a principle of co-operation, can remove antagonism between capital and labour; in banking, in finance—in fact in every sphere of economic activity co-operation alone will lead to industrial democracy.

It may be remarked however that co-operation is not so easy to achieve as the authors imagine and that the idea of co-operation in industry is not a new one but dates further back than Adam Smith.

The authors in their eagerness to reach the millenium on the basis of co-operation have ignored many harsh realities that face the economic life of man. So long as men and women remain what they are, the instinct of possession will continue to exert its influence. The mistake of the authors lies exactly in this that the ideal man, vizualized by the Philosopher who lives only for the good of mankind, and the ideal world in which 'brother does not war with brother' have been accepted not as ideals but as existing things. And the discussion, proceeding as it does on this basis, is only valuable in so far as it points to the ultimate goal.

The book is eminently readable, and being free from violence of thought and style, is a good addition to the extant literature on socialism.

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*A National System of Taxation*, by A. Ramaïya, M.A., P. S. Mahadeva Iyer, Madura, 1924, post 8vo. pp. xii + 252.

This little book is a fairly useful summary of established ideas on the principles of taxation. The most interesting of the constructive suggestions in the book is the proposal to tax wealth hoarded in the form of jewelry and household utensils of precious metal. The admission of the existence of an enormous amount of such hoarded wealth, coming from an Indian source, is valuable; and as Mr. Ramaïya says:—"A tax on the income of satisfaction derived from the possession and use of such articles will not only educate the people of the country and improve

them morally, but by discouraging the use of costly and luxurious jewels will release a large amount of capital from such investments and direct them (sic) to the production of more urgent national utilities". The proposed revision of the Income Tax schedule, taxing only surplus income above Rs 2,000 (instead of, as now, the whole income), and raising the rates very drastically is not satisfactory since it would hit mainly salaried persons, whose income cannot be concealed, and would therefore act very severely against a class already admitted to be in economic difficulties. The statement in the footnote on p. 14 that additional staff of clerks and subordinate officials has to be maintained for assisting European officers ignorant of local conditions is *definitely untrue*. No such additional staff is anywhere maintained.

\* \* \* \* \*

*Report on the Economic and Financial Conditions in Germany revised to April 1924* by J. W. M. Thelwall, together with a *Report on the Occupied Territories* by C. J. Kavanaugh, His Majesty's Stationery Office, London, 1924, price 5 shillings net.

This Report gives a comprehensive survey of the economic position of Germany during the year ending April 1924. It deals exhaustively with all the aspects vital to the economic life of a country, namely, currency, finance, banking, foreign trade, industries, labour, etc. It tells us of the havoc in the form of a tremendous rise of prices caused by the introduction of the gold mark and the necessity that subsequently arose of introducing the Renten mark to restore normal conditions in the country. The banking situation, particularly during the second half of the year, was very acute and there was something like a banking crisis in progress in Germany, due not so much to financial conditions as to policy. The food problem continued to be acute, and steps had to be taken during the year to ensure a sufficient supply of bread and to cheapen its purchase for the poorer classes. The Bread Levy, The Rhine-Ruhr Levy and the Tax on Industrial and Commerical concerns had to be imposed for balancing the budget. Taken by weight, the country had a considerable adverse balance of trade but in value imports and exports balanced. Wages fluctuated fantastically; thus, during the first quarter they were 28 per cent., in the second quarter 21 per cent. and at the beginning of August 23 per cent. below the minimum while at the end of August they were 73 per cent. above. On the whole real wages were much below the pre-war level.

The Report on occupied territories deals at length with the effect of political policies and changes on the economic life of these territories. It is pointed out that the Passive Resistance Movement in the Ruhr alone cost something between 3½ and 4 million gold marks up to the end of September. Industries were naturally not so prosperous owing to the artificial barriers raised on account of political considerations. Workers were in many cases compelled to revert to the pre-war working hours.

## Current Notes From Abroad

### INTERNATIONAL

The practice of paying family allowances, *i.e.*, periodical payments to the worker in respect of his family rather than of the work done, though adopted before the war in some countries has become much more general since 1914. In France and Belgium, allowances are mainly paid through equalisation funds established by groups of employers. Elsewhere they are paid under collective agreements, and no sharp distinction is drawn between the wage and the allowance. In France, about 2,700,000 workers get family allowances amounting to about 300 million francs per annum; and in Belgium about 280,000 workers 20 million francs; while in the Netherlands some 87,000 workers are covered by the schemes. Complete figures are not available for other countries but it has been estimated that in Europe as a whole, excluding state servants, nearly eight million workers are employed in establishments paying family allowances in some form or another. (*Abstracted from the International Labour Office Weekly News Service.*)

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At the Third International Land-workers' Congress held at Berlin on the 17th of September, delegates from land-workers' organisations of Great Britain, Holland, Austria, Germany, Poland, Denmark, Latvia, Czechoslovakia, representing a total of 450,000 members, were present.

The following subjects were discussed at the conference:—working hours in agriculture; statutory minimum wages; the question of emigrants; the housing question; the question of small peasant proprietors.

One of the resolutions adopted by the Congress called upon the International Labour Office to place 'Working Hours in Agriculture' on the agenda of the next International Labour Conference. (*Abstracted from the Press Reports of the I. F. T. U., September 25, 1924.*)

\* \* \* \* \*

The I. F. T. U. convened a conference at Prague on 29th and 30th September last to discuss the emigration problem, with special reference to Polish emigration to France and Belgium, the prohibition of immigration into the United States of America, and the importance of emigration regulations for Jewish workers. 37 delegates were present representing 10 countries. It was decided that the following measures are necessary:—

- (1) The organisation of the international labour market by regulating emigration and immigration.
- (2) Agreements between the various trade union national centres which are interested in the question, under the supervision of the I. F. T. U.
- (3) The establishment of equality of treatment of all workers, without distinction of nationality.
- (4) The conclusion of mutual agreements between countries of immigration and countries of emigration, these agreements

laying down the rights and duties of the workers' organisations in these countries.

- (5) Compulsory membership of immigrant workers in the organisations of the countries of immigration.
- (6) The collection by the I. F. T. U. of all the material obtainable on this question, and the distribution of this material to the affiliated countries by the I. F. T. U. in its publications.
- (7) The establishment in every country of national and district joint bodies, which shall undertake to regulate the recruiting and emigrating of workers: labour delegates must be appointed on these bodies.
- (8) The creation of an international office for Immigration and Emigration, which shall be competent to collect information and to give advice in all proposals for regulating emigration.
- (9) This international office should be connected with the International Labour Office. (*From the Press Reports of the I. F. T. U.*)

### UNITED KINGDOM

Speaking at a recent district meeting of Trades Councils, Fred Bramley, the Secretary of the British Trades Union Congress, gave his views in relation to the question of craft *v.* industrial unions. Mr. Bramley thinks that ways and means will be found to organise the workers in any industry to function together at any moment of crisis, without the destruction of the craft union.

