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INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH

Report for May, 1941.

N.B. Each section of this report may be taken out separately.

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Bengal.-

✓ The Bengal Rural Poor and Unemployed Relief (Amendment) Act, 1941. +

The Bengal Rural Poor and Unemployed Relief (Amendment) Act, 1941, recently passed by the local Legislature, is published at page 64 of Part III of the Calcutta Gazette dated 15-5-1941. The Act removes certain verbal defects in the original Act of 1939.

Bengal.-

✓ Bengal Criminal Law (Industrial Areas) Amendment Bill, 1941.

The Government of Bengal intends introducing shortly a Bill in the local legislature to prevent the theft of unidentifiable articles from industrial areas. Thefts of articles from railway workshops and stores and from mill and industrial areas are of frequent occurrence and it is always difficult to bring the offenders to book owing to the difficulty of satisfactory identification of the articles as required by law. The question of dealing with the criminals has been examined by the Railway Administrations as also by the Blandy-Gordon Committee and by Government and the view has been held that the problem can be effectively met only by special legislation on the lines of sections 32 and 54A of the Calcutta Police Act, 1866, which, while applying to the whole of Bengal should, at the outset, be extended to such individual areas as Government may, from time to time, notify to that effect. For the present, it is proposed to make the Bill applicable to the railway workshops at Kharagpur, Kanchanapara and Chittagong. Sections 32 and 54A of the Calcutta Police Act which ~~have now been applied,~~ refer to apprehension and punishment of armed persons, reputed thieves, etc., and to possession or dealing with articles stolen or fraudulently obtained.

(The Calcutta Gazette, Part IV, dated 15-5-1941, pages 184 to 185.)

Bengal.-

Exemption of certain classes of Shops from the Bengal Shops and Establishments Act.

The Bengal Government has exempted shops dealing mainly with vegetables, meat, fish, eggs, fruits, dairy produce, bread and other bakery products, flowers, and raw leather from the operation of the Bengal Shops and Establishments Act. Seasonal commercial establishments engaged in the purchase of raw jute or cotton. Or in cotton ginning or cotton or jute pressing are also exempted.

(Notifications Nos. 1602 and 1603 Com. dated 14-5-1941: The Calcutta Gazette, Part I, dated 22-5-1941, page 1253.)

Bombay .-

Amendment of Factories Rules:
Testing of Hoist Ropes and Chains. +

The Government of Bombay has amended the Bombay Factories Rules so as to ensure better safety of hoists. The amended rules require that new wire, rope or chain shall be used in hoists only after obtaining a certificate of its safe working load; that the maximum working load of every hoist shall be prominently marked on the hoist; and that all hoist ropes and chains shall be periodically examined.

(Notification No. 9073 dated 23-5-1941: The Bombay Government Gazette, Part IV-A, dated 29-5-1941, page 107.)

Bombay .-

Exemption of Undertakers from operation of Bombay Shops and Establishments Act.

The Bombay Government has exempted, among other classes of establishments, specified shops of undertakers from the operation of the Shops Act.

(Notification No. 143/34, dated 6-5-1941: The Bombay Government Gazette, Part IV-B, dated 8-5-1941, pages 308 to 309.)

Bombay .-

✓ Bombay Industrial Disputes (Amendment) Act, 1941:
Provision for Compulsory Arbitration in Disputes. +

The Bombay Industrial Disputes Act, 1938, provides for the settlement of industrial disputes by conciliation and through arbitration where a registered union enters into an agreement with an employer for the reference of any present or future dispute to the arbitration of the Industrial Court or any person. In many cases the parties to a dispute are unable to settle their differences through conciliation. An employer may then enforce his will by carrying out the intended change and the workers, not being able to secure an acceptance of their demand, may go on strike. The arbitration provided for in the Act is purely voluntary and, moreover, it presupposes the existence of a registered union. There are no registered unions in the industries to which the Act has been applied in the Province of Bombay, except in Ahmedabad and in Amalner. Thus there is a likelihood, in cases where either or both the parties do not or cannot agree to refer a dispute to arbitration, of serious dislocation of industry and possible disorder which may result in hardship both to labour and to a large section of the general community.

The Bombay Government has, therefore, amended its Industrial Disputes Act, 1938, The Government can, under the Act refer disputes which have not been settled by conciliation proceedings, to the arbitration of the Industrial Court at any stage - whether before or after conciliation - if it is satisfied that a serious outbreak of disorder or a breach to the public peace is likely to occur, or serious or prolonged hardship of a large section of the community is likely to be caused by reason of the continuance of an industrial dispute, or the industry concerned is likely to be seriously affected and the prospects and scope of employment curtailed as a result of the continuance of an industrial dispute. The Act further provides that in any case in which the Provincial Government makes use of this power and refers a dispute to arbitration, it will be illegal for a strike or a lock-out to be commenced or continued.

(The Bombay Government Gazette, Part IV, dated 29-5-1941, pages 175 to 176, and "Bombay information" dated 7-6-1941.)

Delhi. -

Draft Amendment to Factories Rules.

The Chief Commissioner, Delhi, proposes to amend the Delhi Factories Rules so far as it relates, inter alia, to (1) the enumeration of the classes of persons holding positions of supervision or management, or engaged in confidential capacity, (2) urgent repairs and (3) intermittent work. The Draft is to be taken up for consideration by 20-8-1941.

(Notification No. F.10 (58)/41-L.S.G. dated 14-5-1941: The Gazette of India, Part II-A, dated 17-5-1941, pages 219 to 221.)

Madras. -

Hazardous Occupations (Graphite) Rules, 1941.

The Government of Madras has adopted rules to regulate employment in graphite works. The grinding and sieving of graphite and the processes incidental thereto are to be declared hazardous; the employment of women, children and adolescents in these processes are to be prohibited; persons employed in graphite factories are to have medical certificates of fitness and they are to be medically examined once at least in every six months; and certain measures to ensure cleanliness and healthy working conditions are to be adopted.

(Notification No. 94: G.O. No.1090; P.W. (Labour) dated 3-5-1941: The Fort St. George Gazette, Part I, dated 27-5-1941, page 6607. +

Madras.-

Draft Amendment to Factories Rules. +

Reference was made at page 3 of our March 1941 report to the Factories (Madras Amendment) Act, 1941, which seeks to restrict the medical examination of children and adolescents to those who have a prospect of immediate employment in a factory. The Madras Government propose amending the Madras Factories Rules to give effect to this Act. The draft is to be taken up for consideration by 27-8-1941

(Notification No. 98: G.O. No. 1076,
P.W. (Labour) dated 1-5-1941: The
Fort St. George Gazette, Part I, dated
27-5-1941, page 661.)

Orissa.-

Proposed Orissa Trade Unions Regulations.

The Orissa Government proposes to make, in supersession of the Bihar and Orissa Trade Union Regulations, 1928, the Madras Trade Union Regulations, 1927, and the Central Provinces Trade Union Regulations, 1927, in their application to the Province of Orissa, the Orissa Trade Union Regulation, 1941, the draft of which is published at pages 275 to 288 of Part III of the Orissa Gazette dated 23-5-1941. The draft is to be taken into consideration by 25.8.1941.

Punjab.-

Returns under the Punjab Trade Employees Act.

The Punjab Government has prescribed the form in which statistical returns under the Punjab Trade Employees Act have to be submitted, as also that in which registers are to be maintained.

(Notification No. 3424. I. & L. 41/27281
dated 12-5-1941: Government Gazette, Punjab,
Part I, dated 16-5-1941, pages 454 to 455.)

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Sind.-

Exemption of certain Allowances of Public Servants from
Attachment for Debt.

The Government of Sind has notified that the following allowances payable to Government servants are exempt from attachment by order of a Court: (1) travelling allowance, (2) conveyance allowance, (3) uniform, tentage and rations allowance, (4) cost of living allowance, and (5) house rent allowance.

(Notification No. 1327-H/39 dated 3-5-1941:
The Sind Government Gazette, Part I, dated
8-5-1941, page 1166.)

Travancore State.-

Reference was made at page 2 of our April, 1941, report to the adoption ~~by the~~ of the Travancore Payment of Wages Bill by the State Legislature. The Bill, as adopted, received the assent of His Highness the Maharaja on 7-5-1941 and has been promulgated as Act XX of 1116 M.E. (1941-42). (A copy of the Act was forwarded to Montreal along with our Minute A.8/479/41, dated 30-6-41).

Burma.-

Leave Rules of Government Press Employees.

The Government of Burma has notified rules to regulate the grant of leave to piece-workers employed in the Government Press, Rangoon. For pensionable and non-pensionable piece-workers leave on full pay will be granted according to the length of service ~~**~~ (superior service: 16 days in a calendar year for those with less than 10 years' service; 23 days for those with 10 to 15 years' service; and 31 days for those with 15 years' service. Inferior service: 8 days, 11 days and 15 days respectively for employees with the above service-lengths). This leave is non-cumulative. Leave on medical certificate on half pay may be granted up to three months in the first instance and up to another three months on production of fresh medical certificate (six weeks in the first instance and another six weeks, in the case of inferior staff). Total medical leave available to a piece-worker during his service is 12 months (six months in the case of inferior staff). Injury leave at half pay rates may be granted to a piece-worker injured in circumstances entitling him to claim compensation under the Workmen's Compensation Act, to the extent of two years (one year in the case of inferior staff) for any one disability, with a limit of five years during a piece-worker's total service (~~2~~ 2½ years in the case of inferior staff).

(Notification No. 55 of the Finance
Department, dated 20-5-1941: The Burma
Gazette, Part I, dated 24-5-1941.)

Conditions of Work

Hours of Work.

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Hours of Work Provision under Bengal Shops and Establishments Act: Clarification by Government. ✓

As the provisions in the Bengal Shops and Establishments Act relating to hours of work and intervals for rest of persons employed in shops are not sufficiently clear to the public, the Bengal Government has recently clarified the position as follows in a Government communiqué:-

Definition of 'Day'.- Under the Bengal Shops and Establishments Act 'day' means a period of 24 hours beginning at midnight. The Act does not prescribe any opening hour for the shops but it prescribes the closing hour, which is 8 p.m. (standard time). An additional half an hour is allowed for service of customers who are waiting in the shops to be served at 8 p.m. Thus a shop may open at any time in the day but it must close at 8 p.m. if there are no customers to be served at that hour and at 8-30 p.m. (standard time) if there are customers. Subject to this closing hour, a person employed in a shop may be required to work from any time in the day provided his hours of work do not exceed 10 hours in any one day or 56 hours in any one week. He should also be allowed an interval for rest of at least one hour during the day after 7 hours' work or an interval for rest of at least half an hour during the day after 5 hours' work.

Over-time Work.- Over-time work is permissible under the Act but only during certain prescribed periods such as holidays or other occasions when shops are required to keep open for the convenience of the public or when there is a business operation to do such as stock-taking, making of accounts, etc. Extra wages are payable for over-time work. The total number of hours of overtime work should not exceed 120 hours in one year.

Periods of Work and Rest Intervals.- The periods of work and intervals for rest of each person employed, including overtime work, if any, should not extend over more than 12 hours in any one day. If, however, a shop is entirely closed for a continuous period of not less than three hours on any day before the prescribed closing hour, i.e. 8 p.m., then the periods of work and intervals for rest, including overtime work, if any, may altogether extend over not more than 14 hours in that day.

(Amrita Bazar Patrika, 22-5-1941.) ✓

7

Industrial Health and Safety.

Measures for the Prevention and Control of Cholera in
Mines in Central Provinces. ✓

As the Government of the Central Provinces apprehends an outbreak of cholera in Hoshangabad District, it has adopted special measures for its check and control; as regards the mines in the district, the Government has laid down that labourers should be inoculated and has made arrangements for provision of drinking water and preparation of food for labourers under careful medical supervision. Labourers are also prohibited from entering any affected household in the mine colony.

(Notification No.3743-1050-XV: dated 21-5-1941.
The C.P. and Berar Gazette, Part I, dated
23-5-1941, pages 368 to 371.) J r

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Inspection

Registration Fee for Factories:

Views of Bengal Chamber of Commerce on Government Proposal. ✓

Reference was made at page 6 of our February 1941 report to the proposal of the Government of Bengal to impose a fee for the registration of factories in the province under the Factories Act with a view to strengthen the factories inspectorate. The Committee of the Bengal Chamber of Commerce has expressed strong opposition to the proposal partly on grounds of its doubtful legality, partly because of the undesirable control which the right to grant or refuse a registration certificate would place in the hands of the Government over the industrial development of the province; but mainly on grounds of opposition to the principle involved, namely the imposition on one section of the community of a financial burden in respect of administrative costs which are incurred for the benefit of the community in general. In this connection, the Committee has contested the view of Government that the Factory Inspection Department is maintained "for the welfare of commercial concerns" and that it is therefore inequitable to ask the general body of taxpayers to meet the cost. The Committee contends that (1) the development of the factory system on sound lines is of major importance to the community at large and to the State; (2) labour legislation has already imposed heavy financial burden on industry; and (3) employers do not derive any direct benefit from the maintenance of the inspectorate, all such benefit going to the workers and the community generally.

