

# LABOUR GAZETTE

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

BOMBAY, AUGUST, 1929

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## The Month in Brief

### BOMBAY MILL STRIKE

Although the general strike in the Bombay Textile Mills has not been called off by the Girni Kamgar Union, it has practically ended, for the men are returning to work in increasing numbers. At the time of going to Press, nearly 120,000 men are working in the mills, out of a normal complement of about 150,000.

The report of the Court of Enquiry has been submitted to Government and will be published shortly.

### EMPLOYMENT IN THE TEXTILE AND ENGINEERING INDUSTRIES

In the textile industry, except in Bombay City where the strike affecting 64 mills was in progress, the supply of labour was equal to the demand during the month of July 1929. The average absenteeism was 3.45 per cent. for Ahmedabad, 1.50 per cent. for Viramgaum, 13.70 per cent. for Sholapur and 6.84 per cent. for Broach.

In the engineering industry in Bombay City the supply of both skilled and unskilled labour was adequate. Absenteeism was 12.38 per cent. in the engineering workshops, 5 per cent. in the Marine Lines Reclamation of the Development Directorate, 9.62 per cent. in the Bombay Port Trust Docks and 7.26 per cent. in the Chief Engineer's Department of the Bombay Port Trust. In the engineering workshops of the Karachi Port Trust the percentage absenteeism was 6.50.

### WORKING CLASS COST OF LIVING INDEX NUMBER

In August 1929, the Bombay Working Class Cost of Living Index Number was 149, as against 148 in the preceding month. The Index Number for food articles only was 146.

### INDEX NUMBER OF WHOLESALE PRICES

The Wholesale Prices Index Number in Bombay for July 1929 was 145.

### INDUSTRIAL DISPUTES

There were twelve industrial disputes in the month of July 1929. The number of workpeople involved was 127,181 and the number of working days lost 1,532,368.

### BALANCE OF TRADE

During July 1929, the visible balance of trade, including securities, in favour of India amounted to Rs. 456 lakhs.

## The Cost of Living Index for August 1929

A RISE OF ONE POINT

Increase over July 1914 .. { All articles 49 per cent.  
Food only 46 per cent.

In August 1929,\* the average level of retail prices for all the commodities taken into account in the statistics of a cost of living index for the working classes in Bombay City was 1 point higher than in the previous month. Taking 100 to represent the level in July 1914, the general index number was 148 in July and 149 in August 1929. The general index is thus 44 points below the high-water mark (193) reached in October 1920 and 2 points higher than the twelve-monthly average for the year 1928.

As compared with July 1929, the index number for all food articles advanced by 1 point to 146. The index number for Cereals recorded a rise of 2 points owing to an increase in all the cereals except rice which was stationary at 120. Gram and tur dal rose by 10 and 6 points respectively. The index number for all food grains stood at 129 as compared with 127 in the previous month. Among other food articles, tea, ghee and coconut oil advanced by 3, 7 and 4 points respectively but salt and potatoes declined by 4 and 14 points respectively. There was a fall of 8 points in mutton but the price of beef was stationary at 158. The price of the remaining articles was practically stationary during the month under review. The index number for the "other food" group stood at 175.

The "fuel and lighting" index number remained stationary at 143. The index number for the "Clothing" group was 160, the same as in the previous month.

All items : Percentage increase over July 1914

	1922	1923	1924	1925	1926	1927	1928	1929
Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.
January ..	73	56	59	57	55	56	54	49
February ..	65	55	56	57	54	55	48	48†
March ..	65	54	54	59	55	55	45	49
April ..	62	56	50	58	53	53	44	48
May ..	63	53	50	56	53	52	47	47
June ..	63	52	53	54	55	54	46	47
July ..	65	53	57	57	57	56	47	48
August ..	64	54	61	52	55	57	46	49
September ..	65	54	61	51	55	54	45	
October ..	62	52	61	53	55	51	46	
November ..	60	53	61	53	54	50	47	
December ..	61	57	60	55		51	48	
Yearly average ..	64	54	57	55	55	54	44	

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

\* The prices on which the index is based are those collected between July 16 and August 15.  
† Revised figure.

## WORKING CLASS COST OF LIVING INDEX—AUGUST

Articles	Unit of quantity	Annual consumption (Mass Units) (in crores)	Price per Unit of Quantity			Price x Mass Unit		
			July 1914	July 1929	August 1929	July 1914	July 1929	August 1929
Rice	Maund	70	5.594	Re. 6.729	Re. 6.729	Rs. 391.58	Rs. 471.03	Rs. 471.03
Wheat	"	21	5.594	7.141	7.484	117.47	149.96	157.16
Jowari	"	11	4.354	5.469	5.557	47.89	60.16	61.13
Bajri	"		4.313	6.125		25.88	36.75	39.28
Total—Cereals						582.82	717.90	728.60
Index Numbers—Cereals						100	123	125
Gram	Maund	10	8.88	7.271		43.02	72.71	77.14
Tur dal	"	3	5.844	8.250	8.583	17.53	24.75	25.75
Total—Pulses						60.55	97.46	102.89
Index Numbers—Pulses						100	161	170
Other food articles—								
Sugar (refined)	Maund	2	7.620	10.714	10.714	15.24	21.43	21.43
Raw Sugar (Gul)	"	7	8.557	13.693	13.693	59.90	95.85	95.85
Tea	"		40.000	76.068	77.349	1.00	1.90	1.93
Beef	Seer	28	2.130	3.240	3.146	10.65	16.20	15.73
Mutton	"	33	0.417	0.510	0.510	9.04	14.28	14.28
Milk	Maund	14	9.198	17.583	17.583	128.77	246.16	23.20
Ghee	"	14	50.792	92.859	96.427	76.19	139.29	246.16
Potatoes	"	11	4.479	7.740	7.141	49.27	85.14	144.64
Onions	"	3	1.552	3.573	3.573	4.66	10.72	78.55
Coconut Oil	"	3	25.396	25.594	26.786	12.70	12.80	10.72
Total—Other food articles						381.18	668.19	665.68
Index Numbers—Other food articles						100	175	175
Total—All food articles						1,024.55	1,483.55	1,497.37
Index Numbers—All food articles						100	145	146
Fuel and lighting—								
Kerosene oil	Case	5	4.375	6.594	6.594	21.88	32.97	32.97
Firewood	Maund	48	0.792	1.099	1.099	38.02	52.75	52.75
Coal	"	1	0.542	0.651	0.646	0.54	0.65	0.65
Total—Fuel and lighting						60.44	86.37	86.37
Index Numbers—Fuel and lighting						100	143	143
Clothing—								
Chudders	Lb.	27	0.594	0.938	0.938	16.04	25.33	25.33
Shirtings	"	25	0.641	1.026	1.026	16.03	25.65	25.65
T. Cloths	"	36	0.583	0.938	0.938	20.99	33.77	33.77
Total—Clothing						53.06	84.75	84.75
Index Numbers—Clothing						100	160	160
House-rent	Per month	10	11.302	19.440	19.440	113.02	194.40	194.40
Index Numbers—House-rent						100	172	172
Grand Total						1,251.07	1,849.07	1,863.89
Cost of Living Index Numbers						100	148	149

The following table shows the price levels of articles of food in July and August 1929 as compared with the price level for July 1914, which is taken as 100. The levels are calculated from the prices of articles per standard (or railway) maund or seer :-

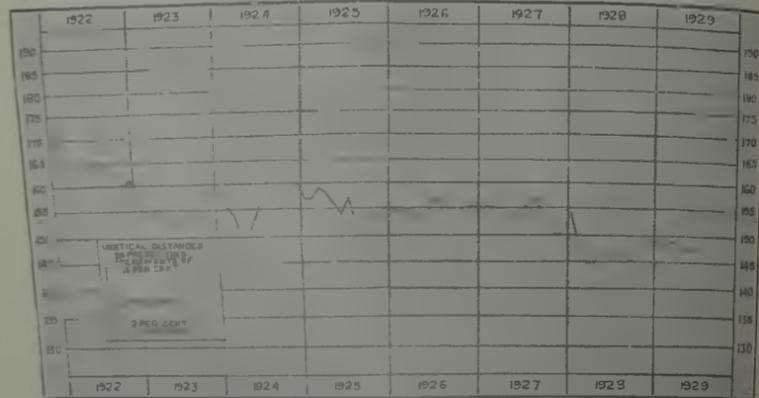
Articles	July 1914	July 1929	Aug. 1929	Increase (+) or decrease (-) of points in Aug. 1929 over or below July 1929	Articles	July 1914	July 1929	Aug. 1929	Increase (+) or decrease (-) of points in Aug. 1929 over or below July 1929
Rice .. ..	100	120	120	0	Salt .. ..	100	152	148	-4
Wheat .. ..	100	128	134	+6	Beef .. ..	100	158	158	0
Jowari .. ..	100	126	128	+2	Mutton .. ..	100	177	169	-8
Bajri .. ..	100	142	152	+10	Milk .. ..	100	191	191	0
Gram .. ..	100	169	179	+10	Ghee .. ..	100	183	190	+7
Turdal .. ..	100	141	147	+6	Potatoes .. ..	100	173	159	-14
Sugar (refined) ..	100	141	141	0	Onions .. ..	100	230	230	0
Raw sugar (gul) ..	100	160	160	0	Cocoanut oil .. ..	100	101	105	+4
Tea .. ..	100	190	193	+3	All food articles (weighted average) .. ..	100	145	146	+1

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

Rice 17, Wheat 25, Jowari 22, Bajri 34, Gram 44, Turdal 32, Sugar (refined) 29, Raw Sugar (gul) 37, Tea 48, Salt 32, Beef 37, Mutton 41, Milk 48, Ghee 47, Potatoes 37, Onions 57 and Coconut Oil 5.

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

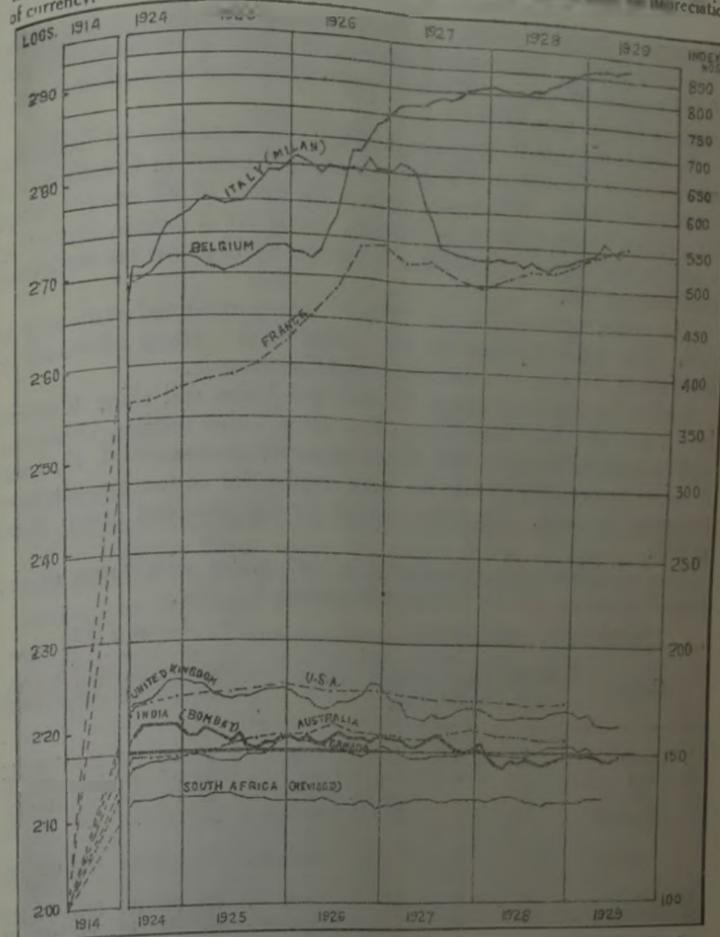
Logarithmic Chart showing cost of living in Bombay (July 1914 = 100)



WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

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

The diagram on this page shows the comparative levels of the cost of living index for Bombay and certain other world centres from the middle of 1924. The diagram shows the fluctuations in the position and movements of the curves allowing factors such as depreciation of currency.



The following are the sources of the Index Nos.: (1) India—Labour Office, Bombay, (2) The United Kingdom—Ministry of Labour Gazette, (3) New Zealand—Census and Statistics, Wellington (by cable), (4) South Africa—Monthly Bulletin of Union Statistics, (5) The U.S.A.—Bulletin issued by the Bureau of Labor Statistics, (6) The League of Nations—The League of Nations, (7) Australia—Monthly Bulletin of Statistics published by the Department of Labour, Canada, (8) Belgium—The Revue du Travail, (9) All other countries—Ministry of Labour Gazette, United Kingdom. In the case of Italy the Index No. is for Milan. The Index No. for Bombay only. In all cases the Index Number is for working classes only. The actual Index Numbers for twelve world centres will be found among the tables at the end of the volume. The centres for which figures are published are India (Bombay), the United Kingdom, Canada, Australia, New Zealand, Italy (Milan), Norway, Sweden, South Africa, France (Paris) and the United States of America. The Labour Office also records a number of other world centres where figures are available are recorded.

# Wholesale and Retail Prices

## 1. WHOLESALE PRICES IN BOMBAY \*

Increase over July 1914 .. 45 per cent.

In July 1929, the index number of wholesale prices in Bombay was 145 as against 143 in the previous month. As compared with June 1929, there was a rise of 5 points in the food group and of 1 point in the non-food group. The general index was 118 points below the highest point (263) reached in August 1918 and 1 point lower than the twelve-monthly average for the year 1928.

As compared with the previous month, the index number for foodgrains advanced by 6 points to 150 due to a rise of 5 points in Cereals and of 8 points in Pulses. There was a rise in the prices of all cereals except rice, wheat having gone up by 8 points, jowari by 3 points, barley by 7 points and bajri by 10 points. Gram rose by 15 points but turdal was stationary at 111.

The index number for the "Sugar" group remained stationary at 140. The index number for the "Other food" group advanced by 4 points to 171 due to a rise of 12 points in turmeric.

Under the non-food group, Oilseeds and Hides and skins advanced by 12 and 18 points respectively; Raw cotton, Other textiles, Other raw and manufactured articles and Metals registered a decrease of 4, 17, 1 and 3 points respectively; while the index number for cotton manufactures remained the same. The index number for the non-food group stood at 142.

The sub-joined table compares July 1929 prices with those of the preceding month and the corresponding month last year.

Groups		No. of items	+ or - % compared with July 1928	+ or - % compared with July 1929	Groups	July 1928	Oct. 1928	Jan. 1929	Apr. 1929	June 1929	July 1929
1. Cereals	7	+ 3	+ 17	1. Cereals	96	109	112	105	108	112	
2. Pulses	2	+ 6	+ 14	2. Pulses	93	107	107	103	99	105	
3. Sugar	3	..	+ 9	3. Sugar	97	111	98	98	105	105	
4. Other food ..	3	+ 2	- 13	4. Other food ..	110	110	101	90	94	96	
All food ..	5	- 1	+ 7	All food ..	99	109	107	100	103	106	
5. Oilseeds	4	+ 9	+ 12	5. Oilseeds	101	103	105	101	104	113	
6. Raw cotton ..	5	- 3	- 15	6. Raw cotton ..	107	96	89	87	82	80	
7. Cotton manufactures	6	..	- 4	7. Cotton manufactures	103	102	102	101	101	101	
8. Other textiles .	2	- 14	- 17	8. Other textiles.	99	96	96	98	97	83	
9. Hides and skins	3	+ 13	+ 18	9. Hides & skins.	95	104	106	101	91	103	
10. Metals	5	- 2	- 11	10. Metals	101	101	101	101	101	99	
11. Other raw and manufactured articles	4	- 1	- 5	11. Other raw and manufactured articles ..	101	100	97	99	97	96	
All non-food ..	29	+ 1	- 5	All non-food ..	102	101	100	99	97	97	
General Index No.	44	+ 1	- 1	General Index No.	101	103	101	99	99	99	

\* Actual prices will be found on pages 1238-1239. † Wholesale prices in Karachi will be found on pages 1240-1241.

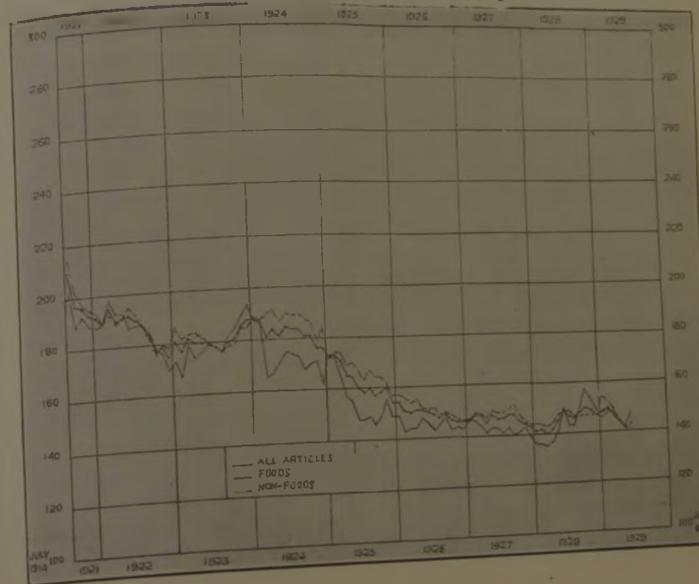
WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

The following table is intended to show the annual percentage change in food, non-food and general wholesale prices — July 1914 = 100

Year	Food Index No.	Non-food Index No.	General Index No.
Twelve-monthly average for 1918 ..	171	275	239
" " 1919 ..	202	234	223
" " 1920 ..	206	219	216
" " 1921 ..	193	201	198
" " 1922 ..	186	187	187
" " 1923 ..	179	182	181
" " 1924 ..	173	188	182
" " 1925 ..	155	167	163
" " 1926 ..	145	152	149
" " 1927 ..	143	148	147
" " 1928 ..	144	146	146
July 1929 ..	149	144	145

The diagram below shows the course of the changes in the Index Numbers for Foods, Non-foods and all articles in the Bombay wholesale market from September 1921.

Wholesale Price Index Numbers, Bombay

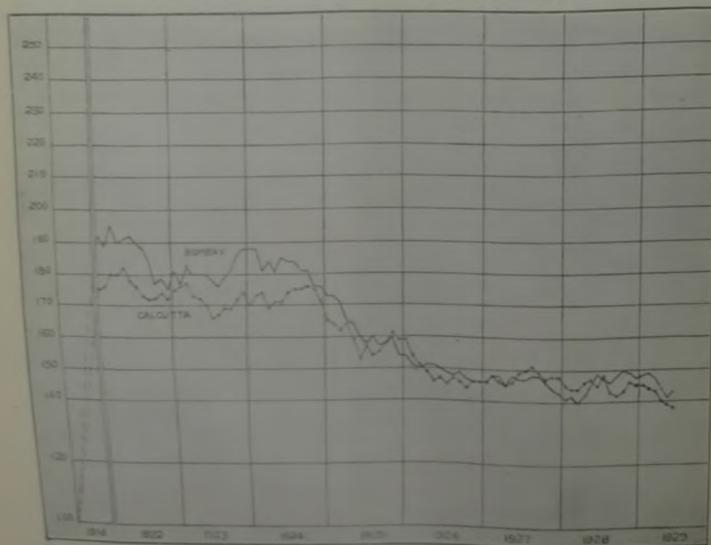


COMPARISON BETWEEN THE INDEX NUMBERS OF WHOLESALE  
PRICES IN BOMBAY AND CALCUTTA

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

The items included in the indices are 44 for Bombay and 71 for Calcutta. The groups included in the Calcutta index but excluded from that for Bombay are tea (3 items), oil (2 items), jute-raw (3 items), jute manufactures (4 items) and building materials (1 item). There are no groups included in the Bombay list but excluded from the Calcutta list. But the details of the different commodities differ. The method of constructing the index is the same in each case—the unweighted arithmetic average being used and certain important commodities being indirectly weighted by securing quotations for more than one grade of such commodities. The diagram shows that the correlation between the two indices is direct but not perfect, *i.e.*, the changes in the two curves are in the same direction but not to the same extent. The increase in prices over July 1914 was definitely lower in Calcutta than in Bombay though there was a tendency for the divergence to diminish in degree, and at the end of 1925 and in the beginning of 1926 and the middle of 1927 the two curves temporarily crossed. Prices in Bombay were lower than those in Calcutta between June 1927 and May 1928 and in July 1928.

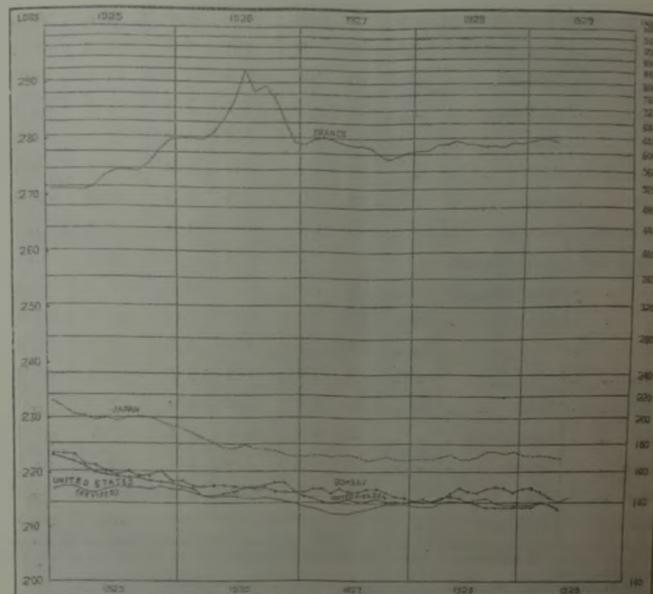
The diagram is on an arithmetic and not a logarithmic scale



WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

COMPARISON WITH WHOLESALE PRICES INDEX NUMBERS IN  
OTHER COUNTRIES

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



The sources of these five Index Numbers are—Bombay, the Labour Office; United Kingdom, the Board of Trade; United States of America, the Bureau of Labor Statistics; France and Japan, Monthly Bulletin of Statistics published by the League of Nations.

These Index Numbers and those for eight other countries will be found in a table at the end of the *Gazette*. The sources of information for these eight other Index Numbers are—Canada, the Dominion Bureau of Statistics; China (Shanghai), Ministry of Finance, Bureau of Markets, Shanghai; Egypt (Cairo), Monthly Agricultural Statistics, published by the Statistical Department, Ministry of Finance; Java (Batavia), Monthly Bulletins of Statistics of Prices and Index Numbers in the Neth.-Indies; Australia, Norway, Sweden and Holland, figures republished in the Monthly Bulletin of Statistics, published by the League of Nations.

The Labour Office also keeps on record 20 other Index Numbers, including three privately published for the United Kingdom and three for the United States of America. The three privately published figures for the United Kingdom are those of the *Statist*, the *Economist* and the *London Times*, and the three for the United States of America are those of Bradstreet, Prof. Irving Fisher and Dun.

2. RETAIL PRICES OF FOOD IN BOMBAY

Article	Grade	Rate per equivalent in tolas	July 1929		July 1914		Change (%) or increase (-) in July 1929 over or below July 1914	
			As. p.	As. p.	As. p.	As. p.	As. p.	As. p.
Rice	...	208	5 10	6 11	7 0	+1 2	+0 1	
Wheat	...	196	5 10	7 4	7 0	+1 2	-0 4	
Jowari	...	192	4 3	5 2	5 3	+1 0	+0 1	
Bajri	...	196	4 7	6 2	6 0	+1 5	-0 2	
Gram	...	188	4 4	6 11	6 10	+2 6	-0 1	
Turdal	...	200	5 11	8 5	8 3	+2 4	-0 2	
Sugar (refined)	...	28	1 1	1 6	1 6	+0 5	..	
Jagri (Gul)	...	28	1 2	1 11	1 11	+0 9	..	
Tea	...	39	7 10	15 2	14 10	+7 0	-0 4	
Beef	...	180	1 9	2 10	2 11	+1 2	+0 1	
Mutton	...	39	2 6	3 8	4 0	+1 6	+0 4	
Milk	...	56	2 9	4 11	4 11	+2 2	..	
Ghee	...	28	7 1	12 7	13 0	+5 11	+0 5	
Potatoes	...	28	0 8	1 0	1 1	+0 5	+0 1	
Onions	...	28	0 3	0 6	0 6	+0 3	..	
Cocoanut oil	...	28	3 7	3 9	3 7	..	-0 2	

WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

- Collection of prices.—The following are the areas and streets in which prices were obtained for these articles:
1. Dadar—Dadar Station Road.
  2. Kumbharwadi—Kumbharwadi Road (North).
  3. Kumbharwadi—Kumbharwadi Road (South).
  4. Elphinstone Road.
  5. ...
  6. ...
  7. Fergusson Road.
  8. DeLisle Road.
  9. Superior—Superior Road.
  10. Churchpokh—Park Road.
  11. Grant Road.
  12. Nal Bazar.

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

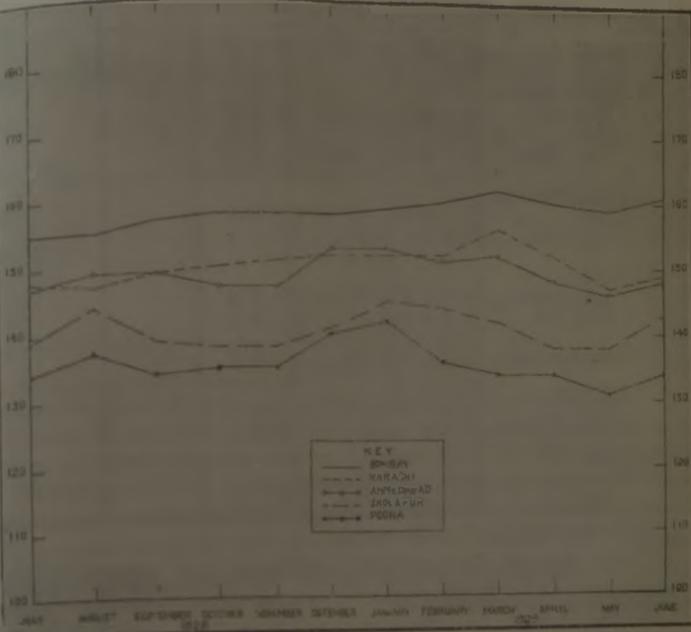
The variations in prices during July 1929 as compared with the preceding month were within narrow limits. Among food grains, bajri and turdal declined by 2 pies each per paylee; wheat recorded a decrease of 4 pies per paylee and gram of 1 pie per paylee while rice and jowari advanced by 1 pie each per paylee. Among other food articles, beef and mutton rose by 4 pies each per lb. Salt was higher by 1 pie per paylee and potatoes and ghee registered a rise of 1 and 5 pies respectively per seer. Tea declined by 4 pies per lb. and cocoanut oil by 2 pies per seer. The price of the remaining articles was practically stationary during the month under review.

As compared with July 1914, all articles except cocoanut oil show a rise in prices. Onions are double the prewar price. Tea, mutton, milk and ghee have risen by more than 75 per cent; gul, salt and potatoes by more than 60 per cent; beef by 80 per cent, and refined sugar by 38 per cent. The price of cocoanut oil is the same as in July 1914.