Incidentally, he pointed out that one of the chief obstacles to industrial unionism is the fact that a worker is very apt to pass from one industry to another without changing his craft: thus, a boiler-maker may be for some time engaged in the shipbuilding industry, and then on the railways.

He declares that a special conference will shortly be held to discuss this question with regard to the railway industry. (*From the Press Reports of the I. F. T. U.*)

\* \* \* \* \*

The situation regarding the payment of rents on the Clydeside has now become very complicated and bitter. The refusal to pay rents and the accumulation of large arrears have arisen from a variety of causes. Unemployment, poverty, the anti-rent campaign waged by the local extremists, bad trade, bad laws, bad politics and above all the miserable slum conditions of the Clydeside,—these have contributed to produce a chaotic condition. How bad the housing conditions are is very well shown by the report of the Medical Officer for Glasgow. It is pointed out in this report that 40,000 houses are occupied by more than three people to each room; in 14,131 cases from four to six persons, and in 1,643 cases from seven to nine persons, are living in one room; and in over 19,000 two roomed dwellings from seven to nine people are living. (*Abstracted from the Nation and the Athenaeum, September 27, 1924.*)

Recently, in England, in two important cases—one of the Bristol miners and the other of the steel workers in Sheffield District—the Umpire under the Unemployment Insurance Act has decided that men unemployed in consequence of a trade dispute are entitled to benefit. These decisions which arose out of the New Act of 1924 are of great importance from the public point of view. The principle of the New Act clearly means that the community has assumed the responsibility of maintaining as unemployed the workers of those firms which cannot afford a scale of wages nationally agreed upon. This responsibility may prove especially onerous in the coal mining industry which is unable to afford the wages scale of the National Agreement. It is true that uneconomic coal mines should not be maintained but before that question is tackled, the question of the greater mobility of labour must be considered. "It is intolerable that fresh labour supply should have to be recruited by each new coal mine opened up, while the trained labour of old mines that become uneconomic should be maintained in perpetuity as unemployed under this new decision". (*Abstracted from the Nation and the Athenaeum, September 27, 1924.*)

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The British Broadcasting Station, Leafeld, announces on 4th November that unemployment returns in England showed a further slight decrease for the week ending October 27. The total number of the unemployed registered was 1,203,100. (*Abstracted from the Bombay Chronicle, November 6, 1924.*)

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During 1923 the General Council of the British Trades Union Congress sent a questionnaire to its affiliated organisations for the purpose of ascertaining the normal working week recognised in industries in which members of trade unions were employed. The result of this enquiry (published in the General Council's report for 1924) shows that of the total trade union members 24,500 worked a 40 hour week; 800,600, a 42 hour week; 305,687 a 44 hour week; 8,500 a 46 hour week; 11,590 a 46½ hour week; 964,224 a 47 hour week, and 1,409,613 a 48 hour week. (*Abstracted from the International Labour Office Weekly News Service.*)

\* \* \* \* \*

*The Economist* in its issue for 4th October, taking the figures of production and consumption of various commodities in England, statistics of rail-borne trade, and import and export, has deduced an index of national production. Stated on a basis of 100 in 1913 the index is as follows:—95 for 1920, 80 for 1921, 86 for 1922 and 95 for 1923. The figure 95 per cent. for 1923 may perhaps seem too high in view of the reduction in working hours and the unemployment in the country. But there is no certainty that reduction of hours has been followed by reduction in output and as for unemployment though there was more of it in 1923 than in 1913, owing to the increase of 6½ per cent. in the employable population during the decade, the number of persons employed in 1923 was at least 96 per cent. of those employed in 1913.

From this figure, after correcting it to allow for the changes in price, the following estimate of the national income for the United Kingdom, excluding Southern Ireland, is arrived at—

			Production Index	Price Index	Net National Income	Total National Income, including Interest on Internal Debt and War Pension
					Mln. £	Mln. £
1913	..	..	100	100	2,200	2,200
1920	..	..	95	250	5,225	5,600
1921	..	..	80	200	3,510	3,900
1922	..	..	86	166	3,140	3,500
1923	..	..	95	166	3,470	3,800

The Price Index Number in the above Table appears to be the mean of the Wholesale and Retail Price Index Numbers (of the Economist).

The ratio of tax revenue collected in the various years to the above estimate of total national income is shown in the table below, in which are also set out figures for the United States:—

RATIO OF TAXATION TO NATIONAL INCOME

			Great Britain per cent.	United States per cent.
1913	..	..	7.1	6.4
1920	..	..	18.4	12.1 (1919)
1921	..	..	22.0	16.7
1922	..	..	22.2	12.1
1923	..	..	18.8	11.6

The British figures relate only to Imperial taxation but the American statistics cover all taxes. The ratio of taxes to national income in the United States has fallen far more from the high point of 1921 than it has in England. But whereas the tax revenue in Great Britain fell in 1923 it rose in the United States. It may also be of interest to state that the ratio of taxation to national income was 16 per cent. in France last year.

#### OTHER EUROPEAN COUNTRIES

The question of alien labour in France is becoming very acute in that country. There are now about 800,000 Italian and 500,000 Polish workers in France and hundreds of thousands of other nationalities who are brought into the country without any attempt at control. The employers find these foreigners useful for the purpose of cutting down wages and therefore allow immigration to remain in its present chaotic state. The Poles have even brought their own priests with them, including two bishops. These clerical immigrants have been busy setting up independent trade unions for the Poles under their care. This not only breaks the law but it makes it impossible to do any real trade union work.

The French Confederation of Labour is not against the immigration of alien workers but it is very strongly opposed to the present practice of recruiting foreign workers in the name of the French Government without any system or any attempt at selection. The French Confederation is demanding the creation of a National Office for the regulation of immigration. The Confederation has also declared that measures must be taken to prohibit the making of individual labour contracts between employers and foreign workers before the latter enter the country. (*From the Press Reports of the I. F. T. U.*)

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The Board of the Stockholm elementary schools has recently opened a Vocational Guidance Office which includes sections for young persons of both sexes. Young persons, on the eve of leaving an elementary school, fill up a form showing in detail their plans for the future and their vocational aptitude. The school-master concerned is required to give his opinion of the pupil in the same form. With this knowledge of the pupil's ability and aptitude, the Vocational Guidance Office is able to give useful advice to young persons applying to it. The Office only gives the applicant precise information on various trades, leaving him to make his own choice.