(Abstract of proceedings of the Bengal Chamber of Commerce, January, February and March 1941.) ✓ +

Prohibition of Attachment of Salary below Rs. 100 per month:
Patna High Court decides Employees of Private Firms also
covered by Prohibition. ✓

That the salary below Rs. 100 per month of an employee, whether working under Government or under a private concern, could not be attached by civil court and any order for the attachment of the whole or a part thereof would be illegal was the decision given by the Patna High Court on 6-5-1941 on an appeal from the decision of the District Judge. ✓

It was argued before the District Judge by the Plaintiff that Section 60 of the Civil Procedure Code, as modified in 1937, which lays down that salaries below Rs. 100 per month are exempt from attachment for civil debts, covered only Government servants and not employees of private firms and that, therefore, the defendant, who was an employee in a private firm could not invoke exemption from attachment under that Section.

(The Amrita Bazar Patrika, 9-5-1941.) ✓
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Industrial Disputes

10

Industrial Disputes in British India during the quarter ending 30-9-1940. ✓

According to a press note on industrial disputes in British India during the quarter ending 30-9-1940, recently issued by the Department of Labour, Government of India, the total number of strikes during the period was 49 involving 70,976 workers and entailing a loss of 856,494 working days as against 101 disputes involving 268,580 workers and entailing a loss of 2,474,263 working days in the second quarter of 1940.

Provincial Distribution.- During the period under review, there were 19 disputes in Bengal involving 32,012 workers and entailing a loss of 369,728 working days. Next comes Bombay with 4 disputes involving 2,771 workers and entailing a loss of 10,315 working days; the United Provinces with 6 disputes involving 6,322 workers and entailing a loss of 27,467 working days; Bihar with 3 disputes involving 7,100 workers and entailing a loss of 83,062 working days; and Assam, C.P., Madras, Orissa and the Punjab with 2 disputes each involving 2,468; 17,221; 1,500; 728 and 854 workers and entailing losses of 15,884; 307,492; 32,950; 7,368 and 2,208 working days respectively.

Classification by Industries.- Classified according to industries, there were 17 disputes in the cotton and wollen mills involving 20,915 workers and entailing a loss of 320,512 working days; 5 in jute mills involving 15,939 workers and entailing a loss of 198,288 working days; 2 in mines involving 2,228 workers and entailing a loss of 65,368 working days and 1 in engineering workshops involving 176 workers and entailing a loss of 884 working days. In all other industries together, there were 24 disputes involving 31,718 workers and entailing a loss of 271,442 working days.

Causes and Results of Strikes.- Of the 49 strikes, 32 were due to questions of wages, 9 to those of personnel, 2 to leave and hours and 6 to other causes. In 21 disputes the workers were fully successful; in 12 partially successful and in 24 unsuccessful; 2 disputes were in progress on 30-9-1940. ✓

Nagpur Labour Dispute re. Dearness Allowance. ✓

On 1-5-1941, the workers of the Empress and Model Mills, Nagpur, numbering 20,000, struck work after due notice. The main demands of the workers, as stated in the notice, included 25 per cent. increase in wages, restoration of the remaining wage-cut effected some years ago, provision of one-anna provident fund and 50 per cent. war profit bonus. (The Statesman, 2-5-1941). The local Government's advice to postpone the strike pending its efforts to bring about a settlement was disregarded on the plea that the Government have had plenty of time to study the demands and bring about a settlement. The mills were closed on 3-5-1941. The strike continued throughout the month.

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Towards the end of May, the delegates of textile workers in the province adopted a resolution envisaging a general strike of textile workers throughout the Province. ✓

Indore Mills Strike:

State Government appoints Enquiry Committee on Workers' Grievances. ✓

The textile workers of Indore were on strike from 17-4-1941, their main demands being grant of 40 per cent. increase in wages to cover rise in cost of living due to war and fixation of a 9-hour day. On 27-4-1941, police had to open fire on the strikers.

Appointment of Enquiry Committee.- On 1-5-1941, the Indore Government appointed a Committee with Mr. Justice Mege as Chairman with the following terms of reference: (1) to decide the basis according to which an allowance on account of the rise in the cost of living of the operatives after ~~April 1~~ 1941, may be fixed and granted during the period of War; (2) to reconsider, if desired by either party, the terms of settlement effected through the Conciliation Officer, and (3) to consider such other grievances connected with the question of wages as the representatives of labour may like to place before it. The Committee is to start work immediately after the resumption of work by the strikers and submit its report to the Government within two months. (The Statesman, 4-5-1941.)

Settlement of Dispute.- The strike was settled on 15-5-1941 through the intervention of the Prime Minister, Indore State. The following terms were offered by the Prime Minister and accepted by the workers: (1) From ~~April 1~~ 1941, a dearness allowance of 12½ per ~~cent~~ cent. would be given to all workers, irrespective of pay. This would continue during the period of the war. Immediately after the conclusion of the war, a committee would be appointed to go into the question of the dearness allowance that would be due to the workers under the living costs prevailing at that time. Workers would also receive the dearness allowance for the past nine months (July 1, 1940, to March 31, 1941), as settled by the Conciliation Officer and amended by the Prime Minister, that is, Rs. 2 per month for workers getting Rs. 25 and below; Rs. 1-8 per month for workers getting between Rs. 25 and Rs. 45 per month; and Rs. 1-8 per month for all weavers, irrespective of their wages. The Enquiry Committee appointed by Government would ~~also~~ consider other matters referred to it by Government.

(The Times of India, 17-5-1941.) ✓
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12

Holidays with Pay.

Obligation of Shop-keeper to maintain Registers etc., even if
Workers are daily employed: Decision under Bombay Shops and
Establishments Act. ✓

Hasan Ali Gulamali, Proprietor, Coronation Durbar Hotel, Bombay, was prosecuted before the Chief Presidency Magistrate, Bombay, for not displaying a notice of holidays and not maintaining a register of employees from day to day. The defence plea was that the employees being daily wage earners, the case did not come within the ambit of the Shops and Establishments Act; a further contention was that the contract of employment in respect of these employees being of one day only, the employer was not bound to maintain registers, etc., as this class of employees was not covered by the Act.

The Magistrate disagreed with the contentions of the defence and, after referring to the preamble of the Act, Sections Nos. 2 (13), (iv) and 17 and the Rules framed under the Act, came to the conclusion that it is immaterial whether the payment to the employees is made on daily, weekly or monthly basis. The Act, according to the Magistrate, regulated hours of work; the manner of payment was immaterial. He, therefore, found the accused guilty and fined *him* Rs. 10 on each count.

(The Bombay Chronicle, 22-4-1941.) ✓

"Casual Leave" and "Sick Leave" under Bengal Shops and
Establishments Act: Clarification by Government. ✓

"Casual leave" is not defined in the Bengal Shops and Establishments Act, 1940. Doubt having arisen whether bank holidays under the Negotiable Instruments Act, festival days or leave allowed on account of sickness to employees may all be set off against casual leave to which the employees are entitled under Section 12 of the Act, the Bengal Government has now explained that ~~the~~ "casual leave" though not defined in the Bengal Shops and Establishments Act, should be interpreted in the literal sense, that is, ^{it} it should be taken to mean leave which the employee might find himself obliged to ask for on account of any passing sickness or unforeseen private business which prevents him from joining his work. The Government ~~is~~ maintains that the difference between casual leave to which an employee is entitled under the Act and holidays under the Negotiable Instruments Act and festivals which by custom he is

allowed to enjoy, is that, in the one case he asks for leave when he requires it, and in the other he is merely permitted to avail himself of the holidays because there is no need for his attendance. Such holidays, therefore, cannot be substituted for casual leave. Business offices and other concerns, which require a nucleus of staff to attend during holidays under the Negotiable Instruments Act and festival days and allow the rest of the staff to be absent, should continue the practice. Cases, however, may arise when an employee called upon to attend office during such holidays owing to the exigencies of duty, absents himself from duty. If the absence is wilful, it may form the subject matter of disciplinary action against the employee - otherwise, his failure to be present may be condoned and the employee granted casual leave for the day. But, so as to minimise the chances of wilful disregard of calls to duty during holidays, Government thinks that employers should endeavour, as far as possible, to allow holidays to Hindus on Hindu festival days and to Muslims on Muslim festival days.

The Government expects that the spirit of the law will be observed and that the present practice of either closing the concern entirely or working it with a skeleton staff, permitting the majority of the employees to absent themselves, will be continued and that this should not encroach upon the privilege of casual leave extended to the employees under the Act.

Sick Leave. - The question of sick leave, the Government points out, is somewhat different. Ordinarily, sick leave may be substituted for casual leave, as casual leave is really meant to permit the employee to take leave if he felt suddenly sick or there was pressing necessity, but the question will need to be carefully considered in each case whether the conditions of sick leave allowed are more favourable than casual leave under the Act. Instancing as an example, the Government points out that a business concern at present allows seven days' sick leave on full pay if an employee is actually sick and found to be so by one of their doctors. The employee may prefer ten days' casual leave on half pay under the Act or may find the condition regarding examination by one of their employers' doctors irksome. It is pointed out that before it can give its decision in the case, the Government would like to be informed of the view generally held by the employees, that is, which leave is regarded by them as more favourable.

(The Amrita Bazar Patrika, 1-5-1942.) ✓

Recommendations of Bihar Labour Enquiry Committee re. Recruitment of Labour: Views of Indian Mining Association. ✓

The Government of Bihar recently invited the views of employers' organisations on the recommendations of the Bihar Labour Enquiry Committee in regard to recruitment of labour; the views expressed by the Indian Mining Association, Calcutta, on the subject are briefly summarised below:-

Preference in employment.- The Enquiry Committee expressed the desire that all establishments should adopt the practice of giving preference in employment to their former employees who have given good service but who have been ~~then~~ retrenched for want of work. They also endorsed the practice of giving preference in employment to relations of employees, but suggested that preference should be confined only to near relations of employees who have put in not less than five years' service. The Association has accepted the recommendations, but points out that the practice of giving preference in employment to near relations of employees may lead to lowering of standards of efficiency.

Employment of Peoples of the Province.- With a view to encourage the employment of Biharis in larger numbers, the Enquiry Committee suggested that Government should require all employers in the province to submit an annual statement showing the number ~~of~~ and proportion of employees by provinces and nationalities in different classes of work. Although the Association has no objection to the submission of an annual statement on the lines suggested, it is pointed out that it will add considerably to the work of colliery managers.

Rules of Recruitment.- The Association does not accept the contention of the Enquiry Committee that there has been discrimination against Biharis and it believes that the reason for the paucity of Biharis in senior posts is due to the scarcity of suitably trained and qualified men in the province. The Association is in agreement with the recommendation that mistries should not be allowed to employ labour and that employment should be in the hands of the management.

Recruitment by Contractors.- As regards recruitment by contractors, the Association still adheres to the view already expressed to the Enquiry Committee that since Provincial Governments were also large employers of contractors for their departmental works, they see no reason why the employment of contractors by coal mines should be interfered with; the abolition of the contractor system in Bihar would merely result in contractors taking their labour to the neighbouring province where they would be readily absorbed to the detriment of output in Bihar.

Protection of imported labour.- The Association supports the recommendation that where workers have been imported by an employer

(or his agent) and he is unable to find employment for the imported workers on adequate wages for more than a month, Government should assume power to compel the employer to repatriate them at the cost of the employer when requested to do so.

Employment Exchanges.- The Association does not favour labour exchanges as, owing to conservative habits, Colliery workers could not be adapted without great difficulty to this method of regulation of employment. Certain types of labour will work in local conditions in which others will not accept employment. Moreover, the necessity for Labour Exchanges is not apparent having regard to the fact that competition for all mining labour in the Jharia ~~and~~ field is invariably keen and with few exceptions the men in search of work can generally obtain employment. Labour Exchanges cannot prevent the regular periodical exodus of miners, particularly in July and November for agricultural purposes, and the continuity of employment which these Exchanges envisage cannot be maintained. For these reasons, the Committee is still of opinion that a case has not been made for the ~~the~~ establishment of an Employment Exchange under State control in the Jharia coalfield.

(Extracted from Printed Proceedings of a meeting of the Committee of the Indian Mining Association, Calcutta, held on 22-5-1941.)

