

INTERNATIONAL LABOUR OFFICE

INDIAN BRANCH

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Report for January 1940.

*N.B. Every Section of this Report may be taken out Separately*

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National Labour Legislation.

Bengal.

Employment of Children Workshop Rules, 1940.

The Rules relate to the appointment of inspectors under the Employment of Children Act, 1938, and to the form of certificate of age required by the Act.

(Notification No.1 Com. dated 2-1-40:  
The Calcutta Gazette, Part I, dated  
4-1-40, page 13).

Bengal.

Bengal Maternity Benefit Rules, 1940.

The Rules are made under section 14 of the Bengal Maternity Benefit Act, 1939, and relate to the administration of the Act.

(Notification No.4 Com. dated 2-1-40:  
The Calcutta Gazette, Part I, dated  
4-1-40, pages 14 to 20).

Bengal.

The Bengal Factories (Exemption) Rules, 1940:  
Exemption from Hours of Work Provisions.

These Rules relate to the exemption, under certain conditions, of adult male workers employed on urgent repairs from the provisions of section 34 (weekly hours), 35 (weekly holiday), 36 (daily hours), 37 (intervals for rest), 38 (spread over), and 39 and 40 (notice of periods for work, etc.) of the Factories Act. Such exemption is also allowed in the cases of engineer and boiler attendant, employed on despatching or receiving of goods and on continuous processes in certain factories (iron and steel factories, chemical factories, etc.). Certain exemptions from the hours of work provisions are also allowed for adult workers in rice mills, tea and sugar factories, mustard oil and flour mills, and tanneries. No adult worker exempted from the provisions of section 34 (fixing a 54-hour week for perennial and a 60-hour week for seasonal factories), other than adult male workers employed on urgent repairs, shall, however, be allowed to work for more than 66 hours in any week.

(Notification No. 353 Com.  
dated 27-1-40; The Calcutta Gazette,  
Part I. 1-2-40. pages 247 to 254).

Bombay.

Extension of the Bombay Industrial  
Disputes Act, 1938.

The Bombay Government has extended the provisions of the Bombay Industrial Disputes Act, 1938, to all concerns using power and employing 20 or more workers which are engaged in spinning, weaving, or knitting wool and/or worsted and in all processes incidental or supplemental to it, as also to all mechanics' shops attached to such concerns.

By another notification the Government has extended the list of "Local areas".

(Notification No.3269/34(a) and (b) dated 11-1-40: The Bombay Government Gazette, Part IV-B, dated 11-1-40, pages 43 to 44).

Bombay.

Panels for constituting Boards of Conciliation  
under Bombay Industrial Disputes Act, 1938.

The local Government has published the lists of members of panels representing the interests of employers and workers for the purpose of appointment on Boards of Conciliation set up under the Bombay Industrial Disputes Act.

(Notification No.2847/34 dated 15-1-40: The Bombay Government Gazette, extra-ordinary, Part IV-B, dated 15-1-40. pages 45 to 50).

C.P and Berar.

The Draft C.P. and Berar Motor Vehicles Rules, 1940.

The above are Rules which the C.P. Government proposes making under the Motor Vehicles Act, 1939. Attention is directed to Rules Nos. 93, 94 and 95 relating to hours of work and periods of rest of motor drivers; these rules are on the lines of the Punjab Motor Vehicles Rules, referred to later in the section: "National Labour Legislation" of this report.

(Notification No. Nil dated 15-1-40: The C.P. and Berar Gazette, Part III, dated 19-1-40, pages 107 to 214).

Delhi.

The Draft Delhi Motor Vehicles Rules, 1940.

The above are Rules which the Chief Commissioner, Delhi, proposes making under the Motor Vehicles Act, 1939. Attention is directed to Rules Nos. 4.35 and 4.36 relating to hours of work and rest periods of motor drivers. These rules are on the lines of the Punjab Motor Vehicles Rules referred to later in this section of the report.

(Notification No.12 (3)/40 - General dated 18-1-40: The Gazette of India, Part II-A. dated 27-1-40, pages 19 to 170).

Punjab.

The Draft Punjab Motor Vehicles Rules, 1940.

The above are Rules which the Punjab Government proposes making under the Motor Vehicles Act, 1939. Rules Nos 4.40 and 4.41 detail hours of work and periods of rest of motor drivers; they exempt military, fire brigade and ambulance vehicles, as also those used in emergencies arising out of fire, earthquake, flood, pestilence, etc., from the operation of section 65 (1) of the Act regarding hours of work. The rule relating to periods of rest provide that time spent by the driver of a vehicle on work in connection with the vehicle or load carried in it, cannot be counted as an interval of rest; but any time spent by a driver inside a vehicle which is at rest and when he is at liberty to leave it for rest or refreshment is to be reckoned an interval of rest.

(Notification No.10999 - Hg.39/415 dated 4-1-40: Government Gazette, Extraordinary, Punjab, dated 4-1-40, pages 1 to 191).

Punjab.

Deductions from Wages for Amenities and Service allowed.

The Punjab Government has issued a notification under the Payment of Wages Act detailing the amenities and services (supply of grain, cloth and other stores; electric light, water and conservancy service; educational facilities) in respect of which deductions may be made from Wages.

(Notification No.2 I. and L-40/3465 dated 23-1-40: Government Gazette, Punjab, Part I, dated 26-1-40, pages 202 to 203).

Punjab.

Introduction of Punjab Health Insurance Bill opposed:  
Government announce Legislation re. Workers' Welfare Fund.

On 18.1.1940 Dr. Satyapal (Congress, Non-Official) sought permission to introduce a Health Insurance Bill in the Punjab Legislative Assembly.

The Minister for Education and Health, Punjab, opposing the introduction of the Bill, announced that legislation designed for the welfare and benefit of workers was now under consideration by the Punjab Government and that it intended to establish for the employees a Welfare Fund which would be administered by a committee of representatives of employers and employees; if it were ultimately decided to undertake health insurance legislation it would be placed before the House.

The House refused permission to introduce the Bill.

(The Hindustan Times dated 19-1-40)

Sind.

Provision of Rooms for Children in Factories.

The Sind Government has published Rules for the provision of rooms in factory premises for the use of children and women workers in factories employing more than 50 women workers.

(Notification No.S.73/55-M/38 dated 18-12-39: The Sind Government Gazette, Part IV-A, dated 11-1-1939, pages 58 to 59).

Sind.

The Sind Trade Unions Regulations, 1927.

The above Regulations adapt the Bombay Trade Unions Regulations, 1927, for application to Sind Province.

(Notification No.108-M/38 dated 8-1-40: The Sind Government Gazette, Part IV-A, dated 18-1-40, pages 67 to 68).

Burma.

The Draft Boilers (Amendment) Bill, 1940.

The Burma Government proposes to introduce in the forthcoming session of the local Legislature a Bill to amend the Boilers Act as regards steam-pipes and feed-pipes. The Statement of objects and reasons appended to the Bill points out that the modern steam generating plant now in use in Burma includes many fittings, such as economisers, feed heaters, etc., for which no control has been provided in the Boilers Act, 1921. As the



Law now stands, an inspector of Boilers cannot pass orders on any steam-pipe of 3 inches diameter or under, or on any feed water pipe, no matter in what state of disrepair they may be, or however unsafe the design of the installation may be. The object of the Bill is so to amend the Boilers Act that supervision of all steam-pipes and feed-pipes, including all fittings, shall be exercised by the Boiler Department with a view to reducing to a minimum danger to person and property.

(The Burma Gazette, Part III, dated 20-1-40, pages 3 and 4).+

Labour Ministers' Conference.

A Conference of Labour Ministers was held at the Imperial Secretariat, New Delhi, on the 22nd and 23rd January, 1940, with the Honourable Sir A. Ramaswami Mudaliar, Labour Member of the Government of India, in the chair. Eight out of eleven provinces of India had sent Delegations, the absentees being the North-West Frontier Province, Sind and Orissa; and in those provinces in which the Ministries have gone out of office, the place of the Labour Minister was taken by the Governor's Adviser, <sup>or, as was the case in Bihar, by a Secretariat Official</sup> Three Indian States were also represented, Baroda and Gwalior by Ministers and Mysore by an Observer. The Director of this Office also attended the Conference as an Observer.

It may be mentioned that the Delegation of the Government of India included Sir Andrew Clow, who has been closely connected with labour administration and legislation in the Government of India for a long time.

In his opening address, the Chairman stressed the need for the ~~co-ordination of labour legislation between the various provinces and States of India.~~ Divergence in this matter had become a problem even before the inauguration of the Provincial Autonomy part of the Government of India Act of 1935; and it has become even more serious after that part of the Act came into force. Industrialists at various conferences had suggested co-ordination, but it was not merely or purely from the employers' standpoint that some basic co-ordination of conditions relating to labour was necessary; it was equally necessary from the point of view of labour itself, since unco-ordinated labour laws and unequal labour conditions tend to depress conditions of labour all over rather than to advance them. The unfortunate results of the present system have been the migration of labour from one area to another and the development of industries in the areas which are not normally suited for them. These are not circumstances which ensure a just and fair development of ~~the~~ industrial resources or assure fair conditions of labour.

The Royal Commission on Labour in India had suggested the formation of an Industrial Council to bring about such co-ordination, but the Government of India held the view that the establishment of such a Council was somewhat premature at this stage. An Industrial Council was a means to an end rather than an end in itself, and the course for India to follow was not so much the establishment of a specific frame-work or organisation in the hope that it would produce co-ordination, as the provision of opportunities which would foster and encourage the spirit of co-ordination.

There was an apprehension that co-ordination might result in a levelling down rather than a levelling up, but that was not the idea of co-ordination. Nor did co-ordination mean mechanical uniformity in wages or other matters.

In conclusion he said: "This is the first Conference ~~of the kind~~ where an attempt is being made to see how far the pooling of

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resources and experience of the various Provincial Governments and States will be useful in co-ordinating labour legislation. If I may pause for a moment to digress, I would like to refer to an institution which has been doing important work all over the world in levelling up conditions of labour, not merely in the matter of increase of wages but also for the greater happiness and smoother and more peaceful working of industrial organisations. I refer to the International Labour Organisation. Many things have been said about Geneva and the activities of those who gather there. I have myself had the privilege of attending these conferences more than once and whatever may be said of other activities, I think Governments all over the world, employers' organisations and particularly labour organisations must be, and I hope, are thankful to the activities of the International Labour Organisation at Geneva that has done a great deal towards promoting better conditions of labour, and towards bringing about a greater realisation of the responsibilities of Government and of employers towards labour. The International Labour Office tries to set up from time to time a certain norm or level to which various Governments may approximate. The experience of the International Labour Office may perhaps serve as a guide to us for a conference of this kind. One of the main purposes of the I.L.O. is the elimination of unfair industrial competition and the adoption of humane conditions of labour. If, on the analogy of the I.L.O., this Conference is able to point out the way for a co-ordinated advance in labour matters both in the provinces and in the Indian States, we shall certainly be furthering that consolidation of India into a cohesive economic unit which is as much our goal as its ~~consolidation into one social or political unit.~~"

The decisions arrived at by the Conference are briefly indicated below:-

(1) Prevention and Settlement of Industrial Disputes.-

- (a) An advance was desirable for the country as a whole on the Central Act of 1929 as amended up-to-date.
- (b) The Central Government should, therefore, re-enact the measure with suitable changes; this enactment may serve as a norm for adoption by Provinces and States. This enactment should enable the Governments of the Provinces concerned to make such rules as may be necessary to adjust Central legislation to their needs.
- (c) Provincial Governments enacting legislation of their own should exempt Central Government undertakings from the scope of such legislation.

(2) Holidays with Pay.- The Conference approved the principle of paid holidays for the workers in organised industries and considered that Central legislation was desirable.

(3) Industrial Housing.- After an exchange of views among the delegates present, it was agreed that the main obstacle to taking up a programme of industrial housing was finance, and that in the circumstances the Provincial Governments should encourage those employers who had already commenced housing programmes to continue their policy, and induce the other employers also to adopt a similar policy. Provincial experiences should be pooled as regards the type of housing needed, so as to enable each Province to find out what was the type most suited to its requirements, and the financial capacity of those taking up the scheme.

(4) Collection of Statistics concerning Labour and Industry.- The Conference decided that the collection of such statistics was desirable and that it was essential to insist on uniformity. Compulsory legislation was needed for the purpose, which may be adopted by the Central Government. In order to make the scheme workable, it was advisable to begin with a modest questionnaire dealing with the main industries.

(5) Extension of Legislation to Labour employed in Commercial Establishments and Shops.- The Conference accepted Sir Andrew Clow's suggestion that the compulsory closing of shops one day a week was preferable to any limitation of hours; it took note of the Bombay Act and the Bengal, Punjab and U.P. Bills on the subject and decided to review the whole situation at the next Conference.

(6) Hours of Night-Shift Work.- As the problem bristled with difficulties, it was ~~left~~ left over for future consideration.

(7) Sickness Insurance.- On the proposal of the Delegate of the U.P. Government, the Conference agreed that it was desirable to take up the serious study of this question immediately, that compulsion was essential, and that the Government of India should enquire from trade unions and employers' associations how far the workers and employers were willing to contribute to such a scheme.