During its first month's activities, in May 1924, the Employment Office for young persons received 657 demands for employment while employers notified it of 527 vacancies, of which 392 were filled by 266 boys and 126 girls respectively. (*Abstracted from the Industrial and Labour Information, October 13, 1924.*)

\* \* \* \* \*

Before the Italian Institute of Hygiene Prof. Alfieri lectured on pre-natal protection of infants and mothers. He stated that up to 1918 about 3,000 women in Italy died annually at childbirth, and that since that year the number has come down to about 2,330. This represents a case-mortality of about 3 per 1,000, which is higher than in Denmark, Holland, and Sweden, but lower than in England, France, Germany, and the United States of America. Prof. Alfieri declared that the extension of manual labour among women must be studied in this connexion. Work unsuited to the period of gestation, excessive work, work continued till too near the period of delivery, and insufficient rest after delivery all justified legislative intervention and the organization of the protection of mothers. (*From Difesa Sociale, Rome, July 1924, quoted in Bulletin International de La Protection de L' Enfant, Brussels, August-September 1924.*)

\* \* \* \* \*

The Institute of Industrial Psychology at Zurich has enlarged the field of its activities by introducing, as a complement to its examination of young persons, a system of information based on psychological and educational data. This information, like the psycho-technical examination, is offered gratis to persons of no private means through the Cantonal Office of Zurich. Other persons who wish to benefit by it have to pay a small fee. (*From Der Schweizerische Arbeitsmarkt, October 1924.*)

The Executive of the Italian Federation of Trade Unions has decided to hold the next trade union congress at Milan from the 18th to the 21st November. Besides despatching the usual business, the congress will discuss the question of social legislation. (*From the Press Reports of the I. F. T. U.*)

\* \* \* \* \*

The General Council of the Norwegian Federation of Trade Unions, which is at present unaffiliated with any Trade Union International, discussed the question of affiliation at a meeting on 30th September last. No decision was reached, but it was decided to convene a conference of representatives of the national federations of Norway, Sweden, Denmark and Finland to consult how international unity can best be re-established. (*From the Press Reports of the I. F. T. U.*)

\* \* \* \* \*

Towards the end of this autumn the Swiss Federal Department of Public Economy will bring out a report entitled "La Suisse Economique et Sociale". This will contain a discussion on the Economic condition, the regulation of labour, and the state of social insurance in Switzerland. It will be published by Messrs. Benziger & Co., at Einsiedeln at a price of fr. 30 unbound and fr. 35 bound. The work will be brought up to date by the issue of supplements at intervals of 3 or 4 years. (*From Der Schweizerische Arbeitsmarkt, August 1924.*)

\* \* \* \* \*

A conference, presided over by an official of the Federal Labour Office, took place on the 16th July at Lucerne between representatives of the Swiss Society of Hotelkeepers and of the Associations of Hotel Staffs for the continuation of the discussion on reform in the tipping system.

There cannot be for a single instant any question of the general compulsory abolition of tips. But the interested parties agreed to fix some normal standards for the amount of tips and for the distribution of these "supplements of service" in those houses which are ready of their own accord to introduce this reform, or who, to accommodate their clients, are disposed to distribute the tips among the employees entitled to the proceeds. An agreement was reached on several important points, to be submitted by the two delegations for ratification by their respective organisation.

Discussion will recommence shortly on several other questions postponed for the present, and one may hope for a definite solution of all questions during the course of the year. (*From Der Schweizerische Arbeitsmarkt, August, 1924.*)

\* \* \* \* \*

Demand is reviving slightly in every section of the Belgian textile industry, except cotton weaving, where the situation continues difficult. As a result of the rise in the index number of cost of living, which is now above 500, the wages of textile workers will again be increased. This advance will come into operation at the end of the first fortnight in October and will amount to 5 per cent. (*From the Times Trade and Engineering Supplement, October 11, 1924.*)

## UNITED STATES

Dr. Elton Mayo, who is carrying on research in several industrial plants in Philadelphia, threw some light on the effect of repetitive and monotonous work at a recent conference of the Vocational Guidance for Juniors. Asked as to why labour turnover was high in some departments, Dr. Mayo answered that repetitive work induces day-dreaming which may be harmful to the workers and that conscious thinking of a concentrated kind represents only a limited phase of the mental life of man.

The subject of the inter-relation of the industrial environment and the mental life of the worker is complicated, and it is not possible to arrive at definite conclusions when the science of industrial psychology is still in its infancy. But the beginnings already made open up a vast field of great importance to both labour and management in industry. For instance, it is possible by devising a scientific system of rest periods to prevent the development of the harmful habit of day-dreaming among the workers. (Abstracted from the *Industrial Bulletin*, September 1924.)

Employee engaged in washing employer's horses during hot weather attempted to turn one of the animals, and when it would not obey him struck horse a blow with wooden stick. Animal responded by kicking him, resulting in employee's sustaining two fractured ribs and several fractures of left arm. In claim for compensation which followed, employer resisted on ground that employee's abusive treatment of horse constituted "wilful misconduct." Testimony was presented to effect that employee used metal bar in striking horse and that horse was of good character. Kentucky Workmen's Compensation Board held that evidence presented was of conflicting nature, but favours employee's history of accident, and that while treatment of horse was perhaps unnecessarily cruel, it was not so brutal as to constitute wilful misconduct. Compensation for disability was awarded. (From the *Industrial News Survey*, September 22, 1924.)

The number of registered motor cars in the United States of America on July 1st, 1924 was 15,509,840. (From *Industrial News Survey*, September 22, 1924.)

## OTHER COUNTRIES

The Minister of Foreign Affairs, in his opening address before the Japanese Imperial Emigration Commission, pointed out that Japanese population was increasing at the rate of 600,000 to 700,000 annually. (Abstracted from the *Industrial News Survey*, September 29, 1924.)

The Government and private employers in New Zealand have been trying to enforce the 48-hour week throughout the country. The New Zealand Alliance of Labour has informed the Government that it will not agree to any increase of working hours from 44 to 48 per week. Fully 79 per cent. of the workers of New Zealand are now working on a 44-hour week basis, and industrial trouble is threatened if the 44-hour week is not made universal. (From the *Press Reports of the I. F. T. U.*)

## PRINCIPAL TRADE DISPUTES IN PROGRESS IN OCTOBER 1924

Name of concern and locality	Approximate number of work-people involved		Date when dispute		Cause	Result
	Directly	Indirectly	Began	Ended		
<i>Textile Trades.</i>						
1. The Madhowji Dharamsi Mill, Foras Road, Bombay.	90	...	15 Oct.	18 Oct.	Demand for Rs. 25 each as wages for September instead of Rs. 15 or 16 due to them on piece rates.	Daily wages were granted instead of piece rates.
2. The Sassoon Spinning and Weaving Co., Bombay.	504	1,463	16 Oct.	31 Oct.	Demand for higher rates per pound of cloth.	Work resumed unconditionally by some and new hands were engaged in place of others.
3. The Barsi Spinning and Weaving Mills, Ltd., Sholapur	1,060	...	30 Oct.		Demand for one month's pay as bonus instead of half month's pay.	
<i>Miscellaneous.</i>						
4. The Hackney-coach Drivers, Karachi.*	500	...	3 Oct.	4 Oct.	Alleged unnecessary prosecutions by police.	Work resumed.
5. Carriage and Waggon Workshop, N. W. Railway, Karachi.	1,106	94	21 Oct.	25 Oct.	Demand for the reinstatement of five men dismissed for signing a petition alleging ill-treatment by the chargemen.	Work resumed, the D. L. O. having agreed to reinstate the discharged men.

\* This dispute is not a true Industrial Dispute, since the parties involved were not employers and employed. But it is given for ready reference.