RETAIL PRICES INDEX NUMBERS OF FOOD ARTICLES IN FIVE CENTRES OF THE BOMBAY PRESIDENCY (July 1914=100)

Articles	June 1929					July 1929				
	Bombay	Karachi	Ahmedabad	Sholapur	Poona	Bombay	Karachi	Ahmedabad	Sholapur	Poona
Rice (1)	160	109	130	152	132	160	109	130	159	132
Wheat (1)	161	136	142	125	135	154	131	131	130	135
Jowari	128	132	131	137	127	132	132	124	137	127
Bajri	138	136	136	128	140	150	137	131	126	148
Gram	176	168	154	138	137	176	163	154	140	137
Turdal	156	120	144	129	131	156	120	144	137	131
Sugar (refined)	158	138	125	110	113	158	138	125	110	113
Jagri (Gul)	157	135	129	150	168	167	135	129	158	171
Tea	190	225	200	171	200	190	225	200	171	200
Salt	119	145	151	141	144	120	145	151	141	165
Beef	179	180	100	201	141	179	180	100	201	141
Mutton	169	167	167	133	158	169	167	167	133	158
Milk	191	200	200	138	133	191	190	200	138	133
Ghee	154	167	171	163	119	154	167	180	163	129
Potatoes	159	131	145	200	122	163	166	175	200	156
Onions	230	152	138	107	70	230	233	154	107	70
Cocoanut oil	106	96	160	109	100	112	96	160	109	100
Average—All food articles	161	149	148	143	134	155	150	145	138	138

Chart showing the unweighted Retail Prices Food Index (17 articles) in five centres of the Bombay Presidency (July 1914 prices=100)



(1) The Bombay index numbers for rice and wheat since June 1928 are for Sarabatti varieties and for ... and "Pani Seoni" respectively.



Table II shows the causes and results of the disputes.

II—Industrial Disputes—Causes and Results, August 1928 to July 1929

	August 1928	September 1928	October 1928	November 1928	December 1928	January 1929
Total number of disputes in progress	6	5	14	23	44	16
Disputes in progress at beginning of the month	3	3	4	3	7	7
Disputes which began during the month	3	2	10	20	37	9
Disputes ended during the month	3	1	11	16	37	14
Disputes in progress at end of the month	3	4	3	7	7	2
Number of workpeople involved	170,982	171,289	175,965	37,414	73,861	20,890
Number of working days lost	4,151,788	4,088,637	1,258,581	156,855	364,875	134,018
Demands—						
Wages	3	4	6	16	29	4
Bonus	....	....	....	..	....	....
Personal	1	....	4	6	10	7
Leave and hours	....	....	....	....	1	....
Others	2	1	4	1	4	5
Results—						
In favour of employees..	1	....	1	4	12	3
Compromised	....	....	4	3	3	3
In favour of employers..	2	1	6	9	22	8
Inconclusive	....	....	....	....	....	....

II—Industrial Disputes—Causes and Results, August 1928 to July 1929—contd.

	February 1929	March 1929	April 1929	May 1929	June 1929	July 1929
Total number of disputes in progress	6	10	12	11	9	12
Disputes in progress at beginning of the month	2	1	4	6	6	4
Disputes which began during the month	4	9	8	5	3	8
Disputes ended during the month	5	6	6	5	5	8
Disputes in progress at end of the month	1	4	6	6	4	4
Number of workpeople involved	4,335	29,728	126,570	130,222	127,892	127,181
Number of working days lost	39,780	368,690	595,742	2,342,100	1,768,382	1,532,368
Demands—						
Wages	3	2	6	1	....	2
Bonus	....	....	....	....	....	..
Personal	3	6	5	10	6	9
Leave and hours	....	1	1	....	3	1
Others	....	1	....	....	....	....
Results—						
In favour of employees..	....	3	2	....	2	....
Compromised	1	....	....	....	1	....
In favour of employers..	4	....	4	4	2	8
Inconclusive	....	....	....	1	....	....

It may be of interest to state that the highest peak (4,243,194) in respect of the number of working days lost through strikes in this Presidency since April 1921 was reached in May 1928, whereas the lowest level was reached in December 1927, when no strikes were reported. The nearest approach to this was in May 1924 when only 390 working days were lost.

#### GENERAL REVIEW OF DISPUTES

The number of industrial disputes involving stoppages of work reported as beginning in the month of July 1929 was 8 as compared with 3 in the previous month. The number of workpeople involved in these disputes was 2649 and the number of working days lost amounted to 3536. Five of these disputes arose over questions regarding the employment of individuals, two over wages questions and the remaining one was due to "other causes". In addition 4 disputes including a strike affecting 64 textile mills in Bombay City, involving 124,532 workpeople in all, were in progress at the beginning of the month under review and resulted in a time loss amounting to 1,528,832 man-days. Out of the twelve old and new disputes, eight terminated during the month, all in favour of the employers.

#### Progress of Individual Disputes

#### BOMBAY CITY

During the month under review there were five industrial disputes in progress in Bombay City. One of these was the continuation of a dispute which had begun in the Spring Mill in the month of March 1929. The number of hands working in the mill at the beginning of the month under review was 3790. The attendance rose to 4090 by the 16th July. On the 17th, the mill remained closed on account of a Hindu holiday. During the next three days the attendance decreased but from the 22nd the mill worked on each day with an increasing number of hands and at the close of the month 4215 operatives were working in the mill. This strike continued into the next month.

The second was the continuation of a dispute which affected the Century Mill. The mill worked on all the working days during the month with a daily attendance varying from 3235 to 3770. This strike also continued into the next month.

The third was the continuation of a dispute in the Morarji Goculdas Mill. The mill worked throughout the month and, except on three days, the number of hands working on each day was between 1600 to 1950. This strike also continued into the month of August 1929.

The fourth dispute was the continuation of the strike which affected 109,232 workers employed in 64 textile mills in Bombay City. Four mills were closed on the 1st July 1929 on account of the half yearly stock-taking. On the next day all the mills were working. On the 3rd July one mill was closed for want of a sufficient number of hands. Six persons, including the Secretary of the Bombay Girmi Kamgar Union, were arrested by the Police for obstructing workers from going to the mills. The Secretary, who was placed before a Bench of Honorary Magistrates, was, however, acquitted.

The Bombay Girmi Kamgar Union held 35 meetings during the first 12 days of the month. The Commissioner of Police, Bombay, issued an order prohibiting the Office-bearers and members of the Bombay Girmi Kamgar Union from holding, convening or calling together any assembly of mill hands or employees of the Textile Mills of Bombay for a period of one week from the 12th July 1929. Four volunteers of the Bombay Girmi Kamgar Union picketed the New Great Eastern Mill on the same day and a large crowd of people gathered there. The Police asked the volunteers to move on. But on the volunteers refusing to do so, two of them were arrested and the crowd was dispersed by the Police.

In spite of the order of the Commissioner of Police, a meeting of strikers was held on the 12th July at Kumbhar Chawl, Currey Road. The Police arrived at the meeting when the leaders of the Bombay Girmi Kamgar Union were addressing the strikers. The Police contended that the meeting was held under the auspices of the Bombay Girmi Kamgar Union as the Office-bearers of that Union were present and they therefore asked the leaders to dissolve the meeting. The leaders stated that the meeting was not arranged by the Bombay Girmi Kamgar Union and refused to ask the meeting to disperse. They further stated that the order of the Commissioner of Police was illegal and that they wanted it to be tested in a Court of Law, but they were ready to submit to arrest. They were arrested accordingly. When the Police along with Messrs. Randive, Deshpande and Kandalkar, the three arrested leaders, were going through a lane leading to the main road a crowd of mill hands grew restless and started throwing stones. The Police came to the main road and found that they were confronted by another mob of strikers, who attacked them with stones injuring a Superintendent of Police and six Constables. Mr. Kandalkar, the President of the Bombay Girmi Kamgar Union, was also severely injured by a stone and was taken to hospital for treatment. The Police had therefore to resort to firing in self-defence, as a result of which two workers were injured. Another meeting was held in the evening of the 12th July when the strikers were advised by a member of the Managing Committee of the Bombay Girmi Kamgar Union not to change their mind even if they were arrested by the Police but to continue the strike.

Two volunteers of the Bombay Girmi Kamgar Union were arrested by the Police on the 13th July for throwing stones at some workers whilst they were returning home on the previous evening. Though the 14th July was a Sunday, 71 mills were working on that day as these were to be closed on the 17th July on account of a Hindu holiday. The Girmi Kamgar Mahamandal arranged a meeting of cotton mill workers on the 14th July. Mr. D. R. Mayekar who presided at the meeting advised the men to continue to work in the mills and not to follow the advice of the Bombay Girmi Kamgar Union. Five such anti-strike meetings were held in the compounds of some of the mills on the same day.

On the 17th July all the mills remained closed on account of a Hindu holiday. On the next day three mills were closed for want of a sufficient number of hands. On the 19th July, Messrs. Randive and Deshpande, two office-bearers of the Bombay Girmi Kamgar Union, who had been

arrested for being members of an unlawful assembly were convicted and sentenced to 6 weeks' rigorous imprisonment and a fine of Rs. 200 or in default to a further period of 6 weeks' rigorous imprisonment.

At a meeting of the Managing Committee of the Bombay Girmi Kamgar Union held on the 20th July, it was decided to file an appeal on behalf of Messrs. Randive and Deshpande. It was also decided to collect donations from the public and from other Unions as the funds of the Union were exhausted. The *Kali Yuga*, a Marathi evening newspaper, announced that a meeting under the auspices of the "All India Textile Workers' Union" would be held on the next day, to condemn Government action as regards holding of meetings by the Bombay Girmi Kamgar Union. Accordingly on the 21st July about 200 persons collected in the Kumbhar Chawl but they dispersed on the arrival of the Police. About 125 men, however, again assembled together and the Editor of the *Kali Yuga* addressed them. Two resolutions were passed, one condemning the Government action in prohibiting the holding of meetings and the other deputed certain representatives of the "All India Textile Workers' Union" to wait on the Government with a request to withdraw the order prohibiting meetings of the strikers.

On several days during the month cases of assaults on mill hands were reported to the Police, who arrested some workers and volunteers of the Bombay Girmi Kamgar Union and of the Bombay Textile Labour Union for disorderly behaviour and for preventing the workers from going to the mills.

The Bombay Girmi Kamgar Union continued to issue Marathi leaflets throughout the month exhorting the strikers to remain firm and not to resume work. The Millowners' Association issued wall-posters and leaflets as a counter-propaganda to that carried on by the Girmi Kamgar Union. The Bombay Textile Labour Union also published leaflets advising the strikers to resume work. Nearly all the mills were picketed daily by the volunteers of the Bombay Girmi Kamgar Union. The Millowners also posted pickets at some of the mills on several days during the month. The Bombay Girmi Kamgar Union distributed grain on seven occasions during the month to a total of 16,306 strikers.

The number of hands working in the affected mills increased daily up to the 12th July after which date there was a fall in the attendance at the mills which continued till the 21st July. From the next day up to the close of the month, the mills affected by the strike worked every day with an increasing number of hands and 66,300 hands were working on the 31st July, while the attendance at all the mills in Bombay City was about 95,953. This strike also continued into the next month.

The fifth dispute took place in the King Edward Industrial Home of the Salvation Army. On the 22nd July, 47 employees struck work alleging that they were paid less wages for the last week as compared with the previous week. The management informed the strikers that their wages were calculated according to the work done and that no reduction in the rates of wages was made. There was no change in the situation during the next three days but on the 26th July the management engaged five new hands. All the strikers resumed work unconditionally on the 29th, and the strike ended in favour of the employers.

Table II shows the causes and results of the disputes.

## II—Industrial Disputes—Causes and Results, August 1928 to July 1929

	August 1928	September 1928	October 1928	November 1928	December 1928	January 1929
Total number of disputes in progress	6	5	14	23	44	16
Disputes in progress at beginning of the month	3	3	4	3	7	7
Disputes which began during the month	3	2	10	20	37	9
Disputes ended during the month	3	1	11	16	37	14
Disputes in progress at end of the month	3	4	3	7	7	2
Number of workpeople involved	170,982	171,289	173,960	37,414	73,861	20,890
Number of working days lost	4,151,788	4,088,637	4,206,581	156,855	364,875	134,018
Demands—						
Wages	3	4	4	16	29	1
Bonus	—	—	—	—	—	—
Personal	1	—	—	6	10	—
Leave and hours	—	—	—	—	—	—
Others	2	1	—	1	4	—
Results—						
In favour of employees	1	—	1	4	12	—
Compromised	—	—	—	3	3	—
In favour of employers	—	—	—	9	22	—
Inconclusive	—	—	—	—	—	—

## II—Industrial Disputes—Causes and Results, August 1928 to July 1929—contd.

	February 1929	March 1929	April 1929	May 1929	June 1929	July 1929
Total number of disputes in progress	6	10	12	11	9	12
Disputes in progress at beginning of the month	2	1	4	6	6	4
Disputes which began during the month	4	9	8	5	3	8
Disputes ended during the month	—	6	8	5	5	—
Disputes in progress at end of the month	1	4	6	6	4	12
Number of workpeople involved	4,335	29,728	126,570	130,222	127,892	122,016
Number of working days lost	39,780	368,690	395,772	2,342,100	1,768,382	1,022,264
Demands—						
Wages	3	2	5	1	—	—
Bonus	—	—	—	—	—	—
Personal	—	6	—	10	—	—
Leave and hours	—	1	—	—	—	—
Others	—	1	—	—	—	—
Results—						
In favour of employees	—	3	2	—	—	—
Compromised	—	—	—	—	—	—
In favour of employers	4	3	4	4	—	—
Inconclusive	—	—	—	1	—	—

It may be of interest to state that the highest peak (4,243,194) in respect of the number of working days lost through strikes in this Presidency since April 1921 was reached in May 1928, whereas the lowest level was reached in December 1927, when no strikes were reported. The nearest approach to this was in May 1924 when only 370 working days were lost.

## GENERAL REVIEW OF DISPUTES

The number of industrial disputes involving stoppages of work reported as beginning in the month of July 1929 was 8 as compared with 3 in the previous month. The number of workpeople involved in these disputes was 2649 and the number of working days lost amounted to 336. Five of these disputes arose over questions regarding the employment of individuals, two over wages questions and the remaining one was due to "other causes". In addition 4 disputes including a strike at 64 textile mills in Bombay City, involving 124,532 workpeople in all, were in progress at the beginning of the month under review and resulted in a time loss amounting to 1,528,832 man-days. Out of the twelve old and new disputes, eight terminated during the month, all in favour of the employers.

## Progress of Individual Disputes

## BOMBAY CITY

During the month under review there were five industrial disputes in progress in Bombay City. One of these was the continuation of a dispute which had begun in the Spring Mill in the month of March 1929. The number of hands working in the mill at the beginning of the month under review was 3790. The attendance rose to 4090 by the 16th July. On the 17th, the mill remained closed on account of a Hindu holiday. During the next three days the attendance decreased but from the 22nd the mill worked on each day with an increasing number of hands and at the close of the month 4215 operatives were working in the mill. This strike continued into the next month.

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## AHMEDABAD

There were three disputes in progress in Ahmedabad during July 1929. One of these disputes occurred in the Gordhan Spinning and Manufacturing Mill. A jobber of the Frame Department was dismissed by the management for unsatisfactory work. Forty operatives who were working under him struck work on the 9th July and demanded the reinstatement of the dismissed jobber. The management engaged 40 new hands in place of the strikers on the same day. The strikers were notified by the management on the 10th July that their wages would be paid off and that they would be considered as dismissed. The result of this strike was favourable to the employers.

The second dispute took place in the Ahmedabad Jupiter Spinning and Weaving Mill. A jobber working on the night shift in the Throstle department was dismissed as his work was not satisfactory. The men who were working under him demanded his reinstatement and as their request was refused by the management, 35 of them struck work on the 18th July. The management employed 35 new hands on the same day and put up a notice informing the strikers that they had gone on strike without sufficient cause and therefore they should resume work within 24 hours failing which their wages would be forfeited. The strikers requested the management on the next day to pay off their wages. On the 20th July, the management informed the strikers that their wages would be paid in the evening and that their services would be dispensed with. This strike also ended in favour of the employers.

The third dispute occurred in the Maneckchowk and Ahmedabad Manufacturing Mill. The weavers had been paid at enhanced rates of wages for some special sorts of *dhoties* manufactured in the mill. The rates were subsequently brought down to the level of those paid in other mills. On the morning of the 29th July 100 weavers struck work demanding the continuance of the old rates of wages. Work was, however, resumed by 25 strikers, at noon on the same day. Fifty additional strikers resumed work unconditionally on the next day and the management engaged 25 new hands. The remaining strikers decided to resume work and six of them went to the mill on the 31st July but they were informed that there were no vacancies and that their wages would be paid on the 3rd August 1929. The result of this dispute was favourable to the employers.

## SHOLAPUR

There was a dispute in the Jam Shri Ranjitsinghji Spinning and Weaving Mills during the month under review. The local agent was dismissed and as a protest against this, 1600 operatives of the Weaving department struck work on the 9th July and 250 operatives of the night shift also joined the strike. On the next day, the mill was opened in the morning but the operatives did not start work. The management put up a notice asking the strikers to resume work at 1 p.m. on the same day. Accordingly, 1100 strikers resumed work at 3 p.m. On the 12th July all the remaining strikers resumed work but the agent was not reinstated. This strike ended in favour of the employers.

## GHATKOPAR

A dispute occurred in the Hattersley Mill during the month under review. The operatives of the Weaving department requested the management to dismiss a head jobber who was alleged to be ill-treating them. As their request was not granted, 107 operatives struck work on the 9th July. 62 workers from other departments also joined the strike. There was no change in the situation on the next day. On the 11th July the management engaged new hands in place of the strikers who did not resume work and the strike ended. The result of this dispute was in favour of the employers.

## AMBERNATH

There was one dispute in the Western India Match Factory. On the 1st July, the operatives demanded that a better supply of material should be given to them and that some drivers who had left work on the 28th June should be reinstated. On the refusal of the management to grant the men's demands, 328 workers struck work. The strikers, however, resumed work on the 2nd July, realising that they would not be successful. This strike ended in favour of the employers.

## HUBLI

A dispute took place in the Madras and Southern Maratha Railway Workshop during the month. The workers of the Millwright shop alleged that they were ill-treated by their foreman and the chargeman and requested the authorities to transfer them to some other department. The Works Manager inquired into the complaint and instead of granting the request, he transferred two workers of the Millwright shop to the Erecting and Fitting shops. The workers were dissatisfied with this and 80 of them struck work on the 20th. There was no change in the situation on the next day. On the 22nd July, all the strikers resumed work unconditionally. This strike ended in favour of the employers.

## Employment Situation in July

## THE TEXTILE INDUSTRY

The sources of the Statistics regarding absenteeism in the Textile Industry in the Bombay Presidency are the returns prepared and sent in by the various mills in the different centres of the Presidency every month. Returns were received from 55 or 75.34 per cent. of the mills reported as working at the various centres of the Presidency except Bombay City where the strike in the Textile Industry, affecting 64 mills, was in progress throughout the month. On account of this fact, the Presidency average of percentage absenteeism in the Textile Industry as a whole has not been worked out for the month of July.

As 64 mills in Bombay City were affected by strike no statistics of absenteeism have been compiled for this centre.

In Ahmedabad 63 mills were working during the month and 45 or 71.43 per cent. furnished information. Absenteeism amounted to 3.45

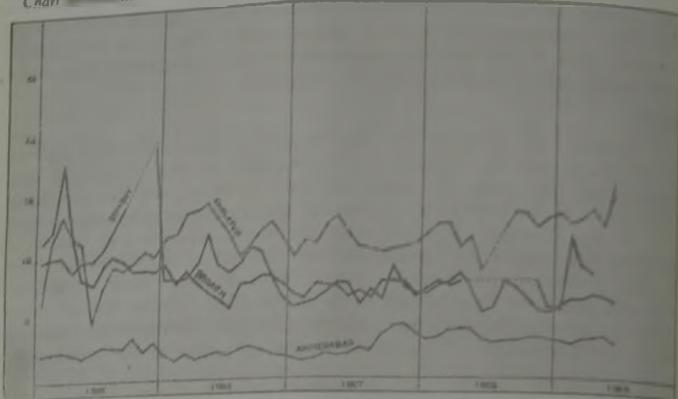
per cent. as against 3.48 per cent. in June 1929. The supply of labour was equal to the demand.

Returns were submitted by all the mills in Sholapur. There was no shortage in the supply of labour and the average percentage absenteeism amounted to 13.71 as against 18.89 in the previous month.

Information was supplied by only one mill in Viramgaum which was working during the month. The percentage absenteeism amounted to 1.41.

All the three mills in Broach supplied information and none of them reported that the supply of labour was inadequate. The average absenteeism amounted to 6.84 per cent. as against 7.48 in the preceding month.

Chart showing the average percentage absenteeism in the Cotton Mill Industry in the Presidency



**ENGINEERING INDUSTRY**

In the engineering industry in Bombay City the supply of labour was adequate. The average absenteeism in representative workshops was 12.38 per cent. as against 13.44 per cent. in the previous month. In the Marine Lines Reclamation Scheme, absenteeism was 5 per cent. and in the Bombay Port Trust Docks it amounted to 9.62 per cent. The average absenteeism in the Chief Engineer's Department of the Bombay Port Trust was 7.26 per cent.

The Karachi Port Trust found both skilled and ordinary labour available in plenty. On an average 6.50 per cent. of the labourers absented themselves from work during the month under review.

A Bill relating to the application of the principle of collective agreements to tenant farming and small leasehold farming was recently approved by the Italian Council of Ministers.

**Prosecutions under the Indian Factories Act in July**

**BOMBAY**  
The manager of an engineering workshop was prosecuted under section 22 for breach of section 22 for employing a child under the age of 14 years during them a holiday. He was convicted and fined Rs. 10.

The occupier of a cotton spinning factory was prosecuted under section 35 for breach of section 35 for not maintaining "D" class machinery.

The occupier was also prosecuted under section 41 for breach of section 41 for not giving reasonable notice of weekly holiday and for not giving notice of weekly holiday. He was convicted and fined Rs. 20.

**MUMBAI**  
The manager of a cotton spinning factory was prosecuted under section 41 (a) for breach of section 41 (a) for employing an uncertified boy at the factory. He was convicted and fined Rs. 25 in each of two cases.

**HYDERABAD**  
The occupier of a cotton ginning factory was prosecuted under section 41 (j) for breach of section 34 for not reporting an accident. He was convicted and fined Rs. 15.

**Workmen's Compensation Act**

*Details of Proceedings*

Information furnished by all the Commissioners, in the Presidency for the month of July 1929 shows that out of 58 cases disposed of during the month 48 were reported by the Workmen's Compensation Commission in Bombay. The gross amount of compensation awarded in lump sum was Rs. 25,702-11-0 as against Rs. 22,847-2-0 in the previous month and Rs. 23,064-15-0 in July 1928. Out of the 58 cases in which compensation was claimed, 21 were in respect of fatal accidents and 37 of permanent partial disablement. The number of compensation cases in the textile industry amounted to 20 and in other industries to 38. The corresponding figures for July 1928 were 13 and 26.

The total number of claimants for compensation in all the cases disposed of during the month was 63 of whom 55 were adult males, four adult females and four minors under fifteen years of age, of whom two were males and two females.

Out of the cases disposed of during the month under review, 29 were original claims, 28 registration of agreements and one a miscellaneous application. Compensation was awarded in 30 cases, and agreements were registered in 28 cases.

**Accident After Leaving Work**  
IN THE COURT OF THE COMMISSIONER FOR  
WORKMEN'S COMPENSATION, BOMBAY

Khandoo Kashiram Pagari, residing at Motiseth  
Chawl, Kurla, Bombay .. .. . *Applicant*;

*against*

The Agent, G. I. P. Railway, Bombay .. .. . *Opposite Party.*

Claim—Rs. 457-8-0.

This is an application by the dependants of Sitabai Khandoo Pagari, a woman employed by the G. I. P. Railway as a coolie, who was killed on the railway line near Koliwada railway station on April 6, 1929. The following facts are agreed and found.

The woman was on night duty at Koliwada platform unloading material. That duty ceased at 4-15 a.m. Her dead body was discovered, at 9-30 a.m., in a drain about 500 feet away from the station platform at, and adjacent to which, she was working. The deceased lived at Kurla. She was given a pass allowing her to travel free on the railway to and from her work. Her body was found between Koliwada and Kurla stations. A public highway to Kurla adjoins the railway, access to which is obtained from a point a few yards away from Koliwada station. There was no train to Kurla from Koliwada until 5-30 a.m. Kurla is about two miles from Koliwada. Some persons working in the same gang, and who ceased work at the same time, returned towards Kurla by road. The iron pan and rake which the woman used in her work was found near the body. It is the custom for these tools to be taken home by the workers.

On these facts I am invited to find that the woman's death was due to an accident which arose out of and in the course of her employment. It is with regret that I have come to the conclusion that I can draw no such inference. The principles upon which any arbitrator in a Workmen's Compensation application should act in those cases where a workman is found dead and no one was there when he met his death were laid down by Lord Justice Fletcher Moulton in the case of *Astley vs. Richard Evans & Co., Ltd.*, 4 B.W.C.C. 209 and have been quoted and approved in later cases. His Lordship said "in my opinion the principle that we ought to apply to the presumption in such a case is that, where the workman is shown to have been engaged in his employer's work, and nothing else, during the period prior to the accident, and the accident arose by reason of his doing an act which is consistent with his still continuing to be doing that work, the proper presumption is that he did what led to the accident in continuing his employer's work and not that he had ceased to do his employer's work and had commenced to do something for his own purpose." Applying this principle to the case before me I find that the facts do not justify the presumption that this was an accident which arose out of and in the course of the woman's employment. The woman was engaged

to unload wagons at a particular spot. The work of unloading was finished at 4-15. Her dead body was found five hours later over 150 yards from the place where she had been working, and there is no evidence before me to indicate how long she had been dead when she was found. On these facts it is impossible for me to draw the inference that she was killed while she was doing something in the course of her employment. The only inference that I can draw is that she was on her way home from her work. It has been argued that her employment continued until she got home and that if she was killed while on her way home it was still an accident that arose in the course of her employment. This is an argument that I am quite unable to accept. The House of Lords case of *Hewitson v. St. Helen's Colliery Co., Ltd.*, 16 B.W.C.C. page 230 contains a comprehensive review of the law on this point and *Cremins v. Guest Keen and Nettlefold* 1 B.W.C.C. page 160 and *Walton v. Tredegar Iron & Coal Co., Ltd.*, 6 B.W.C.C. were overruled. Lord Atkinson accepted the working rule laid down by Lord Parker in an earlier case that in order to make it an accident arising out of the employment the injured workman must at the time have been doing something in pursuance of a duty owed to the employer. Lord Wrenbury said that "in order to succeed it is not sufficient that he should show that but for his employment he would not have been at the scene of the accident. He must do more than that. He must show that it was the employment which took him to the place of accident."

The woman's employment had ceased and there was no duty cast upon her to use the railway. The road was adjacent to the place where she was working and the reasonable and proper way for her to proceed to her home was by road. It could not be seriously argued that if she had met with an accident while travelling along the public highway after her work had ceased she would have been entitled to claim compensation. Neither, therefore, can her dependants recover compensation when she was killed upon the railway line itself.

It has also been argued that the inference should be drawn that she was killed by falling out of the train which left Koliwada for Kurla at 5-30 a.m. and that as she was given a pass entitling her to use the railway to get to her work the accident arose out of and in the course of her employment. The circumstances of the case, the finding of the tools close to her body, the fact that nobody saw her get into the train or fall out of it, appear to me to negative any such inference. But even if the accident had happened in that way, by her falling out of the train, *Hewitson's* case to which I have referred above completely covers it. To quote Lord Buckmaster, "the workman was under no control in the present case nor bound in any way either to use the train or, when he left, to obey directions; though he was where he was in consequence of his employment, I do not think it was in its course that the accident occurred." This unfortunate woman in this case was certainly not there in pursuance of any duty owed to her employer.