(8) Amendment of the Payment of Wages Act.- In view of the many difficulties in the way of the smooth functioning of the Act, the Conference resolved that a comprehensive revision of the Act was needed, and that the Provincial Governments should indicate to the Government of India the amendments they desired to be incorporated in the Act.

(9) Amendment of Section 5 of the Factories Act.- The Central Provinces Government had pointed out certain defects in Section 5 (1) of the Act, empowering the Provincial Governments to declare by notification any place wherein a manufacturing process is carried on whether with or without the aid of power and wherein on any one day of the twelve months preceding the notification, ten or more workers were ~~were~~ employed, to be a factory for all or any of the purposes of the Act. The question was whether Section 5 (1) was devised for ad hoc purposes or for general application. The Conference remitted this question for further consideration by the Provincial Governments in the light of the observations made by the representatives of the C.P. and Bombay Governments.

(10) Delegation of Powers to Provincial Governments regarding Trade Unions whose objects are not confined to one Province.- The Conference decided that such delegation was desirable.

(11) Recognition of Trade Unions.- The Central Provinces Government had raised a series of issues regarding the recognition of registered trade unions, and the Conference decided that the memorandum of the C.P. Government on the subject should be circulated to all the Provincial Governments for their views, and that the question should be taken up at the next Conference.

(12) Future sessions of the Conference.- The Conference expressed the opinion that it was desirable to convoke similar conferences periodically, and the Chairman said that he hoped to convene the next Conference in January, 1941.

9

Conditions of Work.

(a) Hours of Work, Rest and Holidays.

Working of Hours of Employment Rules on Railways: Allegations  
of Grave Breaches.

Attention is directed to an article reviewing the working of the Hours of Employment Rules, 1931, on Indian Railways generally, and more particularly, in the North Western Railway, published in the issue dated 15-1-1940 of the Railway Herald, Karachi, in the course of which a number of charges are made against the railway authorities in respect of the lax manner in which the Regulations are applied, the irregular classification of "continuous" workers as "intermittent" workers, the unduly long hours worked by "running" staff, and the ineffective supervision exercised by the Supervisor of Railway Labour and the inspection staff. The main points raised in the article are detailed below (a cutting of the article is included in the section "Conditions of Work: Hours of Work" of the January batch of cuttings, and reference may be made to it for further particulars)

Spirit of Hours of Work Convention not observed: In 1930 when the Washington and Geneva Conventions of hours of work and weekly rest were sought to be implemented so far as Indian railways were concerned by amending the Indian Railway Act, 1890, and fixing 60 hours a week for continuous workers and 84 hours a week for intermittent workers, Government had held out hopes that an early opportunity would be taken to further reduce the hours of continuous workers. Far from trying to fulfil this promise, the Railway Board has condoned increased ~~in~~ hours of work. The article asserts that there is a strong case for reducing hours of continuous workers to 48 in the week, as also for reducing duty hours for night workers, as is done in the case of telegraph operators in Government telegraph offices.

Classification of "Continuous" Workers as "Intermittent" Workers:-  
Another charge made is that cases are on the increase in which "continuous" workers are systematically classed as "intermittent" workers. The power to declare that the employment of a railway servant is essentially intermittent vests in the head of a Railway. In most cases, however, Divisional Officers recommend such changes, which are agreed to without any enquiry by the headquarters office. The article cites Assistant Station Masters, luggage porters, hump-yard staff, etc., as categories of "continuous" workers classed arbitrarily as "intermittent" staff. It further points out that while there are several safeguards against the irregular classification of employees as essentially intermittent, these safeguards are observed in the breach rather than in their compliance, and says: "No such conditions have been satisfied. Duty rosters have been drawn up on paper and no more. We have referred some such cases to the Supervisor of Railway Labour. The pity is that the Supervisor of Railway Labour has never taken statutory action against railway administrations".

Essentially "intermittent" Workers.- The article points out that the Royal Commission on Labour had recommended that the general lines of classification of essentially intermittent workers should be settled after consultations with the workers concerned and asserts that no such consultations have been held.

Rest Periods and Leave of "intermittent" Workers.- The article says that at present there is no strict provision for rest periods of essentially intermittent workers, though the Royal Commission on Labour had recommended that the Railway Board should reconsider the practicability of reducing the hours for intermittent workers and of giving days of absence at reasonable intervals where weekly rest days cannot be given, and urges that, since these workers have more hours of work than continuous workers and are denied a weekly rest day, they should be given at least one day off during the month. Further, it is alleged that though the General Manager of the North Western Railway had notified that the leave applications of intermittent workers should be given special consideration, no leave-granting officer has as yet done so.

Overtime Pay and Compensatory Leave.- The question of overtime and grant of compensatory periods of rest is another point dealt with. It is alleged that at most of the stations on the North Western Railway the employees put in extra labour, but are not given overtime slips for various reasons. The officials feel annoyed when employees claim overtime, and, therefore, the general practice has been not to claim and give any overtime. It is also pointed out that, in his report for 1938-39, the Supervisor of Railway Labour admits the existence of these conditions, but is disposed to pass it off lightly.

Plight of Running Staff.- Certain staff (running staff - drivers, guards, etc.; sweepers, gatemen, etc.) are exempted from the Hours of Employment Rules, and their case is rendered hard as they are made to work for unduly long hours. According to the article, there are cases where drivers have been made to work even for 24 hours at a stretch.

Perfunctory Inspections by Supervisor of Railway Labour.- Finally, the article points out that inspections by the Supervisor of Railway Labour and his staff are not very satisfactory, the Inspectors number only 17 for the whole of India, and they have no statutory power to prosecute a railway administration, the Supervisor of Railway Labour being the only authority empowered to prosecute. It is urged that Inspectors should be invested with statutory powers to prosecute erring railway administrations. +

11

Limitation of Hours of Work of Motor Vehicle Drivers:

Burma Committee for Co-ordination

of Road and Rail Transport.

Limitation of hours of work of drivers of motor vehicles is one of the principal terms of reference of a Committee, with the Hon'ble U Ba Pe, Minister of Home Affairs, as Chairman, appointed by the Government of Burma to go into the many problems, principally, the need for co-ordination of road and rail transport services, occasioned by the rapid growth of road traffic in the country. Other important terms of reference include:

- (a) Avoidance of uneconomic competition, if any, between rail and road transport;
- (b) the most advantageous use, in the interest of the public, of the existing transport services;
- (c) limitation by permits of road services competing uneconomically with each other and with the Railway;
- (d) regulation of transport and passenger vehicles with a view to the safety, comfort, and convenience of passengers and the public using the roads.

U. Sein Tun, Under Secretary, Department of Agriculture and Forests, is the Secretary of the Committee.

(Page 1614, Supplement to the  
Burma Gazette, dated 30-12-1939).

Women's Work.

12

Resolutions Re. Women's Work adopted at 14th All-  
India Women's Conference, Allahabad. 27 to 31-1-40..

For resolutions relating to conditions of women's work (maternity benefit schemes, special legislation re night work and dangerous labour, exploitation of women in unregulated factories, women in agricultural work and home industries, vocational training, minimum wage) adopted by the 14th All-India Women's Conference, vide item: "14th All-India Women's Conference" given in Section: "Organisation, Congresses, etc. - Miscellaneous" of this report. A resolution urging prohibition of child labour and for compulsory education of children up to 14 years was also adopted by the Conference..



Industrial Health and Safety.

Provision of Vacuum Stripping Arrangements in Card Rooms of Mills:  
Results of Investigations by Millowners' Association, Bombay.

In April 1939, the attention of the Committee of the Millowners' Association, Bombay, was drawn to a resolution passed by the Bombay Municipal Corporation calling the attention of the Association and Government to the prevailing danger to the health of operatives employed in carding departments in textile mills and requesting Government to consider the desirability of compelling millowners to instal vacuum stripping system such as was being adopted in all civilized countries or to take such other measures with a view to protecting operatives from the danger of inhaling dust and fluff. The Committee of the Millowners' Association pointed out that vacuum stripping arrangement has not been insisted on in any country and that, apart from the question of expense, this device had not yet been proved to have been an unqualified mechanical success. It was also understood that in cases where it was already in existence, it had failed to bring about any substantial improvement in working conditions. In conveying these views to the Municipality, the Committee indicated that investigations were being made by a special sub-committee to ascertain how the object could best be attained.

In pursuance of this undertaking, exhaustive experiments were conducted by individual members of the Labour and Technical Advisory (Managers) Sub-Committee of the Association in their own mills over a period of three months with various types of masks, and an examination of the results of these tests appeared to indicate that each type of mask had its own merits and demerits. The Sub-Committee finally recommended that a practical solution of the problem in mills in which the workers objected to wearing Marindale and other types of protective masks would be to make available, free of charge, to men working in particularly dusty occupations strips of sterilized lint and bandage cloth cut into lengths which would enable them to be tied at the back of the head. If such strips were used, provision would be made for changes on alternate days, and precaution would also be taken to ensure that workers did not use other workers' masks. This proposal has recently been approved by the Committee of the Association, and in conveying their decision to the Commissioner of Labour, the Committee pointed out that the use of such devices would, to a great extent, ~~depend~~ depend upon the operatives' voluntary efforts, as compulsion in such matters by employers might easily be misunderstood.

(Excerpts from the Proceedings of the Committee of the Millowners' Association, Bombay, for June and December, 1939).

14

Silicosis Incidence among Mysore Workers :  
Compensation Rules framed by Government.

A special committee of doctors appointed by the Government of Mysore to inquire into the health conditions of labourers engaged in the gold mining, porcelain and pottery industries and in foundries and metal works has reported that workers in these industries succumb in large numbers to silicosis. The Government of Mysore has now framed rules safeguarding the interests relating to compensation of the labourers concerned.

(The Times of India 30-1-1940).+

Inspection.

Conditions of Work in Mines of Central Provinces and Berar, 1938.\*

Number of Mines and Workers.- The total number of working mines at the commencement of the year was 140 (as against 117 in 1937) of which, 18 manganese mines were closed at the end of the year. The improvement in manganese trade in 1937 continued during the greater part of the year under review, but received a set-back towards the close of the year with the result that of the 22 new mines opened at the beginning of the year 18 had to cease operations. The small boom of the previous year in coal industry maintained itself and new mines started work in Yeotmal and Chhindwara. In limestone quarries, however, there was a decrease in the number of labourers due to the amalgamation of three cement factories in the Jubbulpore district into the Associated Cement Companies, Limited, Bombay. The net result of these conflicting forces was reflected in an increase of about 9 per cent in the total volume of labour employed in mining.

Hours of Work.- The hours of employment both on surface and underground workings varied from 7 to 9 hours. Employment of women underground was altogether prohibited. No case of employment of children under 15 years of age came to notice.

Inspection.- Most of the mines were inspected by the District Magistrates. The Civil Surgeons, Bhandara, Balaghat, Chhindwara, and the Assistant Surgeon, Betul, inspected the sanitary conditions of some of the important mines and gave necessary instructions to the management.

Wages.- The general prosperity of <sup>the</sup> mining industry had no appreciable effect on wages which continued to be substantially at the same level as in the previous year. The average daily earnings of male labourers employed in coal mines ranged from 4 annas to Rs. 1-9-0 for surface work and from 5 annas to Rs. 1-8-0 for underground work, while women labourers earned on an average from 3 annas to 5 annas. In manganese and other mines unskilled male labourers earned on an average from Rs. 0-2-5 to Rs. 0-9-0 and women from Rs. 0-2-0 to Rs. 0-5-0, while skilled labourers earned from 5 annas to Rs. 1-10-9.

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\* Annual Review on the District Reports on Working of the Indian Mines Act, 1923 (IV of 1923) in the Central Provinces and Berar for the year ending the 31st December, 1938. Nagpur: Government Printing, C.P and Berar 1939. Price annas five. pp. 7.

Wages.Minimum Wages of 5 annas per day in Sugar  
Factories: U.P. Government's Decision.

The Government of United Provinces has announced in a press communique dated 22-1-40 its considered opinion that the payment of a daily wage of 5 annas in the sugar factories of the province is a fair minimum, and that, therefore, the sugar factories of the province should accept it as a minimum wage for their employees. If the suggestion is not acted upon, the Government intends to exercise the powers vested in it under the Sugar Factories Control Act, to prescribe conditions of labour in sugar factories. At present, the minimum wage of 5 annas per day is granted only in a limited number of sugar factories.

(Press communique No.373-S/XII-C dated 22-1-1940 published at page 57, Part I, U.P. Gazette dated 27-1-1940).r

Industrial Disputes.

Industrial Disputes in British India during the  
Quarter ending 30-9-1939. r

According to a press note, recently issued by the Department of Labour of the Government of India on industrial disputes in British India during the quarter ending 30-9-1939, the total number of strikes during the period was 112 and the total number of workers involved was 98,229 as compared with 109 strikes, involving 94,804 workers during the preceeding quarter. The total number of working days lost during the quarter was 1,785,860 as compared with 1,579,719 during the preceeding quarter. In all, cotton textile mills and jute mills accounted for 43.7 per cent of the strikes, 53.8 per cent of the workers involved and 44.2 per cent of the total loss of working days.