### ACCIDENTS IN FACTORIES DURING OCTOBER 1924

#### 1. Bombay City

Class of Factory.	No. of accidents due to		Nature of injury.								Total No. of persons injured.	
	Machinery in motion.		Other causes.		Fatal.		Serious.		Minor.		Jan to Sep 1924.	Oct 1924.
	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.		
I Textile Mills—												
Cotton Mills ..	253	40	132	16	9	7	20	1	357	48	386	56
Woolen Mills ..	3	..	3	..	..	..	..	..	6	1	6	1
Others ..	1	..	1	1	..	..	..	..	2	..	2	..
Total ..	257	40	136	17	9	7	20	1	365	49	394	57
II Workshops—												
Engineering ..	15	2	97	9	1	2	3	..	108	9	112	11
Railway ..	57	4	885	65	2	..	1	..	939	69	942	69
Mint ..	..	..	2	1	..	..	..	..	2	..	2	..
Others ..	5	..	14	..	..	..	1	..	18	1	19	1
Total ..	77	6	998	75	3	2	5	..	1,067	79	1,075	81
III Miscellaneous—												
Chemical Works ..	..	..	4	..	1	..	..	..	4	..	4	..
Flour Mills ..	2	1	9	1	..	..	..	..	10	..	11	..
Printing Presses ..	2	..	3	1	..	..	2	..	5	..	5	..
Others ..	14	..	20	..	1	..	..	..	32	..	35	..
Total ..	18	1	36	1	2	..	2	..	51	2	55	2
Total, All Factories ..	352	47	1,170	93	14	9	27	1	1,483	130	1,524	140

#### 2. Ahmedabad

Class of Factory.	No. of accidents due to		Nature of injury.								Total No. of persons injured.	
	Machinery in motion.		Other causes.		Fatal.		Serious.		Minor.		Jan to Sep 1924.	Oct 1924.
	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.		
I Textile Mills—												
Cotton ..	76	11	16	7	30	..	42	5	67	13	139	18
Total ..	76	11	16	7	30	..	42	5	67	13	139	18
II Miscellaneous—												
Match Factory ..	3	..	1	..	1	..	1	..	2	..	4	..
Flour Mills ..	..	..	1	..	..	..	..	..	1	..	1	..
Oil Mills ..	..	..	1	..	..	..	..	..	1	..	1	..
Total ..	3	..	3	..	1	..	1	..	4	..	6	..
Total, All Factories ..	79	11	19	7	31	..	43	5	71	13	145	18

Explanations:—1. The progressive figures do not always agree with the figures shown in the previous issue, but are corrected to date.

2. "Fatal" means causing the death of the injured persons without specification of period.

"Serious" means causing absence from work for more than 20 days.

"Minor" means causing absence from work for more than 48 hours and up to 20 days.

### ACCIDENTS IN FACTORIES DURING OCTOBER 1924—contd.

#### 3. Karachi

Class of Factory.	No. of accidents due to		Nature of injury.								Total No. of persons injured.	
	Machinery in motion.		Other causes.		Fatal.		Serious.		Minor.		Jan to Sep 1924.	Oct 1924.
	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.		
I Workshops—												
Railway and Port Trust ..	7	1	27	3	..	..	6	1	28	3	34	4
Engineering ..	1	..	..	1	..	..	..	1	1	..	1	1
Total ..	8	1	27	4	..	..	6	2	29	3	35	5
II Miscellaneous—												
Total ..	5	1	..	1	..	..	1	1	4	1	5	2
Total, All Factories ..	13	2	27	5	..	..	7	3	33	4	40	7

#### 4. Other Centres

Class of Factory.	No. of accidents due to		Nature of injury.								Total No. of persons injured.	
	Machinery in motion.		Other causes.		Fatal.		Serious.		Minor.		Jan to Sep 1924.	Oct 1924.
	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.	Jan to Sep 1924.	Oct 1924.		
I Textile Mills—												
Cotton Mills ..	39	3	27	1	2	..	6	..	58	4	66	4
Others ..	4	..	4	..	2	..	..	..	6	..	8	..
Total ..	43	3	31	1	4	..	6	..	64	4	74	4
II Workshops—												
Railway ..	13	4	105	11	1	..	2	1	115	14	118	15
Arms and Ammunition Works ..	1	..	1	1	..	..	1	..	2	1	2	1
Others ..	3	..	9	..	..	..	..	..	11	..	12	..
Total ..	17	4	115	12	1	..	3	1	128	15	132	16
III Miscellaneous—												
Ginning and Pressing Factories ..	10	1	7	..	5	..	1	1	11	..	17	1
Paint Works ..	2	3	5	3	..	1	2	..	5	5	7	6
Others ..	..	..	..	..	..	..	..	..	..	..	..	..
Total ..	12	4	12	3	5	1	3	1	16	5	24	7
Total, All Factories ..	72	11	158	16	10	1	12	2	208	24	230	27

Note.—For Explanations see previous page.

DETAILED STATEMENT OF THE QUANTITY (IN POUNDS) AND THE COUNTS  
(OR NUMBERS) OF YARN SPUN

## BOMBAY PRESIDENCY

Count or Number	Month of Sept			Six months ended Sept		
	1922	1923	1924	1922	1923	1924
Nos. 1 to 10 Pounds ..	(000) 6,694	(000) 6,273	(000) 5,602	(000) 38,887	(000) 36,193	(000) 32,046
Nos. 11 to 20 ..	19,616	16,495	17,700	117,771	102,013	106,243
Nos. 21 to 30 ..	13,183	12,893	12,365	82,986	70,559	80,124
Nos. 31 to 40 ..	971	1,432	1,056	6,947	5,819	7,718
Above 40 ..	163	284	473	1,041	1,200	2,428
Waste, etc. ..	6	9	9	57	71	67
Total ..	40,633	37,386	37,205	247,689	215,855	228,628

## BOMBAY CITY

Nos. 1 to 10 Pounds ..	(000) 6,183	(000) 5,509	(000) 4,924	(000) 35,733	(000) 33,017	(000) 28,421
Nos. 11 to 20 ..	13,688	10,953	12,211	82,340	74,550	73,003
Nos. 21 to 30 ..	7,711	7,849	7,609	50,019	47,910	49,856
Nos. 31 to 40 ..	467	739	610	3,081	3,397	4,200
Above 40 ..	83	118	307	575	626	1,355
Waste, etc. ..	2	1	3	12	14	18
Total ..	28,134	25,169	25,664	171,760	159,514	156,853

## AHMEDABAD

Nos. 1 to 10 Pounds ..	(000) 143	(000) 221	(000) 204	(000) 772	(000) 616	(000) 1,162
Nos. 11 to 20 ..	2,895	3,244	3,290	17,401	12,324	18,384
Nos. 21 to 30 ..	4,024	3,596	3,555	24,426	14,444	22,855
Nos. 31 to 40 ..	394	574	306	3,184	1,720	2,586
Above 40 ..	63	133	120	338	374	819
Waste, etc. ..	..	..	..	..	1	..
Total ..	7,519	7,768	7,475	46,121	29,479	45,786