Having given the case my most careful attention and having examined all the authorities bearing on this point I have regretfully come to the conclusion that the woman was not killed by an accident which arose out

of and in the course of her employment. I think the inference to be drawn from the facts is that she was killed while walking home along the railway line for her own purposes after her employment had ceased and that therefore the dependants are not entitled to recover compensation. There will be no order as to costs. I would, however, suggest to the Railway Company that this is a case where, the legal defence having been properly taken and established, some gratuity might be given to the dependant the applicant who is blind and unable to earn his own living. Moreover, the woman was employed on a night shift—which is unusual—and she may very well have thought that to a woman the railway track was a less dangerous place at night time than the high road.

Dated 25th June 1929.

(Signed) J. F. GENNINGS,  
Ag. Commissioner for Workmen's Compensation,  
Bombay.

### Labour News from Ahmedabad

#### THE MILLOWNERS' ASSOCIATION

The annual general meeting of the Ahmedabad Millowners' Association was held on 19th July 1929 when Seth Chamanlal G. Parekh presided. In the course of his presidential address he referred to labour matters in the following terms:—

"Under the constitution and convention established between our Association and the local Labour Union settlement of disputes was not only quick and regular but was satisfactory to the parties concerned. A few cases had to be referred to the Arbitrators and it is satisfactory to find that the existing system has kept up industrial peace in Ahmedabad when disturbances have taken place in other parts of the country. The Labour Union and the Association had to handle several complicated and difficult disputes with tact and promptitude during the year."

#### THE LABOUR UNION

Details of the work of the Labour Union during 1928 have been published in the *Majur Sandesh*. The salient features of the work are referred to below:

At the beginning of the year the membership of the Union was 11,482 and at the end of the year it had reached 17,075. The membership of the Throstle Union alone increased by about 90 per cent. or by nearly 5000. Almost all spinners in Ahmedabad have become members of the Throstle Union. The reason for this large increase is stated to be as follows. Spinners are Dheds by caste. In other words they belong to the so-called depressed classes whose social and economic grievances are numerous. Dheds, more than any other caste, take advantage of the welfare activities of the Union such as schools, hospital and dispensaries, etc. The Millowners' Association used to contribute Rs. 15,000 annually for the educational activities of the Union. This contribution has been stopped since April 1928 owing to differences of opinion between the

Labour Union and the Millowners' Association with regard to the management of the fund. It was brought to the notice of the spinners that the welfare activities of the Union would have to be curtailed owing to the withholding of the contribution of the Millowners' Association. The spinners wanted to make up for this loss by increasing the membership and thereby the income of the Union. They succeeded in their efforts and within a short period of three months brought about almost cent. per cent. trade unionism among workers in the Throstle Department.

During the year the system of the collection of subscriptions by mills was introduced in place of the old practice of collection by Union officials in the mill premises. The new system is working satisfactorily.

The Council of Representatives of the Throstle Union met ten times during the year whereas the Joint Council of Representatives of all the Unions met thirty-one times during the same period. The attendance at the meetings averaged about 77 per cent.

Three hundred and eighty-seven complaints were pending at the beginning of the year. As many as 1188 complaints were recorded during the year. Of these 274 related to dismissal and victimization, 215 to ill-treatment, 45 to bribery and 168 to fines and forfeiture of pay. Complaints regarding beating figured prominently under the head "ill-treatment" of labour. The Council of Representatives resolved to strike work wherever beating was reported. The Millowners' Association sent a circular to the mills condemning the practice of beating. The establishment of a Labour Exchange is recommended for putting an end to the evil of extorting bribes. Fines and forfeiture of pay were due in 56 cases to absence on non-declared holidays. It is suggested that this evil can be removed by fixing holidays with due attention to the religious observances of local labour. Of the 1146 complaints settled during the year 948 were successful, 43 were compromised, 32 were set aside as false or insignificant, 29 were unsuccessful and 94 were closed for other reasons. Four hundred and twenty-nine complaints were pending at the beginning of 1929. The formation of a Joint Council for investigating complaints and a Sub-Board of Arbitration for settling disputes is suggested for avoiding industrial unrest of a serious character.

Of the seventeen strikes which took place in Ahmedabad during 1928 only three occurred in Union mills. Of these three, two were due to the dismissal of Union members and opposition to Union activities. The third arose out of an alleged assault on a worker by the head jobber of a mill.

A sum of Rs. 2695 was distributed among 112 workers and representatives as victimization benefit and Rs. 3846 as strike benefit. Sixty-four out of seventy-eight cases of workmen's compensation were settled during the year. The compensation awarded by the Commissioner in the forty-nine successful cases amounted to Rs. 10,377.

In the hospital conducted by the Union 144 patients were admitted and 13 major operations were performed. In the two dispensaries run by the Union medicine was given to 4743 new patients. In all a sum of Rs. 10,620 was spent on medical aid alone. There were 1594 students in all in the 10 day schools, 12 night schools, one boys' boarding,

one girls' boarding and one Montessori school for children run by the Union. All communities including Muhammadans and Bhangies are taking advantage of these institutions.

At the beginning of the year the loans outstanding amounted to Rs. 25,935, fresh loans advanced during the year to Rs. 7712, loans collected to Rs. 10,535 and loans outstanding with interest at the end of the year to Rs. 26,563. Of the fresh loans advanced during the year 50 per cent. were for the repayment of old debts, 28 per cent. for meeting family expenses, 14 per cent. for repairing houses, 6 per cent. for marriages and funerals and 2 per cent. for agricultural expenses. The rate of interest on loans was increased from  $6\frac{1}{2}$  to 9 per cent.

The Savings Bank activity of the Union cannot be said to be very successful. Deposits at the beginning of the year amounted to Rs. 4884, fresh deposits to Rs. 5104 and withdrawals to Rs. 5617 leaving a balance of Rs. 4584 at the end of the year including interest accrued at the rate of 6 per cent. per annum.

The Union runs one cheap grain shop and two restaurants. It also helps labour by looking into complaints regarding the Municipality and securing Municipal facilities for working class localities. No fewer than 245 municipal complaints were settled during 1928. Schemes for the construction of public baths in working class localities and five thousand tenements for housing the poor were placed before the Municipality for consideration.

Other activities of the Union related to reading rooms, circulating libraries, gymnasia, prohibition, etc.

#### BARODA

The Baroda State has passed legislation in favour of a ten hours day with one hour's mid-day recess. The Ahmedabad Labour Union was partly instrumental in organizing public opinion in Baroda in favour of the above legislation.

### Agricultural Outlook in the Presidency

The following summary of conditions in the Presidency during the period ending 20th August 1929 has been supplied by the Director of Agriculture —

The weather and crop reports received so far go to show that the agricultural outlook is generally unsatisfactory in the south-east Deccan and east Karnatak, fair in Khandesh and the West Deccan and Karnatak, and fairly good in the Konkan and in Gujarat although the rice crop requires rain almost everywhere.

The position regarding crops and rainfall as it appears at the present moment in the different divisions of the Bombay Presidency may be briefly summarised as follows :—

*Konkan.*—During the period under review, the rainfall was generally up to requirements in the south but was deficient in the north. In consequence the crops continued to be in a fairly good condition in

the south but those in the north were in need of good rain for their further development especially on the coast. A few more showers were needed for rice almost throughout the division.

*Gujarat.*—Since the submission of the last report fair rain has been received in the division, in the south and in the Panch Mahals district where, in consequence, the crops are generally holding their own although they need further rain soon for growth. In the other areas the rainfall is much below average and crops are showing signs of distress in places. In particular, rice requires more rain immediately for development especially in Ahmedabad district.

*Deccan and Karnatak.*—The position regarding crops during the period under review is most unsatisfactory in the south-east Deccan and the east Karnatak. In the Deccan, the crops in Khandesh and in areas adjoining the Western ghats are still in a fairly good condition on the strength of previous moisture, but are withering elsewhere due to absence of rain. This is especially the case in Ahmednagar and Sholapur districts, and the more eastern portions of Nasik, Poona and Satara districts where more rain is an immediate necessity. In this tract a great portion has yet remained unsown for want of sufficient moisture and what little was sown in anticipation of good rain is fast withering. In the Karnatak, the crops in the West are in a fair condition though even here rice needs further rain. In the centre the crops, though not actually withering, are stunted in growth while in the east they are withering due to absence of rain for a long time. In short, the necessity of immediate rain is keenly felt in a large part of these two divisions and if good rain does not come to the rescue in the very near future, the position may be serious.

## How to Avert Labour Unrest

### PRIZES FOR ESSAYS

The Indian Institute of Political and Social Science (Servants of India Society, Sandhurst Road, Girgaum, Bombay), is offering 2 prizes—each of Rs. 25—for the best 2 essays on "Practical Suggestions for averting Labour Unrest in Bombay". One prize will be given for the best essay on this subject written by graduates of not more than 3 years' standing. The other prize will be for the best essay written by under-graduate students now studying in Colleges. The prizes will be known as Framji Sorabji Bharucha Prizes. No essay should be more than 1000 words in length. The competitors must belong to the Bombay University and must state the names and addresses in full and also the class in the College where they study or studied. The essay should reach the Institute before the 30th September 1929. It is proposed shortly to organise a debate on this subject at some central place for the benefit of intending competitors and students in general. Similar discussions may, if possible, be organised at some of the Colleges.

### Profit-sharing and Labour Co-partnership in the U. K. in 1928

Inquiries have recently been made by the Ministry of Labour as to the operation, in 1928, of schemes of profit-sharing and labour co-partnership known to have been in existence in that year, and statistics compiled from the information obtained are given below, together with comparative figures for earlier years. These statistics are in continuation of those contained in the Report on Profit-sharing and Labour Co-partnership in the United Kingdom issued in 1920 (Cmd. 544) and in annual articles subsequently published in the "Ministry of Labour Gazette." The figures relate only to definite schemes under which employees participate in profits on some pre-arranged basis; schemes consisting in the giving of bonuses or gratuities at the discretion of the employer, without any specified basis, and schemes providing for bonuses which depend only on output, sales, etc., and not on profits, are excluded from these statistics.

#### ALL SCHEMES IN OPERATION

The total number of undertakings of all kinds known to have been practising profit-sharing at the end of 1928, in Great Britain and Northern Ireland, was 471. Of these, eight firms had each two separate schemes in operation, and the total number of schemes was therefore 479. About 515,000 workpeople were employed in the businesses concerned, of whom about 251,000 participated, or were entitled to participate, in the benefits of the schemes.

The following table gives comparative figures for the years 1923-28 as to the numbers of schemes in operation, the numbers of employees covered, and also, so far as the information is available, as to the bonuses paid under these schemes—

Year	Number of firms or societies	Number of schemes	Approximate number of employees entitled to participate	Bonuses paid under schemes for which details are available.*			Per cent.
				Number of schemes	Average amount per head	Average percentage addition to earnings	
1923	433	440	192,000	348	£ 6 16 4	4.8	
1924	443	450	208,000	354	7 13 2	4.8	
1925	454	461	217,000	368	9 0 5	5.1	
1926	464	471	226,000	375	8 16 4	4.4	
1927	478	486	235,000	376	8 11 5	4.0	
1928	471	479	251,000	402	8 17 5	4.4	

There was thus a small reduction during 1928 in the number of schemes in operation, but an appreciable increase in the number of employees covered.

\* Schemes in operation under which no bonus was earned are included.

The figures in the above table include schemes in co-operative societies well as schemes in ordinary businesses. Detailed particulars for each of these two groups are given below.

#### SCHEMES IN BUSINESSES OTHER THAN CO-OPERATIVE SOCIETIES

According to the returns received, 297 firms were practising profit-sharing or co-partnership at the end of 1928; eight of these firms had each two separate schemes, so that the number of schemes operated by these firms was 305. Two other schemes were suspended, but not definitely terminated, at the end of 1928.

In addition, there were 16 schemes as to which the Ministry of Labour was unable to obtain particulars in respect of the year 1928. Eleven of these schemes are believed to be still in operation, and they have been included in the immediately following, and in the succeeding, tables, among the schemes still in operation at the end of 1928. As to the remaining five schemes the Ministry of Labour has no information; these have been included with the suspended schemes in the last column but one of the following table, which shows, for various groups of industries, the total number of schemes known to have been put into operation, the number discontinued by the end of 1928, and the number remaining in operation at that date:—

Industry or Business	Total Number of Schemes known to have been started	Number of Schemes discontinued by end of 1928	Schemes suspended, and Schemes for which no information has been received	Number of Schemes still in operation at end of 1928
Agriculture	31	25		6
Glass, chemical, soap, oil, paint, etc.	32	16	1	15
Metal, engineering, and shipbuilding	87	40	1	46
Textile	42	12	1	29
Food and drink (manufacture)	61	28	....	33
Paper, printing, book-binding, publishing, etc.	66	37		29
Gas, water and electricity supply*	70	12		58
Insurance, banking and other financial businesses	10		....	10
Merchants, warehousemen and retail traders	103	57	3	43
Other businesses	110	62	1	47
Total	612	289	7	316

\* The firms in this group are almost entirely gas companies.

For those firms whose schemes still remained in operation at the end of 1928, particulars are given in the following table as to the numbers of persons employed and the numbers of such persons participating in the schemes :—

Schemes in operation at end of 1928				
Industry or Business	Number of Firms	Number of Schemes	Total Number of workpeople employed by these Firms	Approx. Number of employees entitled to participate
Agriculture ..	6	6	700	300
Glass, chemical, soap, oil, paint, etc. ..	15	15	86,400	33,100
Metal, engineering and shipbuilding ..	43	46	78,700	21,800
Textile ..	29	29	46,200	21,000
Food and drink (manufacture) ..	31	33	46,200	28,400
Paper, printing, bookbinding, publishing, etc. ..	28	29	15,100	7,800
Gas, water and electricity supply* ..	58	58	50,800	43,300
Insurance, banking, and other financial businesses ..	10	10	40,500	34,500
Merchants, warehousemen and retail traders ..	42	43	41,900	11,400
Other businesses ..	46	47	78,100	20,700
Total ..	308	316	484,600	222,300

From the figures given it will be seen that profit-sharing has been tried in a wide variety of industries; in nearly every industry, however, the number of schemes known to have been started is very small in comparison with the total number of firms engaged in the industry; and in all industries taken together nearly one-half of the schemes started have come to an end. The most conspicuous exception is the gas industry, in which a large proportion of the principal company-owned undertakings have introduced schemes; comparatively few of these schemes have been discontinued, and a number have been in operation for twenty years or longer.

The number of workpeople employed by the 308 firms with schemes in operation at the end of 1928 was approximately 485,000, of whom about 222,000 were eligible to participate in the benefits conferred by the schemes. In the previous year the number participating, or entitled to participate, in the schemes then in force was approximately 209,000,

\* The firms in this group are almost entirely gas companies.

out of a total of about 422,000 persons employed. The large proportion of employees of the firms concerned who did not come within the profit-sharing arrangements is in part due to the fact that participation in many schemes rests upon certain qualifications, such as the attainment of a certain age, or employment with the firm for a minimum number of years; but to a much greater extent it results from the fact that the figures given include a considerable number of schemes which admit employees to participation in the profits only to the extent that they are able and willing to deposit savings with the firm, or to purchase shares in the undertaking.

#### Types of Scheme

In view of the variety of different profit-sharing or co-partnership arrangements which are included in the statistics, particulars are given, in the following table, of the numbers of schemes of various types in operation, and of schemes discontinued, respectively; together with the numbers of workpeople covered by each type of scheme in operation

Type of Scheme.*	Schemes in operation at end of 1928			Number of Schemes discontinued by end of 1928
	Number of Schemes	Total Number of workpeople employed in 1928	Approx. Number of employees entitled to participate in 1928	
"Share issue" schemes, i.e., schemes consisting in the issue to employees of share capital, either free, or on specially favourable terms as to price or dividend	62	184,000	36,600	21
"Deposit" schemes, i.e., schemes under which interest, varying with the profits, is allowed on deposits made by employees	28	94,100	12,000	6
Other schemes, analysed by methods of paying bonus :				
(a) Bonus paid in cash, or credited to a savings or deposit account	125	108,200	92,500	189
(b) Bonus retained in a provident, superannuation, or other similar fund	13	8,300	8,200	10
(c) Bonus paid in shares or invested in capital of the undertaking †	36	46,200	34,400	16
(d) Bonus paid in other ways; combinations of above systems; and method of payment unknown	52	43,800	38,600	47
Total ..	316	484,600	222,300	289

\* Where a scheme was modified, after its introduction, it has been classified according to its latest form.

† In some of these schemes employees may receive part or the whole of their subsequent bonuses in cash, etc., after a given period or after they have accumulated a given amount of capital.

Some particulars of the duration of those schemes of the above types which were still in operation in 1928 are shown below :—

Type of Scheme	Number in operation end of 1928	Number of such Schemes which were started—				
		Before 1901	1901 to 1910	1911 to 1918	1919 and 1920	1921 to 1928
"Share issue" Schemes	62	1	8	10	23	20
"Deposit" Schemes	28	1	4	5	8	8
Other Schemes :—						
(a) Bonus paid in cash, or credited to a savings or deposit account	125	13	11	28	34	39
(b) Bonus retained in a provident, superannuation, or other similar fund.	13	2		1	5	5
(c) Bonus paid in shares or invested in capital of the undertaking*	36		7	6	8	15
(d) Bonus paid in other ways; combinations of above systems; and method of payment unknown	52	7	9	8	8	20
Total ..	316	26	39	58	86	107

Reference was made in a previous paragraph to the fact that in many schemes profit-sharing is only available to those employees who are prepared to purchase shares in the undertaking or to deposit savings with the firm. In the case of the share-purchase schemes the employee is usually offered shares on terms more favourable than those open to the ordinary investor. The mere holding of shares by an employee is not in itself regarded, for the purpose of the Department's statistics, as an example of profit-sharing; but where specially favourable terms are accorded to the employee-investor the scheme is included in the statistics as being an example of profit-sharing, although of a rather special and limited kind. Similarly those schemes which give to employees who deposit money with the firm a guaranteed minimum rate of interest together with a further dividend varying with profits are treated as examples of profit-sharing, although not of the normal type. These two special types of arrangement account for 90 of the existing schemes and for 27 of the defunct schemes included in the table.

The most prevalent type of scheme is the simple arrangement under which a cash bonus is paid to employees, the amount of the bonus representing a specified proportion of the net profits, or of the profit remaining after a fixed minimum rate of interest or dividend has been paid on capital; in some cases the bonus is a sum which automatically rises or falls with the rate of dividend on the capital.

Cash bonus schemes (including schemes where the bonus is placed in a deposit or savings account from which the employee may freely withdraw) represent about 40 per cent. of the existing and about 65 per cent. of the discontinued schemes. In contrast with these schemes are those under

\* See note † to previous Table.

which the whole, or part, of the employee's bonus is not obtainable in cash form; bonuses retained in such schemes are either placed in a provident, superannuation, etc., fund, or, more frequently, are invested on behalf of the employee in the capital of the undertaking.

In the gas companies' schemes the bonus usually takes the form of a percentage on wages varying inversely with the price charged for gas, which itself usually regulates the rate of dividend payable on capital; but in a number of the more gas companies' schemes the bonus varies directly with the rate of dividend on capital, or is a fixed percentage of the amount paid in such dividends.

#### Co-partnership Schemes

Schemes which encourage employees to acquire shares or other capital in the undertakings with which they are connected, and in this and in other ways to obtain some share in the control of the business, are frequently referred to under the description "co-partnership." It is therefore interesting to notice that among the 316 schemes in operation included in the statistics, there are 132 which provide for some form of shareholding by employees; while of the 289 defunct schemes, 49 provided such arrangements.

One form of shareholding has already been mentioned: that in which shares are issued to employees on specially advantageous terms. This type of arrangement has become prominent in recent years. Eighty-three such schemes are known to have been introduced, of which 62 are still in force. Forty-four of these having been started since the end of the war. Although the firms with these schemes in operation employ about 184,000 workers, only about 37,000 participate. The smallness of the proportion is not, in this case, mainly due to the conditions attached to participation, but to the fact that participation is voluntary, and that only a minority of the employees have been able, or have wished, to take advantage of the facilities offered.

An entirely different type of shareholding scheme, and one in which a substantial majority of the workers employed normally participate, is that in which a share of profits is set aside for the employees, but is wholly retained for investment in the firm's capital, or is so retained for a prescribed period or until the employees have acquired a prescribed amount of capital. Of such schemes 52 are known to have been started; 36 of these are still in operation, and 23 of them date from after the war. Gas companies provide much the largest section of these bonus-capitalisation schemes, accounting for 25 out of the 36 schemes of this type; and practically all of the pre-war schemes of this type are those in gas companies.

In addition to the above schemes, which may be regarded as wholly co-partnership in character, a further 46 schemes are included in the Department's statistics in which some definite part (usually one-half) of the bonus is capitalised, the other part being paid in cash, or retained in a provident fund, etc. Of these 46 schemes, 12 have been terminated and 34 are still in operation; 24 of these 34 schemes are in operation in gas companies.

## Bonuses Paid

In the case of 245 schemes in operation in 1928 particulars are available as to the bonuses paid or credited to employees in that year. These particulars are summarised, for various industry groups, in the table given below. Certain firms were unable to supply particulars of bonuses paid or credited, owing, in some cases, to the nature of the scheme itself. There is one important type of scheme, in particular, in regard to which it is usually impracticable to state with precision the amount of the bonus. Where shares are allotted to employees on specially favourable terms, the bonus may be regarded as that part of the dividends on the shares which represents the advantage given to employees over other shareholders; and this advantage is usually unsusceptible of exact calculation.

*Note.—The figures include "Deposit" schemes, on the assumption that the bonus in these schemes is the supplementary interest, over and above the fixed minimum rate, paid on deposits; but the figures in italics show the effect of excluding these schemes.*

Industry or Business	Number of schemes to which particulars relate	Number of employees entitled to participate	Average amount of bonus per head in 1928*	Average percentage addition to earnings in 1928*
Agriculture .. .. .	5	300	0 0 0	0.1
Glass, chemical, soap, oil, paint, etc..	13	23,900	6 18 0	4.6
Metal, engineering, and shipbuilding	12	23,600	6 18 0	4.8
Textile .. .. .	32	19,800	2 11 1	1.9
Food and drink (manufacture) .. .	25	16,400	2 7 1	2.2
Paper, printing, book-binding, publishing, etc. .. .	25	14,000	4 11 1	4.4
Gas, water, and electricity supply	21	12,600	4 7 9	4.8
Insurance, banking and other financial businesses .. .	27	27,800	5 4 4	5.9
Merchants, warehousemen and retail traders	23	26,700	5 0 0	3.8
Other businesses	21	5,600	9 10 1	11.1
	21	5,400	9 7 1	11.2
	53	42,700	8 7 1	7.7
Total .. .	7	26,500	26 9 2	†
Total (1927)	31	7,100	14 2 8	7.3
	30	18,100	6 2 8	4.1
	26	13,600	6 9 4	5.0
Total .. .	222	185,800	9 8 0	4.3
		175,100	9 15 6	4.5
Total (1927)	222	167,500	8 11 0	4.9
	198	157,100	7 11 0	4.2

\* Schemes under which no bonus was earned are included for the purpose of calculating the average amount of bonus per head and the percentage addition to earnings; but in calculating the latter figure it has been necessary to omit certain cases in which a bonus was earned but the percentage could not be stated.

† Cannot be stated.

The results of the same schemes, classified according to the rates of bonus paid, are shown below—

Percentage addition made by bonus to earnings	Number of schemes to which particulars relate	Total number of employees	Number of employees entitled to participate	Amount of bonus paid (or credited) in 1928
Nil	49	93,500	34,200	£ Nil
Under 2 per cent.	39	39,500	28,900	Nil
	14	7,900	4,400	4,700
2 and under 4 per cent.	12	3,200	3,000	4,200
	39	62,600	49,300	237,500
	36	59,800	47,800	230,300
4 " " 6 "	46	42,800	39,200	364,400
	45	42,400	38,800	361,900
6 " " 8 "	31	18,400	15,400	176,700
8 " " 10 "	7	2,000	1,500	23,800
10 " " 12 "	11	10,300	9,900	154,900
12 " " 16 "	15	8,900	6,800	116,100
16 " " 20 "	4	300	200	5,800
20 per cent. or over	8	1,800	1,400	73,000
Percentage not stated	21	41,500	23,500	589,100
	14	23,300	21,400	565,300
Total .. .	245	290,000	185,800	1,746,000
	222	209,900	175,100	1,712,000
Total (1927)	222	268,500	167,500	1,532,800
	198	194,000	157,100	1,523,500

The average amount of bonus paid in 1928 was a little above the level of the previous year. In 1927, in about one-quarter of the total number of schemes for which returns were received, no bonus was available owing to insufficient profits having been made; but in 1928, the proportion fell to one-fifth. In each of the past seven years a considerable proportion—ranging from one-fifth to one-third—of all the schemes covered have failed to yield a bonus.

In 1928, as in 1927, the highest amount of bonus was paid in the small group of insurance, banking, etc., businesses, the bonuses in this group averaging £26 per head in both years. In the case of one very large firm in this group, which pays especially high bonuses, no particulars are available as to the percentage addition to earnings which the bonuses represent, and it is accordingly impossible to give an average percentage which would be representative of the group as a whole. A number of firms in other industries, also, were able to give the amount of bonus, but not the percentage rate of bonus; and for this reason the average percentages shown in the table above are not strictly comparable with the figures representing the average amounts of bonus per head. It is known, however, that if it were possible to include particulars for these schemes also, the average percentage rate of bonus would be higher in each of the past three years.

The results for the various other industry groups in 1928 reveal features similar in general to those for the previous year. As was the case in 1927, a high rate of bonus was paid by firms engaged in merchanting and dealing, and the next highest rate by undertakings engaged in paper manufacture, printing, book-binding, etc.; while for the few agricultural schemes the bonuses paid were almost negligible, as they were in the two previous years. The most noteworthy changes as between 1927 and 1928 were in the group of firms engaged in the textile industry, in which bonuses averaged £4 11s. 1d. in 1928, as compared with £2 7s. 11d. in 1927, and in the group of firms engaged in merchanting and dealing, in which bonuses average £14 2s. 8d. in 1928, as compared with £17 13s. 7d. in 1927.

#### New Schemes in 1928

Twelve new schemes have come to the notice of the Ministry of Labour as having been introduced in 1928. These schemes are briefly summarised below—

Industry or business	Approximate total number of employees	Type of scheme
Chemical manufacture.	52,400	Ordinary £1 shares are offered to employees on a graduated price scale at substantially less than market price. Under this scheme the greatest benefit is given to the lowest paid employees.
Colliery ..	10,700	Ordinary shares issued to employees on advantageous terms.
Engineering and iron founding.	10,000	Deposits received from employees carrying interest at a minimum rate of 5 per cent. (free of tax), together with a supplementary rate varying with the dividend on ordinary shares.
Cement manufacture..	8,000	Employees (with certain exceptions) are treated as if they held five £1 ordinary shares for each year of service up to ten years, and receive bonuses equivalent to the dividends on such shares.
Insurance	3,250	A definite proportion of the total divisible profits of the industrial department is distributed amongst the outdoor staff.
Drapery and furnishing.	500	The bonus consists of the dividends on a block of the firm's shares held in trust for the benefit of employees.
Engineering	450	One "employee's" share given free for each year of service, with the option of taking up other such shares at par, with a limit equal to one year's salary.
Cardboard box, paper bag, etc., manufacture.	290	A fixed proportion of the net profits, after 5 per cent. has been paid on capital and provision made for other allocations, is distributed amongst the employees.
Gas manufacture	115	A definite percentage on salary or wages is credited to employees, part being used for investment in the Company's stock, and part placed to a withdrawable account at interest.
Gas manufacture	80	One-fifth of surplus profits after charges for loan interest, dividends on certain stocks, and depreciation have been met, is distributed amongst the employees; three-quarters of the bonus is retained for investment in the Company's stock, and one-quarter carried to a cash account.