Welfare Work in Industrial Establishments:
Information collected by Employers' Federation of India.

It is understood that the Employers Federation of India has, through its member-bodies, approached industrial establishments to furnish particulars of the welfare work undertaken by them, together with a statement of the approximate annual cost thereof. The Federation is planning to collect as complete information as possible regarding the type and extent of welfare work voluntarily undertaken by employers for the benefit of their work people.

(Proceedings of a meeting of the Committee of the Indian Mining Association, Calcutta, held on 22-5-1941.)

Mill-Managed Tea Canteens:
Suggestions re. Disposal of Profits by Millowners' Association, Bombay.

Reference was made at page 17 of our March 1941 report to the running of tea canteens in mills in Bombay and other places. The experience of working these canteens in several mills showed that small surpluses were being made and, in cases where mill managements did not charge rents or interest on loans, the surpluses were sometimes substantial. The question of utilising canteen surpluses was recently considered by the Committee of the Millowners' Association, Bombay, and the following principles for the guidance of mills in running the canteens were laid down:- (a) that mills should not be called upon to incur losses on any loans made towards the establishment or equipment of mill canteens; (b) that reasonable rents should be paid; and (c) that

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the net surpluses should be devoted to welfare work, the nature of which should be left to mill managements.

The Committee agreed that 10 per cent. interest was a reasonable charge for canteens to bear, and that where gross profits permitted, that charge should be levied, and that, in addition, rent not exceeding Rs. 100/- in the case of single shift working and Rs. 150/- in the case of double or treble shift working should be charged for canteen premises. This rent, interest and depreciation would be a first charge on gross profits. Any remaining profits after deducting all other out of pocket expenses should be utilised for general welfare work at the discretion of mill managements.

(Excerpts from the Proceedings of the Committee of the Millowners' Association, Bombay, for March 1941.) ✓

Labour Conditions in Baroda, 1938-39.* ✓

Number of Factories.- The total number of factories on the registers in the Baroda State on 31-7-1939 was 149 as against 148 in the previous year. The number of factories in actual operation ~~under the Factories Act~~ was 130 as against 137 in the previous year owing to shortage of cotton. Out of these, 31 were perennial and 99 seasonal as compared with 31 perennial and 106 seasonal in the previous year. Out of 31 perennial working factories, 17 worked on night shift either for part or whole of the year as against 18 factories in the previous year. 14 factories worked on night shift almost throughout the year as against 12 factories in the previous year. Several of the seasonal factories also worked on night shift during some part of the season.

Number of Workers.- Although the number of factories which were working during the year decreased, there was a slight increase in the number of operatives employed in factories. The total number of operatives employed in all factories during the year was 34,315 as against 34,208 in the previous year. Of the 34,315 workers, 28,763 were men, 5,390 women and 162 children (the respective figures for the previous year were 28,677, 5,311 and 220).

Inspection.- With the exception of a few, all the perennial factories were inspected. Out of the seasonal factories 66 were inspected once and in some cases more than once. 33 surprise visits by day and 21 by night were made.

Prosecutions.- No prosecutions were instituted but three warnings were given.

General Remarks.- A number of anonymous complaints, chiefly relating to work in excess of prescribed hours, were received by the inspectorate and, wherever possible, enquiries were instituted, which generally resulted in the causes of the complaints being removed. "There is no doubt, however", the report states, "that some of the seasonal factories take advantage of the Inspector's absence from the locality and work during prohibited hours as well as

*Annual Report of the Department of Industries and Labour, Baroda State, for the year ending 31st July 1939. Baroda State Press. 1940. Price Re.0-8-0. pp.65.

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on weekly holidays. As constant supervision and check is impossible, the enforcement of the Factory Act in these respects depends on the existence of conscious public opinion and regard for law.†

Survey of Economic Conditions.- During the year under report, Mr. Desai, Assistant Director of Labour, submitted a detailed report on the economic and labour conditions in the textile mills at Kalol and Baroda. Useful information on the financial condition, hours of work, housing conditions, efficiency system of recruitment, welfare activities, etc., regarding these mills was collected and compiled by him.

Children Pledging Act.- In connection with the advisability of applying the British Indian Children Pledging of Labour Act, Mr. Desai during his visits at various industrial centres in the State has made inquiries and found that the practice of pledging child labour was not in vogue in the Baroda State territory. Government orders were accordingly obtained to drop the question.

Other Labour Acts.- There is a proposal to apply the Payment of Wages Act in British India, with necessary modifications to the State. The Trade Unions Regulations and the Trade Disputes Rules were applied to the State during the year with necessary modifications.

Apprentice Scheme for Textile Mills.- With a view to provide the textile mills in the State with an intelligent and skilled labour force and in order to tackle, at the same time, the problem of unemployment among educated persons belonging to the backward communities, the Industries and Labour Department had submitted a scheme for training candidates in the textile mill in spinning, weaving and dyeing. These apprentices are to be given a monthly stipend of Rs. 10 each for the first six months of their training under the proposed scheme after which they would be given suitable wages by the mills depending on the skill and work done by them. Ten out of sixteen mills expressed their willingness to take the students on the above basis. Originally it was proposed to select 50 apprentices for each six-monthly period, and Rs. 6,000 were sanctioned for giving stipends. But as they were not coming forward in sufficient numbers to receive training, the number of apprentices has been reduced to 25 for each half-year.

Workmen's Compensation.- 21 applications for workmen's compensation were received during the year of which 19 were disposed of. During the year, compensation amounting to Rs. 6,073 was paid to workers in cases of accidents which occurred in industrial concerns, as against Rs. 7,410 in the previous year. The administration of the act continued to be in the hands of the Subas of the districts who are ex-officio Commissioners under the Workmen's Compensation Act.

Maternity Benefits.- Total amount of Maternity benefits paid to female factory operatives during the year under report was Rs. 1,778-1-9 as against Rs. 863-8-0 paid in the previous year. The number of women who claimed benefits was 141. ✓

Number of Factories.- There were 1,900 factories on the registers at the beginning of the year as against 1,876 on the 1st January, 1938. During the year 110 factories were registered and 94 were removed. The number of factories on the registers at the end of the year was 1,916, of which 1,811 (519 seasonal and 1,292 non-seasonal) were in commission. Though there was an increase of sixteen factories on the registers, the number of factories in commission showed a decrease of seven. The total number of factories notified under section 5 of the Act was 99 at the end of the year as against 131 in 1938. No fresh notification was issued during the year as the staff was inadequate to cope with the work on hand.

Number of Workers.- The average number of workers employed daily in the 1,740 factories which submitted annual returns in time for the report was 197,266 as against 194,335 in the previous year; 5,498 of them were employed in Government and Local Fund factories. The increase of 2,931 workers is due to the starting of four cotton mills. Of the 197,266 workers, 29,650 were in seasonal factories and 167,616 in non-seasonal factories.

Of the 197,266 workers, 133,843 were adult males, 50,936 adult females, 8,541 adolescents (6,518 males, 2,023 females) and 3,946 children (2,433 males and 1,513 females).

Inspections.- Of the 1,811 factories in commission, 441 were inspected once, 724 twice, 472 thrice and 120 more than three times. The total number of inspections made was 3,884 as against 3,656 in 1938. 2,701 inspections were made by the full-time Factory Inspectors and 1,183 by the Additional Inspectors. 54 factories were not inspected by the full-time Inspectors. The total number of visits and inspections made by the full-time Inspectors was 3,388 as against 3,451 in 1938. The decrease in the total number of inspections and visits by the full-time Inspectors is due to time spent otherwise in settling labour disputes.

Hours of Work.- The daily rest interval as required by section 37 of the Act was observed in all factories except in the case of 154 factories exempted from this provision. Even the exempted factories gave sufficient time for meals, though not a fixed period. Sundays or substituted holidays were observed in all cases except 165 factories exempted from the provisions of section 35. A holiday at least once in fourteen days was, however, given as required by the condition attached to the exemption.

The number of non-seasonal factories in which the ~~normal~~ normal weekly hours were not above 42 was 60 for men and 127 for women; above 42 and not above 48 was 176 for men and 52 for women; and above 48 was 993 for men and 731 for women. 175 factories were employing children. The weekly hours for them do not exceed 30. 38 factories were exempted from the weekly limit of 54 hours, and 44 factories from the daily limit of 10 hours. The number of seasonal factories in which the normal weekly hours were not above

*Report on the working of the Factories Act in the Province of Madras for the year 1939. Madras: Printed by the Superintendent, Government Press. 1940. pp. 48.

48 was 21 for men and 43 for women; above 48 and not above 54 was 104 for men and 77 for women; and above 54 was 367 for men and 373 for women. No seasonal factory was exempted from the provisions of weekly and daily limits.

Prosecutions. - ~~Seasonal~~ Occupiers and managers of 126 factories involving 169 persons were prosecuted during the year. Convictions were obtained on 542 counts against 112 factories involving 151 persons. A sum of Rs. 7,613 was imposed as fines ranging from Re.1 to Rs.100 giving an average of Rs. 14-0-9 per count. In one case the same accused was prosecuted for the same offence twice and he was fined Rs. 100 in the second instance. The accused persons in two cases were acquitted. The amount of fine imposed in a few cases was not deterrent and commensurate with the gravity of the offence committed.

Holidays. - The grant of holidays with pay has been one of the points at issue in many of the recent industrial disputes in the Province. In the settlements arrived at, the managements have agreed to grant the concession. The cotton textile industry which employs about 35 per cent. of the workers engaged in the organised industries of the Province coming within the purview of the Factories Act allows six days casual or privilege leave and up to seven days sick leave to workers with a continuous service of one year. Both the jute mills and the match factory allow ten days leave with pay per annum. About 27,969 workers employed in registered factories other than cotton mills are allowed the privilege of holidays with pay. About 96,500 industrial workers out of about 197,300 workers employed in registered factories are now entitled to holidays with pay. This represents about 57.5 per cent. of those working in non-seasonal factories or about 50 per cent. of those employed in all registered factories including the seasonal factories.

Sickness Statistics. - 711,553 man-days were lost due to sickness. The attention of the managers of factories which did not maintain the record was drawn to rule 138-A of the Madras Factories Rules and necessary instructions were given in the matter. ✓

Dispute between Madras Bus Owners and Employees:

Details of Arbitrator's Award: Wages, Hours and Holidays-

Defined. ✓ +

The Government of Madras had some time back appointed Mr. V. Ramakrishna, I.C.S., Commissioner of Labour, Madras, as arbitrator in a dispute between the Madras bus owners on the one hand and drivers and conductors on the other, on the conditions of service of the latter. Mr. Ramakrishna has now brought about a settlement of the dispute; a brief summary of the conditions of settlement is given below:

Wages, Hours and Holidays of Drivers and Conductors - The Madras City and Suburban Bus Companies' Association agreed to give a minimum pay of Rs. 36 per mensem to motor drivers who have put in two years' or more continuous service on 1-5-1941 and Rs. 35 to other drivers. As and when a motor driver who has put in less than

two years' ~~in~~ continuous service, completes two years' continuous service, he will be promoted to the grade of Rs. 36 per mensem. Interruption of service consequent on the owners' failure to provide continuous employment and authorised leave of absence will not constitute a break in service. Periods of suspension will be excluded in computing service. Drivers have to work for a maximum period of 54 hours a week. No driver shall be allowed to work consecutively for more than 13 days without a holiday for a whole day. If a driver does not work for 54 hours a week or the hours fixed by the employer due to his own default, a proportionate deduction will be made in his pay. As regards the pay of conductors, the Madras City and Suburban Bus Companies' Association agreed to pay a minimum monthly salary calculated at Rs. 0-12-0 per duty of not more than 9 hours. In the case of conductors now in receipt of pay at the daily rate of Re. 0-10-0, they will be paid at the rate of Re. 0-11-0 per day ~~on~~ and from 1-2-1942 (payable in March 1942) and at the rate of Re. 0-12-0 per day six months thereafter provided they have put in continuous satisfactory service. In the case of the conductors now in receipt of the pay at the daily rate of Rs. 0-11-0, they will be paid at the rate of Rs. 0-12-0 a day on and from 1-5-1942 (payable in June 1942) provided they have put in continuous satisfactory service. All the conductors who are in receipt of a daily pay of Rs. 0-12-0 and less will be granted an additional pay of Re. 1 per mensem. If a conductor does not ~~work~~ the duties allotted to him due to his own default a proportionate deduction will be made from his salary for the period of his default.