Provincial Disputes.<sup>in India</sup>- During the period under review, there were 44 disputes in Bengal involving 48,701 workers and entailing a loss of 559,006 working days. Next comes Bombay with 25 disputes involving 4,566 workers and entailing a loss of 35,916 working days; the United Provinces with 10 disputes involving 19,099 workers and entailing a loss of 470,115 working days; Assam with 9 disputes involving 14,039 workers and entailing a loss of 572,792 working days; Punjab with 7 disputes involving 464 workers and entailing a loss of 2,058 working days; the Central Provinces and Berar and Madras each with 6 disputes involving 3,070 and 2,361 workers and entailing losses of 81,511 and 16,813 working days respectively; Bihar with 4 disputes involving 4,429 workers and entailing a loss of 46,149 working days; and Sind with 1 dispute involving 1,500 workers and entailing a loss of 1,500 working days.

Classification by Industries.- Classified according to industries, there were 38 disputes in cotton and woollen industries involving 23,527 workers and entailing a loss of 494,132 working days; 11 in jute mills involving 29,348 workers and entailing a loss of 295,866 working days; 6 in engineering workshops involving 5,323 workers and entailing a loss of 44,016 working days; 1 in railway (including railway workshops) involving 240 workers and entailing a loss of 240 working days. In all other industries together there were 56 disputes involving 39,791 workers and entailing a loss of 951,606 working days. There were no disputes in mines during the period under review.

Causes and Results of Strikes.- Of the 112 disputes, 52 were due to questions of wages, 26 to those of personnel, 3 to those of leave and hours of work, and 31 to other causes. In 17 cases the workers were fully successful, in 43 partially successful and in 44 unsuccessful; 8 disputes were in progress on 30-9-1939. r

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Conciliation in Labour Disputes :  
Working of the Trade Disputes Act, in 1938.

According to a Press Note dated 18-1-1940 issued by the Labour Department of the Government of India on the working of the Trade Disputes Act, 1929, during the year 1938, 6 of the 399 industrial disputes in India during the year were referred to Boards of Conciliation, and one to the Labour Conciliation Officer (Railways) for settlement. Courts of Enquiry were constituted in five cases.

Madras.- In Madras, a Board of Conciliation appointed at the instance of the Madras Labour Union ended unsuccessfully as the workmen refused to accept the findings of the Board. The controversy that followed brought matters to a crisis, leading to the closure of the mills, and the Company finally decided to go into voluntary liquidation. On the other hand, the recommendations and findings of four Courts of Enquiry constituted during the year in the Province had been accepted, in one case with recommendations of the Provincial Government, based on further investigations by the local Commissioner of Labour regarding the standard rates of wages. The findings of the courts were favourable to the workers in two cases, and partly in their favour and partly against them in the other two.

Bihar.- In Bihar, Conciliation Boards were appointed in three cases, in two of which the initiative came from the Provincial Government and in the third from the employers. The Boards were successful in all the three cases in achieving settlements acceptable to all parties.

Bengal.- Out of four applications received for action under the Trade Disputes Act, the Government of Bengal accepted two, appointing in one case a Board of Conciliation, and in the other referring the dispute to the Conciliation Officer (Railway) for settlement. The Provincial Government, of its own motion, also appointed a Board of Conciliation in another case. Of the two cases in which Boards of Conciliation were appointed, in one of the workmen were unable to agree among themselves about the findings of the Conciliation Board, and, after a time, drifted back unconditionally to work, and in the other the Provincial Government referred the recommendations of the Board to the parties for consideration.

Assam.- As strike and lock-outs were apprehended, at the instance of the Assam Oil Company Limited, the Government of Assam constituted a Court of Enquiry to go into the dispute between the Company and the labour union and other non-union employees of the company. The findings of the court have been published together with the recommendations of the Provincial Government. A Conciliation Board and an Enquiry Committee were thereafter appointed by the Government of Assam in July 1939 to examine the whole course of the strike which had been declared. The reports of the Board and the Committee have been published and the Provincial Government has issued a resolution on the Reports. The strike has since ended and the labourers have returned to work.

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Those of them for whom no work was available have been repatriated and given railway fares and a bonus of Rs. 15/- per head. Their Provident Fund accumulations are also being remitted to their bonus.

Bombay.- In Bombay there was one application from an employees' union for the appointment of a Board of Conciliation which was not disposed of by the end of the year.

Other Provinces.- No application was received for the appointment of a Court of Enquiry or a Board of Conciliation in the Punjab, the Central Provinces and Berar, the North-West Frontier Province, the United Provinces, Sind, Orissa, Baluchistan, Coorg, Ajmer-Marwara and Delhi.

Private Settlement in Sind.- It is noteworthy that in the 24 disputes that arose in Sind, settlements were achieved by the parties themselves in 17, while the remaining seven were referred to arbitration privately.

Government Arbitration in C.P.- In the Central Provinces and Berar the strikes and lock-outs in industrial centres such as Nagpur, Jubbulpore and Hinganghat were settled mainly through Government intervention, without recourse to the provisions of the Act.

Statistics of Disputes in 1938.- There were in 1938, 399 industrial disputes in British India, involving 401,000 workers. In 212 of the strikes, the chief demand related to wages or bonuses. The number of strikes in which workmen were successful in gaining concessions, was 181.

General.

Conditions of Work of Municipal Sweepers :  
Recommendations of C.P. Enquiry Committee.\*

A Committee, with Mr. A.V. Thakkar (Member, Servants of India Society and General Secretary, Harijan Sevak Sangh) as Chairman, was appointed some time back by the Government of the Central Provinces to examine the conditions of work of sweepers employed by the municipalities of the province (vide our September 1938 report, page 11). The main findings of the report which has recently been submitted, are summarised below:

Numerical Strength and Conditions of Life.- 70 municipal committees ministering to the civic needs of a population of 1,362,835 souls, and 15 notified area committees doing similar duty in respect of a population of 92,255 souls, employ nearly 6,500 sweepers in the province. Large families, due mainly to early marriage, are the rule. In most cases more than the member, or one pair of sweepers, work in a municipal committee from each family. On an average each of the 6,500 sweepers have a family of 2.5 children, which means that the lives of about 22,750 persons are affected by the good or bad conditions of service in the municipal committees. The bulk of the municipal sweepers are employed in cleaning public and private latrines, sweeping roads and cleaning drains, while a small number is engaged in driving night-soil and refuse carts, in trenching night-soil, or dumping and levelling refuse. In a few municipalities a limited number of sweepers are employed in special gangs for anti-malaria work and cleaning market places. The following are the principal recommendations of the Committee.

Hours of Work, Extra Work, etc.- The actual hours of work in the morning and afternoon are fair, but should be regularised so as not to exceed 5 to 6 hours in the morning and 3 to 2 hours in the afternoon, or 8 hours in the whole day. The byelaws which at present prescribe 10 or 11 hours of duty are not suitable and should be amended accordingly. It should be seen that the scheduled work is carried out strictly; extra work or work of absentees should be evenly distributed. In all municipalities and particularly in the major municipalities, provision should be made for leave vacancies by the appointment of at least 5 per cent of the staff as reserve for absentees.

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\* Government of the Central Provinces and Berar, Local Self-Government Department. Report of the Committee appointed to examine the Wages and Conditions of Work of Sweepers in Municipal and Notified Area Committees in the Central Provinces and Berar. Nagpur: Government Printing, C.P. and Berar 1939. Price Rs.1/- . pp.86.



Holidays.- All Sunday, bazar day and festival day afternoons, should be treated as official holidays, and sweepers should be called to work on these afternoons, only in cases of grave emergency.

Prevention of Eribery, Bestting, Indebtedness, etc.- Jamadars and havaldars should not be allowed to make cash payments to sweepers. The cashier or pay clerk should make all such payments in the immediate presence and direct control of a responsible officer. The pay-slip system should be introduced in all big municipalities or wherever possible and entries on the slip should be written in local language, showing the salary and deductions for the month, if any. The presence of moneylenders in the vicinity of municipal premises at the time of payment of wages should be prevented by the use of the Central Provinces Protection of Debtors Act, 1937. The present practice, obtaining in some municipal committees, of making repayments to co-operative credit societies from the sweeper members' wages on behalf of those who have borrowed money from such societies is recommended to other municipal committees.

Security of Tenure.- The services of sweepers should be made permanent after a probationary period which should not exceed three years.

Leave with Pay.- As regards leave with pay, gratuity, or provident fund, sweepers should be placed exactly on the same footing as other permanent servants under municipal or notified area committees. Grant of leave is discretionary with the municipal committee, but ordinarily each sweeper should be allowed at least a half-holiday every week. In the course of a year, a sweeper should be allowed casual leave for not less than seven days. Sick leave on medical certificate from a qualified doctor should be granted for a period of one month in the course of a year, half of the period on full pay and the remaining half on half-pay. Maternity leave should be granted for a period of six weeks, two of which may be before delivery and four weeks after.

Minimum Wage.- Four annas per day per head would constitute the minimum living wage. While it is desirable to lay down a minimum wage, it is not feasible to fix a minimum for the sweepers for the whole of the province or for sweepers working under groups of municipal committees; however, a properly chosen time-scale should be introduced without any loss of time.

Fines.- Though the infliction of fines is open to abuse, fining is necessary for the maintenance of efficiency and discipline. To ensure a check on abuses, the legitimate purposes of fining should be defined by municipal authorities and sweepers should be allowed to put their cases in appeal before higher authorities.

Provident Fund and Gratuity.- Sweepers should be granted the privileges of provident fund. Contribution to the provident fund by sweepers should be equivalent to that made by the municipal committees. In addition, a gratuity may be given, particularly in cases where, due to an accident during service, a sweeper has

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been disabled permanently or for a long time from earning his livelihood.

Housing. - Provision of houses for sweepers must be made obligatory on all municipal and notified area committees, the Government should provide nazul land, wherever available, free of premium and rent, for building sweepers' houses; where nazul land is not available, it should be the duty of the Committee to acquire land either under the Land Acquisition Act or through private negotiations. Each municipality should draw up a housing scheme for its employees, which should be completed within 5 to 15 years according to resources. It is the duty of the Government to provide, to the extent of 50 per cent of the total expenditure suitable grants for housing schemes.

Welfare Work. - The appointment of a competent Welfare Officer under, or, if possible, independent of, the Health Officer is necessary in bigger municipalities. His duties are : (i) to improve the existing condition of sweepers in general and obtain greater security of service for them; (ii) to improve the standard of living and suggest better housing conditions; (iii) to take steps to reduce indebtedness and organise co-operative credit societies; (iv) to eradicate the drink habit and other social evils; (v) to encourage the spread of education; (vi) to provide suitable medical aid, maternity and child welfare facilities etc., and (vii) to arrange recreational facilities.

(A copy of the Report reviewed above was sent to Geneva with this Office's minute: D1/45/40 dated 12-1-1940).+

Effect of Protective Duties on Indian Industries:  
The Burden of the Indian Tariff.\*

"The relative significance of goods of general consumption has diminished, both in their relation to imports and in their contribution to import duty. The imports of raw materials and capital goods have become more important, while luxuries have maintained a more or less stable position." This is the broad conclusion reached in a study on the burden of the Indian tariff issued recently by the Office of the Economic Adviser to the Government of India to meet the wide-spread and growing demand for information about the problems of tax-burden associated with the various classes of duties imposed by the Indian tariff. The period selected for study is the ten-year period from 1926-27 to 1936-37, beginning from a normal year after the war and before the depression and ending with the last year of the association of Burma with India. In view of the separation of Burma, the figures in future years will not be comparable with those of this decennial period, and hence the figures for 1937-38, the first year after the separation, are separately examined. One chapter of the paper deals with the relative significance to revenue of different duties while another examines the burden imposed on imports. In a third chapter, the effects of the separation of Burma are reviewed and a fourth sums up the general tendencies that are brought to light. Below is given a brief summary of the main conclusions reached in the study:

Classification of Import Duties and Imports.- The study analyses the figures of import duty with a view to discovering the relative contribution to revenue of different import duties and to estimating the burden on imports thereby imposed. The rates of duties are related either to the volume of imports or to the value of imports, or to both, and this leads to a classification of import duties into Specific Duties, Ad Valorem Duties and Mixed Duties, respectively. Imports are classified into Consumption Goods, Raw Materials and Capital Goods, thereby distinguishing the different roles they play in the productive process. Consumption

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\* Studies in Indian Economics issued by the Office of the Economic Adviser. First Series: Aspects of the Indian Tariff. No.1 The Burden of the Indian Tariff by T.E.Gregory, D.Sc.(Econ.) and W.R.Natu, B.Sc. (Econ.). Published by the Manager of Publications, Delhi. 1939. Price annas 6 or 7d. pp.48

Goods enter into the consumption of widely different income groups in society and hence they have been further classified into Goods of General Consumption and Luxury Goods.

Amount of Import Duty.- The table below gives the yield realised from the different classes of duty for the period 1926-27 to 1937-38.