Industry or business	Approximate total number of employees	Type of scheme
Clothing ..	75	A definite share of any profits in excess of a fixed limit is distributed amongst the employees (with certain exceptions) in proportion to wages.
Waterworks	50	Half the surplus profits on the average of the previous three years, after making provision for depreciation, contingencies, and dividends on capital at maximum rates, is paid to the trustees of the fund, to be applied: (i) in payment of expenses of scheme; (ii) compassionate allowances; (iii) reserve fund; (iv) division amongst employees in proportion to salary or wages and length of service, not less than one-half of such division to be held on behalf of such employees for investment in the Company's shares.

It is of interest to note that one-half of the new schemes described above provide for some form of capital holding by employees; and these schemes, again, are equally divided between the two principal types of capital-holding schemes. In three cases the capital is subscribed for by the employees, the favourable terms of issue constituting the profit-sharing element in the scheme; while in three cases there is an ordinary bonus depending on profits, part of this bonus being retained for investment in the firm's capital.

#### Schemes terminated in 1928

Ten schemes were reported to the Ministry of Labour as having been definitely terminated during 1928; particulars of these schemes are given below:—

Date of starting	Industry or business	Approximate total number of employees	Reasons for termination
1925	Manufacture of chemicals and allied materials.	11,000	Absorbed in a merger company which has another scheme of co-partnership in force.
1923	Chemical manufacture.	6,800	
1926	Cycle and motor-cycle manufacture.	3,500	Lack of financial success.
1919	Electrical engineers and contractors.	1,000	Discontinued in favour of a superannuation scheme.
1919	Manufacture of varnish, enamels, etc.	280	Amalgamation with another undertaking not practising profit-sharing.
1926	Mill furnishers, iron-mongers, etc.	120	Discontinued in favour of a system of indeterminate bonuses fixed by directors each year.
1919	Brewers	60	Amalgamation with another undertaking, followed by closing of brewery.
1927	General drapers and furnishes.	55	Liquidation of company.
1910	Coal merchants	30	Amalgamation with another undertaking not practising profit-sharing.
1918	Newspaper proprietor and printer.	10	Conversion of business into limited company.

The following table analyses, by cause of termination, and by duration all the schemes known to the Ministry of Labour to have been started and subsequently discontinued.—

Cause of Discontinuance (as reported by the firms concerned)	Numbers of Schemes which lasted							Total Schemes discontinued by end of 1928
	Under 2 years	2 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 years or over	Period not known	
Apathy of employees, and dissatisfaction of employers with results	8	25	22	9	6	4	3	77
Dissatisfaction of employees	2	4	3	3	2	2		16
Diminution of profits, and losses or want of success	5	20	8	7	4	4	1	49
Enterprise abandoned; death of employer; liquidation or dissolution of business, etc.	9	12	4	6	6	5	1	43
Changes in or transfer of, business	2	8	13	7	5	9		44
Substitution of increased wages, or shorter hours, or other benefits		10	11	5	1	4		31
Other causes; cause not known or indefinite	5	3	6	6	2	1	6	29
Total	31	82	67	43	21	29	11	289

It is to be observed that the reasons assigned for the discontinuance of many profit-sharing schemes do not necessarily imply that the schemes, as such, had proved of little value. For example, many schemes are known to have been discontinued solely on account of a change of ownership; while in other cases it has been found desirable to substitute other arrangements which, while favourable to the employees, do not come within the category of profit-sharing.

#### II.—SCHEMES IN CO-OPERATIVE SOCIETIES

At the end of 1928, 163 co-operative societies were known to the Ministry of Labour to have in operation definite profit-sharing systems. Many other societies are understood to pay to their employees additional remuneration in the form of bonuses on output, commission on sales, etc., but such arrangements are not regarded as coming within the scope of the Department's statistics on profit-sharing, and are accordingly excluded from the figures given below.

About 29,000 workpeople are employed by the 163 societies mentioned above, and practically all of these workpeople participated, or were entitled to participate, in the schemes. Thus, in contrast with,

many schemes in ordinary businesses, profit-sharing when practised by co-operative societies applies in nearly all cases to virtually the whole of the workers employed.

Statistics are given in the following table as to the numbers of schemes known to have been in operation in each of the years 1923 to 1928 and as to the bonuses paid under all but a few of these schemes; separate figures are shown for each type of co-operative society—

Year	Number of schemes in operation	Approx. number of employees entitled to participate	Bonuses paid under schemes for which details are available.			
			Number of schemes to which particulars relate.	Number of employees entitled to participate	Average amount of bonus per head	Average percentage addition to earnings
<i>Agricultural Societies</i>						
1923	54	600	53	600	£ 3 0 9	2·8
1924	58	600	56	600	2 15 10	2·4
1925	60	600	55	600	1 19 8	1·8
1926	59	600	55	600	2 3 3	1·8
1927	60	600	51	500	1 17 1	1·5
1928	59	600	56	600	2 6 11	1·7
<i>Industrial Productive Societies</i>						
1923	51	8,200	51	8,200	4 17 5	4·3
1924	52	8,200	51	8,200	5 4 10	4·9
1925	52	8,500	52	8,500	4 18 6	4·6
1926	53	8,700	52	8,700	5 0 11	4·5
1927	50	8,900	51*	8,900	5 3 1	4·6
1928	50	9,600	50	9,600	5 11 5	5·1
<i>Retail Distributive Societies</i>						
1923	52	13,100	49	12,800	3 11 6	2·9
1924	53	13,600	49	13,300	3 19 6	3·1
1925	54	14,900	50	14,300	4 11 6	3·5
1926	55	16,000	51	15,800	4 15 0	3·8
1927	57	16,800	52	16,900	4 15 4	4·1
1928	54	18,800	51	18,500	5 9 9	4·4
<i>Totals—All Societies</i>						
1923	157	21,900	153	21,600	4 1 0	3·4
1924	163	22,400	156	22,100	4 8 4	3·8
1925	166	24,000	157	23,400	4 12 9	3·8
1926	167	25,300	158	25,100	4 15 11	4·0
1927	167	26,300	154	26,200	4 16 9	4·2
1928	163	29,000	157	28,700	5 8 11	4·6

*Agricultural Societies.*—The agricultural societies form the smallest group, measured by the numbers of employees working under profit-sharing conditions. Thirty-nine of these 59 societies are of the type known as *Requirement Societies*, † whose main function is to supply their

\* A bonus was paid in this year under one scheme which ceased operation before the end of the year.

† The classification into these types may, in certain cases, be somewhat arbitrary, as certain societies may exercise more than one function.

‡ Schemes in operation under which no bonus was earned are included.

members with seeds, manures, utensils, or other requirements for the carrying on of agriculture; of the remainder, sixteen are of the type known as *Produce Societies*,\* these being chiefly concerned with the marketing of members' produce; and four are *Service Societies*,\* which supply their members with some service connected with agriculture, e.g., auctioning of produce, transport, etc.

The schemes in force with all of these agricultural societies provide for a bonus to employees consisting of a fixed proportion of the net profits; and in all cases the bonus is paid in cash. As is the case with non-co-operative agricultural schemes, the rates of bonus paid in recent years have been noticeably small, amounting to less than 2 per cent. on wages in each of the years 1925 to 1928; 15 societies paid no bonus in 1928, and in 7 of these societies no bonus was paid in each of the years 1925-1928.

*Industrial Productive Societies.*—Of the 50 productive societies in 1928, 49 were workers' productive societies; the remaining society (employing about 2000 workpeople) was a baking society. The schemes adopted by the majority of productive societies provide for a specified proportion of the profits to be set aside for the workers, but in a number of cases the employees receive a bonus on wages at a rate which varies with the rate of dividend declared upon customers' purchases. A large proportion of the schemes in the productive societies are of the co-partnership type; of the 50 schemes, 9 provide that the employees' bonuses are to be wholly retained for investment in the society's share capital, while 26 schemes provide for the whole bonus to be so retained until the employee has to his credit a stated amount of capital. In the case of four other societies some part of the bonus is similarly retained for investment; and in three cases, the whole or part of the bonus is used for provident, etc., purposes; thus, in the case of only 8 of these 50 societies is the bonus paid out wholly in cash.

The productive societies are mainly engaged in the printing, boot and shoe, and other clothing, and textile industries. The following table shows the numbers of societies in each of these industry groups in 1928, together with particulars of the bonuses paid in that year:—

Industry	Number of schemes	employees entitled to participate	Bonuses paid or credited in 1928.†	
			Average amount per head	Average percentage addition to earnings
Textile	6	930	£ s. d. 4 0 4	Per cent. 4·1
Boot and Shoe	16	1,600	4 15 6	3·6
Other clothing	3	3,330	6 0 7	7·0
Printing, book-binding, etc...	15	1,060	3 7 8	2·1
Other industries	10	2,650	6 18 1	5·0
Total	50	9,570	5 11 5	5·1

\* The classification into these types may, in certain cases, be somewhat arbitrary, as certain societies may exercise more than one function.

† Schemes in operation under which no bonus was earned are included.

Failure to earn sufficient profits to provide a bonus is a feature frequently found among these productive societies. In 1928 no bonuses were available in 21 of the societies, of which 3 were in the textile group, 5 in the boot and shoe group, and 9 in the printing and book-binding group; indeed, in 12 of the 50 societies no bonus has been available during the whole of the six years 1923-1928. Nevertheless, owing to the fact that the schemes in these societies usually provide that employees shall receive a substantial share of profits, when realised, the average rate of bonus was in every year above the level of that paid in the other classes of society.

*Retail Distributive Societies.*—The societies classified under this title, although primarily engaged in retail distribution, in nearly every case engage to some extent in production; and the profit-sharing arrangements apply almost invariably to the productive as well as to the trading sections. The type of scheme which is most common among these societies consists in paying the employees, out of such profits as may remain after meeting various specified charges, "not less than  $\frac{1}{4}d.$  in the £ on gross sales and  $\frac{1}{2}d.$  in the £ on net profits"; but a number of societies pay a bonus on wages at a rate which is regulated by the rate of dividend declared upon customers' purchases. Where the former arrangement is in force, it will be obvious that a part—and usually by far the larger part—of the supplementary payment is merely a collective commission on sales and is, therefore, outside the scope of these statistics. Accordingly, in such cases only that part of the bonus which is regulated by the amount of profits is included in the figures shown in this article.

The co-partnership type of scheme is practically non-existent in the retail distributive societies, bonuses being almost invariably paid out in cash. These bonuses, when averaged, show a steady increase throughout the period 1923-1928; as will be seen, they are much larger in all these years than those paid by the agricultural societies, and, in 1928, were nearly on a level with those paid by the industrial productive societies. (From "*Ministry of Labour Gazette*," London, July 1929.)

## Unemployment Insurance in Belgium

### RELIEF FOR HEADS OF FAMILIES

By a Royal Decree of 3rd May 1929 the maximum benefit payable to unemployed workers in Belgium, including grants from the public authorities, was fixed at three-quarters of the wages for the heads of families with three or more children; hitherto this maximum has applied only to those with four or more children.

According to previous basic Decrees the benefit granted to other unemployed workers may not exceed two-thirds of their wages. The new Decree confirms the earlier provisions as regards the definition of the word "children". This term is deemed to cover all children under 14 years of age, and also those between the ages of 14 and 16 years who are in attendance at an educational establishment or a vocational school, or who are unable to work on account of physical incapacity. (From "*Industrial and Labour Information*," Geneva, June 17, 1929.)

### Workers' Budgets in Moscow

The Labour Statistics Service of the City of Moscow undertook in November 1928, as in previous years, a detailed enquiry into the budgets of working-class families.

The enquiry covered 346 families, including 1377 persons. Each family therefore included on an average four persons, or more exactly 3·98; the number of members of the family working as wage earners varied from one to two, the average being 1·32. The accounts of income and expenditure of each family were studied throughout the month of November. The results of this enquiry, together with the figures for the previous year for the purposes of comparison, are given below:—

Monthly income	Chervonetz roubles		Percentage	
	1928	1927	1928	1927
Wages of the head of the family	114·66	105·66	71·7	72·6
Other income of the head of the family	4·83	4·15	3·0	2·9
Wages of other members of the family	19·99	19·49	12·5	13·4
Other income of other members of the family	5·58	4·29	3·5	3·0
Credit, loans, sales of articles, etc.	9·19	7·98	5·7	5·5
Other income	5·44	3·87	3·6	2·6
<b>Total</b>	<b>159·69</b>	<b>145·44</b>	<b>100·0</b>	<b>100·0</b>

Monthly expenditure	Chervonetz roubles		Percentage	
	1928	1927	1928	1927
Rent	13·12	12·39	8·7	8·4
Heating and light	3·72	5·41	2·5	3·7
Food	65·92	61·73	44·0	42·2
Alcohol and tobacco	6·33	6·12	4·3	4·2
Clothing	26·62	28·19	17·8	19·3
Household utensils	5·56	4·32	3·7	2·9
Health and medicine	2·01	1·66	1·3	1·1
Education, reading matter and amusements	3·95	2·75	2·6	1·8
Payments to the trade union, the Communist Party, etc.	4·42	3·84	2·9	2·6
Help to relations	3·42	3·06	2·3	2·1
Repayments of loans and credits	6·87	7·03	4·6	4·8
Other expenses	8·02	4·86	5·3	3·3
<b>Total</b>	<b>149·96</b>	<b>141·36</b>	<b>100·0</b>	<b>100·0</b>

In comparing the data for 1927 with those for 1928, it must be remembered that the families dealt with in 1927 were relatively more

numerous, comprising an average of 4·39 persons each as against 3·98 in 1928. In comparing the two budgets from the point of view of expenditure, therefore, it is better to confine oneself to the expenses of an adult. According to the data obtained by the investigators, there was an increase of 14 per cent. in the rent, partly compensated by a decrease of 26 per cent. in the costs of heating and light, owing to the establishment of reserve stocks of fuel. Expenditure on clothing remained stationary. Food showed an expenditure increased by 15 per cent. The investigators consider, however, that if account be taken of the rise in prices and of the absence of certain products from the market, there has been no real increase in the consumption of food. Expenditure on child and adult education increased by 180 per cent., but still remains at an excessively low level, averaging 0·14 roubles per person per month.

The investigators arrive at the conclusion that the total amount of the monthly expenditure of a working-class family in Moscow in November 1928 reached 211·02 roubles, if account be taken of the value of reserves of fuel and of food products, and of payments into the savings bank, as well as deductions from wages for the purpose of buying Government stock. This latter sum amounts to 8·1 per cent. of the wage. Of the expenditure, 65 per cent. is covered by wages; 4·2 per cent. by social insurance; 2·5 per cent. by sub-letting rooms or beds to boarders; 11·6 per cent. by loans and purchases on credit and under deferred payments; 16·7 per cent. by reserves previously established, including food, fuel, cash and State bonds. It may be noted that of the 346 families investigated only 11·8 per cent. had recourse to the mutual aid funds, but 60 per cent. had contracted debts to private persons. Borrowing and repayment operations amounted to 24·1 roubles per family per month. Out of this sum 8·2 roubles were paid for purchases made on credit, 10·6 roubles were repaid to private persons, 3·5 roubles to the mutual aid funds, and 1·1 rouble was lent.

Taxes amounted to 0·75 roubles and moving costs to 2·6 roubles per family. (From "Industrial and Labour Information," Geneva, June 17, 1929.)

### General Council of Soviet Trade Unions

The General Council of Trade Unions of the Soviet Union met in plenary session in Moscow from 29th May to 1st June 1929. The principal subjects discussed were industrial production and the organisation of contests, wages, labour protection, the reorganisation of the General Council and the next Pan-Pacific Trade Union Congress.

#### INDUSTRIAL PRODUCTION

It appears from statements made at the meeting that during the first seven months of the financial year 1928-1929—from 1st October 1928 to 1st May 1929—industrial production increased by 22 per cent. in accordance with the economic programme which had been drawn up. In some branches of industry production exceeded the estimates; in others, such as the coal-mining industry, in which the situation is regarded

as definitely unsatisfactory, metal working and engineering, production fell short of the estimates.

The cost of manufacture has not been reduced to the extent demanded by the Supreme Economic Council. There has been a reduction in costs of 2.3 per cent., instead of 7 per cent. as demanded. This discrepancy is explained by the insufficient supply and high cost of raw materials, and by the relaxation of discipline, which prevented a sufficient increase in individual output, on account of the employment of excess workers. Individual output hardly increased at all during the last quarter of 1928. An improvement began, however, from 1st January 1929. Between 1st October 1928 and 1st May 1929 there was an increase in individual output of 14.4 per cent., instead of 17 per cent. as demanded by the economic programme. On the other hand, the number of workers employed increased by 5.8 per cent. instead of 3.8 per cent. Excess workers are found principally in the metal-working, textile and coal-mining industries.

In the course of the discussions, serious gaps were disclosed in the organisation and administration of State industry. Numerous examples cited in the plenary meeting showed, according to *Trud*, that the management of industry was defective both as regards organisation and from a technical point of view. Rationalisation was said to be making practically no progress. Problems such as the better utilisation of equipment, raw materials, labour, etc., were neglected by the managing bodies of industry. It was added, however, that during the past six months the trade unions had not shown an active and watchful interest in the question of costs and had not been able to interest the workers in these matters.

#### PRODUCTION CONTESTS

In order to strengthen discipline and increase output, the Communist Party had endeavoured to arouse among the workers of the different branches of industry a spirit of "socialistic competition" by arranging contests. About two million workers were engaged in these contests. Here again, many of them showed a lack of interest. Mr. Dogadov stated at the meeting that "socialistic competition" was frequently imposed on the workers. They often knew nothing about it until they read in the newspapers that the committee of their works or the Communist cell had decided to enter a contest with some other undertaking. In these circumstances there was naturally little enthusiasm among the workers, and this was likely to prevent the campaign from having any results. The trade unions had not taken the initiative in this field either. They had left it to the Communist Party, and especially the young Communists.

The meeting called on the trade unions to organise energetically a campaign of propaganda to stimulate the spirit of competition among the workers and induce them to arrange contests of their own accord.

#### WAGES

According to a report submitted by Mr. Ginsburg, and information published by the Labour Commissariat on the occasion of the meeting, the increase in wages had been less than the increase in the cost of living.

In spite of the instructions issued in December 1928 by the Eighth Trade Union Congress, there had not been a sufficient increase in wages in large-scale industry. In the first half of the financial year 1928-1929, nominal wages had increased by 4.2 per cent. in the mining industry, 6.1 per cent. in the metal industry, and 2.5 per cent. in the textile industry, while the programme provided for increases of 10.9, 8.6 and 6.2 per cent. respectively. This was largely due to the fact that wages in small-scale industry had been increased more than the programme demanded. The discrepancies between wage scales in different industries had thus been aggravated. In 1928-1929 the average monthly wage of a worker in Chervonetz roubles had been 4.9 per cent. higher than in 1927-1928. Daily wages had increased by 6.1 per cent. Real wages, however, had decreased. During the period 1st October 1928 to 1st April 1929, daily real wages were 0.9 per cent. lower and monthly real wages 1.9 per cent. lower than in 1927-1928. This was due to the rise in the cost of living. Prices had increased by 8.5 per cent. since October 1928, and by 12.5 per cent. since May 1928. This increase was largest in the prices of food products.

Mr. Dogadov asked the trade unions to give special attention to this matter and to take steps to see that the consumers' co-operative societies gave the workers better service. A delegate from Leningrad stated that the co-operative societies did not provide for half the needs of the worker.

The question of piece rates and standards of output aroused considerable discussion. Delegates alleged that the General Council lacked determination and continuity in its policy, while the management of industry proceeded energetically to revise wage rates and introduce reductions which were not based on any technical improvements in production. Mr. Ginsburg replied that such reductions had taken place, but that the General Council had taken energetic steps to oppose them. On the other hand, it sometimes happened that workers, in the spirit of "socialistic competition," voluntarily proposed that the standards of individual output should be raised; these proposals were frequently accepted and extended to the whole of an undertaking or industry, although they emanated only from a few workers. This led to discontent on the part of the other workers and to disputes. While the trade unions should encourage such action on the part of the workers with a view to reducing the cost of production, they should, in the opinion of Mr. Ginsburg, show considerable tact and forethought.

#### LABOUR PROTECTION

Mr. Ginsburg expressed regret that the State industrial undertakings did not make full use of the funds granted to them for the improvement of conditions of labour and safety measures. He thought that, generally speaking, labour protection was inadequate.

The Labour Commissariat drew attention to the considerable increase in the number of cases of traumatism (particularly in heavy industry), accidents, and group poisonings. Overtime had hardly been reduced at all in industry as a whole, and in some branches had increased.

#### VIEWS OF THE COMMUNIST GROUP

*Trud* of June 1929 contains a summary of the Resolution adopted on the subject by the Communist group of the General Council. In this Resolution the Communist group state that they approve entirely of the decisions taken by the Communist Party at its Conference in April 1929. They are opposed to the attitude of the trade unionist Communist leaders, who favour a policy fundamentally identical with that of the "opposition". The leaders in question do not approve of the present policy of the Party as regards the peasant class. They are sceptical as to the programme of strenuous industrialisation of the country. Being opposed to any strengthening of the influence of the Communist Party in the trade unions, they would like the unions to become more independent. This regrettable state of mind on the part of certain trade unionists is partly due to the bureaucratic tendency of the trade union machinery and partly to "socialistic" and "democratic" impulses which are still to be observed in the trade union movement. Considering that it is extremely dangerous for the trade unions to be placed in opposition to the Communist Party, the Communist Group of the General Council approves entirely and in all points the decisions of the plenary session of the Central Committee of the Party for the strengthening of the management of the trade unions by the Communist Party. It therefore calls on all Communist trade unionists to comply strictly with the decisions of the Party in order to bring about effective collaboration by the trade unions in the establishment of the system of collective exploitation of the soil, a more intense struggle against capitalist principles in towns and villages alike, the strengthening of discipline in undertakings, and the industrialisation of the country. These tasks cannot be accomplished without the development of a critical spirit in the trade unions, a campaign against bureaucratic tendencies, and an intelligent defence of the economic interests of the workers.

#### VIEWS OF THE SUPREME ECONOMIC COUNCIL

The Supreme Economic Council, which is responsible for the management of State industry, comments as follows in its publication on the re-organisation of the General Council of Trade Unions:—

Not long ago the leaders of the trade unions were inclined to remove from their list of every-day tasks the campaign for the strengthening of discipline in undertakings, the increase of individual output, and the carrying out of economic programmes. Still more recently the trade unions thought that the conclusion of collective agreements was the best means of extracting from the management of industry the maximum of concessions while imposing on the trade unions the minimum of obligations.

The scene has changed, and it appears to us that the change is deliberate and lasting. A cure has at last been found for the false situation created by the division between the trade union leaders and the mass of workers, and by the opposition of those leaders to the management of the unions by the Communist Party. This opposition manifested itself in dangerous gossip, according to which

the Communist Party would like to carry out a complete reorganisation of the unions based on the theories of Trotsky, and in protests against the supervision by the Party of the managing bodies of the trade unions. The trade unions must understand that they have lost a great deal of time, and that they have failed to keep up with events, so that they are frequently a drag on the labour movement. They must make haste to regain the time lost.

#### PAN-PACIFIC CONFERENCE

After a statement by Mr. Lozovsky, General Secretary of the Red Trade Union International, the General Council decided to take part in the Pan-Pacific Trade Union Conference which is to open in Vladivostock on 15th August 1929. It was also decided to set up a special committee to prepare for the Conference and to organise propaganda in its favour. (*From "Industrial and Labour Information," Geneva, July 8, 1929.*)

### Labour Conditions in Italy

#### TRADE UNION REPRESENTATIVES IN FACTORIES

At a meeting of the Executive Committee of the Fascist Confederation of Italian Industries, which took place in Rome on 6th May 1929 under the presidency of Mr. Benni, the question of trade union representatives in factories was considered.

A statement was issued by the Committee, a summary of which is given below.

The Committee . . . . gave suitable instructions in regard to the request submitted by the workers' unions on the question of the establishment of trade union representatives in factories. The Committee explained the reasons against this, which are reasons both of principle and of practice. On the one hand they concern the legal and social character of the corporative organisation of the State and the enforcement of the Trade Union Act, and on the other hand they concern the foundations of discipline and hierarchy in undertakings.

For the full understanding of the reasons advanced by the industrialists, it would be necessary to consider the agreement of 1925 under which the General Confederation of Industries and the Confederation of Fascist Corporations, as they were called at that time, mutually recognised each other as the only legitimate representatives of employers and workers and laid down that all contractual relations between employers and workers must be regulated by bodies dependent on them, the works committees having been abolished and their duties transferred to the local trade unions.

The organs of the workers' unions object that the agreement of 1925 was anterior to the new legislation relating to trade unions and corporations, which transforms the unions into organs of the State and empowers them to act as legal representatives of occupational groups, to conclude collective agreements possessing binding force and to defend the interests of the groups they represent. Especially after the Legislative Decree of 26th February 1928, relating to the regulation of individual disputes arising out of labour agreements has come into force, it would be impossible

for the workers' unions, which have the right to interfere in any given case, to decide whether claims were well-founded, if they were not allowed to preserve a close connection with the workers employed in the undertakings concerned. The failure to realise this great and urgent need would be equivalent to making nugatory the Decree relating to individual labour disputes and to checking Fascist trade unionism on the very threshold of the undertaking, where of all places it should be present and active.

The Fascist Press also complains that the employers have distorted the question by giving it an exaggerated importance from the legal point of view without waiting for the decisions of the National Trade Union Committee, to which it had been submitted. There is no question of a revival of the works committees, since the demand of the workers' unions has throughout been free of any desire to interfere in the technical activities of industry. On the contrary, their demand seeks to regularise a situation actually existing in various industrial undertakings and to facilitate the task of assistance in the interests of the workers and of production itself. (From "Industrial and Labour Information," Geneva, June 3, 1929.)

### Head Masters' Employment Committee in the U. K.

#### REPORT FOR 1928

The Annual Report for 1928 of the Employment Committee of the Incorporated Association of Head Masters of Public Secondary Schools (in association with the Ministry of Labour) has been issued.

This Committee, which was set up in 1918, was originally constituted as a sub-committee of the London (Central) Advisory Committee for Juvenile Employment, established under the Ministry of Labour; but it has since been reconstituted, and is now recognised, both by the Ministry of Labour and by the Association of Head Masters, as having a national scope.

The objects of the Committee, as stated at the time of its inception, included (i) the establishment of a Central Exchange for boys who had completed definite courses of post-primary instruction; (ii) the visitation of the public secondary schools by an officer of the Ministry of Labour to interview and advise boys, in conjunction with their head masters, on the choice of a suitable career; (iii) the canvassing of employers for vacancies; (iv) the provision of a central organisation to which head masters might apply for information; and (v) the provision of a common centre to which applicants already in employment could apply for further advice.

The Committee now has upon its employers' register the names of some 3000 employers, of whom approximately half may be called large firms. The number of registrations during the year 1928 was 2432; the number of interviews 13,206; and the number of boys placed in employment 1289. All these figures were considerably in excess of those for 1927; indeed, the figures of registrations and of interviews, and (with one slight exception) the figures of placings, have shown a steady advance each year over the preceding year.