The Association agreed to pay to drivers employed on buses run by means of producer gas an allowance of two annas per duty, ~~provided~~ *but* any driver who does not obtain a certificate of competency from an authority approved by the Commissioner of Labour on or before 7-5-1941, will not be entitled to the additional allowance thereafter until he obtains a certificate of competency and drives the bus satisfactorily. The drivers employed on ~~xxx~~ buses run by means of producer gas which are not properly insulated, will be paid an allowance of four annas per duty until these buses are insulated to the satisfaction of the Personal Assitant to the Chief Inspector of Factories.

In the event of any dispute arising as to the satisfactory nature of the service, the decision of the Personal Assistant to the Chief Inspector of Factories will be final.

Security of Tenure.- The Association agreed to confirm the drivers and conductors in the order of seniority having regard to the number of buses required for running to schedule. The surplus staff, if any, shall be arranged in the order of seniority and confirmed in the order of seniority as and when vacancies arise.

Supply of Uniforms.- The Madras Motor Drivers' Association did not press the claim for the supply of uniforms in this settlement. The Bus Companies' Association agreed to give a washing allowance of four annas per mensem to each driver and conductor.

Bonus or Provident Fund.- ~~B~~ The Drivers' Association did not press its claims in the settlement.

Casual and Sick Leave.- The Bus Companies' Association agreed to grant six days' leave (casual or sick) with pay for each year of continuous service subject to the exigencies of service. In case any employer is unable to grant the leave to any employee, he is to pay to him the salary for the holidays with pay, not granted.

Operation of Settlement.- So far as the points covered by the settlement are concerned, the parties agreed not to reopen any of the issues for a period of two years from 27-4-1941, provided that it should be open to the Commissioner of Labour to reopen any issue if he considered it necessary after the end of one year from that date. The Commissioner of Labour is to be the sole judge in regard to the interpretation of the terms of the settlement.

(The Indian Express, 14-5-1941.) ✓

Recommendations of the Bombay Textile Labour Enquiry Committee. ✓

Reference was made at pages 30-34 of our October 1937 report to the appointment of the Textile Labour Enquiry Committee by the Congress Government of Bombay on 13-10-1937. The Committee submitted an Interim Report on 11th February, 1938 (vide pages 11 to 14 of our February 1938 report for a summary of the report) and recommended an increase in wages. This recommendation was accepted by Government and carried out by millowners. The Committee submitted its unanimous (final) Report containing 500 pages to the Government on 27-7-1940, though Government released it for publication only on 5-6-1941 (A requisition has been made for two copies of the report, and, when received, a copy ^{of the report} will be sent to Montreal). The following is a brief ~~xxxxx Living Wage Standard xxx~~ summary of the main conclusions and recommendations of the Committee:-

Living Wage Standard.- "For a typical family of a husband, wife, and two children the range of total expenditure for maintaining a living wage standard we calculate at between Rs. 50 and Rs. 55 for Bombay and at Rs. 45 and Rs. 50 for Ahmedabad. For Sholapur the range would be about Rs. 3 to Rs. 5 less than for Ahmedabad, and the range for the other centres could be approximately determined by making similar appropriate allowances. Barring the higher grades of occupation such as those of sizers and warpers, and a section of the best-paid weavers in the bigger centres of the industry, earnings in all other occupations fail to come up to the living wage standard. For the large bulk of the workers, indeed, earnings fall far short of the standard."

Minimum Wage.- The Committee is unable to lay down, in any well-defined terms, a basis for the fixation of a minimum wage, the standard of living and the condition of the industry remaining the principal guiding considerations. In this connection, the establishment of a Trade Board, on the lines of such Boards in the United Kingdom, for the whole Province and more especially for the Cotton Textile Industry, is recommended. These Boards are to be composed of an equal number of representatives of employers and workers and are also to contain some independent persons. The main duty of the Trade Board is to fix minimum time and/or piece rates for as large a body of workers included in the industry as possible.

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Standardisation of Wages.- A scheme of standardisation of wages for mills in Bombay is given in extenso at the end of Chapter V of the Report. The lowest wage proposed is Rs. 20 per month for women sweepers. A Standardisation Committee is to be set up for the purpose of attending to the working out of details of the scheme, watching its operation and making suitable adjustments in it.

Automatic Adjustment of Wages.- The Committee states that it is not necessary to recommend the adoption of a sliding scale based on any cost-of-living index number in the Cotton Textile Industry; the Committee is also not in favour of any profit-sharing scheme nor any sort of automatic adjustment of wages.

Working of Shifts.- Night shift working is not generally favoured by the Committee. An alternative suggested is in the form of a two-shift system, commencing from 7 a.m. on the basis of 8½ hours each, exclusive of half an hour's interval for rest during each shift. Only in very special cases, 3-shifts working is to be permitted by the authorities. This recommendation, it is pointed out, will not only adequately meet the objection to night shift without involving its entire abolition, but will also secure to the employers all the advantages of two-shift work. The Committee also recommends that whenever night-shift in a factory is stopped, workers should be retained in employment according to the length of their service. This safeguard will meet the main objection of the workers to a change-over.

Rationalisation.- The Committee has recommended the setting up of a Rationalisation Committee to be appointed by Government, and consisting of three representatives of employers and three representatives of workers, with two expert assessor members, presided over by an independent chairman not connected with the textile industry. The function of the Committee is to examine schemes of rationalisation submitted to it by employers and also to hear complaints and disputes arising out of such schemes already introduced. The Committee should enquire whether working conditions of the nature the Enquiry Committee has set forth have been established satisfactorily. The essence of the success of any efficiency scheme, it is pointed out, is that "it should be launched with the co-operation of those who have to work it". It is recommended that the workers to be retrenched should be those with the shortest length of service and that an employer dismissing workers on account of the introduction of efficiency measures should pay out-of-work gratuity to retrenched workers with service of one year or more at the rate of one week's pay for every six months' service exceeding a period of one year, subject to a maximum of six weeks' pay. Workers with twelve months' service should receive two weeks' pay.

Financial and Industrial Reorganisation.- The Committee considers that the formation of pools for certain specified purposes represents a modest method of reorganisation which will yield satisfactory results. The following main lines have been indicated:- organisation of a mutual fire insurance company; joint purchase of stores and of imported cotton; establishment of a warehousing corporation; a joint organisation for the development of export trade; allocation of production of specialised sorts to specific units or centres; encouragement of subsidiary industries; and technical research and its utilisation. It is recommended that an All-India Industrial Council should be established in the immediate future to deal with the problems relating to the cotton textile industry in the various Provinces and Indian States.

While the Committee does not favour the imposition of any restriction on the payment of dividends, it recommends that, when questions of the capacity of the industry to pay are under examination, a standard should be kept in view for a fair return to the shareholder and that this return ~~to the shareholder and that this return~~ should not be placed at a figure which is much in excess of the average return on long-term gilt-edged securities in the period under examination. The proposed All-India Industrial Council, it is recommended, should also ~~be~~ put forward proposals for securing facilities for credit and reduction in freight charges for the export trade in textile manufactures. It is further urged that some uniformity of policy in the matter of octroi duties, terminal taxes, water rates, etc., should be suggested by Government for adoption by the local bodies concerned.

Welfare Work and Social Legislation.- The more important recommendations under this head are: establishment of an Institute of Industrial Hygiene, Psychology and Welfare; formulation of a well-planned housing programme so as to provide cheap and decent accommodation for workers; liquidation of illiteracy amongst the working classes; provision for rendering more effective medical aid; measures to check the growth of indebtedness; promotion of consumers' co-operative societies; group insurance in the absence of other forms of social insurance; maintenance of adequate air conditioning plants in certain departments, and of plants for the removal of dust in carding rooms, and provision of nasal respirators for workers in mixing rooms. Payment of retirement gratuities after a period of approved service is ~~a~~ recommended, while establishments which are financially sound are asked to adopt provident fund schemes. ~~Schemes of sickness insurance and unemployment insurance on a compulsory and contributory basis are advocated for Bombay and Ahmedabad in the first instance.~~ The administration of these is to be under the control of a Central Board of Management. In the opinion of the Committee, schemes of sickness insurance, unemployment insurance and old-age pensions should have priority over the adoption of holidays with pay.

Labour Management and Organisation.- 'Badli' (substitute) control system ~~introduced in Bombay~~; duties and responsibilities of labour officers in industrial establishments; recruitment, dismissal and promotion of workers; eradication of bribery and corruption; organisation by Government of employment exchanges in large industrial centres; preparatory technical training for workers as in Japan; constitution of Labour Courts on the lines of those in other countries; rest pauses at regular intervals to eliminate loitering during working time; reduction of labour turnover and absenteeism; abolition of the contract system of engaging labour; efficacy of collective agreements between workers and employers; and organisation of trade unions on proper lines - ~~xxx~~ these are some of the subjects on which recommendations have been made by the Committee. These, in the opinion of the Committee will contribute to make the labour force more stable and more efficient than it is at present.

(The Indian Textile Journal, June 1941 issue,
and the Industrial Bulletin issued by the
Employers' Federation of India, dated 16-6-1941.)

Bombay Government's Views on the Report.- The Bombay Government has made the following observations on the report:-

"The Committee's findings and recommendations cover a wide field of subjects and they fall into various groups classified according to whether action is to be taken by the Central or the Provincial Government, by the employers alone, or by labour, or by a close co-operation between the two. Certain of the Committee's findings, such as those on the living wage standard and unemployment insurance, must, under the present economic conditions in the country, be considered as of purely theoretical value and academic interest. Some of the Committee's recommendations, e.g., those on sickness insurance, holidays with pay, etc., are of an all-India rather than of a provincial character and relate, moreover, to subjects which have already been discussed at the two conferences of Labour Ministers convened by the Government of India at Delhi in 1940 and 1941. The recommendations relating to such subjects as the establishment of Committees for rationalisation and standardisation of wages, the formation of trade boards and labour courts and the establishments of employment exchanges will have to be subjected to close and careful consideration before any action can be taken on them. Some of the Committee's recommendations are not of great importance at the moment although they may become so at the conclusion of the war. As a whole the proposals aim at providing standards for workers at a considerable cost both to the Government and to the textile industry. Before they can be adopted in whole or in part, it is necessary to achieve some agreement with other industrial Provinces and States, since the adoption of ~~an~~ higher standards in one Province only is likely to be a handicap to industry and employment in that Province. Bombay is already ahead of other Provinces in its labour legislation and welfare work and the time has come to urge the advance of other parts of India, pari passu, with Bombay, if the industry in the Province is not to suffer from the imposition of burdens from which industries elsewhere are free.

"As regards the Committee's proposal for the appointment of an all-India Council to co-ordinate work on industrial problems, a first step in this direction has already been taken by the Government of India in the calling of the Conference of Labour Ministers which was held at Delhi in 1940 and again this year, and in the Commerce, Industries and Labour Member of the Government of India inviting representatives of capital and labour to meet him ~~in~~ at Calcutta early in January this year."

(Press communiqué No. 307 dated 4-6-1941 issued by the Director of Information, Bombay.) ✓ +

Plea for Committee of Enquiry into Coal Industry:Indian Mining Association supports Mining Federation. ✓+

The Indian Mining Federation had recently invited the attention of the Government of India to the gradual deterioration in conditions in the coal industry and suggested the appointment by Government of a Committee of Enquiry to devise ways and means by which the industry might be assisted in solving its various problems. The Federation had suggested that the terms of reference should include amongst others, the following subjects: (a) Planned regulation of output of coal; (b) Conservation of coal, specially of the metallurgical variety; (c) Marketing organisation; (d) State ownership and standardisation of royalties; (e) Unification of cess, taxes and other charges on coal and coke; (f) Planned distribution of coal to the different industries on the basis of quality; (g) Effects of Provincial Autonomy on the coal industry; (h) Railway-owned collieries vis-a-vis public-owned collieries; (i) Problems of wagon ~~and~~ supply; (j) Fuel research and utilisation of the inferior grades of coal; (k) Railway coal freight policy; and (l) Fixation of a minimum price for coal.

The proposal, which was referred to the Indian Mining Association by the Federation, has been endorsed by the Association.

(Proceedings of a meeting of the Committee of the Indian Mining Association, Calcutta, held on 22-5-1941.) ✓+

Industrial Standardisation Possibilities:
Government of India consults Trade Interests. ✓+

The Government of India has in the second week of May 1941 addressed a communication to all recognised chambers of commerce and trade associations in India on the subject of industrial standardisation. The communication draws the attention of the organisations to ~~the~~ the decision of the Industries' Conference held at Lucknow last December. (vide page 10 of the report of this Office for December 1940), which expressed the opinion that the examination of the question of standardisation was most desirable and that it could only be done in the closest consultation with the industries concerned.