Amount of Import Duty  
(Rupees in hundred thousands)

Year	Excluding duty collected on Silver Bullion and Sheets and on Government Stores			
	Yield of Specific duties	Yield of Mixed duties	Yield of Ad Valorem duties	Total duty a+b+c
	a Rs.	b Rs.	Rs.	Rs.
1926-27	13,49	5,34	22,20	41,03
1927-28	13,34	5,91	22,04	41,29
1928-29	14,98	5,57	21,72	42,27
1929-30	15,76	5,08	21,23	42,07
1930-31	16,88	5,11	14,68	36,67
1931-32	15,45	4,37	17,74	37,56
1932-33	14,92	5,45	24,40	44,77
1933-34	11,29	5,88	21,01	38,18
1934-35	10,38	9,03	21,36	40,77
1935-36	10,08	9,16	21,65	40,89
1936-37	7,81	9,05	20,67	37,53
1937-38	13,52	8,89	21,49	43,90

Group Distribution of Import Duty.- The table below shows the group distribution of import duty during the period 1926-27 to 1937-38:-

Group Distribution of Import Duty  
(Rupees in hundred thousands)

Year	Goods of General Consumption	Luxury Goods	Raw Materials	Capital Goods	Total
1926-27	18,06	13,71	3,28	5,98	41,03
1927-28	17,64	14,20	3,18	6,27	41,29
1928-29	18,66	14,20	3,69	5,72	42,27
1929-30	19,46	14,16	3,27	5,18	42,07
1930-31	19,23	11,03	2,55	3,86	36,67
1931-32	9,52	20,21	3,70	4,13	37,56
1932-33	12,61	21,67	5,47	5,02	44,77
1933-34	10,50	18,17	4,49	5,02	38,18
1934-35	12,07	18,06	5,15	5,49	40,77
1935-36	12,67	16,92	5,32	5,98	40,89
1936-37	12,26	14,09	5,55	5,63	37,53
1937-38	12,48	14,11	10,65	6,66	43,90

Changing Trends. - The conclusion drawn from the figures is that there has been a general change in the relative order of significance of these different groups of imports, from the point of their contribution to total import revenue. The balance has shifted away from Goods of General Consumption to Raw Materials of Industry and Luxury Goods. The position of Capital Goods has remained unchanged. The following details elucidate the position further:-

General Consumption Goods. - Articles of General Consumption contributed 44 per cent. of total import revenue in 1926-27, and in 1930-31 this proportion was as high as 52 per cent. Since then the percentage fell till in 1936-37 it was only 33 per cent. The chief source of revenue under this head which has gone dry is sugar, which since 1931-32 has not been included in this group at all. The imports of sugar were halved in that year and whatever sugar was imported was of <sup>finer</sup> finer quality required for luxury consumers. Another item which is dwindling ~~ix~~ in significance is cotton piecegoods. In 1936-37, it yielded about Rs.14.7 million less than in 1926-27. This loss, however, has been made good by artificial silk piecegoods which yielded Rs.18.2 million in 1936-37. The fall in the customs revenue on cotton piecegoods and sugar is an indication of the expansion of these industries within the country under the influence of a protective policy.

Luxury Goods. - The contribution of Luxury Goods was 33 per cent. in 1926-27 and 30 per cent. in 1930-31. In 1931-32, the contribution rose to 54 per cent., because of the ~~net~~ yield from sugar (which has been transferred for purposes of definition to the Luxury Group dating from that year), which was as much as Rs.80 million in spite of a severe reduction in the quantity of the imports. The imports of sugar had fallen in 1931-32 to nearly half their volume in the previous year and went on falling further still in subsequent years. Most of the sugar necessary for general consumption has been produced within the country since 1931-32 and imports were restricted to ~~fine~~ finer varieties required by the richer classes.

Raw Materials of Industry. - Raw Materials of Industry contributed about 8 per cent. of the total import revenue from 1926-27 to 1930-31. In 1931-32, this proportion went up to 10 per cent. and was 15 per cent. in 1936-37. With growing industrialization within the country, the yield of most of the items included in this group shows a rise. The yield of silk yarn has doubled while that of artificial silk yarn has multiplied five times. The yield of mineral, animal and essential oils as well as unmanufactured tobacco has increased largely. New duties have been imposed on raw cotton and wood pulp which were hitherto imported free and the duty on raw cotton, in particular, has been very productive, its yield amounting to Rs.4.5 million in 1936-37.

Capital Goods. - The Contribution of Capital Goods was maintained in 1936-37 at 15 per cent. which was the level in 1926-27. The level was, however, not constant throughout the period. It had fallen gradually to 11 per cent. in 1932-33 and recovered only thereafter. The major part of this fall has been under iron and steel, which yielded only about Rs.1.46 .

million in 1932-33, instead of Rs. 32.8 million in 1926-27. Part of the explanation in the protective nature of the duty on certain types of iron and steel.

Industry stimulated by Protective Tariffs.- Commenting on the changing trends in imports, the study points out: "The growing relative importance of Industrial Raw Materials in India's imports is a testimony of the industrial expansion in the country. This group formed 16 per cent. of total imports in 1926-27 and its proportion was steady till 1929-30. The next three years saw a rapid rise. From 14 per cent. in 1929-30 the relative importance of Industrial Raw Materials rose to 24 per cent. in 1932-33, and thereafter has remained almost steady at that level..... The figures of imports of Capital Goods bring out the same point - the growing industrialisation in the country. Capital Goods formed 19 per cent. of total imports in 1926-27 while by 1936-37 the percentage had gradually risen to 25 per cent., in spite of a rise in the burden. The burden on Capital Goods was 13 per cent. in 1926-27, and it gradually fell to 9 per cent. in 1930-31, due partially to the removal of the duty on certain types of machinery".+

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Working Class Cost of living Index Numbers for various  
Centres in India for November 1939. +

The cost of living index number for working classes in various centres of India registered the following changes during November 1939 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 November 1939 rose by one point to 109. The average for 1938 was 105.

Ahmedabad.- The index number (base: year ending July 1927) of the cost of living in Ahmedabad during November 1939 increased by 6 points to 81. The average for 1938 was 71.

Sholapur.- The index number (base: year ending January 1928) of the cost of living in Sholapur during November 1939 rose by 4 points to 79. The average for 1938 was 72.

Nagpur.- The index number (base: year ending January 1927) of the cost of living in Nagpur in November 1939 advanced by 4 points to 67.

Jubbulpore.- The index number (base: January 1927) of the cost of living in Jubbulpore in November 1939 rose by 1 point to 62.

Madras.- The index number (base: year ending June 1936) of the cost of living in Madras during November 1939 advanced by one point to 105.

(Extracted from the November 1939 issue  
of the Monthly Survey of Business  
Conditions in India). +

Economic Conditions in 1939: War stimulates  
Agriculture and Industry. +

The following information relating to the financial and economic conditions in India during the past year is taken from the Report for 1939 of the Central Board of Directors of the Reserve Bank of India:

January - August 1939.

Nervousness dominates Financial Market.- In India, as in Great Britain, the growing tension in the international situation militated against any sustained recovery in the first eight months of 1939 and the nervousness which it engendered dominated the financial markets generally and almost nullified the effect of other favourable factors, such as a slight improvement in the foreign trade position and a rise in the prices of certain commodities such as jute and sugar. To this was added the depression in the prices of wheat and cotton, and the difficulties of the cotton textile industry, owing, among other reasons, to overproduction and the increased cost of labour.

September - December 1939:

War stimulates Commodity Prices.- The declaration of war however radically altered the situation and led to a sharp rise in commodity prices and an improvement in the prospects of the Indian agriculturists and industries generally. The Calcutta index number of wholesale prices rose from 100 in August 1939 to 137 in December, being the highest since 1929. The price of cereals rose from 78 in December 1938 to 105 in December 1939 and that of oilseeds from 107 to 126. Sugar and tea showed still greater advances and by the end of December 1939 their prices had already passed the average level prevailing in 1929. Between August and December 1939 the price of raw cotton nearly doubled itself, the index number rising from 64 to 122 while the index for cotton manufactures also rose from 97 to 135 during the same period. Raw jute and jute manufactures showed an even greater rise than cotton owing to the demand for sand bags from the British and French Governments. In fact there was a minor boom in the commodity in industrial share markets in which speculative forces drove up prices occasionally to unhealthy levels which could not be maintained. On the whole, however, prices appeared to be settling down at a higher level at the end of the year and in spite of occasional setbacks the undertone was confident.

Industrial Prospects brighten.- In the financial markets the outbreak of the war led to a sharp fall in gilt-edged prices, a certain amount of withdrawals of deposits from banks and a slight hardening of money rates in the first few days, but as the markets adjusted themselves to the new conditions gilt-edged securities and bank deposits recovered and money rates tended to lower levels. The change brought about by the war in the economic situation was also conspicuous in the sphere of Indian industry where the depression prevailing at the beginning of the year in such major industries as jute was virtually transformed into prosperity. On the whole therefore the economic outlook at the end of the year appeared to be brighter than at any time during the past ten years, although memories of the aftermath of the last war were sufficiently recent to lead to a fairly general realisation of the fact that war profits are essentially artificial and transient and that in a major conflict of this nature no country can hope to escape the inevitable strain on her economic resources. +



Working of the Workmen's Compensation Act  
in Bengal, 1938.\* ✓

Statistics.- According to the annual report on the working of the Workmen's Compensation Act in Bengal during 1938, returns were received altogether from 2,386 concerns as against 2,022 in 1937. 764,777 adult and 20,643 minor workers were daily employed in the Presidency by those employers who submitted their Annual returns. The total number of accidents shown in the returns was 9,233, of which 175 resulted fatally, 620 in permanent disablement, and 8,438 in temporary disablement, the amounts of compensation paid in respect whereof being Rs. 128,634, Rs. 143,369, and Rs. 76,090, respectively.

There were two cases of alleged lead poisoning pending at the commencement of the year, while two more claims were instituted during the year. All the claims were in respect of alleged lead poisoning, the only occupational disease for which claims have so far been made in Bengal.

Activities of Calcutta Claims Bureau.- The Calcutta Claims Bureau, ~~as representative of the largest number of insured employers in the province,~~ continued to render its valuable co-operation in the prompt settlement of claims against the concerns the Bureau represented.

Activities of Trade Unions.- Some of the trade unions, such as the Press Employees' Association and the Indian Seamen's Union, helped their members in preferring claims before the Commissioner. The Press Employees' Association in particular took keen interest in the operation of the Payment of Wages Act. The majority of claims both under the Workmen's Compensation Act and the Payment of Wages Act were however instituted, as usual, through lawyers.

General. The report points out that in some cases even when decrees were passed difficulties were experienced in recovering decretal amounts either because the judgment-debtors had hardly any means to satisfy the decrees, or they were prone to adopt unscrupulous ways and means for avoiding payment as long as possible. The Certificate Officers whose help had to be invoked in such cases could not always render effective assistance, as the decree-holders, because of their generally helpless position, could not always furnish the requisite details of judgment-debtors' assets. Compulsory insurance would no doubt protect workers against the tendency of some small and unscrupulous employers to evade payment, but it is doubtful if in the present industrial condition of the country such a measure would be feasible in the near future. ✓

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\* Annual Report on the Working of the Workmen's Compensation Act in Bengal during the year 1938. Superintendent, Government Printing Bengal Government Press, Alipore, Bengal. 1939. Price-Indian, annas 2; English, 3d.

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Working of the Workmen's Compensation Act in  
the Punjab, 1938.\* ✓

Statistics: According to the annual report on the working of the Workmen's Compensation Act in the Punjab during 1938, there were 29 fatal accidents (16 in factories, 8 in mines, 4 in concerns generating, transforming or supplying electrical energy and one in the Military Engineering Works, Ferozepore Cantonment), against 21 in 1937. The number of cases of permanent and temporary disablement were 50 and 1,126, respectively, against 47 and 982 in the previous year. Rs. 24,492 was paid in respect of 28 fatal accidents, Rs. 17,057 for the 54 cases (4 cases are those of previous years) of permanent disablements and Rs. 12,937-9 in respect of 1130 (4 cases are those of previous years) cases of temporary disablement. The average compensation paid in fatal cases was Rs. 874 compared to Rs. 700 in 1937; the average compensation paid in cases of permanent and temporary disablement, was Rs. 336 and Rs. 11, respectively, as against Rs. 377 and Rs. 13 in 1937.

General: The report points out that there was an increasing consciousness on the part of labour to take advantage of the provisions of the Workmen's Compensation Act. There were comparatively fewer complaints in regard to the non-payment of compensation. ✓

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\* Annual Report on the Working of the Workmen's Compensation Act, 1923, in the Punjab for the year 1938. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1939. Price: Re.1-6-0. pp. 8 + XIII.

Migration.

Penetration of Indians into European Areas:  
Inquiry Commission to be appointed by South  
African Government. +

The Government of the Union of South Africa has decided to appoint a commission to inquire into the question of penetration by Indians into European areas in the Transvaal and Natal. The personnel and terms of reference of the commission will be announced in the near future.

(The Statesman dated 20-1-1940)-

Agriculture.

Agricultural Tenants of U.P. Tea Estates: Government  
Measures for Ensurance of Fair Treatment.

The conditions of work of labourers on tea estates in the Doon Valley, U.P., and more especially the security of tenure of peasants holding agricultural lands from the proprietors of tea estates, have been engaging the attention of the U.P. Government for some time now, and Government has recently issued an order to the Superintendent of the Doon enjoining him to see that the labourers and peasants are treated fairly by the proprietors, and declaring that unless this is done the right of proprietors to forests and waste lands adjoining their estates accorded by a recent notification of the Government under the Tea Control Act, 1938, is likely to be withdrawn.