DETAILED STATEMENT OF THE QUANTITY (IN POUNDS) AND DESCRIPTION  
OF WOVEN GOODS PRODUCED

## BOMBAY PRESIDENCY

Description	Month of Sept			Six months ended Sept		
	1922	1923	1924	1922	1923	1924
Grey and bleached piece-goods—	(000)	(000)	(000)	(000)	(000)	(000)
Khadi (a) Pounds ..	..	..	1,748	..	..	6,746
Chudders ..	1,499	2,046	1,501	7,631	7,584	7,087
Dhotis ..	4,520	6,705	5,837	37,231	29,790	35,032
Drills and jeans ..	521	685	759	3,834	4,763	5,928
Cambrics and lawns ..	24	29	85	420	130	412
Printers ..	342	536	262	2,532	1,815	1,819
Shirtings and long cloth ..	6,630	8,899	7,487	47,478	41,628	48,549
T. cloth, domestics, and sheetings ..	1,065	1,073	1,178	6,138	5,819	6,037
Tent cloth ..	63	75	189	463	405	1,060
Other sorts ..	1,548	2,149	503	8,291	10,720	3,053
Total ..	16,212	22,197	19,549	114,018	102,654	115,723
Coloured piece-goods ..	7,833	8,002	10,141	39,384	41,733	-9,921
Grey and coloured goods, other than piece-goods ..	192	174	146	1,195	962	956
Hosiery ..	16	14	14	82	82	75
Miscellaneous ..	150	129	115	582	542	793
Cotton goods mixed with silk or wool ..	3	11	16	44	84	41
Grand Total ..	24,406	30,527	29,981	155,305	146,057	167,509

## BOMBAY CITY

Grey and bleached piece-goods—	(000)	(000)	(000)	(000)	(000)	(000)
Khadi (a) Pounds ..	..	..	1,334	..	..	4,778
Chudders ..	835	1,136	896	4,191	4,770	4,270
Dhotis ..	1,580	1,826	1,915	11,332	10,435	10,951
Drills and jeans ..	497	641	645	3,631	4,488	5,331
Cambrics and lawns ..	17	25	83	219	87	353
Printers ..	24	11	..	255	54	24
Shirtings and long cloth ..	5,059	6,249	5,479	34,481	31,645	34,841
T. cloth, domestics, and sheetings ..	858	878	988	5,036	4,968	4,886
Tent cloth ..	49	39	65	401	288	466
Other sorts ..	1,129	1,560	222	5,820	7,744	1,350
Total ..	10,048	12,365	11,627	65,366	64,479	67,250
Coloured piece-goods ..	6,923	6,738	8,409	33,202	34,673	39,329
Grey and coloured goods, other than piece-goods ..	189	167	141	1,156	902	924
Hosiery ..	7	8	7	49	44	36
Miscellaneous ..	149	126	113	578	523	717
Cotton goods mixed with silk or wool ..	2	10	9	40	79	27
Grand Total ..	17,318	19,414	20,306	100,391	100,700	108,283

(a) Included under 'other sorts' prior to April 1924.



WHOLESALE MARKET PRICES IN BOMBAY

Articles.	Grade.	Rate per	Price.				Index numbers.					
			July 1914.	Oct. 1923.	Sep. 1924.	Oct. 1924.	July 1914.	Oct. 1923.	Sep. 1924.	Oct. 1924.		
<b>Cereals—</b>												
Rice	Rangoon Small-mill	Md.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.						
Wheat	Delhi No. 1	Cwt.	4 11 3	5 15 3	6 14 6	6 14 6	100	127	147	147		
Do.	Khandwa Seoni	Candy	5 9 6	6 8 0	7 12 3	8 4 0	100	116	139	147		
Do.	Jubbulpore	..	45 0 0	63 8 0	70 0 0	70 0 0	100	141	156	156		
Jowari	Cawnpore	Maund	40 0 0	46 8 0	51 8 0	52 8 0	100	127	129	131		
Barley	..	..	3 2 6	4 0 4	3 12 11	3 12 11	100	116	121	121		
Bajri	Ghati	..	3 4 6	3 2 10	5 4 8	4 12 2	100	127	121	121		
..	..	..	3 4 6	4 3 9	4 10 6	4 8 10	100	97	161	145		
<b>Pulses—</b>												
Gram	Punjab yellow (2nd sort)	Maund	4 3 9	3 6 2	4 0 4	..	100	122	142	141		
Turdal	Cawnpore	..	5 10 5	5 1 3	5 4 8	4 0 4	100	80	95	95		
..	..	..	..	..	..	5 4 8	100	90	94	94		
<b>Sugar—</b>												
Sugar	Mauritius	Cwt.	9 3 0	24 4 0	20 6 0	..	100	114	132	131		
Do.	Java, white	Maund	10 3 0	23 10 0	20 8 0	18 15 0	100	264	222	206		
Raw (Gul)	Sangli or Poona	..	7 14 3	11 9 0	13 5 4	14 15 5	100	232	201	193		
..	..	..	..	..	..	..	100	147	169	190		
<b>Other Food—</b>												
Turmeric	Rajapuri	Maund	5 9 3	38 12 5	23 2 1	..	100	214	197	196		
Ghee	Deahi	..	45 11 5	85 11 5	82 13 9	25 4 11	100	695	415	454		
Salt	Bombay (black)	..	1 7 6	3 4 0	2 4 0	2 4 0	100	188	181	181		
..	..	..	..	..	..	..	100	221	153	153		
<b>Oilseeds—</b>												
Linseed	Bold	Cwt.	8 14 6	13 6 0	13 10 0	14 5 0	100	150	153	161		
Rapeseed	Cawnpore (brown)	..	8 0 0	9 11 0	12 14 0	13 0 0	100	121	161	163		
Poppy seed	..	..	10 14 0	13 8 0	14 4 0	14 12 0	100	124	131	136		
Gingelly	White	..	11 4 0	15 8 0	16 10 0	17 6 0	100	138	148	154		
..	..	..	..	..	..	..	100	133	148	154		