Inviting suggestions and observations on the question of standardisation of products, the Government of India trusts that the industries concerned will try to see whether they can organise themselves so that they may be able to speak as one unit. It may be recalled that the last Industries Conference held the view that standardisation should be effected in close consultation with the Export Advisory Council which might be able to give valuable help in respect of export markets, etc. The Conference also discussed the question of standardisation with respect to the engineering, chemical, building and textile industries and pointed out that this was particularly necessary in connexion with the manufacture of war supplies.

(The Statesman, 16-5-1941.) ✓+

Tests and Certification of Quality of Local Products:

Bombay Government makes Arrangements. ✓+

The Government of Bombay has accepted the recommendation of the Bombay Economic and Industrial Survey Committee (vide pages 16-20 of the September 1940 report of this Office) that provision should be made for testing the products of local industries for quality and that certificates should be issued by the Department of Industries. As an experimental measure, the Department of Industries has been entrusted with the duty of testing and issuing certificates for soaps, inks, tooth paste, tooth powder, hair oils, sealing wax, gum, crayons and office paste. Appropriate scales of fees to be charged for certificates will be fixed later.

(Communiqué No. 298 issued on 31-5-1941
by the Director of Information, Bombay.) ✓+

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Economic Survey of Travancore State:
Statistics of Representative Areas. ✓

The Government of Travancore has in the second week of May 1941 started an economic survey of selected areas in the State. The investigation is confined to families living in certain typical and representative areas chosen from the different parts of the State. The State is divided into three zones - the lowland, the midland and the highland. Besides these three broad groups, the municipal towns, marketing centres and industrial areas have also been kept in view in the choice of representative units for investigation. A set of 70 questions has been incorporated in a key schedule under the heads of size of family, wealth and income, expenditure, fragmentation of holdings, crops and indebtedness, etc.

(The Hindu, 18-5-1941.) ✓ +

Working Class Cost of Living Index Numbers for Various Centres in India during February 1941. +

The index number of the cost of living for working classes in various centres of India registered the following changes during February 1941, as compared with the preceding month:-

Bombay.- The index number (base: year ending June 1934) of the cost of living for working classes in Bombay in February 1941 advanced by 2 points to 119. The average for 1940 was 112 as compared with 106 for 1939.

Ahmedabad.- The index number (base: year ending July 1927) of the cost of living in Ahmedabad during February 1941 remained unchanged at 79. The average for 1940 was 79 as against 73 for the preceding year.

Sholapur.- The index number (base: year ending January 1928) of the cost of living in Sholapur during February 1941 remained stationary at 77. The average for 1940 was 76 as compared with 74 for the preceding year.

Nagpur.- The index number (base: January 1927) of the cost of living in Nagpur in February 1941, fell by 1 point to 70. The average for 1940 was 70 as against 63 for 1939.

Jubbulpore.- The index number (base: January 1927) of the cost of living in Jubbulpore in January 1941 declined by 1 point to 68. The average for 1940 was 67 as against 59 for 1939.

Madras.- The index number (base: year ending June 1936) of the cost of living in Madras during February 1941 remained unchanged at 108. The average for 1940 was 107 as against 100 for 1939.

(Extracted from February 1941 issue of Monthly Survey of Business Conditions in India.) ✓

New Industries for India:

Recommendations of Board of Scientific and Industrial Research. ✓

The Board of Industrial and Scientific Research set up by the Government of India in April 1940 (vide page 13 of the report of this Office for March 1940) has recently recommended, as the result of research conducted under its auspices, six new industries for commercial exploitation by Indian industrialists. These are: laminated paper fibre board; dry cell manufacture which is at present manufactured at the Benares Hindu University out of Indian materials; resin impregnation of wood; manufacture of glass substitutes which possess fire-resisting capacity and is of great advantage in war zones where aerial bombings cause damage from flying pieces of ordinary glass panes; bhilwan nuts from which oil is extracted in the C.P. and South India for use in paints and enamelling; and manufacture of luminous pigments and paints. The commercial possibilities of these industries are indicated below:-

Laminated Fibre Boards.- Fibre board has found many uses. Electric insulation, brake lining, packing cartons, suitcases, trays and carriers for yarn in jute and cotton mills, etc., are just a few of the instances of their multifarious uses. The raw materials are easily available in India and the approximate cost of the production of one square foot of the finished board of ~~the~~ thickness of 0.05 inches is about Re.0-3-6, roughly Re.1/- per lb. The selling price of a well-known fibre board which is equivalent to this product is Re.1-12-0 per lb.

Dry Cell Manufacture.- Dry cells are being imported into India for a number of years. Only within the last few years some are being manufactured in India. Most of the manufacturing firms in India have been importing almost all the raw materials for the manufacture of cells. Research work has shown that untreated Indian ores from half a dozen different mining centres can be used for dry cell manufacture. The cost of production is estimated at Rs.10/- per gross cells as against the price of quality cells varying between Rs.12/- and Rs.15/- per gross ex-factory. Taking Rs.12/- as the selling price per gross to dealers, the profit per year comes to about Rs. 33,000 on an investment of Rs. 1,00,000 which means 33 per cent. profit on capital investment. The import figures for this commodity vary between Rs. 2.2 to 2.5 million per year.

Resin Impregnation of Wood.- This treatment gives a good polished surface and improves surface hardness, beam strength and toughness. The swelling and shrinking properties produced by humidity changes and acid resisting property, are also improved by this treatment. The raw materials required are easily available and the cost of production of 1 gallon of treating solution, which is sufficient for about 2 1/2 cubic feet of wood is not expected to be more than Re.1/-.

Glass Substitutes. Glass substitutes have one very great advantage over ordinary glass and that is their reduced liability to damage in transit. These may be cut to sizes very ~~at~~ easily by shears. Substitute glass is a very convenient material for rapid construction of barracks and similar buildings. The cost of the

finished product for a square yard, including a profit of 4 annas is estimated to be Rs.2-10-0 as against Rs.2-13-0, which is the price of the imported article.

Bhilawan Stoving Enamel.- The cost of the finished enamel works out at Rs.1-6-0 per gallon excluding overhead charges, as against Rs.9-0-0 being the price of black stoving enamel per gallon. Even if the price of bhilawan goes up from Rs.2-8-0 to Rs.6-0-0 a maund (80 lbs.) the cost of production would not be more than Rs.1-14-0 per gallon. The capital outlay for a concern capable of producing about 200 gallons of bhilawan stoving enamel per day is not likely to exceed Rs. 50,000.

Luminous Paints.- Luminous paints have sufficiently justified their use. The cost of production of pigment, excluding labour charges, will be less than Rs.2/- per lb., whereas the usual price of good luminous pigments just at the outbreak of the war (1939) was above Rs.10/- per lb.

(A.B. Patrika, 11-5-1941.) ✓+

Jute Restriction Scheme:

Agreement between Bengal and Assam Governments.

At the Jute Restriction Conference between the representatives of ~~the~~ ^{the} Governments of Bengal and Assam on 20 and 21-5-1941, the fundamental basis of an agreed settlement on the restriction scheme between the two provinces ~~has been~~ ^{was} reached. The object of the agreement is to restrict jute cultivation in the two provinces, with a view to keep up declining prices.

(The Statesman, 22-5-1941). ✓+

Shipping Scarcity:

Decisions of Export Advisory Council. ✓+

At the meeting of the Export Advisory Council (vide pages 14-15 of the report of this Office for May 1940) held at Simla on 14-5-1941, with Sir Ramaswami Mudaliar, Commerce Member with the Government of India, in the chair, among other matters, the shipping difficulties experienced by Indian trading and commercial interests came up for prominent discussion.

Exports to United Kingdom.- It was pointed out that under the existing arrangements, shipping space for the United Kingdom was allotted to each shipper in proportion to his shipments in the pre-war years to the U.K. by each line. This system was satisfactory so far as the established shippers to the U.K. were concerned, but it entirely shut out from the export trade all those who had

made shipments to the U.K. by lines other than those now operating and also those whose trade in the pre-war years was with countries other than the U.K.

The Council considered ~~it~~ that it would be desirable to adopt a more general policy which would give some relief to those shippers, who were now precluded from getting any shipping space. The Chairman suggested that the members should get into touch with their respective associations and put forward proposals calculated to achieve at least a limited solution of the problem.

Export to America.- With regard to shipments to America, it was stated that the American liners' conference which had been hitherto allocating shipping space to established shippers at Calcutta had changed the procedure and were effecting the distribution of space among importers in America. The revised procedure, it was alleged, affected harshly the established shippers in Calcutta, and the Government of India were requested to take appropriate action in the matter.

It was recognised that little could be done in cases where the Government of the importing country had introduced a system of import control and shipping space had to be allotted on the basis of import licences granted by such Government.

Remission of Demurrage.- It was stated that certain Port Trusts were already giving some remission of demurrage charges in respect of cargo which had to be detained at ports owing to sudden requisitioning of the vessels by Government, and it was urged that Government should arrange to secure similar concessions at other ports as well.

(The Statesman, 13-5-1941;
The Bombay Chronicle, 23-5-1941) ✓

War Stimulates Indian Industries:

Some Illustrative Cases. ✓

The war, with the reduction in substantial measure of imports that it has occasioned, has led to the starting of several new industries and the further stimulation of established industries in this country. Some cases in point are briefly noticed below:

Production of Natural Dyes.- Rapid strides are being made by scientific and industrial research to make India produce vegetable dyes particularly useful at this time. New natural dyestuffs have been produced from the barks of a number of common Indian trees at the Government Silk Institute, Nathnagar. These dyestuffs are also obtained in powder and paste form. By using different fixing agents with the same powder different shades have been obtained. The Indian Jute Mills' Association is investigating the possibilities of special dyeing methods and intend to produce sack marking ink. The University of Mysore is trying to use myrobalans for manufacturing dyes. Experiments have been successfully made at the Government Textile Institute, Madras, with several natural dye-yielding products of indigenous growth, the use of which was in vogue prior to the advent of synthetic dyes. With a view to reviving the industries on vegetable dyes, the Board of Scientific and Industrial Research

has set up an exploratory committee on vegetable dyes, as a result of whose labours, it is expected that more vegetable dyes would be in use.

(The Times of India, 3-5-1941.)

Cod Liver Oil.- Indian imports of cod liver oil have been either stopped or considerably reduced by the war. The Industries Department of the Government of Bombay has discovered a simple method, after a series of experiments, of extracting oil from the liver of shark, which is amply available on the Konkan Coast. The shark ~~liver~~ liver is said to contain vitamins "A" and "D" in a great measure. Some experts are of opinion that shark liver oil is quantitatively twice as good as cod liver oil. The Industries Department, Government of Bombay, has deputed a special officer to train fishermen to extract oil from shark liver.

(The Bombay Chronicle, 9-5-1941.)

Manufacture of Hurricane Lanterns.- The great scope for the lantern manufacturing industry in this country was emphasised by Dr. S.S. Bhatnagar on the occasion of the laying of the foundation-stone of a lantern factory in Delhi. He said that two factories in Bombay and Calcutta were in a position to meet only one tenth of Indian requirements. Dr. Bhatnagar said that approximately four million hurricane lanterns were imported into India every year.

(The Statesman, 25-5-1941.)

SOCIAL INSURANCEWorking of the Madras Maternity Benefit Act in 1939.* ✓

The provisions of the Madras Maternity Benefit Act are applicable only to women employed in the non-seasonal factories. The total number of non-seasonal factories on the register at the end of the year was 1,339 as against 1,332 in 1938; but only 1,292 were in commission during the year as against 1,290 in the previous year. Of the 1,292 factories that were in commission during the year only 933 factories employed women workers as against 922 in 1938. Returns were not received from 42 factories. The average daily number of women employed in factories in commission was 39,776, as against 38,070 in 1938. During the year 1901 claims were made as against 1,715 in 1938. Of the 1901 claims 1,408 were fully paid to the women concerned and in eight cases to the nominee of the women. The total amount of benefits paid during the year was Rs. 34,262-3-0 as against Rs. 27,807 in 1938. The increase in the number of claims is due to the change made in the qualifying period, by the amendment of section 5 (1) during 1939. ✓ +

*Report on the working of the Factories Act in the province of Madras for the year 1939. Madras: Printed by the Superintendent, Government Press. 1940. pp. 48. ✓

EMPLOYMENT, UNEMPLOYMENT AND VOCATIONAL TRAINING

Vocational Education in Bombay Province:

More High Schools converted to Technical High Schools. ✓

The Government of Bombay has sanctioned the conversion of some of its high schools into agricultural, technical or commercial high schools with a view to providing alternative vocational education for boys who have no aptitude for higher literary studies, but have a bent for vocational education, and are not able to proceed to the University after passing the matriculation examination.