The 1289 placings during 1928 included 923 in clerical employments, and 366 in other than clerical employments. Of those in clerical employments, 100 were placed in banks or banking houses; 120 with insurance companies or brokers; 140 in merchants' houses (99 in the City, and 41 overseas); 61 in civil, municipal, and public utility services; 51 in oil companies; and 46 in shipping companies. Of those in non-clerical employments, by far the largest numbers were in wholesale houses; others were in retail houses, in chemical and scientific employments, in engineering, etc. (From "Ministry of Labour Gazette," London, July 1929.)

### Trade Union Reorganisation in Italy

#### STATEMENT IN PARLIAMENT

In the course of the discussion of the Budget of the Ministry of Corporations in the Italian Chamber of Deputies, on 6th June 1929, Mr. Bottai, Under-Secretary of State, reviewed the principal problems raised by the application of Italian legislation relating to trade unions and corporations.

Mr. Bottai said that the reorganisation of the trade unions did not aim at meaningless uniformity; the trade union was to be an instrument of expression and not of suppression, and should always be animated by a feeling of responsibility and initiative.

The speaker went on to say that the Fascist organisation recognised above all the superiority of private initiative, but grouped individuals in associations according to their categories, providing for unity of command through the integration of autonomous and specialised activities. This conception was the exact opposite of that attributed to the Fascists by some of their opponents.

After describing and justifying the recent changes in Italian trade union organisation, the speaker stated that there had been a considerable increase in the number of agreements concluded during the first four months of 1929. In the short space of three years, the regulation of collective labour relations had practically been completed. On 30th April there were 185 agreements either of a national character or extending to more than one province. Of these, 11 related to agriculture, 87 to banks, 21 to commercial undertakings, 47 to industry, 15 to land transport and 4 to maritime transport. On 31st December 1928 there were 4565 provincial agreements, and 230 more had been concluded during the first quarter of 1929, giving a total of 4795. Such a development was without precedent in the history of trade unionism throughout the world, and was evidence of a progress which, though there might still be room for improvement, had attained remarkable proportions.

In every case in which the Ministry of Corporations had intervened, whether at the request of the parties or because of exceptional circumstances, its object had been not to bring about a settlement by means of bargaining or compromise which might blindly injure the interests of both parties, but to investigate and reconcile the divergent interests in a common interest. In each case the intervention of the Ministry had met with success. (From "Industrial and Labour Information," Geneva, July 15, 1929.)

## Minimum Wages

### GREAT BRITAIN RATIFIES CONVENTION

We announce this week that the formal ratification by Great Britain of the Convention concerning the creation of minimum wage fixing machinery, which was adopted by the International Labour Conference a year ago, was registered with the Secretariat of the League of Nations on 14th June last.

This announcement marks the completion of the first stage towards the conversion of the Minimum Wage Convention from a "Draft" into an instrument which has a definite international binding force. By Article 7 of the Convention it is provided that its provisions shall come into operation twelve months after the date on which the ratifications of two Members of the International Labour Organisation have been registered. The British ratification is the second, the first being that of Germany, which was registered a fortnight earlier. So far, therefore, as these two countries are concerned, the Convention will take effect in June of next year. Before that date it may be anticipated that other ratifications will have been communicated, including that of the French Government, which has already introduced legislation to authorise ratification; in such cases, however, since the interval of twelve months between ratification and coming into force still operates, the date on which the Convention takes effect will be correspondingly later.

It is interesting to note that, although the methods of minimum wage fixing in the three countries named are in some respects widely different, in none of these countries does the ratification of the Convention necessitate the amendment of existing law and practice, though it may entail extension of the application of the present machinery. This, however, does not in any way detract from the value of their ratifications, having regard not only to the fact that the Convention binds them to maintain such machinery for at least ten years, but also to the stimulus which must be given to other countries, perhaps less well equipped in this respect, by the example of three of the leading industrial countries of the world. (From "Industrial and Labour Information," Geneva, July 8, 1929.)

## Unemployment Insurance in Canada

In a report recently presented to the Canadian House of Commons the Parliamentary Committee on Industrial and International Relations has again endorsed the principle of insurance against unemployment.

The report refers to the fact that the subject of compulsory unemployment insurance is a matter vested exclusively in the provincial legislatures, and recommends that the Federal Government should bring the subject to the notice of the next Federal Provincial Conference, to which provincial Governments should be invited to send representatives of employers and workers to discuss the question. (From "Industrial and Labour Information," Geneva, June 17, 1929.)

## The Bombay Prevention of Intimidation Bill

The following Bill published in the *Bombay Government Gazette* dated 27th July 1929 is reproduced below—

### BILL No. XX OF 1929

*A Bill to make the offence of criminal intimidation cognizable in times of emergency*

WHEREAS it is expedient to take power to enable the police to deal effectively with the offence of criminal intimidation in certain areas of the Bombay Presidency;

And whereas the previous sanction of the Governor General required by sub-section (3) of section 80A of the Government of India Act has been obtained for the passing of this Act; (5 & 6, Geo. V, c. 61.)

It is hereby enacted as follows

1. *Short title, extent and commencement.*—(1) This Act may be called the Bombay Prevention of Intimidation Act, 1929.

(2) It extends to the Presidency Area.

(3) This section and sections 2 and 3 shall come into operation forthwith; section 4 shall come into force on the date or dates on which a state of emergency is declared to exist by notification under section 3, and shall continue to be in operation for the period specified in such notification or, if no period is therein specified, until such notification is cancelled by the Local Government.

2. *Definitions.*—In this Act, unless there is anything repugnant in the subject or context,

(a) "Presidency Area" means the City of Bombay, the Bombay Suburban District and any other area adjacent to the City of Bombay or the Bombay Suburban District which the Local Government may, by notification in the *Bombay Government Gazette*, include for the purpose of this Act within the Presidency Area;

(b) "Criminal Intimidation" has the meaning assigned to it by section 503 of the Indian Penal Code (XLV of 1860).

3. *Declaration of state of emergency.*—The Local Government, if satisfied that the public tranquillity in the Presidency Area or any part thereof is endangered by the prevalence of intimidation, may, at any time by notification in the *Bombay Government Gazette*, declare that a state of emergency exists and shall set forth the reasons for such declaration in the notification.

4. *Offence of criminal intimidation to be cognizable.*—Notwithstanding anything contained in the Second Schedule to the Code of Criminal Procedure, 1898 (V of 1898), the offence of criminal intimidation shall be a cognizable offence as defined in that Act and the rest of the provisions of that Act shall have effect accordingly.

### STATEMENT OF OBJECTS AND REASONS

It has been found that intimidation is very commonly practised in times of excitement in Bombay City and its neighbourhood and that the Police cannot deal effectively with it under the existing law since the offence of criminal intimidation is not cognizable. It is necessary that

the powers of the Police should be increased in times of emergency in those areas. The Bill, therefore, provides that the offence of criminal intimidation shall at such times be made cognizable by a notification which can be cancelled when the emergency has passed away.

(Signed) J. E. B. HOTSON.

### The Labour Movement in Japan

According to an investigation made by the Japanese Bureau of Social Affairs, the total number of workers engaged in factories, mines, transport and communications, and casual occupations at the end of 1928 was 4,824,780, indicating an increase of 60,952 as compared with the figures for the end of June 1928. These workers are classified as follows:—

Type of employment	Number of workers		
	Male	Female	Total
Factories: State	100,597	29,585	130,182
Municipal ..	7,269	1,715	8,984
Private	1,084,991	1,000,388	2,085,379
Total ..	1,192,857	1,031,688	2,224,545
Mines	233,818	61,783	295,601
Transport and Communications	424,111	33,445	457,556
Casual and other	1,440,382	406,696	1,847,078
Total ..	3,291,168	1,533,612	4,824,780

On the other hand, the number of trade unions, together with their total membership, both of which had shown a steady increase since 1923, declined slightly during 1928. Details are given below:—

Year (31 December)	Number of unions	Membership
1923	432	125,551
1924	469	228,278
1925	457	254,262
1926	488	284,739
1927	505	309,493
1928	501	308,900

The total membership of the trade unions thus constitutes a little more than 6 per cent. of all the workers engaged in the industries in question. Women workers comprised only 4 per cent. of the total membership of trade unions at the end of 1928. (From "Industrial and Labour Information," Geneva, July 8, 1929.)

## Workmen's Compensation Act, 1923

### Proposed Amendment by Government of India

#### VIEWS OF ORGANIZATIONS CONSULTED

(continued from page 1117 of the July issue of the "Labour Gazette")

#### Question VII—Should Proof of Dependence be required in order to enable a Relative to claim Compensation?

##### EMPLOYERS' INTERESTS

*The Chamber of Commerce, Bombay*

Proof of dependence should be produced to substantiate every claim for compensation.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

Proof of dependence should be required in order to enable a relative to claim compensation.

*The Millowners' Association, Bombay*

In making distributions, the amounts to be given to different dependants would be more in conformity with the spirit of the Act if they were distributed in such a way as to give most to the person to whom the deceased person was the greatest support, and an amendment of the Act which will provide for the necessity of proof of dependence, and distribution of the amount accordingly, would be a welcome addition, but it may be left to the discretion of the Commissioner to waive the demand for proof as in the case of a widow with minor children.

*The Ahmedabad Millowners' Association, Ahmedabad*

The Commissioner should sufficiently investigate proofs of dependence and use his discretion in the matter.

*The Indian Merchants' Chamber, Bombay*

Proof of dependence should be furnished to the satisfaction of the Commissioner.

*The Karachi Indian Merchants' Association, Karachi*

The Committee of the Association are in agreement with the views expressed by the Government of India.

*The Buyers and Shippers Chamber, Karachi*

Proof of dependence should be required in order to enable a relative to claim compensation.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

*Bombay European Textile Association, Bombay*

Definite proof of dependence should be demanded in all cases of compensation.

**Question VIII—Should the Compensation Payable vary with the number of Dependants and with the extent of their Dependence on the Deceased Workman?****EMPLOYERS' INTERESTS***The Chamber of Commerce, Bombay*

Compensation should be fixed irrespective of the number of dependants.

*The Bombay Engineering Employers' Federation, Bombay*

(Agrees with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

The compensation payable should not vary with the number of dependants or with the extent of their dependence on the deceased workman. Such a condition would cause many difficulties in proving the actual extent of the dependence, and a workman is only worth what he can earn.

*The Millowners' Association, Bombay*

The principle that the amount of compensation payable should vary with the number of dependants and the extent to which they were actually dependent on the deceased, cannot be stressed so far as to make the amount of compensation depend in value on the number of relatives a person leaves behind, as that would not only be unfair to the working classes as a whole, but would also be an inequitable liability on the employer. Placing a premium on the number of relatives would be wrong in principle and would also provide a temptation to increase, artificially, the number of dependants in all fatal accidents.

*The Ahmedabad Millowners' Association, Ahmedabad*

The compensation payable need not necessarily vary with the number of dependants.

*The Indian Merchants' Chamber, Bombay*

Accurate assessment of dependence is difficult to ascertain and is difficult to administer.

*The Karachi Indian Merchants' Association, Karachi*

The amount of compensation payable should vary with the number of dependants and the extent of their dependence on the deceased provided that every workman fills in a declaration form showing preference and distinction of compensation payable in case of fatality.

*The Buyers and Shippers Chamber, Karachi*

The suggestion to vary the compensation with the extent of the claimants' dependence on the deceased is not approved owing to many social factors which would work unfairly on the employer.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANISATIONS***The Agent, B.B. & C.I. Railway, Bombay*

There will be considerable administrative difficulty for the Commissioner if the Act provides for varying the scale of compensation with the number of dependants and the extent of their dependence.

*The Municipal Commissioner, Bombay Municipality, Bombay*

No; for reasons given in answer No. (6).

*The Chairman, Bombay Port Trust, Bombay*

No. This would not be a reasonable liability for the employer to undertake.

*The Bombay Improvement Trust, Bombay*

The compensation payable should not vary with the number of dependants or with the extent of their dependence on the deceased workmen.

*The President, Ahmedabad Municipality, Ahmedabad*

The Act should be so amended that the amount of compensation payable may vary with the number of the dependants and with the extent to which they were actually dependent on the deceased. It may be difficult to administer such a provision of law but it is necessary, with a view to ensure a just and fair apportionment of the amount of compensation.

*The Chairman, Karachi Port Trust, Karachi*

It is not considered that any provision in the Act as to the exact manner of distribution would lead to administrative difficulties and should be left to the discretion of the Commissioner.

*The Chairman, Aden Port Trust, Aden*

It is not seen how the principle of varying the compensation payable in accordance with the number of dependants and the extent of their dependence on the deceased workman can be adopted, seeing that compensation is, to some extent, a substitute for the lost wage earning capacity; and as a general principle, wages paid or the wage earning capacity does not vary with the number of persons dependent on the wage earner.

*The Tata Hydro-Electric Company, Bombay*

The amount of compensation payable should not vary with the number of dependants, for, in that case, an employer would take the precaution, when possible, not to employ persons largely encumbered with relations.

*The Bombay Electric Supply & Tramways Co. Ltd., Bombay*

Great administrative difficulty would be involved were the amount of compensation variable, in accordance with the number of dependants. Compensation should be fixed irrespective of the number of dependants.

*The Bombay Telephone Co., Ltd., Bombay*

It would seem that a provision that the amount of compensation payable should vary with the number of dependants and with the extent of their dependency on the deceased would be apt to be prejudicial to the interests of workmen desiring employment if they had a large number of dependants as making them less desirable from the employers' point of view. It is a question whether the best way is not to have a fixed scale of compensation regardless of the number of dependants or the extent of dependency, but to give the Commissioner very wide powers which would enable him to divide the sum among the persons actually dependant in such proportion as he might think fit and not among the persons not actually dependant.

*Messrs. Cowasjee & Sons, Karachi*

The compensation payable should not vary with the number of dependants and with the extent of their dependence on the deceased workmen. The present system has worked well and any extension would work hardships on the employers who have, as it is, to carry out their work under difficult conditions.

**WORKERS' INTERESTS***The G. I. P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

Compensation should be fixed on one principle and it should not vary according to the circumstances. The latter course will necessarily create difficulties and may even defeat the very object of compensation. It would also create administrative difficulties as the amount of compensation to be deposited with the Commissioner in the case of fatal accidents, would not be ascertained, and the employer may evade the deposit on the ground of the amount being unascertained. It is also very likely that persons pretending to be relatives may put in bogus claims which will unnecessarily increase litigation and it would be very difficult for the Commissioner to decide correctly.

*The Bombay Port Trust Railwaymen's Union, Bombay*

The reply is in the negative.

*All India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers Union, Bombay*

It is not advisable to have the principle so enlarged as to provide for a variation in the payment of compensation according to the number of dependants.

*Indian Seamen's Union, Bombay*

Two-thirds of the total compensation should be awarded to the wife if there are no minor children, and one-half if there are any. If there

are more than one wife a judicial discretion should be given to the Commissioner to divide "the wife's share" in a manner he thinks to be proper. Thus it will be seen in a case where there are no minor children, one-third share will be left for distribution among the dependants proper. The Commissioner should exercise his discretion as to whom from amongst the dependants proper relief should be given and to what extent. Where there are minor children, the wife will get one-half and out of the one-half left one-half, i.e., one-fourth will be left for distribution among the dependants proper. A husband should get one-fourth whether there are minor children or not and out of the three-fourths, one-half, i.e., three-eighths should be equally distributed among minor children and three-eighths should be reserved to be distributed amongst the dependants, their share being determined by the Commissioner according to their need. Thus a fair compromise could be reached between the two extremes. The claims of both the near relatives and those of actual dependants will be respected and an equitable arrangement reached. In considering the claims of actual dependants it will not be desirable to vary the amount of compensation with the number of dependants or with the extent of their actual dependency. Distress owing to unemployment or to incapacities owing to old age or other natural causes need not be considered a predominant factor in determining the amount of compensation.

*The G.I.P. Railwaymen's Union, Bombay*

The amount of compensation should not vary but should remain constant irrespective of the relationship of the dependant and the extent of dependency.

**MISCELLANEOUS***The Bombay Accident Insurance Association, Bombay*

Any provision to provide that the amount of compensation payable should vary with the number of dependants and with the extent to which they were dependant upon the deceased would introduce a serious problem of administration in view of the difficulty of proving the extent of dependency in the peculiar conditions prevailing in India. The compensation payable in respect of an accident resulting in death is now clearly defined, i.e., a sum equal to 30 times the "assumed wages" or Rs. 2500, whichever is less, and, in the case of a minor, Rs. 200. The amount payable in respect of each case is easily calculated by the employer before deposit with the Commissioner and readily verified by the latter. If the compensation varied in accordance with the extent of dependency an employer would not be in a position to deposit the compensation until such time as the question of dependency was decided and this would tend to defeat the provisions of Section 8 of the Act.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

The amount of compensation should not depend in value on the number of dependants a person leaves behind, as that would be not only unfair to the working classes as a whole but would also be an inequitable liability on the employer. In the opinion of the Association, putting a premium

on the number of relatives would be wrong in principle and will also be a temptation for swelling up their numbers in all fatal accidents.

*Bombay European Textile Association, Bombay*

The matter should be left to the discretion of the Commissioner.

**Question IX— Should section 12 of the Act be amended—**

- (a) So as to place the Ultimate Liability for Compensation on the person directly employing the Workmen in every case, or
- (b) So as to place the Ultimate Liability for Compensation on the Principal, or
- (c) In any other manner ?

**EMPLOYERS' INTERESTS**

*The Chamber of Commerce, Bombay*

Section 12 of the Act should remain as it stands.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Bombay*

The ultimate liability should rest on the principal.

*The Millowners' Association, Bombay*

Under the law as it stands at present, a workman can elect whether he will claim compensation from the Principal, Contractor or Sub-Contractor. If there is a Sub-Contractor, the Principal is under a handicap as the Act gives him no right of indemnity and an amendment of the law so as to allow him to exercise this privilege against the Sub-Contractor is desirable. The amendment would obviously be one permitting liability to be passed on to the person directly employing the workman, and it is not agreed that this principle is not entirely suited to Indian conditions; for the reason that conditions of work at present obtaining in the industries in this country do not warrant the view that the ultimate liability in all cases should be placed on the Principal. It is also suggested that the Commissioner should have the right to call for any document showing the contract between the Principal and the contractor or the Sub-Contractor failing production of which the Principal should be held liable.

*The Ahmedabad Millowners' Association, Ahmedabad*

The responsibility should evidently lie on the direct employer only irrespective of his being a contractor, sub-contractor or principal.

*The Indian Merchants' Chamber, Bombay*

The employer actually employing the workmen should be made liable for compensation in case of accidents except (1) where the accident occurred owing to his having to take risks over which he had no control, or (2) where he can prove that his employer (if he is a contractor or a sub-contractor) in determining the conditions of work was negligent; and in both these cases that employer should be held liable.

*The Karachi Indian Merchants' Association, Karachi*

If compulsory insurance is adopted, the difficulty will disappear because the contractor would settle in advance as to who is to pay for the insurance

*The Buyers and Shippers Chamber, Karachi*

In the absence of any specific contract with a contractor or a sub-contractor, as the case may be, providing for his indemnification against claims for compensation, the principal should be the only party against whom compensation should be awarded. But, in cases where there is any specific contract, the Commissioner should shift the liability and award compensation against the contractor or the sub-contractor, as the case may be.

*Maharashtra Chamber of Commerce, Bombay*

The actual employer of the workmen should be generally made liable for compensation in respect of accidents except in case, (1) when he had no control over the risks he had to take, and (2) when his employer (he himself being a contractor or sub-contractor) was careless in fixing the conditions of work. In these cases the employer (the principal) should be liable.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANIZATIONS**

*The Agent, B.B. & C.I. Railway, Bombay*

The party who directly employs the workmen will be in a position to exercise the greatest control over them and also to take the necessary measures for the workmen's protection and he should therefore be made, as a general principle, ultimately liable for the compensation due. Since in some cases the sub-contractors may be men of small means and uncertain standing the workmen should have a claim on the contractor for the compensation due.

*The Municipal Commissioner, Bombay Municipality, Bombay*

Section 12 should be so amended as to place the ultimate liability for compensation on the principal, subject to the exception contained in the present section 12 (4).

*The Chairman, Bombay Port Trust, Bombay*

It is considered that the party who employs and pays the workmen should be responsible for the payment of compensation but the workman should be allowed to claim against the Principal, leaving the latter to recover from the Contractors. The Act should therefore be suitably amended so as to permit of liability being passed on in every case to the party directly employing the workman.

*The Bombay Improvement Trust, Bombay*

In theory payment should as far as possible be made by the party who actually employs the labour whether he be a contractor or a sub-contractor. The Improvement Trust require all contractors to deposit with them a

sum of money sufficient to cover claims before they enter on the work and presumably they in turn safeguard themselves as against sub-contractors.

*The President, Ahmedabad Municipality, Ahmedabad*

The person directly employing the workman should be liable, whether he be principal, contractor or a sub-contractor; and an exception may be provided for cases in which the contractor or sub-contractor has no control over working conditions in which case the person to whom such control is reserved by any law for the time being in force, or who chooses to reserve it, should remain liable for payment.

*The President, Karachi Municipality, Karachi*

The alternative suggestion should be supported.

*The Chairman, Karachi Port Trust, Karachi*

It is considered that the party who pays and employs the workmen should be responsible for the payment of compensation, but the workmen should be protected by being allowed to claim against the principal who should recover from the contractor.

*The Chairman, Aden Port Trust, Aden*

It would appear to be preferable to place the ultimate liability for compensation on the person directly employing the workmen.

*The Tata Hydro-Electric Company, Bombay*

Section 12 of the Act does not require any amendment, for, the ultimate employer is already liable under the Act.

*The Bombay Electric Supply & Tramways Co., Ltd., Bombay*

Section 12 of the Act should remain unaltered. Any amendment providing that in cases where a Contractor or a sub-contractor is ordered to pay compensation, he would be entitled to be indemnified by the Principal, is certainly objectionable.

*The Bombay Telephone Co., Ltd., Bombay*

It does not seem to be reasonable or fair to amend the provision in this connection as suggested to provide that in any case where the contractor or sub-contractor is ordered to pay compensation he should be indemnified by the principal. It would seem that the fair and equitable way of dealing with the matter is for the principal and contractor and sub-contractor to be responsible to the workmen and for the principal to be indemnified by the contractor and the contractor by the sub-contractor, i.e., the ultimate responsibility resting with the actual employer, the other persons only being made liable to the workman in order that evasion of responsibility may not be encouraged.

*Messrs. Cowasjee & Sons, Karachi*

Where a stipulation exists in writing between a principal and a contractor or a contractor and a sub-contractor for the contractor's or the sub-contractor's responsibility to pay compensation in case of accidents, such parties accepting the responsibilities should be made liable, and not the

principal. Failing such written stipulation, the principal should be held liable.

**WORKERS' INTERESTS**

*The G. I. P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

Section 12 of the Act should be so amended as to place the ultimate liability for compensation on the person who is directly responsible for the work in which the accident took place. At the same time, it is necessary to make provision for indemnifying the employers from the sub-contractor and vice versa. There should also be a distinct provision enabling the workmen to elect to proceed either against a sub-contractor, contractor or the principal for compensation.

*The Bombay Port Trust Railwaymen's Union, Bombay*

In every case the Principal should be liable, but he could protect his own interest by getting his contractors or sub-contractors to indemnify him against any claims.

*All-India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers Union*

The principle in contractual employment should be that the principal should be ultimately liable for payment of compensation for any accident occurring in the works under any of his contractors or sub-contractors.

*Indian Seamen's Union, Bombay*

It will be just and equitable to make the sub-contractor liable to indemnify either the principal or contractor from whom compensation is actually obtained. But the present right of the workmen to choose from whom he should obtain compensation should not be taken away. However, as the principal is the dominating party, he must prove negligence on the part of the contractor or sub-contractor by whom he seeks to be indemnified.

*Textile Labour Association, Ahmedabad*

The ultimate liability for compensation should be placed on the principal. In some cases it was found impossible to get compensation from the petty contractors who were themselves no better off financially than the workman injured.

**MISCELLANEOUS**

*The Bombay Accident Insurance Association*

It is desirable but not practicable to place the ultimate liability for compensation on the person directly employing the workman in every case, section 12 (2) at present provides that, in the event of the principal being called up to pay compensation, he shall be entitled to be indemnified by the Contractor with whom he directly contracts but neither of them

cans secure indemnification from sub-contractors. It appears that in cases where the Principal sublets work to a Contractor who in turn sublets that work or a portion of it to a sub-contractor, and so on through several other sub-contractors, the sub-contract will ultimately be in the hands of a person of very little standing. In fact, he may be nothing more than an illiterate Sirdar, Mistry or Foreman who would be unable to indemnify the Principal or the leading Contractor in the event of either or both of them being called upon to pay compensation. Again, the sub-contractor under whom a workman is directly employed would, in the case of a contract which has passed through several persons, not be in a position to take effective steps to ensure that the work was conducted with all possible safety precautions. The Contractor who contracts with the Principal to carry out the work should be held responsible that proper safety precautions are observed by the sub-contractors and their employees working under them. In view of the difficulties referred to, it is more practical to adhere to the present wording of section 12 (2) of the Act and make the leading Contractor responsible for indemnification to the Principal in the event of the latter being called upon to pay compensation.

(b) The ultimate liability for compensation should not rest on the Principal but with the Contractor with whom the Principal contracts, as stated in (a) above. This Contractor should be held responsible for the safety of the workmen employed under sub-contractors and should also ultimately be made responsible for payment of compensation.

In practice, most of the larger employers of labour who have effected insurances of their liability under the Act, cover also the employees of contractors working under them. In such cases compensation is paid to contractors employees as though they were employed directly by the Principal and no indemnity is claimed which procedure has worked well in the past. It would, however, be unjust to preclude the principal from recovering from Contractors any compensation which he may be called upon to pay if he so desires. Most of the larger employers of labour would not, however, exercise their right in this direction as this would place them in what might be called a vicious circle because the Contractor would increase his rate for the work if called upon to reimburse the Principal for any such payment.

(c) Does not arise.

*The Millowners' Mutual Insurance Association Ltd., Bombay*

(a) Section 12 of the Act requires amendment which would enable the principal or the contractor to be indemnified by any sub-contractors who may be directly responsible for the payment of the compensation.

(b) The present conditions of work do not warrant the taking of the view that the ultimate liability should be placed on the principal.

*The Bombay Claims and General Agency, Bombay*

(a) Provision may be made as suggested for indemnity from a sub-contractor but the present arrangement to hold the employer liable in the first place may be left as it is. There have been one or two instances in which the contractors employed were petty contractors who had taken contracts for the demolition of old buildings and the workmen engaged

in that work died, but their dependants could not recover anything from the contractor or sub-contractor, because as soon as there was an order they filed schedules in the Insolvency Court.

(b) A proposal for providing for indemnity to contractor or sub-contractor from the principal is necessary. In many cases it so happens that the accident is due to some fault of the principal but the contractor is helpless there being no remedy.

*Bombay European Textile Association*

The ultimate liability for compensation should be placed on the person directly employing the workman in every case.

**Question X—Should any penalty be provided in the Act for failure to comply with the provisions of section 16?**

**EMPLOYERS' INTERESTS**

*The Chamber of Commerce, Bombay*

Some penalty should certainly be provided in the Act for failure to comply with the provisions of section 16 of the Act.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

A small penalty might be imposed, but innocent oversight, put right within a reasonable time, should be excused.