<b>Textile—Cotton—</b>												
(a) Cotton, raw	Good	Candy	251 0 0	480 0 0	551 0 0	551 0 0	100	191	248	248		
Broach	Fully good	..	222 0 0	..	..	..	100	..	..	..		
Oomra	Saw-ginned	..	230 0 0	..	546 0 0	546 0 0	100	..	266	266		
Dharwar	Machine-ginned	..	205 0 0	455 0 0	528 0 0	528 0 0	100	230	267	267		
Khandesh	Do.	..	198 0 0	..	..	..	100	211	260	260		
Bengal	..	..	..	..	..	..	100	..	..	..		
Index No.—Cotton, raw	..	..	..	..	..	..	100	..	..	..		
(b) Cotton manufactures	40S	Lb.	0 12 9	1 11 0	1 13 6	1 13 0	100	212	231	227		
Twist	Fari 2,000	Piece	5 15 0	12 15 0	13 14 0	12 14 0	100	218	234	217		
Grey shirtings	6,600	..	4 3 0	8 12 0	8 12 0	8 10 0	100	209	209	206		
White mulls	Liepmann's 1,500	..	10 6 0	24 4 0	27 0 0	25 0 0	100	234	260	241		
Shirtings	Local made 36" x 37 1/2 yds.	Lb.	0 9 6	1 5 0	1 6 6	1 6 0	100	221	237	231		
Long Cloth	54" x 6 yds.	..	0 9 6	1 3 6	1 5 0	1 4 6	100	205	221	216		
Chudders	..	..	..	..	..	..	100	217	232	223		
Index No.—Cotton manufactures	..	..	..	..	..	..	100	215	241	235		
Index No.—Textile—Cotton	..	..	..	..	..	..	100	..	..	..		
<b>Other Textiles—</b>												
Silk	Manchow	Lb.	5 2 6	9 8 0	9 0 1	8 13 11	100	184	175	172		
Do.	Mathow Lari	..	2 15 1	5 14 0	5 8 2	5 6 0	100	200	187	183		
..	..	..	..	..	..	..	100	192	181	178		
Index No.—Other Textiles	..	..	..	..	..	..	100	..	..	..		
<b>Hides and Skins—</b>												
Hides, Cow	Tanned	Lb.	1 2 6	1 14 9	1 8 8	1 13 8	100	166	133	160		
Do. Buffalo	Do.	..	1 1 3	0 10 0	1 4 6	1 1 10	100	58	119	103		
Skins, Goat	Do.	..	1 4 0	2 15 3	2 4 10	2 9 1	100	236	184	205		
..	..	..	..	..	..	..	100	153	145	156		
Index No.—Hides and Skins	..	..	..	..	..	..	100	..	..	..		
<b>Metals—</b>												
Copper braziers	..	Cwt.	60 8 0	75 0 0	65 0 0	64 0 0	100	124	107	106		
Iron bars	..	..	4 0 0	8 0 0	7 0 0	7 0 0	100	200	175	175		
Steel hoops	..	..	7 12 0	13 10 0	12 6 0	11 12 0	100	176	160	152		
Galvanised sheets	..	..	9 0 0	16 12 0	15 10 0	15 10 0	100	186	174	174		
Tin plates	..	Box	8 12 0	18 0 0	20 0 0	20 0 0	100	206	229	229		
..	..	..	..	..	..	..	100	178	169	167		
Index No.—Metals	..	..	..	..	..	..	100	..	..	..		
<b>Other raw and manufactured articles—</b>												
Coal	Bengal, 2nd Class Steam	Ton	14 12 0	24 10 0	22 10 0	23 10 0	100	167	153	160		
Do.	Imported	..	19 11 6	32 3 9	30 13 4	24 5 1	100	163	156	175		
Kerosene	Elephant Brand	2 Tins	4 6 0	5 15 6	7 10 6	7 10 6	100	159	175	185		
Do.	Chester Brand	Case	5 2 0	9 8 0	9 8 0	9 8 0	100	185	167	161		
..	..	..	..	..	..	..	100	169	168	170		
Index No.—Other raw and manfd. articles	..	..	..	..	..	..	100	179	188	186		
Index No.—Food	..	..	..	..	..	..	100	181	181	181		
Index No.—Non-food	..	..	..	..	..	..	100	..	..	..		
General Index No.	..	..	..	..	..	..	100	..	..	..		

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WHOLESALE MARKET PRICES IN KARACHI

Article.	Grade.	Rate per	Prices.				Index Numbers.			
			July 1914.	Oct. 1923.	Sept. 1924.	Oct. 1924.	July 1914.	Oct. 1923.	Sept. 1924.	Oct. 1924.
<i>Cereals—</i>			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.				
Rice	Larkana No. 3	Candy.	39 0 0	49 0 0	59 0 0 (1)	61 4 0 (1)	100	126	151	157
Wheat, white	5% barley, 3% dirt, 30% red.	"	31 8 0	32 12 0	45 8 0	47 0 0	100	104	144	149
" red	5% barley, 3% dirt, 92% red.	"	31 4 0	32 0 0	44 8 0	46 0 0	100	102	142	147
" white	2% barley, 1 1/2% dirt	"	32 8 0	33 12 0	46 14 0	48 6 0	100	104	144	149
" red	2% barley, 1 1/2% dirt	"	32 4 0	33 0 0	45 14 0	47 6 0	100	102	142	147
Jowari	Export quality	"	25 8 0	26 0 0	37 0 0	37 0 0	100	102	145	145
Barley	3% dirt	"	26 8 0	24 8 0	40 12 0	41 4 0	100	92	154	156
Index No.—Cereals	....	....	..	..	..	..	100	105	146	150
<i>Pulses—</i>										
Gram	1% dirt	Candy	29 8 0	25 8 0	33 0 0 (2)	32 0 0 (2)	100	86	112	108
<i>Sugar—</i>										
Sugar	Java white	Cwt.	9 2 0	22 3 0	19 3 0	19 3 0	100	243	210	210
"	" brown	"	8 1 6	..	..	..	100	..	..	..
Index No.—Sugar	....	....	..	..	..	..	100	243	210	210
<i>Other food—</i>										
Salt	....	Bengal Maund.	2 2 0	2 14 6	1 10 0	1 10 6	100	137	76	78
<i>Oilseeds—</i>										
Cotton seed	..	Maund.	2 11 3	3 11 0	4 1 0	4 7 0	100	136	150	164
Rapeseed	3% admixture	Candy.	51 0 0	58 8 0	78 0 0	80 8 0	100	115	153	158
Gingelly	Black 9% admixture	"	62 0 0	84 0 0	..	..	100	135	..	..
Index No.—Oilseeds	....	....	..	..	..	..	100	129	152	161
<i>Textiles—</i>										
Jute bags	B. Twills	100 bags.	38 4 0	51 0 0	61 0 0	75 4 0	100	133	159	197