Six high schools have already been converted into vocational high schools ~~and~~ in the Presidency, and the Government has recently announced that the Elphinstone High School, Bombay City, one of the biggest schools in the Presidency, will be converted into a technical high school from June 1941.

The vocational schools are not expected to be entirely different from the present common schools. Out of the seven standards in the technical school, the courses of the first three standards will remain more or less as they are at present, with such alterations as may be necessary to give the instruction in these standards a bias towards the vocation pursued in the upper classes. Even in the four higher standards the course of studies will include the Regional Language, English, Elementary Mathematics, Science and Geography, vocational instruction taking the place of Additional Language and History. The proposed schools are thus midway between purely literary and technical schools. They may be appropriately called Vocational Bias Schools. They will have the benefits, though necessarily restricted, of technical as well as literary education. As their success will depend largely on the status assigned to them by employing agencies and higher educational bodies, the Government has decided to institute a School Leaving Certificate Examination for those who have gone through the vocational course. Government have also declared that the holders of these certificates will be eligible for entrance into the Government service in the same manner as the holders of Matriculation Certificates, and will be given preference for appointments for which knowledge of and skill in the particular vocation is considered desirable. Finally, Government propose to make efforts to get these certificates recognised by the University as equivalent to the Matriculation Certificates in appropriate groups to subjects and to facilitate the admission of the certificate holders to colleges and other higher institutions, like the Victoria Jubilee Technical Institute and the Engineering College (Diploma Course), which teach higher vocational courses.

Commenting on the experiment, the Bombay Chronicle in its issue dated 10-3-1941 observes:

"If the technical schools enable students to start small industries of their own, they will doubtless be a blessing. But if they fit the students only for jobs in industrial or commercial concerns without enabling them to develop the concerns, there is no real relief of unemployment. That relief will be possible only if there are more concerns to engage more men, in other words, if there is industrial development. But industrial development depends at least as much upon Government as on business men and educationists."

(The Bombay Chronicle 8. and 10-5-1941.) ✓

Loans to Artisans to Start Business:
Bombay Government's Scheme.

The Government of Bombay has sanctioned a scheme for grant of subsidies and loans to artisans for purchase of appliances and tools and for provision of working capital. The scheme provides for the grant of 50 per cent. of the cost of equipment as subsidy and the remaining 50 per cent. as a loan, free of interest. In addition, a separate loan, also free of interest, will be made, if necessary, to serve as working capital. Repayment of the loan will be spread over five years in equal monthly instalments.

The Director of Industries will normally grant assistance to the extent of Rs. 500 for appliances and equipment and Rs.250 for working capital in each individual case, but applications for higher sums will be dealt with by the Government. The recoveries of loan instalments are to be effected as arrears of land revenue.

(The "Bombay Information", dated 24-5-1941.)

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MIGRATION

Indian Emigration to Burma:

Baxter Report being considered by Governments of India and Burma.

The Baxter Report dealing exhaustively with the questions of Indian immigration into Burma has been submitted to the Government of Burma, but has not yet been released to the public; the report is now being studied by the Governments of India and Burma. (The Indian Express, 12-5-1941.)

The Standing Committee on Emigration of the Indian Central Legislature which met at Simla in the middle of May considered at length the position resulting from the notice given by the Government of Burma of termination on 31-3-1941 of the Government of Burma Order 1937, which permitted unrestricted immigration into Burma (vide page 24 of our April 1941 report); the Government of India also consulted the Committee regarding the Burma Government's invitation for an Indian Delegation to Rangoon to consider the immigration question. It is learnt that the Government of Burma will shortly constitute a Board consisting of one European, one Burman and one Indian to recommend rules for immigration and passports for Indian entrants into Burma. This Board will be set up to work out a plan on the basis of the Baxter Report. (The Hindu, 17-5-1941.)

Strike of Indian Workers in Selangor

Rubber Estates: Demand for Increased Wages.

A strike of Indian workers in the rubber plantations of Selangor State occurred in the first half of May.

In answer to interpellations in the House of Commons, on behalf of Lord Moyne, Colonial Secretary, Mr. Hall said the strike involved some 7000 workers and that between 10 and 15-5-1941 five deaths occurred as the result of strike disturbances. Mr. Hall further said that there was no justification for the strike since the wages of Indian estate workers in the rubber industry were higher than ever before and included a cost of living allowance. (The Hindu 30-5-1941).

The Hindu, Madras, dated 30-5-1941 in a leading article repudiates the assertions made by Mr. Hall. It points out that the present rate of wages - 60 cents for males and 50 cents for females - is very low and makes no allowance for the increased cost of living due to the war, that the purchasing power of the Straits dollar is equal to only annas eight, that the spending capacity of a labourer in Malaya getting 50 cents could be only on a par with that of a labourer in India getting annas four, that the Indian workers' net wages ~~being~~ in Malaya is even less owing to indirect taxation, and that the employer very often evades the obligation imposed by the Labour Code to provide 24 days work in the month, and that in this way also wages are reduced. The paper concludes: "To attribute the strikes to subversive propaganda and the work of political agitators is wilfully to ignore the plain writing on the wall."

AGRICULTURESind Debt Conciliation Act, 1941.✓

The Sind Government has recently adopted legislation to relieve agricultural indebtedness by amicable settlement through debt conciliation boards. No creditor is to be allowed in settlement of principal and interest an amount greater than twice the principal. No interest more than 9 per cent. is to be allowed.

(The Sind Government Gazette, Part IV,
dated 5-6-1941, pages 280 to 298.) ✓+

Punjab Commercial Employees demand regulation of Hours of Work. ✓ +

"Thirty-three hours a week for brain workers" was the demand made by a deputation of the Commercial Employees Welfare Association, Lahore, which recently waited on the Chief Inspector of Shops and Establishments, Punjab.

Mr. B.L. Rallia Ram, as the spokesman of the deputation, enumerated the grievances of this particular class of commercial employees for whom, it was explained, the recent Trade Employees Act had made no provision. This Act had fixed 54 hours of work a week and this limit, the deputationists pointed out, was being applied by employers even to brain workers. They urged that the definition of 'employee' under the Act be changed and a distinction drawn between employees who have to do brain work and those who carry on the business of sale, purchase, etc. It was also requested that the rules governing similar class of employees in Government service be made applicable to brain workers in commercial firms, especially as regards hours of work, leave, holidays and general provident fund.

The Chief Inspector promised to forward these demands to the Government for consideration.

(The Statesman, 31-5-1941.) ✓ +

Working Hours in Offices:

Bengal Committee to investigate Problem. ✓ +

In order to investigate the suitability or otherwise of the time of work followed at present at various private and Government offices, a sub-committee has been formed by the Bengal Provincial Sanitary Board with Lt.-Col. A.C. Chatterji, Director of Public Health, as Chairman. The sub-committee has circularised a questionnaire among various private and public institutions with a view to eliciting their opinion on the matter, ~~and to enable to understand the difficulties and problems, involved in it.~~ The matters dealt with in the questionnaire include the present working hours, the extent of output of work and the scope and facilities for social activities and social relationships afforded by the present system and suggestions for better alternative arrangements.

Lt.-Col. Chatterji's Views: Morning Hours better.- In a note on "Time of Work" circulated along with the questionnaire, Lt.-Col. Chatterji points out that the present system of working hours, which is between 10 a.m. and 5 p.m. is not conducive to the output of maximum amount of work, which ~~of course~~ means economic loss, because of high temperature and humidity obtaining during this period. So, he emphasises that routine work should be carried out from early morning to the middle of the day and only such urgent work that cannot wait till the next morning may be carried out in the afternoon again. But there should be cessation of all work between 12 noon and 3 p.m. Lt.-Col. Chatterji

~~Chatterji~~ suggests that the period of working ~~hours~~ may be from 7 a.m. to 12 noon during winter and 6-30 to 11-30 a.m. during summer. Adjustments may have to be made in respect of the working hours of factories, shops, mills and workshops. More number of shifts of workers may have to be employed. In any case, this question of ~~time~~ ^{time line} of work, most suitable to this country, he affirms, requires very careful and serious consideration of all concerned.

(The Hindu, 19-5-1941.) ✓+

CO-OPERATION AND COTTAGE INDUSTRIES

The Bengal Co-operative Societies Act, 1940. ✓

Attention is directed to pages 13 to 62 of Part III of the Calcutta Gazette dated 1-5-1941, where is published the Bengal Co-operative Societies Act, 1940. ✓

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LIVING CONDITIONS

Nutrition

Need for Nutrition Propaganda:

Memorandum to Government by Indian Chamber of Commerce,
Calcutta. ✓

The Committee of the Indian Chamber of Commerce, Calcutta, has addressed a detailed communication to the Government of Bengal regarding the necessity for the dissemination of knowledge in the province among the people about nutrition value of foods and preservation of health on an organised basis. The Committee suggests that for this purpose a sum of at least Rs. 100,000 a year should be placed at the disposal of the department of Public Health in order to enable it to carry on propaganda in the matter.

(The Amrita Bazar Patrika, 1-5-1941.) ✓

Nutrition and Diet:

Discussion by Conference of Christian Medical Association of
India, Burma and Ceylon. ✓

A Medical Conference under the auspices of the Christian Medical Association of India, Burma and Ceylon, Madras area, ^{was} held on the 26th and 27th May, 1941, in Kodaikanal with Dr. C.C. Cutting of the London Missionary Society, Chickballapur, as Chairman; the main theme was: "The Relation of Nutrition to Medicine".

The importance of a well-balanced diet and the problems of nutrition with special emphasis on vitamins, were dealt with in the addresses and papers before the Conference. Dr. T. Howard Somervell of Neyyoor referred to the results of his investigations based on surveys of school children in Travancore in this matter, in his address on 'Vitamin in gastric condition'. A paper by Dr. Murray H. Webb-Peploe, Tinnevely, which examined in detail the condition of vitamins in South Indian children and offered suggestions for improving vitamin deficiency, was also read out by Dr. Somervell. Another paper was contributed by Dr. E. Little of Dharapuram on 'Hospital Diet', which advocated co-operation between hospitals and educational institutions in the matter of educating the public, and supported a properly balanced, inexpensive and readily available diet for hospitals. Dr. S. Gurubotham spoke on 'Vitamin A in Health and Disease' and initiated a discussion on practical dietetics. He referred to Mahatma Gandhi's efforts to solve the problem of a ~~the~~ proper and well-balanced diet for the Indian people as part of the national question and urged that a reformation of the present diet, which would lead to the fullest utilisation of vitamins in natural food, was absolutely essential to-day.

(The Hindu, 30-5-1941.) ✓

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State and Nutrition:

Bombay Presidency Baby and Health Week Association's Work. ✓

At the annual meeting of the Bombay Presidency Baby and Health Week Association, held in the last week of April 1941, in Bombay, the Secretary gave a brief account of the nutrition research work of the Association.

Research into cheap balanced diets was carried out by the Association during the last five years. Foods like skimmed milk powder, groundnut-cake, rice bran, soyabean, etc., were given an extensive trial. They ~~a~~ improve the poor man's diet to a certain extent, but it was found that they cannot entirely replace fresh whole milk, a small quantity of which is necessary. At least half a pound of milk and half a pound of vegetables per person per day were found to be essential in both vegetarian diet and non-vegetarian diet to ensure normal growth ~~of~~ ^{and} good health. The cost of all the foodstuffs in such a diet came to about Rs. 5-8-0 a month per person at contract rates in Bombay during the pre-war days. Of this amount as much as Rs. 2-12-0 was required for milk and vegetables alone. A cup of milk a day does not go far but investigation of the diets of the working class families in Bombay showed that each person is taking hardly two ounces of milk and four ounces of vegetables a day; and much of this milk is for children alone. They ~~could not afford to take more because of the cost.~~ The Secretary stressed the need for a strong co-ordinating Committee with a broad nutrition policy. Such a Committee has been appointed by the Government of Bengal and it has already begun ~~some~~ work. The Government of Bombay also should appoint a Nutrition Committee and secure on it representatives of larger Municipalities, Railways, Steamships, companies and the existing producing and marketing interests.

(The Bombay Chronicle, 1-5-1941.) ✓

Housing

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The Punjab Urban Rent Restriction Act, 1941. ✓

At pages 75 to 78 of the Government Gazette (Extraordinary),
Punjab, ^{dated 23.5.1941} is published the text of the Punjab Urban Rent Restriction
Act, 1941, adopted by the local legislature to restrict the increase
of rents of premises situated within the limits of urban areas in the
province. ✓

Employers' Organisations.

Employers' Association of Northern India:
4th Annual Meeting, Cawnpore, 21-4-1941.