Facts of the Case.- The total tea estate area in the Doon Valley is 19,752 acres, and the total area under tea cultivation is 5,100 acres. Of the remaining area 7,370 acres are under agricultural cultivation and 7,280 acres are forests and waste lands. This surplus area of 14,650 acres is shared by most of the tea gardens, and is let out to peasants, who have been living on these lands for centuries, who are to be distinguished from the estate labourers who work on daily wages.

A Tea Control Act was passed in 1938 prohibiting, in the interests of the depressed tea industry, any extension of the existing acreage of planted areas; section 29 (1) of the Act however entitled an owner to replace any planted area in his estate ruined by natural calamities, like floods, etc., by an equal acreage taken from the forest land leased out to his estate tenants. The tenants thus have to live under threat of possible ejection, and are demanding that, in cases where an owner needs fresh land to replace acreage ruined by floods, etc., he should take it from lands lying waste and not from lands in possession of tenants.

Mr. Mahabir Tyagi M.L.A., and other Congress leaders of the province have been interesting themselves on behalf of the tea-garden tenants and the present notification of the U.P. Government cautions owners to be considerate in their dealings with both estate tenants and workers.

(The Hindustan Times dated 22-1-1940).

Navigation.

Indian Quartermasters' Union: Progress during 1936-39.\*

Retrospect - General Conditions - 1908-1935: Seamen, along with postal workers and printers, were among the earliest categories of Indian workers to organise themselves in trade unions. So far back as 1908 a "Seamen's Anjuman" was formed in Calcutta; in 1918 the "Indian Seamen's Union" was formed. The exploitation of Indian seamen by the Shipping Companies (Indian Seamen were paid only one-third the wages of British seamen) and the exactions of brokers, dalals, ghat-serangs, lodging-house masters, etc., led in 1919 to a strike of seamen both at Calcutta and Bombay under the leadership of the Indian Seamen's Union. The strike secured a partial success for seamen; their wages were increased, but one of their major demands—direct recruitment, was not conceded.

Indian Quartermasters' Union - 1925-1939: From 1918 to 1924 the Quartermasters of Calcutta port fought against the Companies, dalals, and lodging-house masters in collaboration with the Indian Seamen's Union. In 1925 they formed "Indian Quartermasters' Union", which helped the quartermasters to free themselves from the exactions of lodging-house masters and to promote a system of direct recruitment. After a period of decline, owing to internal discussions, the Quartermasters' Union was reorganised in 1936, with Dr. A.M. Malik, D.O.S., as Secretary; in 1938 Dr. Malik was elected President and Mr. Mohiuddin was elected Secretary. Since 1936 the Union has registered considerable progress financially and in respect of membership figures.

Activities of Quartermasters' Union: Securing of Employment.- A list of unemployed members is maintained by the Union. Unemployed members are sent to their homes in the mofussil and are called on for service by letter, priority being given according to the comparative length of the periods of unemployment. A "Muster" (~~names of seamen desiring employment~~) is made from amongst the unemployed members according to the length of periods of unemployment and those whose periods of unemployment are longest are given first chance to secure jobs. In order to settle the unemployment problem mutually, the Union has made a rule that no member should be allowed to continue his service in the sea over 9 months. At the end of 9 months the member is compelled to leave his employment, and members with longest periods of unemployment are given chance. The Shipping Companies and Captains have helped the Union in enforcing these arrangements.

Benefits to Unemployed Seamen: Food Allowance, Loans, Sickness Benefits, etc.- Unemployed members present at the boarding house receive 3 annas per day khoraki (food allowance). Loans up to Rs.35/- to Rs.40/- are given to unemployed members; in cases of sickness and

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\* Indian Quartermasters' Union. Registered T.U. No.25. Brief Reports for the years 1936 to March 1939, with audited Statement of Accounts. Registered Head Office: 21, Razab Ali Lane, Kidderpore, Calcutta. pp. 17.

emergency, loans up to Rs.70/- to Rs.80/- are allowed; in addition, old age, funeral and unemployments benefits also are given.

Other Benefits.- When members are in ports they live in the Union's boarding house. Cases of compensation due to members by employers are taken up by the Union. A primary school is maintained to impart education amongst the members.

Demands of Quartermasters.- The report also gives a list of the further demands of the Union; the main items are given below:-

Direct Recruitment.- All ranks of seamen should be directly recruited, and not through middlemen like dalals, brokers, etc. (The report estimates the total number of Indian seamen at 150,000 out of whom about 40,000 are employed at one time. Of these, butlers and serangs number about 800, and 39,200 constitute the crew. According to the reports, the butlers and serangs realise from the crew a bribe of at least Rs.20/- per man per year; this takes away Rs.784,000/-, while lodging-house masters extort at least Rs.1,568,000/-).

Wages and Rations.- 75 per cent wage increase on the basis of the present scale of pay of Indian quartermasters in force in Calcutta for all Indian quartermasters signing on from any Indian port. The grades of promotion for quartermasters to be fixed, the nature of duty on board to be defined and fixed, and arrangements to be made for the training of quartermasters both in navigation and general education.

The present scale of rations to be revised and replaced by an adequate scale.

Hours of work; Overtime; Manning.- Hours of work and overtime pay to be fixed on the basis of the Geneva Convention on the subject adopted in 1936; immediate revision of the scale of manning and replacement by an adequate number of quartermasters.

Sickness Benefit.- Sickness benefit to be paid by ship-owners to quartermasters recruited in India and signed under the Indian Merchant Shipping Act as provided in the Geneva Convention on the subject adopted in 1936; a suitable pension for old quartermasters to be fixed.

Revision of "Articles" and "Discharge Certificates".- The present form of "articles", both "foreign" and "coastal", to be revised and all one-sided and arbitrary clauses to be deleted, particularly the clauses relating to transfer of quartermasters from one ~~side~~ ship to another or from one owner to another, extra work, etc.

The present C.D.C. (Continuous Discharge Certificate) form to be changed into book form, similar to the one issued by the Board of Trade of Great Britian to British quartermasters.

Other Demands: Water Supply, Uniforms, Messing Arrangements.- Other demands include provision of an adequate supply of drinking water and separate cabin and messing arrangements, supply of winter and summer work-suits by ship-owners, provision of boarding-houses, etc. +

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Co-operation.

Progress of the Co-operative Movement  
in India, 1937-38.\* ✓

The statistical statements relating to the Co-operative Movement in India during 1937-38 give a detailed record of the main statistics relating to co-operative societies in the several provinces of British India (with the exception of Baluchistan, where the co-operative movement has, as yet, made little progress), and in the Indian States of Mysore, Baroda, Hyderabad, Bhopal, Gwalior, Indore, Kashmir, Travancore and Cochin for the year 1937-38. Owing to the separation of Burma from India with effect from 1-4-1937, statistics relating to that country have been excluded from the figures in the Report for the year under review.

Number of Societies and Membership.- The principal types of co-operative societies in India are (a) Central Societies (including provincial and central banks and banking unions), (b) Supervising and Guaranteeing Unions, (c) Agricultural Societies (including Cattle Insurance Societies and Land Mortgage Banks and Societies), and (d) Non-agricultural Societies (including other insurance societies). The number of societies of all kinds increased from 108,780 in 1936-37 to 111,138 during 1937-38. The number of societies per 100,000 inhabitants rose from 35.0 to 34.4 in British India, and from 39.2 to 39.3 in the Indian States for which figures are given, and from 33.8 to 35.0 for the whole of India. The total number of members of primary societies in India increased from ~~4,718,411~~ <sup>4,843,636</sup> in 1936-37 to 4,849,302 during 1937-38. The number of members of primary societies per 1,000 inhabitants rose from 14.1 to 15.2 in British India and remained constant at 16.1 in Indian States for which information is available; and rose from 14.4 to 15.3 for the whole of India. The working capital for all India rose from Rs. 995,873,000 in 1936-37 to Rs. 1,015,126,000 in 1937-38 and the working capital of co-operative societies expressed in terms of annas per head of population rose from 51 in 1936-37 to 53 in 1937-38 in British India, and from 36 to 38 in the Indian States for which statistics are given. On the whole, the working capital per head of population rose from 49 annas in 1936-37 to 51 annas for 1937-38 in the whole of India.

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\* Department of Commercial Intelligence and Statistics, India. Statistical Statements relating to the Co-operative Movement in India during the year 1937-38. Published by Order of the Governor-General in Council. Delhi: Manager of Publications, 1939. No. 5566. Price Re.1-10-0 or 2s. pp.22.

Finances.- In 1937-38, 599 Provincial and Central banks with a membership of 82,225 individuals and 91,856 societies had reserve funds amounting to Rs. 18,449,867, working capital amounting to Rs. 290,955,124 and profits amounting to Rs. 3,946,840. There were 95,706 agricultural societies with a membership of 5,162,629 in 1937-38 having reserve funds amounting to Rs. 67,602,956, working capital amounting to Rs. 319,764,398 and profits amounting to Rs. 5,055,993. Similarly, in the case of non-agricultural societies, <sup>14,706 societies</sup> with a membership of 1,605,141 had reserve funds amounting to Rs. 19,862,081, working capital amounting to Rs. 255,346,904 and profits amounting to Rs. 6,123,520. ✓

The Bengal Co-operative Societies Bill, 1938:

Report of Select Committee. †

Attention is directed to pages 5 to 71 of part IV A of the Calcutta Gazette dated 11-1-1940 where is published the Select Committee's report on the Bengal Co-operative Societies Bill, 1938. The Bill was introduced in the Bengal Legislative Assembly on 5-8-1938; the text of the Bill was published at pages 69-109 of part IV A of the Calcutta Gazette dated 7-7-1938. †



Workers' Organisations

Progress of Trade Unionism in the Punjab, 1938-39\* ✓

Number of Unions.- In Punjab, the number of registered unions, including 4 federations, increased from 48 (including 5 unions which were reported to have ceased functioning) in 1937-38 to 61 during 1938-39. 16 unions were registered during the year and the registration of 3 cancelled. Of the 61 registered trade unions, 6 relate to railway workers, 5 to textile workers, 3 to electrical, mining and mechanical workers, 3 to printing press workers, 11 to workers engaged on transport, 3 to hosiery workers, 6 to municipal employees and 24 to persons engaged in ~~the~~ miscellaneous industrial callings. Returns were received only from 24 unions.

Membership.- The total number of members of the unions from whom returns have been received, decreased from 56,544 last year to 44,833 during the year under report, and the average number of members per union declined from 2,570 to 1,868. The North Western Railway Union, Lahore, continued to be the biggest union in the province with a membership of 19,423.

There was no change in the number of federations. Two unions were disaffiliated from the Central Labour Federation, Punjab, thereby reducing the number of its affiliated unions from 9 to 7.

Finances.- The finances of the unions showed a downward tendency. The total income of the unions which have submitted their returns, decreased from Rs.24,012 to Rs.23,077 and the average income per union, from Rs. 1,091 to Rs.961. The average expenditure also decreased from Rs.1,005 to Rs.983. The closing balance of all the unions combined showed a decline from Rs.5,811 to Rs.5,719.

As regards federations, the income of the Central Labour Federation was Rs.76-7-0 and that of the Punjab Board Teachers' Union, Rs.150-12-2. Their expenditure was Rs.76 and Rs.225-4-0, respectively. The Punjab Provincial Trade Union Congress and the Punjab Labour Board have not submitted their returns.

Welfare Activities.- As in previous years, the unions undertook no big schemes of labour welfare activities, but they continued to do useful work towards furthering the interests of their individual members vis-a-vis employers.

General.- The Registrar observes that this year also several unions failed to submit returns and that in several cases returns were collected with difficulty. ✓

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\* Report on the Working of the Indian Trade Unions Act, 1926, in the Punjab during the year 1938-39. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1940. Price Re.0-9-0 or 1ld. pp.6+iv

Progress of Trade Unionism in Bihar, 1938-39.\* ✓

The Annual Report on the working of the Indian Trade Unions Act, 1926, in Bihar during the year ending 31-3-1939 states that the total number of registered trade unions at the end of 1937-38 was 10. During the year ending 31-3-1939 no certificate of registration of trade unions was withdrawn or cancelled under section 10 of the Act, no notice of dissolution of any union under section 27 was received, nor was there any case of amalgamation of registered unions under section 24. The registration of 8 unions during the year brought the total number of unions to 18. 8 unions failed to submit annual returns. The year opened with 21,054 members in the unions from which returns were received; the membership at the close of the year was 23,992. Prosecutions were launched under section 31 for default in filing the annual return for the year 1937-38 under section 28 of the Act against 3 registered unions.

The report points out that several Unions are still lax in the matter of submitting returns. ✓

Progress of Textile Labour Association, Ahmedabad, 1938-39.\*\* ✓

Membership.- An increase of 4899 in the membership was recorded during the year. By the end of the year 1938-39, the number of members rose to 22,874 as compared with 17,975 at the end of the previous year. This progress in the strength of the organisation occurred notwithstanding a 25 per cent increase in the membership fees. The fear of victimisation is, however, still an operative factor in keeping away workers from the Association.