*The Millowners Association, Bombay*

Returns should be submitted regularly, and failure to comply with the statistical provisions of the law should be checked by the imposition of penalty in the form of a fine.

*The Ahmedabad Millowners' Association, Ahmedabad*

If after several reminders the employer omits intentionally to furnish returns under section 16, penalty by way of a small fine may be levied.

*The Indian Merchants' Chamber, Bombay*

A penalty in the form of a small fine should be provided in the Act for failure to comply with the provisions of section 16.

*The Karachi Indian Merchants' Association, Karachi*

Ordinarily a penal clause is not favoured, but at the same time it is felt that a certain amount of responsibility should be imposed upon the employer to submit returns when an accident occurs to a workman on the employer's premises or outside while the workman is busy in the discharge of his duties. If no other device for fixing an employers responsibility to submit returns is found, then a penal clause may be inserted.

*The Buyers and Shippers Chamber, Karachi*

Section 176 of the Indian Penal Code adequately meets the case and as regards the element of intention, default on the part of the employer to

comply with a reminder or reminders for submission of the returns is, *ipso facto*, a conclusive proof of intentional omission on his part, unless he gives sound reasons for non-compliance to the satisfaction of the Commissioner.

*Maharashtra Chamber of Commerce, Bombay*

The fact that reminders were issued to the employers requesting them to send the prescribed returns without result is in most cases enough to establish wilful default. However, no objection is taken to the introduction of a penal clause, if necessary.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANISATIONS**

*The Agent, B.B. & C.I. Railway, Bombay*

A certain number of reminders issued without result or proper explanation may be considered to have established intentional default on the part of the employers concerned. Petty fines will, however, hardly have a deterrent effect on intentional defaulters and their inclusion in the Workmen's Compensation Act, therefore, hardly seems justifiable.

*The Municipal Commissioner, Bombay Municipality, Bombay*

The answer is in the affirmative.

*The Chairman, Bombay Port Trust, Bombay*

This does not concern bodies such as Port Authorities who submit their returns regularly and punctually. There appears, however, to be no reason why the Act should not provide for the enforcement of a penalty against employers who wilfully fail to comply with the requirements of section 16.

*The Bombay Improvement Trust, Bombay*

No penalty should be provided for failure to comply with the provisions of section 16.

*The President, Ahmedabad Municipality, Ahmedabad*

There is no reason why a penal clause should not be inserted in the Act, imposing a fine on employers who fail to submit returns within the prescribed time.

*The President, Karachi Municipality, Karachi*

On the whole it would be advisable to put in a penal clause; of course it would be put in operation only against an employer who habitually fails to submit the returns. The penalty would be a small one and will work as a corrective and produce wholesome results.

*The Chairman, Karachi Port Trust, Karachi*

There should appear to be no objection to a penal clause, allowing a small fine for failure to comply with the provisions of this section when it can be established (say by agency of registered letters) that the demand for the returns has been wilfully ignored.

*The Chairman, Aden Port Trust, Aden*

A discretionary penalty might be embodied in the Act.

*The Tata Hydro-Electric Company, Bombay*

Fines should not be imposed as there is already a remedy under section 176 of the Penal Code.

*The Bombay Electric Supply & Tramways Co., Ltd.*

A penalty should be provided on failure to submit the prescribed returns, but the time for their submission should be extended to the 1st of March in the year following that to which the returns relate.

*Messrs. Cowasjee & Sons, Karachi*

Section 176 of the Indian Penal Code being adequate to prosecute the defaulters, no additional legislation should be enacted.

**WORKERS' INTERESTS**

*The G.I.P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

It is desirable that some penalty should be provided for in the Act for failure to comply with the provisions of section 16. The liability of the employers in this behalf should be on lines similar to those stated in the Indian Factories Act.

*The Bombay Port Trust Railwaymen's Union*

Fine in the first instance, and imprisonment on repetition.

*All-India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers Union*

Employers must be required to furnish returns within the prescribed time, and suitable amendments may be made to the Act in order to compel defaulters to comply with the rules of the Act.

*The G.I.P. Railwaymen's Union, Bombay*

If Government are satisfied that laxity prevails with regard to the submission of returns referred to in section 16 of the Act, a small penalty may be provided for in the Act.

**MISCELLANEOUS**

*The Bombay Accident Insurance Association, Bombay*

Under Government of India Notification No. L. 1272, dated 15th April 1925, Mutual Indemnity or Insurance Companies undertake to submit the required returns on behalf of their insured employers as provided in section 16 of the Act. These Returns have in the past been compiled and submitted on behalf of such employers as in the case of the Returns forwarded to the Home Office by Companies in England. Thus, the

introduction into the Act of a penalty for failure to comply with the provisions of section 16 would not adversely affect insured employers and as it is mainly, if not entirely, the uninsured employers who do not at present submit the required Returns, there is no objection to a penalty as indicated being provided.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

The Association are wholly in agreement with the view held by the Government of India that returns should be submitted regularly and fully and failure to comply with this provision should be checked by the imposition of a penalty in the form of a fine which will prevent the present negligence on the part of the employers.

*Bombay European Textile Association*

A penalty is not necessary.

**Question XI Should employers be required to submit returns of accidents in respect of which compensation has not been paid, and if so, to what accidents should this provision apply?**

**EMPLOYERS' INTERESTS**

*The Chamber of Commerce, Bombay*

Employers should be required to submit a return of accidents in respect of which compensation is due but has not been claimed or paid.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

Employers should not be required to submit returns of accidents in respect of which compensation has not been paid.

*The Millowners' Association, Bombay*

Section 16 may be so enlarged as to include not only cases in which compensation has been paid, but also those where it is admitted as being due, but not actually claimed by the workmen concerned. The inclusion of all accidents whether resulting in injury or compensation or otherwise, would, however, result in a considerable amount of extra work on the part of the employers concerned, and it is extremely doubtful whether the benefits accruing from such a return would be commensurate with the amount of labour involved in the compilation of the return.

*The Ahmedabad Millowners' Association, Ahmedabad*

Section 16 needs no amendment under the present conditions. It would be extremely difficult to define accidents in regard to which no compensation has been either deemed payable or paid.

*The Indian Merchants' Chamber, Bombay*

It is not desirable that employers should be legally compelled to submit returns in respect of injuries in which no compensation has been paid.

*The Buyers and Shippers Chamber, Karachi*

It is too much to expect an employer to bear the responsibility of the party entitled to compensation. In the case of fatal accidents only, the employer may be required to forthwith submit a return with requisite details, if the workman be other than on daily wages.

*Maharashtra Chamber of Commerce, Bombay*

As there are difficulties that cannot be got over, it is not necessary to legally compel the employer to submit returns in respect of injuries for which compensation has not been paid.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANISATIONS**

*The Agent, B.B. & C.I. Railway, Bombay*

Section 16 which requires returns of only those accidents for which compensation has been paid should stand. Every accident which keeps a workman away for more than ten days is reported to Government. In accidents of a shorter duration also the Railway grants full pay under their own rules and consequently no question can arise as to whether or not the workman succeeds in getting compensation.

The best safeguard for the workman is his right to approach the Commissioner if the employer refuses to pay compensation and it will not be a difficult matter for an unscrupulous employer to omit items from a statement for which he knowingly avoids payment even if due under the Act.

*The Municipal Commissioner, Bombay Municipality, Bombay*

Yes; in respect of accidents which involve an absence of four days or more.

*The Chairman, Bombay Port Trust, Bombay*

If it is considered that such returns are necessary they should be restricted to injuries sustained on the employers' premises and to cases in which the injury has incapacitated the workman for at least ten days. To report all minor cases of injury in which compensation was not paid would be quite impracticable.

*The President, Ahmedabad Municipality, Ahmedabad*

It does not appear to be fruitful to enforce returns of cases of injury for which no compensation was paid. These will generally be false reports and rather than insert a provision which is calculated to induce employers to prevaricate, it would be better to have none.

*The Chairman, Karachi Port Trust*

Employers should not be required to submit returns of accidents in respect of which compensation has not been paid. The adoption of such a procedure would involve bodies like the Port Trust in a great deal of additional correspondence without serving any useful purpose.

*The Chairman, Aden Port Trust*

The reply is in the negative.

*The Tata Hydro-Electric Company*

No useful purpose would be served by the submission of a return of accidents in which no compensation has been paid.

*The Bombay Electric Supply & Tramways Co., Ltd.*

If the object of this question is to enable Government to judge the extent to which the injured workmen succeed in getting compensation, Government may, in addition to the return to be made under Section 16, call for another return showing all cases of accidents to workmen (as defined in the Act) who were for any reason debarred from claiming or receiving compensation.

*Messrs. Cowasjee & Sons, Karachi*

The apprehensions of Government as stated in paragraph 12 of the Government of India letter No. L-1125 dated the 30th November 1928 are correct and no further enactment should be made in this connection.

## WORKERS' INTERESTS

*The G.I.P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

Every employer should be required to submit returns of accidents stating therein all the details of the same. The submission of these returns should not depend upon the liability or otherwise for paying compensation. The return should show the amount of compensation that is paid, if any, and if it is not paid, it must show the reason for such non-payment. This will facilitate the collection of statistics with regard to all accidents.

*The Bombay Port Trust Railwaymen's Union, Bombay*

The returns should cover all accidents whether major or minor.

*All-India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay.*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers' Union, Bombay*

Employers should be asked to make returns of all accidents whether on the premises or outside arising out of and during the course of employment (taking the terms in their exact literal and legal sense).

*The G.I.P. Railwaymen's Union, Bombay*

The Act provides that where injuries have been sustained by the employee through his own carelessness or by acting contrary to an order expressly made out for the safety of workmen, no compensation is payable. Cases of variance of opinion as to whether the workman sustained

the injuries through his own carelessness or otherwise occur not infrequently and Government would do well to exercise a certain check in such cases with the view that the intention of the Act specially designed for the benefit of the workmen be carried into effect. Such returns should provide for the employers' remarks for not granting compensation. The Railway Board which has been recently provided with an additional Member for Labour interests should scrutinise the returns and institute enquiries where necessary.

## MISCELLANEOUS

*The Bombay Accident Insurance Association, Bombay*

It would impose a very severe task upon employers if they were required to submit Returns of all accidents in respect of which compensation had not been paid and this would be a very unique departure from the duties imposed upon employers in other countries. Employers are already compelled to submit report of all accidents, except the most trivial, to Inspectors of Factories and Mines, the Police and District Magistrates and an additional burden of submitting Returns of accidents in respect of which compensation had not been paid should not be imposed. Moreover, as pointed out by the Government of India, it would be extremely difficult to define the accidents in respect of which the employer was liable to pay compensation but did not do so. It would, however, be practical and would not impose an unbearable burden upon employers if they were called upon to submit a report to the Commissioner of their District of every fatal accident which occurred in their premises at the time of submitting the report to the Inspector of Factories or Mines, as the case may be. The initial report could be followed by a Supplementary Statement at an interval of, say, not more than one month as to whether liability to pay compensation in respect of such accident was admitted or not. This Statement is again referred to in the reply to Question (13) below. Insurance Companies or Mutual Associations handling claims on behalf of insured employers should be permitted to furnish these Statements on behalf of such insured employers as in the case of the Official Returns referred in Question (10) above.

Any further information as to the volume of accidents in respect of which compensation has not been paid could be obtained by closer co-operation between Commissioners and the Inspectors of Mines or Factories of the Districts or Province concerned.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

Section 16 of the Act can be so enlarged as to include not only cases in which compensation is paid but also those where it is admitted as being due but not claimed by the workmen. The Commissioner would then be able to inform the workmen or their dependants of their rights and help them in securing compensation.

*Bombay European Textile Association*

All accidents where a workman is compelled to leave his work should be reported.

**Question XII—Should a Dependant claiming Compensation be relieved of the necessity of approaching the Employer for the settlement of his claim?**

**EMPLOYERS' INTERESTS**

*The Chamber of Commerce, Bombay*

Dependants should have the alternative of applying to the Commissioner who should have power to initiate proceedings.

*The Bombay Engineering Employers Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

A dependant claiming compensation should not be relieved of the necessity of approaching the employer for the settlement of his compensation.

*The Millowners Association, Bombay*

Section 22 should be so amended as to enable dependants who claim compensation to approach the Commissioner for the settlement of the claim without first applying to the employer. Since compensation in all fatal cases has to be distributed by the Commissioner alone, there is no necessity whatsoever for the workmen formally to approach the employer. If, however, the necessary amount is not deposited, the workmen can, through the Commissioner, remind the employer of his liability.

*The Ahmedabad Millowners' Association, Ahmedabad*

Section 22 should be so amended as to enable a dependant to approach the Commissioner when he finds that no compensation has been deposited on behalf of the deceased workman for a fatal accident.

*The Indian Merchants' Chamber, Bombay*

There is no objection to the proposed improvement in the procedure relating to fatal accidents with particular reference to section 22 (1) of the Act so that a dependant who claims compensation can approach the Commissioner for settlement of his claim without first applying to his employer.

*The Karachi Indian Merchants' Association, Karachi*

A dependant claiming compensation should be relieved of the necessity of approaching the employer for the settlement of his claim.

*The Buyers and Shippers Chamber, Karachi*

A dependant claiming compensation should be relieved of the necessity of approaching the employer for the settlement of his claim.

*Maharashtra Chamber of Commerce, Bombay*

The proposed improvement in respect of the procedure relating to fatal accidents is welcome. The dependant who claims compensation can have an option to go to the Commissioner direct without approaching the employer first.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANISATIONS**

*The Agent, B.B. & C.I. Railway*

The spirit of section 22 (1) of the Act is that the employer and workmen must try to reach an agreement by themselves before approaching the Commissioner, and any change running counter to this wholesome principle is undesirable. There can, therefore, be no harm in permitting the employer and the dependants to arrive at a mutual settlement since the right of appeal to the Commissioner will still be open to the dependants under the Act which further empowers the Commissioner to scrutinise the terms of the settlement and pass his own orders if necessary.

*The Municipal Commissioner, Bombay Municipality, Bombay*

Yes; the dependant should be authorised to approach the Commissioner direct if he thinks fit.

*The Chairman, Bombay Port Trust, Bombay*

It is considered that employers should be required to give notice to the Commissioner of all fatal accidents.

*The Bombay Improvement Trust, Bombay*

It is not necessary to relieve a dependant claiming compensation of the necessity of approaching the employer for the settlement of his claim.

*The President, Ahmedabad Municipality, Ahmedabad*

The law should be so amended as to enable a dependant who claims compensation to approach the Commissioner for the settlement of his claim without first applying to the employer.

*The President, Karachi Municipality, Karachi*

The answer is in the affirmative.

*The Chairman, Karachi Port Trust, Karachi*

It seems reasonable that a dependant should be relieved of the necessity of approaching the employer for settlement of his claim.

*The Chairman, Aden Port Trust, Aden*

It is not considered that a dependant should be relieved of the necessity of approaching the employer for settlement of his claim.

*The Tata Hydro-Electric Company, Bombay*

There appears no harm in permitting an injured dependant to approach the Commissioner direct for the settlement of his claim without first applying to the employer, more particularly as the right of the employer to a notice of the accident would not be affected thereby. A Commissioner under the Indian Workmen's Compensation Act would not be viewed by any employers as one who is not acting impartially. His very position is such that on such a claim being recorded direct with him, he would call for facts from the employer when giving him notice, and he would press only such claims as would appear to him to be justifiable.

*The Bombay Electric Supply & Tramways Co., Ltd., Bombay*

Provided the right of an employer to a notice of an accident is not affected, there is no reason why a dependant claiming compensation should not have the right of applying to the Commissioner who should have power to initiate proceedings.

*The Bombay Telephone Co., Ltd., Bombay*

There would appear to be no objection to the suggested amendment to section 22 to enable a dependant who claims compensation to approach the Commissioner for the settlement of his claim without first applying to the employer.

*Messrs. Cowasjee & Sons, Karachi*

The dependant should approach the employer for the settlement of his claim. The employer should deposit the amount legally due with the Commissioner within, say, a fortnight, and failing this deposit, the Commissioner should proceed against the employer.

## WORKERS' INTERESTS

*The Bombay Port Trust Railwaymen's Union, Bombay*

Claims for compensation should be made in every case direct to the Commissioner. No mutual arrangement with an employer should be recognised under the Act.

*All India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers' Union*

Section 22 should be amended in such a manner as to enable a dependant who claims compensation to approach the Commissioner for the settlement of his claim without first applying to the employer.

*The G.I.P. Railwaymen's Union, Bombay*

The reply is in the affirmative.

## MISCELLANEOUS

*The Bombay Accident Insurance Association, Bombay*

There is no objection to a dependant claiming compensation being relieved of the necessity of approaching the employer for the settlement of the claim and being permitted to approach the Commissioner direct as, with the Statement referred to in reply to the previous question, the Commissioner will have a note of the fatal accident and a Supplementary Statement showing whether liability to pay compensation is admitted or not. In practice, the provisions of section 22 (1) of the present Act have been applied more to injured workmen than to the dependants of a deceased workman. It is obvious that an employer cannot enter into an agreement with any dependant to pay a certain sum by way of compensation as the amount of compensation payable in respect of such fatal accident is laid down in section 4 (1) and cannot be settled by agreement. No change,

however, should be introduced which relieves an injured workman of the necessity of first approaching his employer for the settlement of his claim.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

As compensation has to be distributed by the Commissioner alone, there is no necessity whatever for the workman to formally approach the employer. If the necessary amount is not deposited, the workman can, through the Commissioner, remind the employer of his liability.

*The Bombay Claims and General Agency, Bombay*

In cases of fatal accidents, it being incumbent on the employers to deposit compensation under section 8, the dependants may be relieved of the necessity of approaching the employer before coming to the Commissioner. A certain time limit within which compensation should be deposited or denied may be fixed, so that after that period the dependants may approach the Commissioner. In many cases it so happens that the employers go on saying that the matter is having their attention but do not give a final reply and the dependants are precluded from taking action.

*Bombay European Textile Association*

A dependant claiming compensation should be relieved of the necessity of approaching the employer for the settlement of his claim.

**Question XIII—What steps, if any, should be taken to ensure that Dependants who may have valid claims for Compensation do not lose Compensation through ignorance of their rights?**

## EMPLOYERS' INTERESTS

*The Chamber of Commerce, Bombay*

Few workmen appear to be ignorant of the fact that Workmen's Compensation is in operation since their full rights are brought to their notice by Claims Settling Agencies and Trade Unions. With regard to the former some provision should be made in the Act to register and recognise these bodies and to limit the amount of commission they extract from the dependants of workmen for recovering compensation on their behalf. These agencies should be compelled by statute to lodge a return with the Commissioner for Workmen's Compensation of all commissions received in respect of recovery of compensation.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

Suitable notices in the vernacular warning the workmen to inform their dependants of their rights under the Act might be supplied by Government for posting on notice boards in factories, etc.

*The Millowners' Association, Bombay*

As regards the question of loss of compensation through the ignorance of the workmen, the Act has already given the Commissioner the necessary discretion to admit time-barred claims where he is satisfied that the delay

was excusable. The inclusion in the statutory returns of cases of accidents in respect of which compensation has not been paid would facilitate steps being taken by the Commissioner to communicate with the workmen concerned, or their dependants, on their rights and help them in securing compensation. The protection contemplated under this head need not be confined to dependants only but may be extended to injured persons as well.

*The Ahmedabad Millowners Association, Ahmedabad*

The position of the Commissioner as a referee should be strictly maintained and any partisanship which would create prejudice and weaken the confidence of the employers in his impartiality should be scrupulously avoided. To safeguard the securing of the payment of compensation in cases where owing to ignorance no claim has been made, a provision might be made under which the employers would have to give notice to the Commissioner within a prescribed period of such accidents to his workmen which have terminated fatally. However, Inspectors of Factories and Mines may be allowed to prefer complaints.

*The Indian Merchants' Chamber, Bombay*

The Commissioner should remain in the position of a Referee and should not be a partisan. The interests of the dependants will be sufficiently safeguarded under the power proposed to be given to the Commissioner to call upon the employer depositing compensation in any particular case to show cause why he should not deposit an additional amount and it will be for the Commissioner to trace the dependants even if they are ignorant of their rights.

*The Karachi Indian Merchants' Association, Karachi*

If compulsory insurance is adopted much inconvenience and heart-burning may be avoided and the workman secured of the inability of employers to pay heavy compensation when due. The State might reasonably pay something for the starting of insurance societies for this purpose, for their audit and for general propaganda among the workmen. Social Service Agencies or Advisory Boards may be appointed in each area for giving advice to workmen with regard to their rights under the Act.

*The Buyers and Shippers Chamber, Karachi*

On receipt of notice of fatal accidents, the Commissioner should forthwith require the employer to deposit the legal compensation without waiting for a petition from the relatives of the deceased. Next he should issue a notice to the relatives of the deceased which should briefly show their rights over the employer. But in cases where there is no trace of the relatives of the deceased, the Commissioner should publish a notice in the local vernacular papers. But, if in spite of all this there should still be no trace of the relatives within three years, the deposit should be refunded to the employer concerned.

*Maharashtra Chamber of Commerce*

Provision should be made that the employer should give notice to the Commissioner within a fixed period of all fatal accidents to his workmen.

The Commissioner should take cognizance of the matter only when it comes to him. It is true that in a country like this where the workmen are mostly illiterate the Commissioner can, with certain advantage to the workman, be allowed to initiate proceedings to secure compensation where no claim is made due to ignorance, but this may make an enthusiastic Commissioner more a partisan than a referee and this is not desirable.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

**LARGE LABOUR EMPLOYING ORGANIZATIONS**

*The Agent, B.B. & C.I. Railway, Bombay*

It is essential that the position of the Commissioner as a Referee should be scrupulously maintained. Intimation of accidents is already obligatory on employers under the Factories Act and there is no objection to a similar provision being made under the Workmen's Compensation Act requiring an employer to give intimation to the Commissioner within a prescribed period of all accidents to his workmen which have terminated fatally. But the word "employer" in such a provision should apply to "contractors" when work is done by contract and the labour is not directly engaged by the principal.

*The Municipal Commissioner, Bombay Municipality, Bombay*

Provision may be made in the Act requiring the employer to submit within a prescribed period information regarding all accidents to his workmen which have terminated fatally and in case the employer fails to deposit the amount of compensation, the Commissioner should be empowered to inform the dependants of the deceased employee that it was open to them to take the necessary action in the matter.

*The Chairman, Bombay Port Trust, Bombay*

If, as is understood, the Commissioner draws the attention of dependants to their rights under the Act, it appears unnecessary to frame further provisions in the direction indicated in these questions.

*The Bombay Improvement Trust, Bombay*

In urban districts no action is necessary as claims agencies exist for this purpose.

*The President, Ahmedabad Municipality, Ahmedabad*

With a view to maintain the confidence of the employer in the Commissioner, it would be desirable to adopt the alternative procedure of the Inspectors of Factories or Mines being authorised to prefer complaints in cases where they believed that a workman had been killed in circumstances giving rise to a claim for compensation and where no compensation has been deposited.

*The President, Karachi Municipality, Karachi*

No amendment is necessary regarding the provision relating to procedure in fatal cases.

*The Chairman, Karachi Port Trust, Karachi*

Dependants could be notified by the Inspectors of Factories through District Officers that such rights exist.

*The Chairman, Aden Port Trust, Aden*

General experience tends to prove that there is no necessity for making provision to ensure that dependants, having valid claims for compensation, do not lose compensation through ignorance of their rights. The provisions of the Act are well known amongst workpeople at Aden.

*The Tata Hydro-Electric Company, Bombay*

In view of the fact that there are bodies now prepared to advise labourers on their claims or to intervene with their employers, it is not likely that there would be many cases where dependants would remain ignorant of their rights.

*The Bombay Electric Supply & Tramways Co., Ltd., Bombay*

It is most desirable that Agencies of all descriptions who undertake to settle claims on behalf of workmen should be registered under the Act and that the amount of commission they may extract from dependants should be strictly limited. Further, such agencies should be compelled by the Act to lodge returns with Commissioners showing all commissions received by them in respect of recoveries of compensation.

*The Bombay Telephone Co., Ltd., Bombay*

If any steps are to be taken to ensure that dependants who may have a valid claim to compensation do not lose compensation through ignorance of their rights, they should be by way of the appointment of some Advisory Official who should have strict instructions only to give completely unbiassed advice as to what in his view the person or persons concerned are in the circumstances of the case entitled to. It seems eminently desirable that the Commissioner should be left in the position of a totally independent referee and that nothing should be done to make him the champion either of the employer or of the employee. It would, however, seem reasonable for a provision to be made under which the employer would be bound to give notice to the Commissioner within a prescribed period of all accidents to his workmen which have terminated fatally.

*Messrs. Cowasjee & Sons, Karachi*

To assume that the workmen are ignorant of their rights to compensation is to live in oblivion. The workmen are not only fully cognizant of their rights, but actually worry the employers by fictitious demands either direct or through their societies.

## WORKERS' INTERESTS

*The Bombay Port Trust Railwaymen's Union, Bombay*

Notices in the vernacular should be conspicuously displayed at the places of employment informing the workers of their rights under the Act. In all cases where a duly recognised and registered union is functioning in the employer's business, such union should be authorised to take action in behalf of its members.

*All India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers' Union, Bombay*

It should be made compulsory on the employers to furnish a free copy of the Act in the vernacular of the workman to every worker and to explain to him the exact provisions made thereunder. This is an imperative necessity because of the fact that hardly ten per cent. of the workmen are aware of their rights under the Act. The local Governments should be required to instruct their Commissioners to make known the provisions of the Act to villagers and farmers. This is necessary because the villagers are generally too illiterate to understand their rights. Blasting accidents occur where wells are being dug or rocks being blown up and it is necessary that a village workman who meets with blasting accidents should not be deprived of his right for compensation.

*Textile Labour Association, Ahmedabad*

It has been brought to the Union's notice that the employers in most of the small factories in the district towns and villages have been successful in evading the provisions of the Act. The reason for this is obvious. The workmen are ignorant and do not know their rights and employers are silent about their legal liability. It is suggested that Factory Inspectors may be called upon to send monthly reports of accidents to the Commissioner who may then serve notices to employers to pay compensation to those entitled to it. The employers should be required to send full return of accidents with the addresses of the persons who meet with accidents and the names and addresses of the relatives of the deceased to the Commissioner.

*The G.I.P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

It should be made compulsory on all employers to submit returns of all their workmen stating clearly the details regarding the dependants with their addresses. Another thing should be to direct the employers to keep boards in the work-places stating that workmen are entitled to compensation in case of accident.

*The Indian Seamen's Union, Bombay*

As there is no point in first approaching the employer since it is for the Commissioner to decide what compensation, if any, should be paid in cases of fatal accidents, section 22 (1) should be so amended as would enable a dependant to approach the Commissioner for his claim without first applying to an employer. Not only this, but even in a case where a dependant has not applied, a Commissioner should have the power to initiate proceedings on his own motion. It is absurd to suggest that merely because the Commissioner has initiated proceedings he would cease to be impartial in his award. What he would do in such a case would only be to take cognisance of a case without a formal application from a dependant.