The 4th annual meeting of the Employers' Association of Northern India was held at Cawnpore on 21-4-1941, Mr. H.A. Wilkinson, Chairman of the Association, presiding.

Presidential Address: Industrial relations.- Mr. Wilkinson, reviewing the working of the Association in 1940-41, referred to the welcome absence of any serious labour troubles either in Cawnpore or in outstations. Employers therefore have been able to devote all their energies to give Government the maximum assistance in the supply of materials required for the prosecution of war and the defence of India. There has been a large expansion in production all round which, while affording improved employment conditions, has resulted in an increase in earnings and the absorption of what was previously surplus and unemployed labour. Assessing the contributions made by various factors to the improved industrial relations of the year, he said that Government action in curbing the subversive activities of the Cawnpore Mazdoor Sabha had tended greatly to ensure industrial peace. The vast majority of workers, even if they could not understand the realities of the war situation, appreciated the benefits to labour attributable to the war.

Increase of Population and Housing Problems.- The provisional result of the All-India Census recently taken shows that Cawnpore has a population of 437,286 - an increase of 79.3 per cent. since the census of 1931. Mr. Wilkinson drew the attention of the Municipality, the City Improvement Trust and the Government to the implications of this increase in population, especially the housing problem. Recently Government put certain proposals before the Association as regards the provision of workers' houses at a reasonable rent, but these seemed to be of an experimental nature and only touched the fringe of the problem. The Association has urged the Government to seek the services of a town-planning expert and under his guidance work out a long-range scheme after having made a detailed survey of the problem in all its aspects.

Labour Legislation.- The President next referred to the Labour Ministers' Conference and its outcome.

(Summarised from a copy of the proceedings of the 4th Annual Meeting supplied to this Office by the Employers' Association of Northern India, Cawnpore.) ✓ +

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Workers' Organisations.

Inter-Provincial Trade Unions in Bombay:
Appointment of Registrar in Bombay. ✓+

Reference was made at page 36 of our January 1941 report to the delegation of powers by the Government of India to Provincial Governments in respect of trade unions whose objects are not confined to one province; the province in which the head office of such a union is situated is to assume control over the union. In pursuance of this delegation of powers, provincial Governments are appointing Registrars for the control of such unions. Bombay, for example, has appointed its Registrar of Trade Unions as Registrar also of inter-provincial unions with headquarters in Bombay.

(Notification No. 2841/34 dated 19-5-1941:
The Bombay Government Gazette, Part IV-A,
dated 22-5-1941, page 101.) ✓+

Progress of Trade Unionism in Bengal, 1939-40.* ✓+

Number of Unions.- 53 unions were registered during the year. Of the 193 unions in the register at the end of the previous year, 51 had their certificates cancelled, 1 was dissolved and the control of 4 was transferred to the Registrar of Central Trade Unions, New Delhi, during the year. The number of unions in the register at the end of the year was, therefore, 190, as against 193 at the end of the previous year. The prescribed annual statement was received from 160 unions. 28 unions did not submit any return and the certificates of registration of two unions were cancelled soon after the close of the year. Of the returns received, 11 were received very late and 13 others were unacceptable. The report is, accordingly, based on 136 returns.

Membership.- The total membership of the 134 unions (excluding the 2 Federations) was 122,368. Out of this figure, 368 represents the membership of employers' and businessmen's organisations. Of the 122,000 members of employees' organisations, 1,518 were females. As against these, there were 95,938 members including 781 members of employers and businessmen's organisations, and a total female membership of 1,148 at the end of 1938-39. Only 1 (Indian Seamen's Union) of the unions whose returns have been included in the report, had a membership of above 20,000, another (All-Bengal Rickshaw Union) had a membership of more than 10,000 and two other unions had more than 7,000 members each at the end of the year. The number of unions with membership between 1,000 and 5,000 was 23, as against 20 in the previous year. The average membership for workers' organisations alone

*Government of Bengal, Department of Commerce and Labour. Annual Report on the working of the Indian Trade Unions Act (XVI), 1926, in Bengal for the year ending the 31st March, 1940. Superintendent, Government Printing, Bengal Government Press, Alipore, Bengal, 1941. price annas 14 or 1s.6d. pp.31.

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increased from 781 in the previous year to 968 in the year under report.

Finances of the Unions.- Taking workers' organisations alone, the seamen group, with a total income of Rs. 62,521-11, had the highest income as in the previous year, while the engineering group, with an income of Rs. 2,411-11-9, had the lowest income. The average income per union and per member increased from Rs. 726-2-1 and As. 14-9 in the previous year to Rs. 1,078-13-11 and Re. 1-1-10, respectively in the year under review. The total expenditure of the 126 workers' organisations was Rs. 118,702-14-8. As in past years, a large part of this income was spent on "salaries, allowances and expenses of officers". Rs. 448-14-3 was spent under the head "Compensation paid to members for loss arising out of trade disputes" and Rs. 6,675-8-3, in providing benefits to members.

General.- The Registrar of Trade Unions explains that as in the past, the delay made by unions in the submission of returns and in removing defects found in them, accounts for the delay in the submission of the report. Despite reminders and warnings, only 75 of the 188 returns due were received by the prescribed date. Some improvement is, however, likely when it becomes possible to make full use of the powers derived from certain recent amendments made in the Bengal Trade Union Regulations.

Formation of unions amongst hitherto unorganised classes of workers continued to be a feature of the trade union movement during the year. Of the unions registered during the year, there were two of leather workers, 2 of nurses, 1 of boatmen and 1 of aluminium workers. The Textile group is still the largest single group, having as many as 41 unions on the register at the end of the year, including 16 registered during the year. ✓

Progress of Trade Unionism in the Punjab, 1939-40.* ✓

Number of Unions.- The number of trade unions, including 4 federations, at the end of the previous year as 61. Of these, 10 unions and 1 federation were removed from the register of trade unions due to cancellation of certificates of registration; 26 unions and 1 federation were registered during the year under report and the number of registered trade unions including 4 federations at the end of the year, therefore, was 77. Of the 77 registered trade unions, 6 relate to railway workers, 6 to textile workers, 5 to electrical, mining and mechanical workers, 3 to printing press workers, 21 to workers employed on transport, 4 to hosiery workers, 6 to municipal employees and 26 to persons engaged in other industrial callings of miscellaneous nature. Out of 77 unions, returns were received from only 27 in the year under report.

Membership.- The total and average number of members of the unions from which returns have been received decreased from 44,833 and 1,868 to 11,051 and 410, respectively, the reason for this appreciable decrease being the transfer to the Central Registrar of the control

*Report on the Working of the Indian Trade Unions Act, 1926, in the Punjab during the year 1939-40. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1941. Price Re.0-10-0. pp.12

of the North-Western Railway Union, Lahore, and the All-India Railway Mechanical Workers Federal Union, Lahore, which had a membership of 19,423 and 16,780, respectively.

Finances of the Unions.- The finances of the unions showed a downward tendency; the total income of the unions which have submitted their returns decreased from Rs. 23,077 to Rs. 20,466 and the average income per union decreased from Rs. 961 to Rs. 758. The average expenditure per union also decreased from Rs. 983 to Rs. 680. The closing balance of all unions combined showed a decline from Rs. 5,719 to Rs. 5,517.

Welfare Activities.- As hereto the unions undertook no scheme for perceptible assistance to the workers, except continuing to further the interests of their individual members vis-a-vis the employers.

General.- The Registrar states that the labour movement is still in its infancy in the province and that no appreciable progress has been made during the year under report. But with the hand-to-mouth existence which the unions generally lead, great progress cannot be recorded in the movement. ✓

Progress of Trade Unionism in Orissa, 1939-40.* ✓

There were two unions in the province with a membership of 374 at the end of the year under review, the increase during the year being 15. The total income of the two unions was Rs. 336-6-0 and the expenditure Rs. 245. The closing balance was Rs. 91-6-0. ✓

1st Tamil Nad Agricultural Workers' Conference, Mgyanoor, 26-5-1941. ✓

The first Tamil Nad (Madras) Agricultural Workers' Conference which was organised by the Labour Union of Krishnarayapuram and representatives of agricultural workers' unions of Musiri, Kulitalai, Namakal and Karur Taluks, was held on 26-5-1941 at Mayanoor, under the presidentship of Mr. R. Mandeswara Sarma, President of the Andhra Provincial Zamin Ryots' Association. Mr. T.T. Krishnamachari, M.L.A. of Madras, opened the Conference. An Agricultural Workers' Union for Tamil Nad was formed at the conference.

Needs of Agricultural Workers.- Declaring the Conference open, Mr. T.T. Krishnamachari said that the system of land ownership and occupation as it at present existed boded no good for the future welfare of this country. Apart from the question of property rights in land for the workers, affording them security of tenure and the elimination

* Annual Report on the working of the Indian Trade Unions Act, 1926 (XVI of 1926), in the Province of Orissa for the year ending the 31st March, 1940. Superintendent, Government Press, Cuttack, Orissa. 1941. Price Annas 2. pp.2.

of absentee landlordism, the most important problem was to make agriculture pay without which any change in ownership could hardly set the industry on its feet. Proper prices and provision by the State of marketing facilities, cheap credit, seeds and fertilisers, besides technical advice were the needs of agriculture. State interference in agriculture, as in more advanced countries, was necessary. This could not be accomplished without a popular Government both in the provinces and the Centre armed with full powers to interfere with property rights for the benefit of the country as a whole. Though it might be said that the Congress Government in Madras Provinces was very conservative in this matter, it might reasonably be expected that any future Legislature would consist of a large body of men in sympathy with such reform. ~~The interests of agricultural workers, therefore, in the early attainment of a minimum wage and the formation of agricultural workers' union, Mr. Krishnamachari said that such unions should include not merely those who worked for wages but also those who were peasant proprietors and lessees of land from the big landowners. It should also be recognised that agricultural workers' unions had no future unless they allied themselves with the forces that stood for progress, and exercised their franchise accordingly.~~

Presidential Speech: Minimum Wage Advocated.- In the course of his presidential address, Mr. Mandeswara Sarma said that it was to the interest of landlords to have legislation fixing a fair rent. Provision should be made for easy purchase of lands by cultivators with the aid of State funds. For financing cultivators, there should be a single agency and at every market centre a co-operative organisation, all under State control, which could market the produce and provide for subsidiary industries. Regarding the right of alienation of lands, the President said that it should not be given to anyone except for legitimate purposes and if the purpose was for raising credit, the alienation could only be to the State-controlled agency. Any fixation of rent should provide, Mr. Sarma added, a minimum wage to the worker which would ensure to him the necessaries of life and enable him to support also a non-working dependent out of it. Mr. Sarma then dealt with Tenancy legislation introduced in other provinces and concluded by saying that if real national economic welfare was to be secured under modern conditions it must be by a co-operative system of cultivation backed by State credit.

Committee to study Agricultural Workers' Problems.- The Conference appointed a Committee for carrying out study and research in agricultural problems and framing suitable legislation with Mr. K.G. Sivaswami (Member, Servants of India Society) as General Secretary. Another committee was formed for attending to the other activities of the newly formed Union of Agricultural Workers.

(The Hindu, 29-5-1941.) ✓

SOCIAL CONDITIONS

Free Legal Assistance to Aboriginal or Hill Tribes in Bombay:
Bombay Government's Rules. ✓

The Special Enquiry Officer appointed by the Bombay Government in 1937, to report on measures for improvement of the conditions of the Bhils and other aboriginal and hill tribes in Partially Excluded Areas recommended that a member of such tribes "should be able to obtain free advice and representation from the Government Pleader or other pleader when he considers ~~he~~ that he himself has been defrauded" and that "the cost of such consultations and representations should be borne by the State". A scheme has now been worked out for granting legal assistance to such persons and it has been decided to introduce it experimentally during this year in two districts, West Khandesh in the Central Division and Broach and Panch Mahals in the Northern Division. Rules regulating the grant of such legal advice have been published at pages 1871 to 1872, Part I, Bombay Government Gazette dated 29-5-1941. ✓ +

Prohibition of Begging in Madras City: Madras
City Police (Amendment) Act, 1941. ✓ +

The Government of Madras has amended the Madras City Police Act of 1888 with ~~in~~ a view to tackle the beggar problem in the city. The Act prescribes penalties for begging in public places and provides for workhouses for the able-bodied and special homes for the infirm.

(The Fort St. George Gazette, Part IV-B, dated 13-5-1941, pages 31 to 37.) / +

Adult Education Drive in Bombay Province:

Government gives further Impetus. ✓

The Government of Bombay proposes to encourage intensive adult education work in villages with a population of 1,000 and over and has, therefore, directed that new adult education classes should preferably be opened in such villages in future. At the same time, the Government has made it clear that the new classes should not necessarily be restricted to such villages and that, if in any of the smaller villages good workers or good supervisors or committees are available, every encouragement should be given to the opening of new adult education classes in those villages. The Government has also directed that the existing classes, which are working satisfactorily, should not be closed as a result of the opening of new classes.