Services in respect of Complaints.- With 441 complaints as the pending balance of the previous year and 3809 registered during 1938-39, there were 4250 complaints to be dealt with in the course of the year. Of the 3984 complaints brought to a conclusion during the year, about 3 percent were entirely unsuccessful. 266 complaints remained pending at the close of the year. The Association continued its policy of entertaining complaints from non-members who recorded 248 complaints in the year under report. The 3809 complaints registered during 1938-39 are grouped as follows according to their nature: Pay - 645; Hours - 47; Holidays - 52; Conditions of Work - 346;

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\* Annual Report on the Working of the Indian Trade Unions Act, 1926 (XVI of 1926), in the Province of Bihar for the year ending 31st March 1939. Superintendent, Government Printing, Bihar, Patna. 1940. Price Re. 0-3-0. pp.7.

\*\* The Textile Labour Association, Ahmedabad. Annual Report, 1938-39, Labour Office, Ahmedabad. pp.23.

Unjust Penalties (dismissals, fines, forfeiture, damaged cloth, etc.)- 876; Treatment and Procedure (assaults, ill-treatment, bribetaking, refusal to engage, etc.) - 1244; Sanitary Arrangements - 131; Hostility to the Union (obstruction, victimisation, etc.) - 201; Subscription Collection - 38; Muster - 99; Miscellaneous - 128. Regarding the complaints, the report points out: "The failure to provide a set of definite rules governing the relations between the workers and the management in respect of the routine administration creates scope for partiality and arbitrary conduct which engender irritation and discontent. It should be made impossible for any subordinate official to disturb the course of employment of any worker, except on very substantial grounds and under the direction of a responsible officer. We are looking for relief in this matter also from the operation of the Industrial Disputes Act. It is hoped that when Standing Orders under the Industrial Disputes Act come into force, these difficulties will disappear to a large extent."

Workmen's Compensation.- Out of 154 claims during the year, the Association has been able to dispose of 129 claims; of these 87 were successfully concluded, 17 were settled by compromise, one claim was rejected by the Commissioner and 24 claims had to be dropped. The total amount of compensation distributed through the Association was Rs. 15,635-6-3.

Medical Aid; Education; Social Centres.- A medical man was engaged for the sole purpose of going round the working class localities and of securing admission in different hospitals in the city for persons in need of medical attention and institutional treatment; this new feature has yielded satisfactory results. The report hopes that the Ahmedabad Municipality will establish a hospital of sufficient size in that section of the city which is occupied by a large number of industrial workers. The Association has made provision on a small scale for indoor and outdoor medical treatment. The total number of indoor patients treated during the year was 1027. The aggregate number of patient days in the outdoor section was 46,024.

The educational activity of the Association is being gradually transformed. The Association has spent about Rs. 600,000 on the day and night schools which it has been running. The attitude now is to awaken those primarily responsible for the education of the children of the city to their duty towards the working class and the Ahmedabad Municipality is taking increasing interest in the matter. The Association is now concentrating on the relatively more backward portion of the working class and the procedure adopted is to select localities where educational needs still remain unsatisfied, to set up a day or a night school, to run the institution for a certain period and to request the Municipality to take over the administration when regular attendance is assured. To enable children of the industrial workers studying in lower classes to prosecute higher studies, the Association has made provision of scholarship of the total value of Rs. 2000/- a year.

The prohibition of the use of liquor which is being enforced in the city has greatly enhanced the usefulness of the social centres of the Association to the working class. The centres for the most

part, are managed by the workers themselves. The Association, is, in addition, conducting 8 gymnasiums.

Publicity.- The 'Majoor Sandesh,' the weekly organ of the Association, completed the fifteenth year of its existence; each week 16,000 copies of the paper are being distributed. 'Sarvodaya' the monthly magazine of the Association continued publication during the year.

General.- Absence of Strikes:- The year 1938-39, it is pointed out, set up a unique record in that the smooth working of the industry, with its 75 mills and over 100,000 workers, was not interrupted by a single strike or a lockout. The standardisation of weavers' wages achieved after five years of strenuous effort and struggle, eliminated a perpetual source of industrial strife. The interim recommendations of the Textile Labour Inquiry Committee in favour of an increase of 9 per cent, reinforced by the sympathy of the Congress Government, enabled the workers to make up, in part, the gap between the present wages and the living wage standard and to obtain their legitimate share in the improved earnings of the industry, without undue waiting.

Prohibition Scheme.- Ahmedabad city was the first industrial centre to be selected for the application of prohibition. The "dry area" scheme was inaugurated on 20, July 1938. The Association placed its resources at the disposal of Government for the prosecution of the prohibition programme, and the manifold signs of betterment visible in the lives of the workers in this industrial area testify to the success of the scheme.

A copy of the Annual Report for 1938-39 of the Textile Labour Association, Ahmedabad, was forwarded to Geneva with this Office's minute D/86/40 dated 25-1-1940. ✓

2nd Session of the Bengal Shop Assistants' Conference,  
Calcutta, 21-1-1940.

The second session of the Bengal Shop Assistants' Conference was held at Calcutta on 21-1-1940, Mr. Aftab Ali, M.L.A. presiding. The following is a summary of the resolution on the Bengal Shops and Establishment Bill adopted at the Conference.

Bengal Shops and Establishments Bill.- The Conference, while welcoming the Bengal Shops and Establishments Bill introduced by the Government, made the following criticisms: (1) a clearer definition of "person employed" is required and it should cover gate-keepers, porters, bill collectors and hawkers employed by shop-keepers; (2) closing time should be 7 p.m. instead of 8 p.m.; (3) hours of work should be 8 per day and 48 per week, as against the 10 hours per day

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and 56 hours per week provided in the Bill; (4) period of rest should be one hour for every 4 hours of work; (5) the provision (section 12) relating to prompt payment of wages is inadequate, and the Payment of Wages Act should be extended to shops; (6) the Bill should fix a minimum age of employment; it is suggested that the children below 14 should be excluded from employment and that persons between 14 and 18 should work only for 42 hours a week and not later than 6 p.m. in the day; (7) the Bill should provide for minimum rates of wages, security of tenure, grant of holidays on public and religious holidays, one month's holidays with pay for one year of work, and standards of lighting, sanitation, etc.,

The Conference also urged that Government should take steps to ensure that shop-keepers do not reduce the present scale of wages as a result of the adoption of the Shops and Establishments Act.

(Summarised from the text of resolutions communicated to this Office by the General Secretary, Shop Assistants' Association, Bengal and Amrit Bazar Patrika, dated 23-1-1940).+

1st Bengal Provincial Conference of Tailors:

Resolutions re: Increase in Wages and Regulation of Working Conditions..

A provincial conference of tailors, the first of its kind in Bengal, was held on 7-1-1940 at Calcutta under the presidentship of Maulvi Jasimuddin Ahmad, M.L.A. Resolutions were adopted urging an increment of 25 per cent. in their wages in view of the rise in prices due to the war, and emphasising the need for bringing tailoring establishments under the operation of the Factories Act.

(The Leader, dated 10-1-1940)..



27 to 31-1-1940. +

The 14th session of the All-India Women's Conference was held at Allahabad, Begum Hamid Ali presiding. The following is a summary of the more important resolutions on subjects of interest to this Office adopted by the Conference.

A. Conditions of Work of Women:

(1) Maternity Benefit Schemes: Government to collect Money.- (a) The various maternity benefit schemes in force in the provinces would operate more equitably for women if the money were obtained by Government legislation from the employers according to the total number of men and women employed

(b) Extension of Maternity Benefit Act.- We appeal to the Governments of the Punjab, Bihar, Orissa and of all such States wherein the Maternity Benefit Act is not in force, to take immediate steps towards legislation in this direction, having regard to the provision of creches as an absolute necessity where adequate number of mothers are employed.

(c) Application to Plantations and Mines.- We recommend that the Act should apply to plantations and mines and other wage-earning women.

(2) Special legislation re. Night Work and Dangerous Labour.- Until such time as India attains to a high level of industrial organisation and efficiency, we demand that women be guaranteed adequate safeguards through the application of special measures in industries involving heavy night and dangerous labour.

(3) Exploitation of Women and Child Labour in Unregulated Industries.- We view with distress the amount of exploitation of women and children extant in unregulated industries and recommend that on the basis of the following, a detailed survey of the present conditions be undertaken by our branches and the respective Governments, of Provinces and States:

(i) The Factory Act to be extended to all industries where there are five or more workers and where mechanical power may or may not be used. Until, such time as this can be effected we suggest that all industrial concerns however small should be registered and allowed to work only on the receipt of a license. This license should impose certain conditions safeguarding the workers and may be withdrawn if these conditions are not fulfilled. Special inspectresses would have to be appointed to supervise these unregulated industries and make enquiries on receipt of complaints.

(ii) All forms of labour to be included and brought within the ambit of existing and future legislation.

(4) Women in Agricultural Labour: Inquiry urged.- In view of the fact that we have not sufficient data in the matter of women in agricul-

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tural labour, we recommended that the Standing Committee appoint either a small committee, or a member-in-charge of the subject, with a view to making a close investigation not only of women in agricultural labour but also of the general conditions of life of women in rural areas.

(5) Home Industries.-- We urge active support of 'Home Industries' as a potential means of raising the dignity and status of India's womanhood in national life and ensuring to a large number of Indian women economic independence

(6) Vocational Training.-- The necessity of vocational training for girls is being increasingly realised and more institutions for this purpose are required. Instruction may be given in subjects such as arts and crafts, tailoring, domestic science, hotel-keeping, catering, domestic service and house-keeping. Special training should be given to rural workers.

Special schools may be established, whether by local or central authority or by the Conference branches, to impart instruction to indigent women in handicrafts which would enable them to become economically independent. Where such institutions are established by public enterprise, Government may be asked to grant them every possible aid, financial and otherwise.

(7) Minimum Wage.-- The principle underlying the policy adopted in Resolution 15 on labour last year, namely, "that labour must be recognised as part-owner in industry along with capital" and that "this ideal be worked for by more cooperation between labour and capital", was reaffirmed.

We recommend that each branch of the A.I.W.C. undertake to investigate and adjudge the standard of living for Indian women in that area. Further, we urge the Central, Provincial and State Governments to appoint special investigation committees with adequate number of women on their personnel to fix a national minimum wage for all labour, and these committees should include representatives of women workers themselves.

#### B. Child Labour:

Prohibition of Child Labour and Compulsory Education upto 14 years.  
We recommend that investigations of the conditions of child labour should be conducted through our branches under the close direction of one member-in-charge. The Conference should agitate for prohibition of child labour, along with free and compulsory education upto the age of 14 years.

(The Leader dated 27-1-1940  
and 2-2-1940)..



3rd Session of All-India Statistical Conference, Madras and Mysore - 3, 4, 6 and 7-1-1940. +

The third session of the all-India Statistical Conference was held on 3 and 4-1-1940 at Madras and on 6 and 7-1-1940 at Mysore, Professor Harold Hotelling of the Columbia University presiding; the Conference was formally opened by H. E. the Governor of Madras.

Mr. V.V. Giri (ex-Minister), Chairman of the Reception Committee, stressed the need for collecting economic statistics on an all-India basis, and suggested, as an immediate step, the formation of a Provincial Board of Economics with the assistance of the Madras University for the collection of provincial statistics which could be accomplished through the economics students of the University.

Papers Read.- Among the papers read were: (1) "Census and Population Statistics", by Mr. M.W.M. Yeatts, I.C.S., Census Commissioner, India, (2) "Studies in the Price of Rice" by Dr. P.J. Thomas; "Indices of Industrial Productive Activity" by Mr. N.S.R. Sastory; (4) "Index of Business Activity in India" by Messrs. P.R. Ray and H.C. Sinha; (5) "Scales of Equivalence in Family Budgets" by Mr. V. G. Pandharkar; (6) "Labour Field Operations" by Mr. A. N. Bose; (7) "Index Numbers in India" by Professor V.L. D'Souza; (8) "Analysis of Trade Disputes in India", "Trade Unionism in India" and "Study of Absenteeism in Indian Labour" by Professor K.B. Madhava; and (9) "Enquiry into Rural Indebtedness in a Mysore Village" by Dr. M.H. Gopal and others.

(The Hindu dated 3,5 and 9-1-1940)..

15th Session of All-India Education Conference Lucknow, 26 to 31-12-1939. +

The 15th session of the All-India Educational Conference was held at Lucknow from 26 to 31-12-1939, Dr. Sir S. Radhakrishnan, Vice-Chancellor, Benares Hindu University, presiding. The sectional gatherings included an Internationalism and Peace Section presided over by Dr. V.S. Ram; an All-India Educational Exhibition was also held under the auspices of the Conference.

Pt. Jawaharlal Nehru's Inaugural Address.- Pt. Jawaharlal Nehru, in his inaugural address, directed attention to the manifold evils of the competitive commercial civilisation of the present, and said: "Our present-day social fabric is a decadent and dying thing, full of its own contradictions, and leading continually to war and conflict. This acquisitive and competitive society must be ended and must give place to a co-operative order, where we think in terms not of individual profit but of the common good, where individuals co-operate with each other and nations and peoples work in co-operation for human advancement, where human values count for more and there is no exploitation of class or group or nation by another". In his opinion, the basic scheme of education sponsored by Mahatma Gandhi (vide pages 33-34 of the January 1938 report of this Office) was the one best suited to a poor country like India, as it had to think in terms of the millions of its people and not sacrifice their interests for any group or class.