## MISCELLANEOUS

*The Bombay Accident Insurance Association, Bombay*

The answer to this question is partially contained in the reply to question (11). The report which the employer should be required to send to the Commissioner, as well as the Supplementary Statement regarding liability to pay compensation, will provide a valuable means for the Commissioner to initiate proceedings in fatal accident cases and ensure that the dependants who have valid claims for compensation, do not lose through ignorance of their rights. The Commissioner may be authorised to convey to the dependants that it is open to them to take such further action as they may desire to do whenever necessary. It would be undesirable for Inspectors of Factories and Mines to be authorised to prefer complaints as these Officials should not have such duties which are unconnected with their proper functions.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

As regards the question of loss of compensation through ignorance of the workmen, the Act has already given the Commissioner the necessary discretion to admit time-barred claims where he is satisfied that the delay was excusable. The Association think that if the returns made by the employers included cases where compensation is admitted as being due but not claimed by the workmen, the Commissioner would know what claims are admitted by the employer and this would then be a sufficient safeguard as it will enable the authorities to give the workman the necessary information.

*Bombay European Textile Association*

Printed notices should be posted in all departments of each mill informing workmen of their rights under the Act.

**Question XIV—Should Employers be required to maintain a register of relatives of their workmen?**

## EMPLOYERS' INTERESTS

*The Chamber of Commerce, Bombay*

It would be impracticable for employers to keep such a register.

*The Bombay Engineering Employers' Federation, Bombay*

(Agree with the views expressed above.)

*The Karachi Chamber of Commerce, Karachi*

Employers should not be required to maintain a register of relatives of their workmen. The Commissioner under the Act should remain the deciding authority as to who should be the beneficiaries.

*The Millowners' Association, Bombay*

Under the existing migratory conditions of labour, the scheme would neither be practicable nor useful; nor would it be possible to keep an up-to-date record of relatives and dependants of the labour force working under a particular employer.

*The Ahmedabad Millowners' Association, Ahmedabad*

It would be extremely difficult for the employers to register the names and addresses of the nearest relatives of each of their workmen as soon as he is taken into employment in view of such class of people being almost entirely illiterate. Several of them might be unwilling to give the names of their wives in spite of their being the most important dependant relatives.

*The Indian Merchants' Chamber, Bombay*

In view of the migratory character of Indian labour it would not be practicable to compel the employers to keep a register of the names of the dependants of each of their workmen. The labour involved in maintaining a register of this kind would not be commensurate with the object in view.

*The Karachi Indian Merchants' Association, Karachi*

Employers should be required to maintain a register of relatives of their workmen.

*The Buyers and Shippers Chamber, Karachi*

It is not feasible to maintain a register of relatives of the workmen and more so in case of workmen on daily wages.

*Maharashtra Chamber of Commerce*

Taking into consideration the nomadic character of labour in this country, it is not possible for the employer to keep a register of dependants of workmen in all cases. This can, however, be possible in cases where an industry is organised such as Mines, Factories and Railways. Periodical inspection is also desirable to test the accuracy of these registers.

*The Chamber of Commerce, Aden*

There is no objection to the proposals made by Government.

## LARGE LABOUR EMPLOYING ORGANISATIONS

*The Agent, B.B. & C.I. Railway, Bombay*

The names of the dependants could be entered at the time of a workman's appointment. This will entail some additional work but would facilitate tracing dependants and their addresses and thus assist the Commissioner in his task.

*The Municipal Commissioner, Bombay Municipality, Bombay*

The labour involved in preparing and maintaining a register of dependants would be too great and the information obtained too unreliable to be worth the trouble, except perhaps in a few well organised industries.

*The Chairman, Bombay Port Trust, Bombay*

It is considered that the maintenance of such particulars would be entirely impracticable, useless and misleading.

*The Bombay Improvement Trust, Bombay*

Employers should not be required to maintain a register of relatives of their workmen as it is not practicable in most trades.

*The President, Ahmedabad Municipality, Ahmedabad*

It should be made compulsory on employers, wherever possible, especially in factories, mines and railways, to register the names and addresses of the nearest relatives of workmen at the time they are taken into employment, and to revise such registers from time to time. It will not be difficult for those who are unwilling to give the names of their wives to have such names given by others.

*The President, Karachi Municipality, Karachi*

Employers should be required to maintain registers showing complete details of the dependants of each workman and the extent of such dependence and the proportion in which the workman would wish to have the amount distributed.

*The Chairman, Karachi Port Trust, Karachi*

It is not considered desirable as the keeping of such registers up to date would be impossible and lead to hardships on dependants owing to misleading registration.

*The Chairman, Aden Port Trust, Aden*

There does not appear to be any need for employers to maintain a register of relatives of their workmen.

*The Tata Hydro-Electric Company, Bombay*

It is not possible for large employers of labour to maintain a register of relatives of their workmen. The keeping of such a register would require an amount of trouble and investigation, which would be quite incommensurate with the result obtained. It should be remembered that only a small fraction of the workmen employed would be injured. Further, with migratory labour collected from distant parts, the compiling of such a register would be difficult and it would be almost impossible to keep it up to date.

*The Bombay Electric Supply & Tramways Co., Ltd., Bombay*

The difficulties in maintaining a register of relatives as suggested would be extremely heavy owing to (a) the large number of workmen employed and (b) continual changes of the office staff in departments employing cooly labour.

*The Bombay Telephone Co., Ltd., Bombay*

If employers are to be under an obligation to register the names and addresses of the nearest relatives of each of their workmen as soon as the workman is taken into employment, then the obligation should be satisfied by their registering such information as is supplied to them by the workmen in this connection, e.g., a form would be supplied to each workman at the time of his employment and, provided the information supplied by him thereon is recorded in the suggested register, the Company's duty would be done.

*Messrs. Cowasjee & Sons, Karachi*

It may be possible to maintain a register of relatives in the case of regular employees but to maintain such a register in the case of daily-wage labourers

would be a physical impossibility and would involve unnecessary waste of time and labour and would unnecessarily increase the responsibilities of the employers.

## WORKERS' INTERESTS

*The G. I. P. Railway Staff Union (including the V. T. Commercial Section Staff, the Wadi Bunder Staff, the Mechanical Department Office Staff and the Administrative Office Staff Unions)*

The employers should as far as possible keep a register in which full particulars and the place of residence of the dependants of their employees should be entered.

*The Bombay Port Trust Railwaymen's Union, Bombay*

The employers should maintain a register of the relatives of their workmen except in the cases of casual daily labour, i.e., labour engaged and paid off daily according to the requirements of the employer.

*All-India and Burmah Covenanted Non-Gazetted Railway Services Association, Bombay*

Agree with the views expressed by the Government of India.

*The Bombay Mill Workers' Union, Bombay*

Employers should be required to maintain a register of the relatives of their workmen.

*The G.I.P. Railwaymen's Union, Bombay*

Compensation is intended for the benefit of the family members of a deceased employee. In short it is meant for those who have actually suffered by virtue of such deaths. As pointed out in Government's letter, a sister living with her brother is not eligible for compensation if the wife of the workman lives, even though she may be living apart from him. Government's suggestion that a record should be maintained by employers stating the names and relationship and the extent of dependency involved in each case of the workmen's dependants is welcome. The work of the Commissioners would then be greatly smoothed and the compensation would go to the proper dependants.

## MISCELLANEOUS

*The Bombay Accident Insurance Association, Bombay*

Employers should not be required to maintain Registers of relatives of their workmen as this would entail a large volume of additional labour and, at the best, they would never be reliable. Not only would entries have to be made on the employee first joining work, but they would need to be kept up to date, which, in view of the migratory character of most industrial workers in India and the very rapid labour "turnover," would practically be impossible. It would be extremely difficult, if not impossible, for employers to record the names and addresses of relatives of contractors' employees. Moreover, as pointed out by the Government of India, in some areas workmen might be unwilling to give their wives' names.

The Act is already well known in all important industrial areas and, as time goes on, it will be even better known, especially with the growth

of the Trade Union Movement. Comparatively few cases occur in which compensation in respect of fatal accidents is not paid owing to the non-appearance of dependants. Workmen usually seek employment in a factory or mine along with other co-villagers and, even if the deceased workmen's dependants are not residing in the vicinity of the employment at the time of the accident, information is rapidly sent to them in their village.

*The Millowners' Mutual Insurance Association, Ltd., Bombay*

As regards the maintenance of a register of relatives, the suggestion has its good points. It must, however, be pointed out that under the present conditions it would neither be practicable nor useful, as the labour force is mainly of a migratory character thus rendering it impossible to maintain a register in an up to date manner.

*Bombay European Textile Association*

It is not practicable for employers to maintain a register of relatives of their workmen.

[To be continued]

## The Trade Disputes Act, 1929

### CHANGE IN THE RULES UNDER THE ACT

The following notification issued by the Government of Bombay in the General Department No. 7511 dated 23rd July 1929 published in the *Bombay Government Gazette* dated 23rd July 1929 is reproduced below :—

In exercise of the powers conferred by section 19 of the Trade Disputes Act, 1929 (VII of 1929), the Governor in Council is pleased to amend the rules published in Government Notification in the General Department, No. 7511 dated the 11th May 1929, as follows, namely :—

For rule 15 of the said rules the following rule shall be substituted, namely :—

15. *Service of Summons, etc.*—Any notice, summons, process or order issued by the Court or Board may be served in the following manner :—
- (a) it may be sent by registered post ; or
  - (b) if such notice, summons, process or order is to be served within the local limits of the jurisdiction of the Small Cause Court, Bombay, it may be sent to the Registrar of that Court for service ; and the Registrar shall, on receipt thereof, proceed as if it had been issued by the Small Cause Court, Bombay, and shall then return the same to the Court or Board together with the record (if any) of the proceedings with regard thereto.

## International Labour Conference

### Twelfth Session

(By Captain W. J. Ellison)

The *Twelfth Session of the International Labour Conference* opened on 30th May and ended on 21st June 1929. It was certainly one of the most fruitful conferences that the Organisation has yet held. In spite of a very heavy Agenda it reached agreement on all the questions put to it, and in certain directions was singularly successful.

The attendance was a record one. Fifty States out of the total fifty-six members of the Organisation were represented. The number of delegates was 161 (88 Government, 37 Employers' and 36 Workers' delegates), and the number of advisers was 235, giving a total of 396 persons officially appointed to take part in the Conference. For the first time in the history of the Organisation, China sent a complete delegation, a fact that must to some extent be attributed to the recent journey of the Director of the Office to the East. Brazil, although no longer a member of the League, was also represented by a complete delegation. Turkey again sent an official observer. The only noticeable absentee was the Argentine Republic, which for the first time was unrepresented at the Conference. A large number of the South American delegations, both in the Conference itself and on various other official and unofficial occasions during their visit, expressed their deep regret at the absence of Argentina ; and it is to be hoped that next year they will again take their place.

There was the usual protest on the workers' side against the appointment of the *Fascist workers' representative*. In addition to their previous arguments the workers called particular attention to the fact that the General Federation of Fascist Corporations had been dissolved during the past year by governmental decree, and that this year's Workers' representative, Mr. Razza, was not elected by any general organisation of Italian workers but by the nominations of the six National Federations of Fascist Trades Unions. As on previous occasions, the Government nomination was accepted by a majority of the Conference. There was, however, a certain number of abstentions among the Governments, including those of Great Britain and Germany. The only other important complaint against the credentials of delegates was that against the *Esthonian Employers' representative*, but his nomination also was finally upheld.

The Agenda of the Conference required final decisions on two subjects on which a preliminary discussion had already taken place last year ; the fixing of Questionnaires on two subjects that came up for discussion for the first time ; the discussion of a report on Unemployment ; the examination of the Director's Report, the examination of the Reports called for under Article 408 of the Peace Treaty ; and certain questions concerning the Standing Orders of the Conference, and in particular the constitutional relationship between any new "revising" Convention which might be adopted in modification of a Convention and the original Convention. As usual, the Conference divided itself into separate committees to deal with each of those questions.

Of the two questions that were due for final decisions, the first—that of the Prevention of Industrial Accidents—did not lend itself readily to the framing of an International Convention. By its nature the subject is one on which it is difficult or impossible to lay down precise regulations which would be uniformly applicable in all countries. The matter, however, was gone into very thoroughly by a large committee under the chairmanship of Sir Malcolm Delevingne, and a very full Draft Recommendation was adopted consisting of twenty-three Articles. The Recommendation contained three sections, the first dealing with scientific research into the causes of industrial accidents and the means of their prevention; the second with various methods of securing co-operation between the different parties interested, and the third indicating a number of principles for incorporation in national laws or regulations. Considerable importance was attached to the principles of the "Safety First" movement, and, throughout, emphasis was laid on the fact that workers as much as employers and Governments were interested and should co-operate in the means of preventing industrial accidents. The most vexed question that the Committee had to decide was whether the Recommendation should be made to cover agricultural as well as industrial accidents. The workers were particularly interested in this extension of the field of application, and the text asks each country to consider how far it is possible to apply the Recommendation to the prevention of accidents in agriculture.

On one aspect of industrial accidents the Conference was able to arrive at a more definite conclusion. It adopted a *Draft Convention to the effect that where packages to be transported by vessels weigh more than one ten (1000 kilogrammes) their weight should be indicated on the package.* The Government of the country from which the package is consigned should be responsible for seeing that this is done. The Employers' group were not able to vote for this Convention, which they felt had been insufficiently examined and might lead to difficulties with regard to the responsibilities of Governments. They felt less reluctant with regard to the general Recommendation, which was adopted by 100 votes to 12. The Conference also adopted a *Recommendation concerning responsibility for the protection of powerdriven machinery*, which lays down that the responsibility for the equipment of machinery with safety appliances, while resting primarily with the employer, also devolves on persons who supply machines to the employer, and instal them in his workshops.

With the other question that was up for final decision the Conference was able to deal more fully. A Draft Convention of thirteen printed pages was adopted on the subject of the *Prevention of Accidents to Workers engaged in the Loading or Unloading of Ships.* This Convention treats in great detail with such technical matters as hoisting machines and gear, the effective protection of motors, chain and friction machinery, live electric conductors, cranes and winches. It prescribes measures for the avoidance of dangerous methods of stacking and stowing cargo, deals with the height of fencing, etc. It is in fact a systematic effort to arrive at detailed international regulations covering the measures to be adopted for securing the safety of dockers when engaged in loading or unloading ships. While it easily obtained the necessary two-thirds majority in the

Conference, a certain number of employers felt obliged to vote against the Convention on the ground that it was unduly detailed. In this connection, however, it should be noted that the value of a Convention which confines itself to general questions of principle is considerably decreased by the latitude which it may allow for variety of interpretation. It is in fact a common criticism of International Labour Conventions, and in particular of the Washington Eight Hours' Convention, that their provisions allow of various interpretations by different countries. It will be generally agreed that, in spite of the difficulty of arriving at exact uniformity of regulations in different countries, the drawing up of very precise and detailed conventions, if a fault, is a fault on the right side.

The Committee which dealt with this question sat throughout the Conference, and held a very large number of meetings. On the workers' side Mr. Ernest Bevin, Secretary of the General Transport Workers' Union, played a prominent part, and his very complete knowledge of the subject and long experience undoubtedly helped considerably towards the framing of an agreement which may be regarded as one of the most complete and detailed conventions yet adopted by the International Labour Organisation. The Convention was followed by two *Recommendations*, which call attention to certain principles whose adoption would facilitate the application of the convention in different countries, and in particular the utility of *certificates of equivalence* while a Resolution invites the Governing Body to consider the possibility of *appointing an international technical Committee* to work out a model set of regulations on the protection of dockers against accidents.

Both the questions that came before the Conference for first discussion opened up a new field for the Organisation. On the question of Forced Labour the Conference was able to reach a very satisfactory decision. It decided by a vote of 101 to 15 to place this subject on the Agenda of the next Conference. In this connection it drafted a very full Questionnaire, the first question of which raises the general principle of the complete abolition of forced labour as soon as practicable. It is true that the Workers' group in a minority report stated that in their view the questionnaire that had been adopted by the Committee was rather in the nature of a defence of forced labour (under certain necessary safeguards) than an effort to abolish it entirely. They obtained very considerable satisfaction, however, in the text as it was finally accepted. The Questionnaire in fact provides merely for the regulation of forced labour during the transition period which it is generally felt must elapse before it can be entirely abolished. The suppression of forced labour for private purposes was admitted by all persons concerned. Three further questions of principle, on which the workers were not able to obtain satisfaction in the Committee, were accepted by the Conference, i.e., the questioning of Governments as to whether persons engaged on forced labour should have the right to organise, as to whether their hours of work should be limited to forty-eight in the week and eight per day, as to whether there should be a special body appointed by the Organisation to examine the application of any decisions that may eventually be reached on the subject. Moreover, a very large number of delegates, including the

British Government representative, spoke strongly in favour of the workers' thesis, and made it quite clear that it was only because they felt it impossible to ask Governments to abolish all forced labour both for public and private purposes immediately, that they put the Questionnaire in its present form.

On the whole it will be agreed that in this connection the Conference did a remarkable piece of work. The subject is entirely new as regards international regulation, and it is necessarily complicated by questions of race, colour and colonisation. While the interests of capital are frequently opposed to the mentality of native communities, the development of large areas of the world's surface is admittedly in many cases impossible at present without recourse to forced labour. From every point of view the Conference can be congratulated on having successfully tackled this difficult question and framed a Questionnaire which will no doubt lead next year to the adoption of international regulations.

The other question, that of the regulation of the *Conditions of Work of Salaried Employees*, is complicated not only by the technical difficulty of defining exactly what categories of worker can be covered by the term "salaried employees", but also by the general difficulty of precisely regulating the hours of work of any category of employee. The Employers' group was opposed to the study of the question. They felt that the time was not yet ripe, and that in view of its experience in the matter of the Washington Hours' Convention and of the regulation of hours of work at sea the Conference was unwise to embark again on so ambitious a proposal. The British Government suggested as a compromise that the scope of application of the questionnaire should be limited to shop assistants and the distributive trades. In the final resort, however, a Questionnaire was adopted leaving open the question of the final acceptance by the next Conference of a Draft Convention or Recommendation, and providing an opportunity for Governments to state in the meantime in the fullest possible manner what in their view should be the scope of the Convention or Recommendation and to what classes of workers or to what establishments it should be held to apply.

On the subject of *Unemployment* the special Committee that was appointed to deal with the Office Report succeeded in drafting a Resolution which falls into two parts. The first recognises that the question of unemployment is closely dependent on economic and currency problems which fall more directly within the scope of activity of the League of Nations. It consequently asks the Office to continue its study of the unemployment question from this angle in consultation with the appropriate organs of the League, and in particular to look into the effects on unemployment of the increase in population, the development of new industries and the rationalisation movement. It recognises that in order to do effective work it is necessary to limit the enquiry to specific industries; and calls on the Office to deal with two industries in which the unemployment problem is particularly acute, and on which a considerable amount of information is already available, *i.e.*, the coal-mining and textile industries. The second part of the Resolution invites the Governing Body to consider the possibility of placing the question or

*unemployment in the coal mines* on the Agenda of a future Session of the International Labour Conference, and if possible on the 1930 Agenda. It is satisfactory to find in the first place that the International Labour Conference did not risk the reproach of meeting at a time when unemployment is rife in so many countries without making a further effort to take into consideration a problem of such first importance to the worker; and secondly, that the Resolution adopted suggests fields of study which may be hoped to be of practical and not academic value.

But to the serious student of the history of the Organisation one of the most effective pieces of work accomplished by the Conference was undoubtedly the adoption of the regulations governing the machinery for the *revision of International Labour Conventions*. It will be remembered that every Convention that has so far been adopted by the Organisation contains an Article providing for the revision or modification of the Convention, if necessary, after ten years' experience. As the time for the effective application of this clause in the case of the Washington Conventions is at hand, the Governing Body and Conference were obliged to discover a means of putting it into effect without risking the destruction of the whole framework of international labour legislation, which has been so carefully constructed. The workers' group in particular felt that the ratifications so far obtained might easily be rendered worthless by ruthless revision. After long and complicated discussions, regulations have now been established under which any future revision may be limited to specific points in the Convention fixed in advance by the Governing Body. This apparent limitation of the sovereignty of the International Labour Conference is justified by the duty devolving on the Governing Body under the terms of the Peace Treaty to fix the Conference Agenda. Any fear of a complete breakdown in the machinery or a sudden cessation of international social obligations through the revision of Conventions has thus been effectively dissipated, and the future history of the Organisation will doubtless show the importance of these decisions.

The work of one other Committee calls for special attention. Under Article 408 of the Peace Treaty, countries are obliged to render every year a report to the International Labour Office on the application in their country of conventions ratified by them. Three years ago, on the insistence of the British Government, a special Committee of experts was appointed to examine these reports and present them to the Conference. This Committee had already last year drawn attention to the necessity of following more closely, not merely the legislative measures adopted, but also the practical application of these measures in the different countries. This year the Committee dealt with many points arising out of cases in which countries had given insufficient information with regard to the actual application of conventions ratified by them. It is perhaps improper to use the word "criticism" of Governments in this connection. In any event the tendency to ask Governments to state more clearly the precise measures they have adopted towards the effective administration of international agreements to which they have pledged their countries' word, can only be welcomed, especially when, as was the case this year, such requests for additional information are directed not merely to the

smaller countries, but also to Great Britain and other nations of the highest industrial importance.

As usual the *Annual Report of the Director of the International Labour Office* gave rise to an interesting discussion, which occupied the greater part of seven sittings and constituted a most useful exchange of views. Some sixty speakers representing Governments, employers or workers in more than thirty countries took part, and eight different languages were used. The debates were much facilitated by the adoption of the simultaneous telephonic interpretation system, which had been considerably improved since last year and enabled interpretations to be given in four or five different languages during the actual speeches.

The Conference also adopted a number of Resolutions dealing with such varied subjects as the organisation of work in sheet-glass factories on a shift basis; the rights of foreign workers in connection with insurance against old age, invalidity and death; the underground work of women and young persons; equality of treatment between national and coloured foreign workers; the organisation of white and non-white workers in countries where non-white workers are in the majority; an examination of the observance by States of their obligation under the Treaty to bring Conventions and Recommendations before the competent authorities within the prescribed time-limit; the recruiting of bodies of workers for employment abroad, and the possibility of increasing the obligation on "special" countries such as India and Japan in the event of any revision of the Hours Convention. Reference is made elsewhere to the Unemployment Resolution, Mr. Jouhaux's budget Resolution, and Mr. Oersted's Resolution on the Conference machinery. It should be noted that many of these Resolutions call for special investigations and reports by the International Labour Office, and consequently impose further burdens on its staff.

Perhaps for the first time the Office was intimately concerned with at least one political question. The British Parliamentary elections took place during the opening week of the Conference. Within a few days a declaration was made by Mr. Wolfe on behalf of the British Government to the effect that His Majesty's Government intended to take steps to ratify the *Washington Eight Hours' Convention*. This declaration was welcomed by the Conference as putting an end to a state of uncertainty under which the Organisation had laboured for many years. With regard to the Hours Convention, it marks the beginning of a new era; and whatever may be the exact method by which the new Government endeavours to redeem its electoral pledges—and there is no doubt that the labour party's support of the International Labour Organisation, with the promise to ratify the Hours' Convention, played no unimportant part in the recent General Election—it is certain that a fresh impetus has been given not merely to the Eight Hours' question itself, but also to the prestige of the Organisation as a whole by the British Government's declaration.

It is also a matter of some political importance that the Conference unanimously appointed, on the motion of the French and British Governments, *Dr. Heinrich Brauns*, for many years Minister of Labour

of Germany, to preside over its gathering. Nor should the exceedingly able chairmanship of *Mr. Valdes-Mendeville*, Government representative for Chile, who presided over the business or steering Committee of the Conference and who was largely responsible for the final wording of many of the Resolutions adopted, go without mention.

While there is still perhaps too much of the *group spirit* both in the Committees and in the Conference votes, it would be a mistake to say that this system was exaggerated at the present Conference. The structure of the Organisation and the Standing Orders of the Conference make a group system obligatory. This system only becomes dangerous when majority decisions are slavishly followed by all members of the group. One charge might, however, be laid against the Conference, *i.e.* that its Agenda was over-heavy. No doubt the number of social and industrial problems calling for international action make it exceedingly difficult for the Governing Body to limit the Agenda beyond a certain point; while the workers have a legitimate right to see as many subjects dealt with as possible. But the number and importance of the questions that had to be dealt with this year in the space of three weeks involved an exceedingly heavy strain on the members of the *Office staff*. Not only does the Conference do its work more thoroughly than it did in the past, but the production of simultaneous telephonic interpretations of the debates in the Conference, and the additional translation into German as well as French or English of almost all the speeches in Committee, enormously increase the work involved. Tributes were lavishly showered on the staff for their efficiency and devotion. A more practical method of demonstrating their gratitude would perhaps be for Governments to allot a larger sum to the Office for staff and Conference purposes, and to insist that the natural desire of delegates to return as soon as possible to their own countries should not involve an altogether unjustifiable overworking of the staff who assist them to carry out their duties.

In his report on the prevention of industrial accidents, the Chairman called attention to the difficulty of arriving at satisfactory conclusions with a Committee of 68 members. The Committee on the Conditions of Work of Salaried Employees actually consisted of 78 members. A decision reached by the Conference on the report of its Standing Orders Committee to limit the *first discussion* of items on the Agenda to the fixing of the specific points to be submitted to Governments for their consideration, without deciding the exact text of the Questionnaire, is undoubtedly a step in the right direction. So also is a Resolution adopted by the Conference on *Mr. Oersted's proposal* that the Governing Body should consider means of regulating the proposing of Resolutions by delegates. But it is to be hoped that further consideration will be given to the task of lightening the labours of the Conference, and that in this connection full account will be taken of a *Resolution put forward by Mr. Jouhaux*, calling on Governments to keep their budget restrictions within the limits dictated by the increasing development and needs of the Organisation.

Towards the end of its proceedings the Conference ran the risk of being involved in an important political discussion arising out of a *Resolution put forward by Mr. Tehou* on behalf of the Chinese Government, and

calling attention to the difficulty his Government experienced in enacting labour legislation so long as there were within its territory foreign "extra-territorial" districts over which it had no legislative control. An able statement of the case was made by Mr. Tehou, and while his Resolution did not receive the necessary number of votes for a quorum to be reached, since a large number of Governments abstained, at any rate, it was not opposed. Mr. Albert Thomas in his closing speech assured Mr. Tehou that he could count on the International Labour Organisation to do everything in its power to assist the Chinese Government in its endeavours to improve the labour conditions of women and children in their country.

The Twelfth International Labour Conference undoubtedly marks a further step, as was declared by Mrs. Kielsberg, Norwegian Government delegate and Chairman of the Government group, in the promotion of international co-operation and thus in the achievement of international peace and security.

## Japanese Factory Act

### EXTENSION OF SCOPE

The Bill previously referred to in these pages,\* to extend the provisions of the Japanese Factory Act to all factories making use of motive power, irrespective of the number of workers employed or the nature of their work, has now been passed by the Japanese legislature and was promulgated in the Official Gazette on 27th March 1929.

The amended provisions of the Act apply only to women and young persons under 16 years of age. The hours of work of such workers are limited to eleven hours a day, including rest periods; an extension not exceeding one hour may, however, be allowed during a transitional period of two years from the promulgation of the present Act. The employer must allow a rest period of at least half an hour a day if the daily hours of work exceed six, or of at least one hour a day if the daily hours of work exceed ten; he must allow two days' rest a month. No work may be performed between the hours of 10 p.m. and 5 a.m.; the employer may, however, obtain special permission to continue the day's work up to 11 p.m. Finally, special conditions are laid down under which the Minister may suspend the application of these provisions. (From "Industrial and Labour Information," Geneva, June 3, 1929.)

\* P. 136 of the "Labour Gazette" for October 1928.