Rates of Grant to Adult Education Classes.- The rates of grants payable to the classes will be according to the higher scale sanctioned in 1938 — (i) equipment grant not exceeding Rs. 40 and (ii) a basic grant of not more than Rs. 5 a month when the average daily attendance of the classes is not less than 20 in the case of classes for men and 15 in the case of those for women, to be paid in advance every quarter, provided the progress in the previous quarter is satisfactory, plus a grant at the rate of Rs. 2 per illiterate adult student who, after being educated in an adult education class, satisfies the prescribed literacy test, or a maximum grant of Rs. 4 per illiterate adult student who, after being educated in such classes, satisfies the prescribed literacy fee.

(Communiqué No. 272 issued on 22-5-1941 by the Director of Information, Bombay.) ✓

Adult Literacy Campaign in the Punjab:

Work during 1939 and 1940. ✓

According to a Punjab Government communiqué reviewing work in connection with adult literacy in the province during 1939 and 1940, appreciable results have been obtained as the result of a special drive initiated in 1939.

The support of the religious heads and leaders of the various communities - Hindus, Muslims, Sikhs, etc., were enlisted in the cause and considerable impetus was thus imparted to the movement. In 1940, a somewhat novel procedure was adopted. It was laid down that in future the award of all stipends, fee concessions or any other kind of financial assistance would be contingent on each student of the VII class upward. ^{making provisions for the first year} The campaign was also extended to women. During 1939-40, 106,473 adults were enrolled for instruction, of whom 50,779 succeeded in attaining a literacy standard. Of the total jail population of 17,119, 7,195 have been made literate in one year.

(The Times of India, 7-5-1941.) ✓

Wages

Grant of Dearness Allowance for S.I. Railway Employees. ✓

Orders have been passed by the South Indian Railway administration granting a dearness allowance to the employees of the railway with effect from September 1940. According to the orders, an allowance of Rs. 2 will be paid to employees drawing monthly salary of Rs. 34 and below; Rs. 2-8 for those getting between Rs. 35 and Rs.50; and Re-1-8 for those getting a salary of Rs. 51 and Rs. 52.

(The Statesman, 11-5-1941.) ✓

Mill Grain Shops in Bombay:

Millowners' Association on Future Policy. ✓

In pursuance of a recommendation of the Millowners' Association, Bombay, in December 1939, nearly all member mills in Bombay opened grain shops which were run on prewar price basis until after the publication of a recent Report of the Board of Conciliation. The Board of Conciliation in its report recommended the opening of cost price grain shops in the mills as they were convinced that the running of such shops would check increase in bazaar prices and thus protect the workers from profiteering by local grocers. Subsequent to the general strike in March and April 1940, most mills which had established prewar price grain shops, re-opened them and ran them on a cost price basis as recommended by the Board of Conciliation. Though workers were in the beginning slow to take advantage of the facilities offered by the grain shops, it was found that they had come to realise the benefits to be derived and that the sales of mill grain shops had been increasing rapidly since November 1940. The present position was considered by the Committee of the Millowners' Association at its meeting held on 31-3-1941. It was felt that, in view of the fact that the prices of food grains had been rising rapidly during the last two months and that the working class cost of living index number was going up, all mills who had no grain shops should open such shops. A recommendation was accordingly sent to the mills concerned.

(Excerpts from the Proceedings of the Committee of the Millowners' Association, Bombay, during April 1941.) ✓

(The above Note is not for publication.)

Compensation to War Victims.

Gratuity to Dependents of dead Soldiers. ✓

It is announced that in addition to family pensions, death gratuities are now to be paid to heirs of Indian other ranks, enrolled non-combatants and servants killed in action. The object is to help heirs to tide over any immediate expenses which may arise before

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pension begins to come in. The rates of gratuity are Rs. 100 for non-commissioned officers and men and Rs. 75 for non-combatants and servants. The money will be paid directly the news of casualty is announced, without waiting for other formalities.

(The Times of India, 15-5-1941.) ✓

Industrial Health and Safety.

Reducing Damage from Air Attacks:

Safety Features in new Factory Buildings. ✓

The Government of India has recently empowered Provincial Governments to require that all factories which may be constructed in future should contain such structural features as will reduce to the minimum the damage that can be done to them by attack from the air. An Associated Press message from Simla dated 3-5-1941 points out that it is intended that wide use should be made of these powers in respect of new constructions; ~~on the contrary~~, their use will be confined to new factories of real importance to the war effort or to the economy of the country.

(The Times of India, 6-5-1941.) ✓

War Risks Insurance.

Advisory Committee appointed by Government of India. ✓

With a view to ensure the smooth working of the War Risks (Goods) Insurance Ordinance, 1940 (vide page 23 of the report of this Office for September 1940), the Government of India has decided to appoint an advisory committee representative of insurance associations in India, which may be consulted from time to time with regard to:

(1) The most suitable manner of giving effect to the provisions of the War Risks (goods) Insurance Ordinance and the rules made thereunder; (2) Proposals for amendments of the Ordinance; (3) Amendment, if any, required to the rules and forms or schedules prescribed under the rules, and also notifications, and (4) Any other matter connected with the Ordinance which may be referred to the committee by the Government of India.

The Secretary to the Government of India, Department of Commerce, or an officer deputed by him will attend the meetings of the committee if that is considered necessary by the Government of India. The Commerce Secretary will preside over the meetings.

(The Amrita Bazar Patrika, 18-5-1941.) ✓

Supply of Cotton Textiles:

Conference between Department of Supply Officials and Millowners. ✓

A Conference between representatives of the Department of Supply, Government of India, headed by Brigadier F. Wood, Director-General of Supply, and over 60 representatives of textile mills from all over India was held at Bombay on 9-5-1941.

The Conference was the result of representations made to the Government that the mills were experiencing difficulty in meeting Government orders as the purchasing programme of the Department of Supply was not revealed sufficiently in advance to enable the mills to adjust production. It had also been urged that the mills producing for the local markets were able to get better prices.

The representatives of the Supply Department made it clear that up to the present the Government had been able to secure their war requirements of cotton textiles without difficulty, the requirements having been not more than 10 per cent. of the total production. It was expected that in future the demands were likely to be more than doubled. Government also wanted to see that the burden of the war supply effort was spread over more evenly among the various mills than was the case at present. On the one hand, there was a complaint that war orders were given, as a matter of favour, to certain mills; on the other hand, there was a feeling that mills being asked to produce war requirements were being penalised, because of the smaller margin of profit available to them. Again while some mills were devoting themselves entirely to meet Government requirements, there were others who produced solely for the civil market at greater profit. All those anomalies had to be put right.

panel of Millowners Appointed.- The Conference accepted the Government's proposal that there should be constituted a panel of prominent cotton textile industrialists representative of the Indian trade as a whole to which the Supply Department would make known its demands, and that it would be the work of this panel to secure for the Supply Department the widest and largest number of offers possible.; and a panel of eleven members was appointed.

The reception accorded to other proposals of Government by the representatives of the various millowners' associations was generally favourable, but no final decisions were reached as the representatives had to report back to their respective associations.

(The Times of India, 12-5-1941.)

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Control Measures

Control of certain Chemicals. ✓

In exercise of the powers conferred by sub-rule 2 of rule 81 of the Defence of India Rules, the Central Government has directed that all holders of stocks of sodium bichromate, potassium bichromate, chrome alum, or any proprietary compound of similar chemical composition, shall not sell, exchange, move or otherwise dispose of the aforesaid chemical substances in their possession or keeping; holders of stocks may, however, use them for the execution of current Government war contracts. Holders of stocks have also to submit by 10-6-1941 to the Director of Chemicals, Department of Supply, Government of India, a statement of all stocks held, in course of delivery, or on order.

(Department of Supply Notification No. CDN/32
(12) D dated 26-5-1941, Gazette of India
Extraordinary dated 26-5-1941.)

By Political Department Notification No. 29 W dated 31-5-1941, the above notification has been extended to Indian States also.

(The Gazette of India Extraordinary
dated 31-5-1941.) ✓

Control of Newsprint

In exercise of the powers conferred by sub-rule (2) of rule 81 of the Defence of India Rules, the Central Government has on 31-5-1941 issued the ~~Newsprint~~ Newsprint Control Order, 1941. The Order stipulates that after 15-6-1941 (a) no person shall sell newsprint otherwise than to a newspaper press, and (b) no proprietor of a newspaper press shall use newsprint for any purpose other than the printing of newspapers (including supplements and annuals thereof), except on special permit from the Government of India. The Order also requires newspaper proprietors and persons carrying on the sale of newsprint ^{to submit} monthly returns of stocks of newsprint ~~held~~ held and sales effected.

(Notification No. 104 Ind (4)/41 dated
31-5-1941 of the Department of Commerce,
Government of India. The Gazette of
India Extraordinary dated 31-5-1941.) ✓

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List of more important publications received in this office
during May 1941.

National Labour Legislation.-

The Travancore Payment of Wages Act, 1116 (Act XX of 1116).

Conditions of Work.-

- (1) Statistics of Factories subject to the Factories Act, 1934 (XXV of 1934) for the year ending December 31, 1939, together with a Note on the working of the Factories Act during the year. Published by the Manager of Publications, Delhi. 1941. Price Re.1-14-0 or 2s.9d.
- (2) Report on the working of the Factories Act in the Province of Madras for the year 1939. Madras: Printed by the Superintendent, Government Press. 1940. Price 10 annas. pp.49.
- (3) Report on the working of the Payment of Wages Act in the Province of Madras for the calendar year 1939. Madras: Printed by the Superintendent, Government Press. 1940. pp.13.
- (4) Administration Report of the Labour Department (Madras) for the year ending the 31st March, 1940.
- (5) Government of Madras: Development Department. G.O. No. 1071, 9th May 1940. Report on the working of the Workmen's Compensation Act, 1923, during 1939.
- (6) The Employers' Association of Northern India. Digest of Rulings in Conciliation Proceedings by the Labour Commissioner, United Provinces (from 4th July, 1938 to 15th January, 1941). Compiled by: S.S. Saraf, Esq., Barrister-at-Law, Cawnpore. Vol. I. The Star Press, Cawnpore.
- (7) Annual Report on the working of the Workmen's Compensation Act, 1923, for the year 1939. Price Annas 3 or 4d. Karachi: Printed at the Government Press, 1941.

Economic Conditions.-

The Working of the Protective Tariff in India - Sir Kikabhai Premchand Readership Lecture, 1938-39, by L.C. Jain, M. A., D.Sc., Ph.D., LL.B., University of Delhi, Delhi. 1941.

Co-operation.-

Report on the working of Co-operative Societies in the North-West Frontier Province for the year 1939-40. Printed and published by the Manager, Government Stationery and Printing, N.-W.F.P., Peshawar. 1941. Re.1-8-0 or £.0-2-3.

Organisation, Congresses, etc.-

- (1) Government of Bengal - Commerce Department. Report on the working of the Indian Trade Unions Act (XVI), 1926 in Bengal for the year ending the 31st March, 1936. Superintendent, Government Printing, Bengal Government Press, Alipore, Bengal. 1936. Price As.8 or 10d.
- (2) Government of Madras - Public Works Department (Labour). G.O. No. 169, 21st January 1941. Report for 1939-40, on the working of the Indian Trade Unions Act, 1926.

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Organisation, Congresses, etc. (continued)

- (3) Annual Report on the working of the Indian Trade Unions Act, 1926 (XVI of 1926), in the Province of Orissa, for the year ending the 31st March, 1940. Superintendent, Government Press, Cuttack, Orissa. 1941. Price Annas 2.

Education.-

- (1) Supplement to the Report on Public Instruction in the Baroda State for the year 1937-38. Baroda State Press. 1940. Price ~~Rs.1-2-0~~ Re.0-12-0.
- (2) Report on Public Instruction in Baroda State for the year 1938-39. Baroda State Press. 1940. Price Re. ~~1-2-0~~ 1-2-0.
- (3) Government of the Central Provinces and Berar. Report on the State and Progress of Education in the Central Provinces and Berar for the year 1939-40. Nagpur: Government Printing, C.P. and Berar. 1941. Price Re.1-8-0.

Miscellaneous.-

Administration Report of the North-West Frontier Province, 1938-39. Printed and published by the Manager, Government Stationery and Printing, N.-W.F.P., Peshawar. 1941. Price Rs.3-3-0 or £0-4-9.