Presidential Address.- Sir S. Radhakrishnan, in his presidential address, pointed out that there was nothing national with regard to education. Since the different countries are provinces of a common republic of culture, there was no such thing as proletarian mathematics or Nazi chemistry or Jewish physics. Every individual, he said, had a three-fold function in this world, to earn a livelihood, to be a citizen, to be a man. Indian education was more or less academic, and it was necessary to give it a more practical complexion. Corresponding to workers, skilled artisans and leaders, education had three stages, the basic, the secondary and the University, and one should not be developed at the expense of the other. A widespread basic education requires teachers in arts and crafts and leaders of science and industry which only a university can produce. A harmonious development of these three stages is essential.

Papers Read.- Among the papers read at the Conference was a paper entitled "The I.L.O as an Agency for Social Peace" contributed to the Internationalism and Peace Section by the Director of this Office. (The same paper was also presented to the All-India Political Science Conference held at Lahore on 2 and 3-1-1940).

(The National Herald, Lucknow-28 to 31-12-1939).+

Public Health.

The Sind Consumption of Intoxicants Restriction  
Bill, 1939. +

The Sind Government intends introducing shortly a Bill in the local legislature to restrict the consumption and sale of intoxicants. The statement of objects and reasons appended to the Bill states that the province is not in a position to undertake a full fledged programme of prohibition; but it is believed that this Bill will in due course bring about substantial reduction in the consumption of intoxicants. The main provisions of the Bill are four. Clause 3 prohibits consumption of intoxicants in a public place. Clause 4 imposes a penalty on a person in charge of a public place allowing or assisting in the consumption of intoxicants in any such place. Clause 5 prohibits the consumption of any intoxicant by any person below the age of 18 years or such other higher age as may be notified from time to time by the Provincial Government. It is proposed to increase the age limit each year, with the result that if the age limit is raised in successive years the consumption of intoxicants will in due course be completely stopped. The sale of an intoxicant to a person below 18 years will henceforward be illegal.

(The Sind Government Gazette,  
Part IV, dated 15-1-1940, pages  
36 to 45). +

Central Prohibition Research Advisory Board:  
Bombay Government's Decision. +

The Government of Bombay has recently decided to set up a Central Prohibition Research Advisory Board for the whole of the Province, with Divisional Boards for the areas where prohibition has been introduced. There is already in existence a Prohibition Research Advisory Board for Gujarat, which was appointed to examine and assess the social and economic results of prohibition in the Ahmedabad area (vide page 35 of our June 1939 report).

Work of Gujarat Board.- The Advisory Board for Gujarat has extended its activities to the Bardoli prohibition area where an investigation on the same lines is being conducted. It has collected a large number of 'schedules' from consumers and non-consumers of alcohol in Ahmedabad and conducted side enquiries showing the reaction of prohibition on late attendance, absenteeism, efficiency, accident, crime, debt, savings, sales of food, attendance at school, gambling, amusements, health, etc. The result of such enquiries, it is considered, will be helpful in ascertaining the value of prohibition in general in order to appreciate properly the policy of Government regarding prohibition and its effects on the well-being of the people.

A Board for Bombay.- The Government considers it necessary to carry on similar research in other areas where prohibition has been introduced and proposes to appoint for the present a research advisory board for the Bombay Prohibition Area, where prohibition has been in existence for over five months. As and when the scheme may develop, other boards will be constituted for the Deccan, the Konkan and the Karnatak. The functions of these Divisional Boards will be to examine the progress of prohibition and to advise Government on it. The Board will include representatives of the millowners and labour in the province.

Functions of the Central Board.- The functions of the Central Prohibition Research Advisory Board are to co-ordinate the activities of the Divisional Boards, and it will be under the chairmanship of the Adviser to the Governor in charge of Excise.

(Summarised from a Communique dated 17-1-1940 issued by the Director of Information, Bombay). +

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Social Policy in War Time.

Hours of Work.

Bombay.

The local Government has notified exempting a factory from the provisions of sections 34, 35 and 36 of the Factories Act for two months.

(Notification No. 129 dated 4-1-1940:  
The Bombay Government Gazette,  
Part IV-A, dated 11-1-40, page 3.)

Madras.

A Notification of the Madras Government exempts the Vizagapatam Port Workshop, Vizagapatam, from the operation of sections 34 to 40 (Hours of work, rest intervals, weekly holiday) of the Factories Act, subject to the conditions that the workers employed are given due compensation in the shape of overtime pay, substituted holiday and rest interval, and that the actual periods of work are correctly shown in the running register of adult workers. This exemption shall remain in force so long as the present war emergency continues.

(Notification No. 97 dated 25-1-40  
G.O.Ms. No.178, Development: Fort  
St. George Gazette, Part I, dated  
20-1-40, page 127.)

Wages.

War Dear Food Allowance:

Recommendations of the Employers' Association of Northern India,  
Cawnpore.

The Managing Committee of the Employers' Association of Northern India had been considering for some time the question of assisting workers in Member Mills to meet the present increase in prices of food-stuffs. Two schemes were examined by the Managing Committee, viz., the establishment of cheap foodstuff shops and the payment of a dear food allowance. The Committee has now decided in favour of the latter scheme and the following arrangements have been reached:

Jute Textile Mills of Cawnpore. - The jute textile mills of Cawnpore have agreed to pay the following scale of War Dear Food Allowance:

<u>Categories.</u>	<u>As. Ps.</u>
Wages under Rs.14/- per month	2 0 in the rupee
Wages from Rs.14/- and under Rs.18/- per month	1 6 in the rupee
Wages from Rs.18/- and under Rs.24/- per month	1 0 in the rupee
Wages from Rs.24/- and under Rs.30/- per month	0 9 in the rupee
Wages from Rs.30/- and under Rs.75/- per month	0 6 in the rupee

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Cotton Textile Mills of Cawnpore.- The cotton textile mills of Cawnpore have agreed to grant the following rates of allowance:

<u>Categories.</u>	<u>As.</u>	<u>Ps.</u>	
Wages under Rs.19/- P.M.	2.	0.	in the Rupee.
Wages from Rs.19/- and under Rs.25/- P.M.	1.	6.	"
Wages from Rs.25/- and under Rs.32/8 P.M.	1.	0.	"
Wages from Rs.32/8 and under Rs.40/- P.M.	0.	9.	"
Wages from Rs.40/- and under Rs.59/- P.M.	0.	6.	"
Wages from Rs.59/- and under Rs.75/- P.M.	0.	6.	"

It is explained that these allowances are granted as an emergency measure and that the mills reserve to themselves the right to withdraw them when normal conditions are re-established. It is also pointed out ~~that~~ that the Dear Food Allowance which is now announced will impose a heavy burden on the textile industry, as it is in addition to the wage-increase which was granted in 1938. It is pointed out that at present there is little or no margin of profit in the selling price of manufactured cotton goods. The allowance now announced will be paid on basic wages under similar conditions to those governing the 1938 increase and will be effective from the current wage period.

(Circulars Nos. 173, 188, 189, 190 and 193 of the Association, copies of which were sent to this Office by the Secretary of the Association).

Demand for Dear Food Allowance: Review of  
Action taken.

The rise, due to the war, in the price of food stuffs and other necessities of life has led to demands on the part of workers in almost all industrial centres for either increased wages or grant of a dear food allowance. Realising the difficulties of the workers and of the poorer classes generally, efforts have already been initiated by the authorities, both Central and Provincial, for control of prices and in several centres cheap grain shops have been opened on the initiative of governments, local authorities or employers. But as prices continued to rise workers have been demanding grant of a special war allowance, and in several cases the demand has been conceded. The more important developments in this sphere are briefly noticed below:

Industrial Labour, Bombay.- A meeting of 52 labour unions in Bombay Province held at Bombay city on 2-1-40 set up a Council of Action to enforce the workers' demand for a 40 per cent dear food allowance and decided to declare a general strike on 1-2-40 if the demand was not conceded. (Times of India 3-1-40). The Government of Bombay have since appointed a Conciliation Board with Sir S.S. Rangnekar as Chairman, and Messrs. J.C. Stalvad and A.S. Trollip as employers' representatives and Messrs. Jammadas Mehta and S.C. Joshi as workers' representatives to inquire into and report on the demands for increased wages. (The Hindustan Times, 5-1-40).

Municipal Employees, Bombay.- At a meeting of the Municipal Corporation, Bombay, held in the first week of January a resolution was moved by Mr. D.V. Pradhan urging the grant of a war allowance to municipal

employees; the Municipal Commissioner has promised to report on the matter at an early date. (Bombay Chronicle 10-1-40).

Textile Workers, Ahmedabad.- Consequent on a dispute between the Ahmedabad Textile Labour Association and the Ahmedabad Millowners' Association regarding the workers' demand for grant of dearness allowance and for opening cheap grain shops, the Government of Bombay has appointed Mr. G.S. Rajadhyaksha, I.C.S., to be Special Conciliator. (Bombay Government Gazette Extraordinary dated 19-1-40, Part IV-B).

All-India Railway Workers.- Mr. Jamnadas Mehta, President, All-India Railwaymen's Federation, has, in a representation sent to the Government of India, urged the immediate grant of a war allowance to inferior and subordinate railway staff numbering over 500,000 workers.

Other Demands.- Demands for grant of a war allowance has also been made, among others, by the Karachi Tramway Workers' Union and the Central Provinces Trade Union Congress (35 per cent war allowance for workers in various industries).

Grant of Dear Food Allowance.- Dear food allowances or war bonuses have already been granted, among others, by the undermentioned industrial concerns and bodies:

The Agra Mills, No.1 (2 annas in the rupee, - Hindustan Times 6-1-40); The Gaya Cotton and Jute Mills, Gaya, Bihar (5 per cent of wages - Amrita Bazar Patrika, 10-1-40); Lever Brothers (India) Ltd., Calcutta and Bombay (a percentage allowance on current salaries to office, sale and factory staffs - Amrita Bazar Patrika, 10-1-40); the Dehra Dun Municipal Board (15 to 5 per cent allowance graded for employees drawing salaries from Rs.25/- to Rs.100/- monthly, - Leader 23-1-40); the cotton and jute textile mills of Cawnpore (for details see item War Dear Food Allowance: Recommendations of Employers' Association of Northern India in sub-section "Wages" of the report - The workers have not regarded the allowance as satisfactory and are threatening a general strike unless a 40 per cent dear food allowance is given - Leader 26-1-40); The Rohtas Industries Ltd., Dalmianagar, Bihar (a war time allowance of 18 per cent - the Statesman, 5-1-40).

### Industrial Disputes.

#### Restraint on Strikes in Malaya: Measures for Industrial Peace.

Workers in Malaya are demanding increased wages as a result of the rise in the cost of living since the outbreak of the war and several strikes have already taken place in this connection. The Governor of Malaya has issued a proclamation declaring such strikes illegal under the Defence Regulations as they interfere with essential services and afford help and encouragement to the enemy.

Meanwhile, recent labour legislation introduced in the Straits Settlements provides for industrial arbitration courts, as also for recognition of organisations of workers and employers, and it is expected that Indian and Chinese labourers in Malaya will take advantage of the new law and organise themselves into trade unions for effective collective bargaining.

(The Times of India dated 4 and 19-1-40).

EmploymentStatistics of Skilled Technical Workers:  
Employers to keep Government informed.

The Employers' Federation of India, in collaboration with the Millowners Association and other employers' bodies, is making arrangements for the supply to the Government of India statistics, under the following heads, of the skilled technical labour employed by member firms: (i) the number of skilled technicians in industrial undertakings, (ii) the maximum and minimum wages normally given, (iii) an estimate of the surplus number of skilled men available, (iv) particulars of any firm or industry offering rates of wages or conditions of service varying markedly from the prevailing level.

The Government of India's intention in asking for the information is, first, to ensure that industry and commerce of all kinds, and particularly those which could be described as of national importance which would have demands made upon them by way of increased productivity, could maintain easy and continuous working, while at the same time keeping up fair and reasonable standards of wages and conditions of service for employees (in the last war concerns were competing with each other with regard to skilled workers and enticing ~~them~~ men from one firm to another), and secondly to secure for their own purposes certain types of skilled labour.

(Excerpts from Proceedings of the  
Committee of the Bombay Chamber of  
Commerce, November and December 1939.)

N.B. The above information is not for publication.

Price Control.Co-ordination of Price Control by Government of India:  
Price Control Conference, New Delhi, 24 and 25-1-1940.

The second Price Control Conference of representatives of the Governments of the Provinces, the Indian States and of the Government of India which met at New Delhi on 24 and 25-1-40 is understood to have held a general discussion on the measures hitherto taken by different Provinces and States to check an undue rise in prices and agreed to the desirability of the Central Government taking in hand the work of co-ordination.

A memorandum on price control prepared by Dr. T.E. Gregory, Economic Adviser to the Government of India, circulated in advance furnished a basis for discussion. It pointed out, inter alia, that with regard to exportable produce, it was not in general desirable to interpose obstacles to a rise in prices, and that what was being advocated was not a demand that prices of agricultural produce should be reduced, but that rise of



prices should be halted if thereby social discontent can be avoided.