<i>Textiles—Cotton—</i>										
(a) Cotton, raw	Sind	Maund.	20 4 0	49 10 0	40 0 0	43 4 0	100	245	198	214
(b) Cotton manufactures—										
Drills	Pepperill	Piece	10 3 6	26 4 0	27 0 0	25 6 0	100	257	264	248
Shirtings	Liepmann's	"	10 2 0	26 0 0	28 0 0	28 0 0	100	257	277	277
Yarns	40s Grey (Plough)	1 b.	0 12 2	..	..	..	100	..	..	..
Index No.—Cotton manufactures	....	....	..	..	..	..	100	257	271	263
Index No.—Textiles—Cotton	....	....	..	..	..	..	100	253	246	246
<i>Other Textiles—Wool</i>	Kandahar	Maund.	28 0 0	38 0 0	44 0 0	44 0 0	100	136	157	157
<i>Hides—</i>										
Hides, dry	Sind	Maund.	21 4 0	14 0 0	17 0 0	20 0 0	100	66	80	94
" "	Punjab	"	21 4 0	14 0 0	17 0 0	20 0 0	100	66	80	94
Index No.—Hides	....	....	..	..	..	..	100	66	80	94
<i>Metals—</i>										
Copper Braziers	....	Cwt.	60 8 0	76 0 0	70 0 0	69 0 0	100	126	116	114
Steel Bars	....	"	3 14 0	7 4 0	6 12 0	6 12 0	100	187	174	174
" Plates	....	"	4 6 0	8 4 0	8 0 0	7 14 0	100	189	183	180
Index No.—Metals	....	....	..	..	..	..	100	167	158	156
<i>Other raw and manufactured articles—</i>										
Coal	1st class Bengal	Ton.	16 0 0	35 0 0	25 0 0	25 0 0	100	219	156	156
Kerosene	Chester Brand	Case.	5 2 0	9 6 0	9 6 0	9 6 0	100	183	183	183
"	Elephant "	2 Tins.	4 7 0	6 13 6	7 8 6	7 8 6	100	154	170	170
Index No.—Other raw and manufactured articles	....	....	..	..	..	..	100	185	170	170
Index No.—Food	....	....	..	..	..	..	100	120	142	145
Index No.—Non-food	....	....	..	..	..	..	100	163	167	172
General Index No.	....	....	..	..	..	..	100	146	157	161

(1) Larkana, white. (2) 3% Mutual New crop.

WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

Prices in July 1914 = 100

Months.	Cereals.	Pulses.	Sugar.	Other food.	Index No., food.	Oil-seeds.	Raw cotton.	Cotton manufactures.	Other textiles.	Hides and skins.	Metals.	Other raw and manufactured articles.	Index No., non-food.	General Index No.
1921														
September ..	212	169	230	174	202	150	217	269	185	180	240	205	215	210
1922														
October ..	145	119	210	249	178	138	165	226	192	112	183	180	176	177
November ..	137	111	213	260	176	133	173	224	192	146	185	182	180	179
December ..	129	105	216	266	170	135	185	220	192	122	186	181	178	175
1923														
January ..	125	102	202	305	173	130	200	227	191	165	194	178	186	181
February ..	125	95	210	268	167	132	210	225	191	132	195	174	182	177
March ..	127	93	242	296	179	139	213	227	195	134	187	176	183	182
April ..	128	88	242	269	174	134	204	217	195	167	185	176	184	180
May ..	124	88	248	284	176	131	205	217	195	161	185	172	182	180
June ..	128	91	234	302	179	134	211	212	195	144	186	166	180	180
July ..	127	90	215	317	178	132	217	211	196	139	182	169	178	178
August ..	120	85	202	343	176	131	210	209	195	138	178	168	176	176
September ..	124	85	209	354	182	136	211	215	196	149	177	162	178	179
October ..	122	85	214	368	185	133	211	217	192	153	178	169	179	181
November ..	125	90	228	365	189	138	303	235	187	161	174	158	185	186
December ..	125	91	243	375	194	141	286	229	187	146	167	162	185	188
1924														
January ..	127	92	244	340	188	138	273	236	182	157	166	160	189	188
February ..	125	88	236	348	187	136	248	234	173	158	174	160	188	188
March ..	123	84	220	263	165	129	244	238	235	140	171	164	190	181
April ..	122	84	217	279	167	127	258	237	229	146	169	170	192	184
May ..	122	88	212	293	171	131	258	236	191	149	168	166	187	181
June ..	125	92	213	293	175	137	259	236	201	149	170	158	190	185
July ..	131	98	211	260	174	150	265	232	187	150	166	166	189	184
August ..	143	97	198	262	173	146	260	235	203	150	170	161	190	184
September ..	146	95	197	250	168	148	260	232	181	145	169	167	188	181
October ..	142	95	196	263	170	154	260	223	178	156	167	161	186	181

COST OF LIVING INDEX NUMBERS FOR INDIA AND FOREIGN COUNTRIES

Name of country.	India (Bombay).	United Kingdom.	Canada.	Australia.	New Zealand.	Italy (Rome)	Belgium.	Norway.	Switzerland.	South Africa.	France (Paris).	U. S. of America.
Items included in the index.	Food, fuel, light, clothing and rent.	Food, rent, fuel, light, clothing, etc.	Food, fuel, light, household utensils and furnishing.	Food and rent.	Food, fuel, light and rent.	Food, clothing, heat, light, rent and miscellaneous.	Food, clothing, light, fuel and household utensils.	Food, clothing, fuel, light, rent, tax, etc.	Food, heating and lighting.	Food, fuel, light and rent.	(f)	Food, clothing, heating and lighting, rent and miscellaneous items.
1914 July ..	100	100	100	(a) 100	100	(b) 100	(c) 100	100	(e) 100	100	100	(g) 100
1915 ..	104	125	97	119	107	99	..	(d) 117	119	103	..	105
1916 ..	108	148	102	115	113	116	..	146	140	106	..	118
1917 ..	118	180	130	116	119	146	..	190	180	114	..	142
1918 ..	149	203	146	118	128	197	..	253	229	118	..	174
1919 ..	186	208	155	132	133	205	..	275	261	155	238	177
1920 ..	190	252	190	..	149	313	453	302	253	126	..	217
1921 ..	177	219	152	..	157	387	379	302	209	133	..	..
1922 December ..	161	180	148	142	143	438	384	(d) 238	161	(i) 132	300	170
1923 January ..	156	178	150	..	142	412	383	..	160	131	..	..
February ..	155	177	150	..	143	413	397	..	158	131	..	..
March ..	154	176	152	136	143	441	408	..	161	131	324	169
April ..	155	174	149	..	143	441	409	240	161	131	..	..
May ..	153	170	147	..	144	449	413	..	160	131	..	..
June ..	151	169	146	..	145	452	419	..	163	131	..	..
July ..	153	169	146	..	145	(h) 487	429	239	166	131	324	170
August ..	154	171	149	..	146	483	439	..	166	130	..	..
September ..	154	173	148	..	148	487	453	..	164	130	..	..
October ..	152	175	149	..	148	502	458	232	164	131	331	172
November ..	153	175	150	..	148	502	463	..	167	132	..	..
December ..	157	177	150	152	148	499	470	..	167	133	..	..
1924 January ..	158	177	150	..	150	510	480	234	168	133	345	173
February ..	156	179	150	..	151	517	495	..	170	133	..	..
March ..	153	178	148	150	152	521	510	249	168	134	..	..
April ..	150	173	145	..	..	522	498	..	166	134	365	170
May ..	150	171	143	..	..	518	485	..	166	134	..	..
June ..	153	169	143	..	..	518	492	..	166	134	..	..
July ..	156	170	144	149	..	512	493	251	168	133	366	169
August ..	160	171	145	..	..	511	498	..	169	132	..	..
September ..	160	173	146	..	..	516	503	..	166	132	..	..
October ..	160	176	..	..	..	..	..	..	167	..	..	..
November ..	..	..	..	..	..	..	..	..	..	..	..	..

(a) From 1914 to 1919 figures relate to second quarter. (b) First half of 1914. (c) April 1914. (d) From 1915 to 1921 June figures are given. (e) June 1914 = 100. (f) Expenditure of a family of four persons. (g) Average 1913 is the base. (h) The figures for Italy from July 1923 are for Milan. (i) Revised series from March 1922.

INDEX NUMBERS OF WHOLESALE PRICES IN INDIA AND FOREIGN COUNTRIES

Country.	India (Bombay) (b)	Japan	China (Shanghai) (c)	Java (Batavia) (c)	Australia	Egypt (Alex.) (c)	United Kingdom (d)	France	Netherlands (d)	Norway	Sweden	Canada	United States of America (e)
No. of articles.	43	56	151	51	92	24	150	45	48	93	43	272	125
1913 Average	100	100	100 (d)	100	100	100	100	100	100	100	100	100	100
1914	100	95	100	100	106	100	102	102	105	100	116	100	100
1915	100	97	100	100	147	102	140	140	145	100	116	100	100
1916	100	117	100	100	138	124	108	222	233	100	145	100	100
1917	100	148	100	100	153	169	262	296	341	100	244	100	100
1918	236	196	100	100	178	202	339	392	345	100	330	100	100
1919	222	239	100	100	189	236	356	292	322	100	342	100	100
1920	216	260	150	203	228	299	510	281	377	100	342	100	100
1921 December	193	210	149	196	155	170	168	326	165	269	172	178	146
1922 October	172	190	142	196	167	140	155	337	155	221	155	162	154
November	179	188	143	196	170	144	152	353	158	221	154	164	156
December	175	183	149	196	168	147	156	362	155	220	155	165	156
1923 January	181	184	153	203	171	141	152	387	152	220	156	165	156
February	177	192	158	203	169	137	158	422	155	224	158	166	157
March	182	196	159	203	171	136	160	424	156	229	162	167	159
April	180	196	158	203	174	133	161	415	156	231	159	168	159
May	180	199	158	200	178	134	160	401	149	233	158	169	156
June	180	198	155	200	187	128	159	409	149	230	160	167	153
July	178	192	155	194	189	123	157	407	145	235	157	165	151
August	176	190	153	191	184	120	155	413	142	231	160	164	150
September	179	210	157	193	180	123	158	424	145	234	155	163	154
October	181	212	156	194	179	129	158	420	148	237	153	163	153
November	186	210	157	197	181	134	161	446	153	242	151	164	152
December	188	211	158	207	182	137	164	458	154	244	150	164	151
1924 January	188	211	157	205	182	133	165	494	156	250	152	164	151
February	188	208	160	205	180	135	167	544	158	260	153	166	152
March	181	206	158	204	175	136	165	499	155	266	154	166	150
April	184	207	154	205	174	134	165	450	154	267	156	164	148
May	181	205	154	205	173	135	164	459	153	263	151	163	147
June	185	199	152	205	171	131	163	465	151	264	149	164	145
July	184	195	152	205	171	132	163	465	151	271	148	164	147
August	184	200	149	205	169	143	165	477	151	274	152	165	147
September	181	199	149	205	169	143	165	486	151	275	153	164	150
October	181	199	149	205	169	143	165	486	151	275	153	164	150

\* July 1914 = 100 (a) Average Dec. 1913 to June 1914 = 100. (b) Revised figures. (c) The figures from 1915-1920 are for December. (d) February 1913 = 100. (e) Board of Trade. (f) Bureau of Labor.

RETAIL FOOD INDEX NUMBERS FOR INDIA AND FOREIGN COUNTRIES

Name of country	India	United Kingdom	Canada	South Africa	Australia	New Zealand	United States of America	France (b)	Italy	Belgium	Finland	Holland	Norway	Sweden (d)	Denmark	Switzerland
No. of articles.	17	20	29	18	46	59	43	13	9	22	37	27	..	51	..	..
No. of stations.	Bombay	630	60	9	30	25	51	Paris	Rome	1,028 budgets	20	Amsterdam	30	44	100	2
1914 July	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
1915	105	132	105	107	131	112	98	120	95	111	114	114	100	124	128	119
1916	105	161	114	116	130	119	109	129	111	117	166	117	100	142	146	141
1917	114	204	157	128	126	127	143	183	137	146	214	146	100	181	166	179
1918	142	210	157	134	131	139	164	236	203	175	279	175	100	268	187	222
1919	187	239	186	139	147	144	186	261	206	196	289	196	100	310	212	250
1920	188	258	227	197	194	167	215	323	318	459	319	210	100	297	253	239
1921 December	174	220	148	139	161	164	145	366	402	410	1,278	180 (e)	100	292	236	207
1922 January	157	178	140	118	146	138	144	305	426	429	1,092	142	100	215	168	155
February	151	175	142	117	145	139	141	309	480	426	1,080	145	100	214	166	155
March	150	173	142	117	144	140	139	316	478	439	1,090	145	100	214	166	154
April	149	171	145	117	145	141	139	321	480	439	1,094	145	100	214	166	154
May	150	168	142	117	152	142	140	323	481	417	1,012	143	100	212	164	156
June	148	162	140	118	156	143	140	325	491	414	1,012	143	100	212	164	159
July	146	160	138	118	162	143	142	331	491	426	1,004	141	100	214	161	161
August	148	162	137	116	164	142	144	321	496	459	968	140	100	213	161	165
September	149	165	142	115	165	143	146	328	496	478	1,052	137	100	218	166	164
October	147	168	141	115	161	145	146	339	496	506	1,067	143	100	220	161	162
November	147	172	143	117	157	147	147	349	502	..	..	142	100	218	165	163
December	147	173	144	120	157	147	148	355	503	..	..	142	100	217	165	166
1924 January	152	176	145	118	156	147	147	365	499	..	1,083	142	100	221	164	166
February	154	175	145	118	156	149	146	376	515	..	..	144	100	226	164	166
March	147	176	141	122	153	149	144	384	516	..	1,042	144	100	230	163	168
April	143	167	137	122	152	149	141	392	523	..	1,037	141	100	234	162	167
May	143	163	133	123	150	150	138	380	524	..	1,030	140	100	240	159	165
June	143	163	133	122	151	150	138	378	519	..	1,030	139	100	241	159	165
July	147	160	133	120	149	150	139	370	518	..	1,004	136	100	240	158	168
August	151	162	134	117	149	149	140	360	508	..	1,016	138	100	248	159	168
September	156	164	137	117	149	149	141	366	507	..	1,008	138	100	257	163	166
October	156	166	139	117	149	149	141	366	507	..	1,008	138	100	257	163	166
November	156	172	140	117	149	149	141	366	507	..	1,008	138	100	257	163	166
December	157	172	140	117	149	149	141	366	507	..	1,008	138	100	257	163	166

(a) Average for the year 1914. (b) Includes fuel and lighting. (c) January to June 1914. (d) 15th April 1914. (e) Figures from 1914 to 1921 are annual averages. (f) The figures for Italy from July 1923 are for Milan.