Government of India's Scheme for Co-ordination of Price Control:-  
 General approval is reported to have been given to the plan of co-ordination which Sir Ramaswami Mudaliar (Commerce Member to the Government of India), the President, placed before the Conference in his inaugural address. He suggested that at the stage of production and with reference to the wholesale markets of some of the principal commodities, the Government of India would be the proper authority to limit, should occasion arise, the price of such commodities. At the retail stage, the provinces and the States should have complete freedom to fix the maximum prices on the basis of the wholesale prices fixed by the Government of India. Replying to the criticism that, since during slump periods no help was given to the agriculturists to lighten his loss, it would be unfair when the agriculturist was making a little profit to fix an upper limit for prices of commodities, Sir Ramaswami pointed out, first, that, while the prices of agricultural commodities rose sharply in 1924 and 1925 the Government did not interfere with them, the present increase was not a normal one and therefore made intervention by Government desirable, and secondly, that Government had taken certain measures to protect the agriculturist during the last slump, as witnessed by the case of wheat, sugar and raw cotton which had been protected by duties and by trade pacts.

Dr. Gregory is expected to prepare a fresh memorandum in the light of the discussions at the Conference.

(Statesman dated 25 and 26-1-40  
 and Bulletin No.256 dated 15-1-40  
 of the Employers' Federation of  
 India).

Price Control through Co-operative Buying: Suggestion  
to start Stores Societies in Bombay.

Reference was made at pages 5 to 7 of our December 1939 report to the rise in prices of commodities in this country consequent on the outbreak of war, and to the decision of the Government of Bombay, in order to prevent profiteering by retail traders and wholesale dealers, to open cheap grain shops and provisions stores, particularly in industrial centres. Another line of approach to the problem has now been suggested by the Registrar of Co-operative Societies and Director of Rural Development, Bombay, in a circular recently issued by him. He suggests that some of the well-managed salary earners' societies and urban credit societies and banks should be permitted to undertake the business of joint purchases of domestic requirements of their members on an indent basis. Such joint purchases would enable workers to obtain goods of the specific quality at practically wholesale rates. Apart from the saving thus ensured, this activity will give some practical business training to a few of the members. The Registrar considers that the present is the opportune moment to make a beginning with a stores societies movement, but feels that, if the foundations are to be laid on a sound footing, it is advisable to begin with a system simpler than full-fledged stores, but which, if properly worked, would give the necessary experience of a preparatory stage and ultimately lead to full-fledged stores.

(Communique dated 10-1-40 issued  
 by the Director of Information,  
 Bombay.)

Price Control Measures in Various Provinces.

The more important steps taken in this field are briefly noticed below:-

Bombay.

Cheap Grain Shops opened.- The Bombay Government's scheme of cheap grain shops, referred to at page 5 of the December 1939 report, was inaugurated on 12-1-40, when the first five cheap grain shops under the scheme were opened; essential food grains are sold at these shops at rates fixed by the Government. (Bombay Chronicle 9-1-40).

An advance of Rs.140,000 to the Price Controller for opening 19 more such shops has been sanctioned by the Government of Bombay. (Bombay Chronicle 14-1-40).

Bihar.

The Association of the North Bihar Rice, Oil and Floor Mills, Darbhanga, has recommended that the Agents of the Imperial Bank of India in different places in the province be entrusted with the work of price control as they happen to be in close contact with the business interests in their respective areas. (The Leader, 18-1-40).

Sind.

Karachi Municipal Committee recommends Control.- The report submitted by the Committee appointed by the Karachi Municipal Corporation to prepare a scheme for opening cheap grain shops has held that the rise in wholesale prices is artificial, and strongly recommends the regulation of wholesale prices of foodstuffs and other daily necessities. (The Hindustan Times, 9-1-40).

United Provinces.

Price Controller for U.P.- At an informal conference held on 5-1-40 between Dr. T.E. Gregory, Economic Adviser to the Government of India, and the Governor of U.P. and his advisers, it was decided that, in order to facilitate the co-ordination of prices in different parts of the province, a Controller of Prices be appointed who would be assisted by an advisory board representing, producing and consuming interests. It was also decided to organise a Marketing Intelligence Service under the Information Department for securing prompt and accurate uniformation from the districts. (The National Herald, 7-1-40).

Indore State.

The Government of the State has fixed wholesale and retail prices of different qualities of wheat and has issued orders to the effect that, in case of refusal or evasion of normal business by any business man, the Government itself will take possession and carry on business. (The National Herald, 12-1-40). +

Rampur State.

The State has, under the Defence of India Act, taken possession of the major part of the wheat hoarded by Zamindars, issuing receipts for the quantities taken. The Price Control Committee of the State has appointed artis (middlemen) to sell the stock at rates fixed fortnightly by the Committee. (National Call, 20-1-40).

Profit Control.

The Excess Profits Bill, 1940: Measure referred to Select Committee.

The Excess Profits Bill, 1940, was introduced in the Legislative Assembly on 6-2-40 (for text of the Bill vide pages 1 to 17, part V Gazette of India dated 27-1-40). The Bill seeks to impose a tax of 50 per cent of the excess of the profits made in any accounting period after 1-4-39, over "standard profits". "Standard profits" are, in respect of business in existence prior to 1-4-36, the average of profits in various accounting periods from 1935 to 1938, subject to certain adjustments. The standard profits for businesses started after 1-4-36, are computed by reference to a percentage of the capital employed in the business. The Bill contains necessary provisions for computing profits and capital; and these provisions follow closely those of the excess profits tax imposed in the United Kingdom in 1939.

Objects and Reasons:- The statement of objects and reasons explains that the outbreak of war, while it has necessitated greatly increased expenditure by the Government on defence and other services, has simultaneously created opportunities for the earning by companies and persons engaged in business of abnormally large profits. The object of the Bill is to secure for the Government a considerable portion of the additional business profits which accrue as a result of the conditions prevailing during the war.

Opposition from Business Interests:- The Bill has met with keen opposition from business interests all over the country. The Federation of Indian Chambers of Commerce and Industry, in a representation sent to the Government of India in the first week of February, expresses the opinion that there is no justification for introducing the Bill at the present juncture. The main criticisms advanced by the Federation against the Bill are: (1) Parallel legislation in Great Britain was justified in view of the armament boom in that country since 1936. In India, there was no similar boom, but only depression till 1938 from which Indian industries have just begun to recover. (2) Before additional war levies are made, the country has a right to be told the extent of India's liability for war expenditure. During the last war, large sums were "wrongly and arbitrarily debited" to India; a similar action should be avoided during this war. (3) When the Congress Opposition is absent from the legislature, the Government is not justified in forcing this measure on the country. (4) The measure will choke off industrial enterprise, and weaken the impetus given by the war to industrial development.

Finance Member's Defence.- In introducing the Bill on 6-2-40, Sir J. Ralsman, the Finance Member, justified the measure on the following grounds: (a) social justice demanded that a part of the huge profits that war brings to a few should be made available to the country at large; (b) the need for increased revenues for war expenditure (a tax on excess profits will in some measure correct inequalities arising from war, while general taxation will aggravate such inequalities); and (c) the incidence of this tax contemplated in the Bill will fall only on some 5,000 business units, since profits less than Rs.20,000 will not be taxed; hence general industrial development will not be checked.

(The Statesman, 28-1-40, and  
7-2-40).

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List of more important publications received in this Office during  
January, 1940. ✓

The International Labour Organisation.-

- (a) Report of the Indian Employers' Delegation to the 25th session of the I.L.Conference held at Geneva in June, 1939. Published by the Federation of Indian Chambers of Commerce and Industry, 28, Feorzshah Road, New Delhi.
- (b) The Employers' Federation of India. Report of the Indian Employers' Delegation to the 25th session of the I.L.Conference held in Geneva in June, 1939. Patel House, Churchgate Street, Bombay.

Conditions of Work.-

- (a) Government of the Central Provinces and Berar, Local Self-Government Department. Report of the Committee appointed to examine the Wages and Conditions of Work of Sweepers in Municipal and Notified Area Committees in the Central Provinces and Berar. ~~By~~ Nagpur: Government Printing, C.P. and Berar. 1939. Price Re.1/-.
- (b) In the Industrial Court, Bombay; Appeals (Nos.1 to 16) on Standing Orders settled by the Commissioner of Labour for Operatives, Technical Assistants and Clerks in Cotton Textile Mills in Bombay Presidency. (Received from the Secretary, Industrial Court, Town Hall, Bombay.)
- (c) Government of Bengal, Department of Commerce and Labour. Annual ~~Report on the working of the Workmen's Compensation Act~~ in Bengal during the year 1938. Superintendent, Government Printing, Bengal Government Press, Alipore, Bengal. 1939. Price Annas 2/- or 3d.
- (d) Annual Report on the working of the ~~Payment~~ Workmen's Compensation Act, 1923, in the Punjab for the year 1938. Price Re.1-6-0. Published by Manager of Government Publications, Lahore.
- (e) Annual Report on the working of the Payment of Wages Act, 1936, in the Province of Orissa for the year 1938. By Mr.H.M.Rai, Chief Inspector of Factories, Orissa. Press Officer, Government Press, Orissa, Cuttack. 1940. Price As.3/-.
- (f) Government of the Central Provinces and Berar. Annual Review on the District Report on working of the Indian Mines Act, 1923 (IV of 1923) in the Central Provinces and Berar for the year ending the 31st December 1938. Nagpur: Government Printing, C.P.

Economic Conditions.-

- (a) H.E.H. the Nizam's Government. Trade Statistics with a Review for 1347 Fasli (1937-1938) by Mazhar Husain, M.A., B.Sc., Director of Statistics, Hyderabad-Deccan. Government Central Press. 1939. Eighth Issue, price Rs.2/-.
- (b) Studies in Indian Economics. Issued by the Office of the Economic Adviser to the Government of India. First Series: Aspects of the Indian Tariff; No.1. "The Burden of the Indian Tariff" by T.E.Gregory, D.Sc. (Econ.) and W.R.Natu, B.Sc. (Econ.). Published by the Manager of Publications, Delhi, 1939. Price As.6/- or 7d.
- (c) Studies in Indian Economics. Issued by the Office of the Economic Adviser to the Government of India. Second Series: Aspects of Indian Social Economics; No.21, "Changes in the Occupational Distribution of the Population" by B.G.Ghate, M.A., Ph.D.(Econ.) (Lond.) Price As.6/- or 7d. Published by the Manager of Publications, Delhi.

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3. Economic Conditions:

- (d) Government of the United Provinces. Detailed Estimates for the year 1939-40. (Recast) Allahabad: Superintendent, Printing and Stationery, U.P., India. 1940.
- (e) "Price Control in India" Dr. M.S. Nata Rajan, M.A., Ph.D., Diwanchand Political Information Bureau, 30, Ferozshah Road, New Delhi. January, 1940. (Cyclostyled).
- (f) Report on the Department of Industries, Punjab, for the year ending 31st March, 1939. Lahore: Printed by the Superintendent Government Printing, Punjab, 1939, 1939. Price Re. 1/8/-.
- (g) Annual Report of the Department of Industries, Bombay Province, 1938-39. Bombay: Printed at the Government Central Press, Obtainable from the Superintendent, Government Printing and Stationery, Bombay. Price Annas 4 or 5d. 1939.

4. Agriculture:-

Annual Report of the Imperial Council of Agricultural Research for 1938-39. Published by the Manager of Publications, Delhi. 1939. Price Re. 1/8/- or 2s. 3d.

5. Co-operation:-

Statistical Statements relating to the Co-operative Movement in India during the year 1937-38. Published by Manager of Publications, Delhi. 1939. Price Re. 1/10/- or 2s.

6. Organisations, Congresses, etc.:-

- (a) Indian Colliery Owners' Association, Jharia - Annual Report for the year 1938.
- (b) The Textile Labour Association, Ahmedabad, - Annual Report for 1938-39. Labour Office, Ahmedabad.
- (c) Indian Quartermasters' Union (Regd. T.U. No.25): Brief Reports for the period 1936 to March 1939 with Audited Statement of Accounts. Registered Head Office: 21, Razab Ali Lane, Kidderpore, Calcutta.
- (d) Proceedings of the Seventh Annual General Meeting of the Employers' Federation of India held on the 28th December, 1939, at Calcutta.
- (e) Report on the working of the Indian Trade Unions Act, 1926, in the Punjab, during the year 1938-39. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1940. Price Re. 0-9-0 or 1ld.
- (f) Annual Report on the working of the Indian Trade Unions Act, 1926 (XVI of 1926) in the Province of Bihar for the year ending 31st March, 1939. Superintendent, Government Printing, Bihar, Patna. 1940. Price annas -/3/-.

7. Education:-

Osmania University, Hyderabad State. Annual Report for the year 1347 Fasli (October 1937 - October 1938). Prepared by the Pro-Vice-Chancellor.

8. Miscellaneous :-

- (a) Administration Report on the Jails of Orissa for the year 1938. By Lt.-Col. Verghese, I.M.S., Director of Health and Inspector General of Prisons, Orissa. Press officer, Government Press, Orissa, Cuttack. 1939, Price As. -/15/-.
- (b) Report on the Administration of the Excise Department in the province of Bihar for the year 1938-39. Superintendent, Government Printing, Bihar, Patna. 1939. Price Re. 1/8/-.