## Current Periodicals

### Summary of titles and contents of special articles

#### THE LABOUR MAGAZINE—VOL. VIII, NO. 3, JULY 1929. (The Trades Union Congress and the Labour Party, London.)

- Special Articles: (1) *Forty Years' Pilgrimage: Has Labour Arrived?* By Frank Smith, M.P. pp. 99-101.  
 (2) *The Recent International Labour Conference at Geneva*, by E. L. Poulton, J.P. pp. 102-104.  
 (3) *Seamen's Conditions and the International Labour Office*, by J. Henson, C.B.E. (Secretary of the Marine Section of the Transport and General Workers' Union). pp. 105 and 106.  
 (4) *First Impressions*, by Mary Hamilton, M.P. pp. 107-109.  
 (5) *The Civil Service Re-enters Politics*, by W. J. Brown, M.P. (Secretary, Civil Service Clerical Association). pp. 110-112.  
 (6) *To the Countryside! Won't You Adopt a Country Constituency?* By J. T. Walton Newbold, M.A. (Labour Candidate for Epping, May 1929). pp. 113-115.  
 (7) *The Evacuation of the Rhineland*, by Joseph Saxe (Belgium). pp. 116 and 117.  
 (8) *Cotton Lock-out and Wages*, by T. H. Richardson. pp. 118 and 119.  
 (9) *Liberatia: A Pirate Utopia*, by C. Wye Kendall. pp. 127-129.  
 (10) *The Austrian Socialist Youth Movement*, by A Young Austrian Socialist. pp. 130-132.  
 Routine Matter.—As in previous issues.

#### INDUSTRIAL WELFARE—VOL. XI, NO. 127, JULY 1929. (Industrial Welfare Society, London.)

- Special Articles: (1) *The Need for Training Foremen*.—Functions of a foreman; vertical and horizontal; linking management and workers; the ideal foreman; must be trained; the foreman of the future; foreman and suggestions; dangers of mechanisation. pp. 221-224.  
 (2) *What the Foreman Thinks*.—Sceptical of new notions; he is a pragmatist; unfortunate misunderstandings; welfare changes foremen. pp. 225 and 226.  
 (3) *Suggestion Committees*.—Grouping of staff; suggestions freely discussed. pp. 227 and 228.  
 (4) *Welfare in a Belting Mill*. pp. 230 and 231.  
 (5) *Governments, Industry and Accident Prevention*.—Limit of governmental obligation; systematic inquiry needed; responsibility for research; factors to be studied; safety instruction in schools; after-school courses; first aid dangers; employers and employed; responsibility of workers. pp. 232-239.  
 (6) *Works Councils in Being*.—The electorate; sub-committees; the constituencies; "parliamentary" elections; co-operating with management; publication of proceedings. p. 242.  
 (7) *Normal and Abnormal in Industry*. pp. 243 and 244.  
 Routine Matter.—As in previous issues.

#### INTERNATIONAL LABOUR REVIEW—VOL. XX, NO. 1, JULY 1929. (International Labour Office, Geneva.)

- Special Articles: (1) *The Functions of the International Labour Organisation*, by J. Oudegeest. pp. 1-14.  
 (2) *Public Utility House Building: I*, by Dr. Kathe Liepmann.—Organisation; activities. pp. 15-34.  
 (3) *Social Aspects of Agrarian Reform in Latvia*, by F. W. V. Bulow (Agricultural Service, International Labour Office).—General land conditions preceding the reform; agrarian reform legislation; the carrying out of the reform; the new farmers; technical and financial assistance to new farmers; agricultural workers. pp. 35-66.  
 (4) *Recent Developments in Industrial Co-operation in the United States and Canada*, by J. H. Richardson, M.A., Ph.D. (Research Division, International Labour Office).—Employee representation plans; co-operation between trade unions and management; the Canadian national railways joint co-operative plan; conclusion. pp. 67-83.  
 (5) *Number of Women in Agriculture in Germany, France and Czechoslovakia*.—Germany; France; Czechoslovakia; conclusion. pp. 84-95.  
 (6) *The Protection of the Health of Groups of Native Workers in the French Colonies*.—Workers' health legislation—recruitment, the contract of employment, accidents occurring during employment; measures for the social and administrative protection of the workers—food rations, housing, clothing; the prevention of disease. pp. 95-109.  
 Routine Matter.—As in previous issues.

#### MONTHLY LABOUR REVIEW—VOL. XXVIII, NO. 2, FEBRUARY 1929. (U. S. Department of Labour, Washington.)

- Special Articles: (1) *Conditions in the Shoe Industry in Haverhill, Mass., 1928*.—Factories that moved, liquidated, or failed; causes of losses in Haverhill; small shoe manufacturers; contract

stitching shops; wholesale price of shoes, 1925 to 1927; average hours and earnings in Haverhill and in other cities, 1928; employment, pay rolls, and earnings in association factories, 1928; pay rolls in the Haverhill shoe industry, 1925 to 1928; shoe workers' unions in Haverhill; Haverhill shoe manufacturers' association; strikes and lockouts; overtime. pp. 1-20.

(2) *Instability of Employment in the Automobile Industry.*—Results of the study. pp. 20-23.

(3) *Character of Trade Agreements in the United States.*—Method of making agreements; union membership; hours of work; wages; arbitration; strikes and lockouts; apprenticeship; unemployment; safety and sanitation; miscellaneous provisions. pp. 23-29.

(4) *Factory Labour in Tangku, China.*—Holidays; welfare work; incomes; expenditures; conclusion. pp. 35-39.

(5) *Legislation on Hours of Labour of Women and Minors up to January 1, 1929.*—Working hours of women; hours of labour of minors. pp. 62-75.

(6) *Labour Organizations in Chile, by Moises Poblete Troncoso.*—Freedom of association; the legal system in general; legal conditions governing labour unions; lawful activities of labour unions; historical view of the labour-union movement. pp. 82-89.

(7) *Changes in English Trade-Union Membership.*—Distribution of membership in 1927; changes in some leading industries. pp. 89 and 90.

*Routine Matter.*—As in previous issues.

**MONTHLY LABOUR REVIEW—VOL. XXVIII, NO. 3, MARCH 1929. (U. S. Department of Labour, Washington.)**

*Special Articles:* (1) *Care of the Aged in the United States.* pp. 1 and 2.

(2) *Homes for the Aged, Operated by Fraternal Organizations.*—Terms of admission; benefits provided; duties of inmates; support and administration of home; cost of operation of homes; homes proposed or in process of building. pp. 3-11.

(3) *Homes for the Aged, Maintained by Religious Organizations.*—Terms of admission; rules and regulations governing home; duties of residents; benefits provided; support and cost of home—cost of operation; land holdings; value of home property. pp. 12-30.

(4) *Public Pensions for Dependent Citizens.*—Progress of the movement in the United States; provisions of pension laws; old-age pension laws in operation; criticisms of old-age pension systems now in force; appraisal of pension system by counties. pp. 31-40.

(5) *Stability of Employment in the Leather and Boot and Shoe Industries.*—Leather industry; boot and shoe industry. pp. 41-45.

(6) *Mexican Labour in the Imperial Valley, Calif.*—Economic side of the valley's agriculture; the labour market and wages; view-points on Mexican labour; wage claims; a valley labour union; housing of agricultural labourers; Mexicans as social charges; ownership of property; Mexicans in independent business; education; isolation. pp. 59-65.

(7) *Labour Conditions in Rumania.*—Importance and location of industries; labour supply; wages; collective bargaining; labour legislation; labour disputes; conclusions. pp. 69-72.

(8) *Minimum Wage Legislation in Various Countries, by Rudolf Broda (Antioch College).*—Principle of wage fixation; machinery of wage fixation; enforcement; results—abolition of sweating, general increase in wages, legitimacy of such increase in wages, influence on discharge of slow workers and unemployment, efficiency of workers and employers under minimum wage legislation, protection of fair employers, effect on industries, influence toward industrial peace; historical aspects of legal fixation of wages. pp. 73-80.

(9) *Accidents in Selected Manufacturing Industries, 1925, 1926, 1927.* pp. 87-97.

(10) *Status of Industrial Safety Regulations.*—Safety provisions adopted, by subject—subjects covered by approved national safety codes, subjects covered by national safety codes in process of development, subjects not included in national safety codes; safety provisions adopted, by states. pp. 103-115.

(11) *Progress of Family Endowment Movement in Australia and New Zealand.*—New Zealand experience proposal of the New Zealand labour department, provisions of the family allowance Act, experience under the new legislation, attitude of labour; trend toward family endowment in Australia; New South Wales plan—new basic wage—amendments of child endowment Act, financing endowment, application for another cost of living inquiry; conference of commonwealth premiers; royal federal commission on child endowment. pp. 146-155.

*Routine Matter.*—As in previous issues.

**MONTHLY LABOUR REVIEW—VOL. XXVIII, NO. 4, APRIL 1929. (U. S. Department of Labour, Washington.)**

*Special Articles:* (1) *Old People's Homes Maintained by Nationality Groups.*—Terms of admission; benefits provided; duties of residents; support of the home; cost of operation. pp. 1-7.

(2) *Private Benevolent Homes for the Aged.*—Kind and character of persons admitted; terms of admission; duties of residents; benefits provided; special activities; location and home plant; support of home; cost of operation. pp. 7-26.

(3) *Salaries of School-Teachers in Colonial America.*—Schools in Massachusetts; New York schools; southern teachers; United States. pp. 27-31.

(4) *Vacations With Pay Under Collective Agreements.* pp. 31-34.

(5) *Public-Service Retirement Systems in the United States, Canada, and Europe.*—State and municipal retirement systems in the United States—basic classification of retirement plans, cash disbursement and actuarial reserve system, inclusiveness of systems, benefits; federal employees' retirement system; retirement system of the territory of Hawaii; retirement system for employees of the dominion of Canada; public service retirement systems in European countries. pp. 34-44.

(6) *Stability of Employment in Paper and Pulp and Slaughtering and Meat-Packing Industries.*—Paper and pulp industry; slaughtering and meat-packing industry. pp. 44-48.

(7) *Federal Legislation Concerning Railroad Employees.*—Constitutional powers; employees engaged in interstate commerce; contract of employment; hours of labour; wages; employers' liability for injury to employees; labour disputes; safety and health; housing; summary. pp. 48-75.

(8) *Wages and Hours of Labour in the Hosiery and Underwear Industry, 1926 and 1928* pp. 143-153.

*Routine Matter.*—As in previous issues.

**THE JOURNAL OF INDUSTRIAL HYGIENE—VOL. XI, NO. 5, MAY 1929. (Harvard School of Public Health, Baltimore.)**

*Special Articles:* (1) *Enamelled Sanitary Ware Manufacture, by Alice Hamilton, M.D.*—Sanitary ware manufacture in 1911 to 1912—mixing enamel and enameling; sanitary ware manufacture in 1927 to 1928—mixing enamel and enameling, ware cleaning, sandblasting; summary; appendix—definitions, duties; part I—duties of employers; part II—duties of persons employed. pp. 139-153.

(2) *Experimental Electric Shock. II., by R. W. Ian Urquhart, M.A., M.D. (Tor.), and E. Clark Noble, M.A., M.B. (Tor.), M.R.C.P. (Lond.) (From the Laboratory of Physiology, University of Toronto, Toronto, Canada).*—Introduction; A-C block in the spinal cord—discussion; A-C block in nerve—procedure, localization of block, relationship between strength of current and degree and duration of block, relationship between duration of current and degree and duration of block, recovery of nerve following passage of a strong current; conclusion. pp. 154-172.

*Routine Matter.*—As in previous issues.

**THE JOURNAL OF INDUSTRIAL HYGIENE—VOL. XI, NO. 6, JUNE 1929. (Harvard School of Public Health, Baltimore.)**

*Special Articles:* (1) *The Effect of Rubbing Down and Scraping by Dry Process of Lead Painted Surfaces of Iron and Steel Structures, by L. C. McNair and C. W. Price (H. M. Engineering Inspectors of Factories, London.)* pp. 175-181.

(2) *A Study of Exposure to Calcium Dusts Generated in the Manufacture of Portland Cement, by L. R. Thompson, M.D. (Surgeon, United States Public Health Service), and Dean K. Brundage, A.B. (Assistant Statistician, United States Public Health Service).*—Method of study; dusts; disabling sickness; physical examinations; respiratory disability in relation to vital capacity; pulmonary tuberculosis; pneumoconiosis; hygienic measures in cement plants; summary. pp. 182-193.

(3) *The Progress and Present Status of Industrial Hygiene in the Union of South Africa, by E. H. Cluver, M.A., M.D., D.P.H. (Assistant Health Officer for the Union of South Africa).*—General and introductory; the gold mining industry in the Transvaal; silicosis among miners of the Witwatersrand; tuberculosis among natives on the gold mines; ankylostomiasis; pneumonia among native mine workers; typhoid among native mine workers; scurvy among native mine workers; industrial fatigue; bibliography. pp. 194-215.

*Routine Matter.*—As in previous issues.

**THE LABOUR GAZETTE—VOL. XXIX, NO. 6, JUNE 1929. (The Department of Labour, Canada.)**

*Special Articles:* (1) *Proceedings of the Parliament of Canada during the Session of 1929.*—Technical education Act; Winnipeg postal employees; Canadian national railway pensions; insurance against unemployment, sickness and invalidity; report on family allowances. pp. 601-606.

(2) *Labour Legislation in British Columbia in 1929.*—Male minimum wage Act; eight-hour day; coal mines regulation Act; regulation of quarries; placer miners' certificates; superannuation Act; school teachers; barbers' certificates; maternity and health insurance; workmen's compensation; technical education. pp. 607-610.

(3) *Recent Economic Changes in United States.*—Rising standard of living; increase of power production; source and use of credit; prices and wages. pp. 620-622.

(4) *Minimum Wages for Women in Ontario.*—Orders governing wholesale houses, elevators, and seasonal industries. p. 632.

*Routine Matter.*—As in previous issues.

## Current Notes from Abroad

## UNITED KINGDOM

There were comparatively few changes in rates of wages reported to have come into operation in June. In the industries for which statistics are regularly compiled by the Ministry of Labour, the changes recorded, all of which were reductions, amounted to a total of £14,900 in the weekly full-time wages of 150,000 workpeople. The greater part of this amount was accounted for by changes under cost-of-living sliding scales.

The principal groups of workpeople affected by the reductions included hosiery workers in the Midlands, whose cost-of-living bonus of 7d. on each shilling earned was reduced to 6d.; men employed by civil engineering contractors, who sustained a reduction of 1d. per hour; and cool mowers in the Cambridgeshire district, for whom the percentage addition to basis rate was reduced by the equivalent of 4 per cent. on current rates. Other workpeople whose wages were reduced, in each case under cost-of-living sliding scales, included carpet makers, hosiery and lace bleachers, dyers, bookbinders, etc., in the Midlands, bobbin makers in England and Wales, metallic fastener makers, and men employed by electrical contractors in London and in certain provincial districts in England and Wales. (From "Ministry of Labour Gazette," London, July 1929.)

\* \* \* \* \*

At 1st July the average level of retail prices of all the commodities taken into account in the statistics compiled by the Ministry of Labour (including food, rent, clothing, fuel, and light, and miscellaneous items) was approximately 61 per cent. above that of July 1914, as compared with 60 per cent. a month ago and 65 per cent. a year ago. For food alone the average level of retail prices was 49 per cent. above that of July 1914, as compared with 47 per cent. a month ago and 57 per cent. a year ago. (From "Ministry of Labour Gazette," London, July 1929.)

\* \* \* \* \*

The number of trade disputes involving stoppages of work, reported to the Ministry of Labour as beginning in June, was 25. In addition, 15 disputes which began before June were still in progress at the beginning of the month. The number of workpeople involved in all disputes in June (including workpeople thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes) was about 16,300, and the aggregate duration of all disputes during June was about 188,000 working days. These figures compare with totals of 17,200 workpeople involved and 218,000 working days lost in the previous month, and with 23,700 workpeople involved and 452,000 days lost in June 1928. (From "Ministry of Labour Gazette," London, July 1929.)

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

Count or Number	Month of June			Three months ended June		
	1927	1928	1929	1927	1928	1929
	Pounds	(000)	(000)	(000)	(000)	(000)
Nos. 1 to 10	6,337	596	3,240	18,419	4,498	11,102
Nos. 11 to 20	18,147	5,415	10,354	55,397	23,144	35,024
Nos. 21 to 30	15,580	6,012	10,106	47,644	24,265	34,501
Nos. 31 to 40	2,293	1,218	2,188	6,210	4,840	7,485
Above 40	921	482	916	2,879	1,713	2,627
Waste, etc.	114		26	323		137
Total	43,392	13,723	26,830	130,872	58,552	90,876

## BOMBAY CITY

Count or Number	Pounds	Month of June			Three months ended June		
		(000)	(000)	(000)	(000)	(000)	(000)
Nos. 1 to 10	5,511	34	2,368	16,204	2,654	8,892	
Nos. 11 to 20	12,169	226	4,540	37,392	6,951	17,144	
Nos. 21 to 30	9,707	41	3,750	29,656	6,377	14,524	
Nos. 31 to 40	1,056		548	2,719	997	2,539	
Above 40	416		293	1,372	417	1,009	
Waste, etc.	114		25	323	92	136	
Total	29,033	301	11,524	87,706	17,488	44,154	

## AHMEDABAD

Count or Number	Pounds	Month of June			Three months ended June		
		(000)	(000)	(000)	(000)	(000)	(000)
Nos. 1 to 10	192	165	240		540	712	
Nos. 11 to 20	3,227	3,316	3,382	9,823	9,281	9,948	
Nos. 21 to 30	4,645	4,648	4,612	14,298	14,147	14,852	
Nos. 31 to 40	924	994	1,273	2,536	2,953	3,788	
Above 40	357	356	483	1,073	922	1,263	
Waste, etc.							
Total	9,345	9,479	9,990	28,301	27,843	30,563	

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

Description	Month of June			Three months ended June		
	1927	1928	1929	1927	1928	1929
Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	2,039	221	648	4,740	1,163	1,796
Chudders	1,854	652	723	4,658	2,065	2,459
Dhotis	8,729	5,769	8,100	24,498	17,116	24,018
Drills and jeans	1,157	232	671	3,803	1,734	2,901
Cambrics and lawns	50	40	36	111	148	115
Printers	130	205	102	491	570	328
Shirtings and long cloth	10,124	5,696	5,696	31,114	12,507	19,100
T. cloth, domestics, and sheetings	1,268	597	677	4,305	2,208	2,489
Tent cloth	16	22	37	196	93	78
Other sorts	467	340	477	1,518	1,021	1,506
Total	25,834	11,525	17,167	75,434	38,625	54,790
Coloured piecegoods	9,730	2,742	5,185	29,974	12,663	18,987
Grey and coloured goods, other than piecegoods	240	39	179	673	310	646
Hosiery	34	56	39	99	151	136
Miscellaneous	294	33	150	860	309	392
Cotton goods mixed with silk or wool	391	105	126	1,127	637	512
Grand Total	36,523	14,500	22,846	108,167	52,695	75,463

## BOMBAY CITY

Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	1,821	57	361	3,518	676	1,239
Chudders	1,385	66	258	3,373	703	1,207
Dhotis	3,150	311	1,692	8,474	2,417	5,712
Drills and jeans	1,084	127	585	3,599	1,404	2,021
Cambrics and lawns	16	1	10	42	28	54
Printers			3			4
Shirtings and long cloth	7,588	699	2,596	23,565	5,278	10,261
T. cloth, domestics, and sheetings	785	160	273	3,259	915	1,351
Tent cloth	7	18	25	173	82	49
Other sorts	241	28	212	806	309	672
Total	16,077	1,407	6,015	46,809	11,812	23,162
Coloured piecegoods	6,846	486	2,425	20,363	5,174	9,400
Grey and coloured goods, other than piecegoods	236	9	167	664	232	592
Hosiery	11	2	8	30	12	21
Miscellaneous	234	4	117	686	130	277
Cotton goods mixed with silk or wool	241	5	48	640	195	185
Grand Total	23,645	1,913	8,780	69,192	17,555	33,837

DETAILED STATEMENT OF THE QUANTITY (IN POUNDS) AND DESCRIPTION  
OF WOVEN GOODS PRODUCED—contd.  
AHMEDABAD

Description	Month of June			Three months ended June		
	1927	1928	1929	1927	1928	1929
Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	30	33	56	53	93	121
Chudders	333	453	362	902	1,121	960
Dhotis	4,418	4,585	5,178	12,531	12,030	14,624
Drills and jeans	28	33	33	89	54	122
Cambrics and lawns	34	36	25	64	107	59
Printers	32	128	27	201	299	99
Shirtings and long cloth	2,005	2,239	2,524	5,428	5,598	7,120
T. cloth, domestics, and sheetings	395	387	267	782	882	684
Tent cloth	3			5		1
Other sorts	131	183	163	437	426	523
Total	7,409	8,077	8,635	20,492	20,610	24,313
Coloured piecegoods	1,663	1,583	1,660	6,193	5,240	6,228
Grey and coloured goods, other than piecegoods	1	2	6	5	4	20
Hosiery	24	53	31	70	139	116
Miscellaneous	60	26	32	172	173	113
Cotton goods mixed with silk or wool	147	100	78	476	436	326
Grand Total	9,304	9,841	10,442	27,408	26,602	31,116

INDUSTRIAL DISPUTES IN PROGRESS IN JULY 1929

Name of concern and locality	Approximate number of workpeople involved		Date when dispute		Cause	Result	Number of working days lost during the month	Total number of working days lost in the dispute on termination
	Directly	Indirectly	Began	Ended				
<i>Textile Industry</i>								
1. The Spring Mill, Naigaum, Bombay.	600	4,200	1 May 1929		Demand for re-instatement of a spinner.	No settlement reported	21,070	
2. The Century Mill, De-Lisle Road, Bombay.	1,350	5,150	12 Mar.		Demand for re-instatement of dismissed men.	Do.	75,207	
3. The Morarji Goculdas Mill, Supari Baug Road, Bombay.	505	3,495	18 Apr.		Proposed retrenchment of hands.	Do.	55,113	
4. The strike in the Bombay Textile Mills:—								
(a) 41 Cotton Mills ..	74,675	....	26 Apr.		Alleged Victimisation of Unionist workers and demand for re-instatement of old hands.	Do.	1,377,442	....
(b) 13 Cotton Mills ..	19,084	...	27 Apr.					
(c) 7 Cotton Mills ..	9,634	....	29 Apr.					
(d) 1 Cotton Mill ..	1,420	....	30 Apr.					
(e) 2 Cotton Mills ..	4,419	....	1 May					
5. The Hattersley Mill, Ghatkopar.	169	...	9 July	11 July	Demand for the dismissal of a head jobber.	The strike ended in favour of the employers.	338	338
6. The Jam Shri Ranjitsinghji Spinning and Weaving Mills, Sholapur.	1,850	....	9 July	11 July	Demand for re-instatement of the local Agent, Narayandas Jamnadas, who was dismissed by the Company.	The strike ended in favour of the employers.	2,350	2,350
7. The Gordhan Spinning and Manufacturing Co. Ltd., Naroda Road, Ahmedabad.	40	....	9 July	10 July	Demand for re-instatement of a dismissed jobber.	The strike ended in favour of the employers.	Nil	Nil
8. The Jupiter Ahmedabad Spinning and Weaving Mills, Ahmedabad.	35	....	18 July	20 July	Demand for re-instatement of a dismissed jobber.	The strike ended in favour of the employers.	Nil	Nil
9. The Maneckchowk and Ahmedabad Manufacturing Co. Ltd., Idga Road, Ahmedabad.	100	....	29 July	31 July	Demand for continuance of the old rates of wages.	The strike ended in favour of the employers.	88	88
<i>Engineering</i>								
10. The M. & S. M. Railway Workshop (Millwright), Hubli.	80	....	20 July	22 July	Demand for transfer of a fireman and a chargeman.	The strike ended in favour of the employers.	160	160
<i>Miscellaneous</i>								
11. The Western India Match Factory, Ambernath.	328	....	1 July	2 July	Demand for better supply of material.	The strike ended in favour of the employers.	328	328
12. The King Edward Industrial Home of the Salvation Army, Ripon Road, Bombay.	47	....	21 July	29 July	Alleged reduction in the rates of wages.	The strike ended in favour of the employers.	272	272

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WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

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WHOLESALE MARKET PRICES IN BOMBAY

Articles	Grade	Rate per	Prices in the month of							
			July 1914	July 1926	June 1929	July 1929	July 1914	July 1926	June 1929	July 1929
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.				
Rice	.. Rangoon Small-mill	.. Maund	4 11 3	5 4 2	5 6 0	5 4 6	100	112	114	112
Wheat	.. Delhi No. 1	.. Cwt.	5 9 6	7 10 9	9 0 9(6)	9 0 9(6)	100	137	162	162
Do.	.. Khandwa Seoni	.. Candy	45 0 0	80 0 0	70 0 0	80 0 0	100	124	156	178
Do.	.. Jubulpore	.. ..	40 0 0	49 0 0	59 0 0	59 0 0	100	123	148	148
Jowari (1)	.. Cawnpore	.. Maund	3 2 6	3 6 2	4 3 9	4 3 9	100	107	134	137
Parli	.. ..	.. ..	3 4 6	4 0 4	4 7 1	4 7 1	100	123	135	142
Pañri	.. Ghati ..	.. ..	3 4 6	4 3 9	5 13 1	6 2 2	100	129	127	187
Index No.—Cereals			....	....	....	....	100	130	147	152
Cram ..	.. Punjab yellow (2nd sort)	.. Maund	4 3 9	4 15 7	5 11 5	6 5 7	100	117	135	150
Turdal ..	.. Cawnpore ..	.. ..	5 10 5	7 6 6	7 6 6	7 6 6	100	131	131	131
Index No.—Pulses			....	....	....	....	100	124	133	141
Index No.—Sugar			....	....	....	....	100	129	144	150
Sugar (refined)	.. Mauritius	.. Cwt.	9 3 0	....	....	....	100	..	..	..
Do. (do.)	.. Java, white	.. ..	10 3 0	13 10 6	13 1 0	13 0 0	100	134	128	128
Do. Raw (Cul)	.. Sangli or Poona	.. Maund	7 14 3	9 12 9	11 15 7	11 15 7	100	124	152	152
Index No.—Sugar			....	....	....	....	100	129	140	..
Other Food—	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Turmeric	.. Rajapuri ..	.. Maund	5 9 3	15 10 4	11 6 10	12 1 9	100	280	265	217
Ghee	.. Deshi ..	.. ..	45 11 5	74 4 7	72 13 9	72 13 9	100	163	159	159
Salt	.. Bombay (black)	.. ..	1 7 6	2 2 0	2 0 0	2 0 0	100	145	136	136
Index No.—Other food			....	....	....	....	100	196	167	171
Index No.—All Food			....	....	....	....	100	143	148	153
Oilseeds—	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..	.. ..
Linseed	.. Bold ..	.. Cwt.	8 14 6	10 9 6	10 12 0	11 12 0	100	119	121	..
Rape seed	.. Cawnpore (brown) ..	.. ..	8 0 0	10 10 0	10 0 0(7)	10 0 0(7)	100	133	125	..
Papay seed	.. ..	.. ..	10 14 0	17 2 0	21 0 0	24 0 0	100	157	193	221
Cingelly seed	.. ..	.. ..	11 4 0	12 13 0	11 3 0	12 2 0	100	114	99	108
Index No.—Oilseeds			....	....	....	....	100	131	..	..

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Textiles—Cotton—			..	..	..	..	..	..	..	..
(a) Cotton, raw—†			..	..	..	..	..	..	..	..
Broach	.. Good	.. Candy	251 0 0	401 0 0	332 0 0	326 0 0	100	160	132	130
Comra	.. Fully good	.. ..	222 0 0	377 0 0	288 0 0	280 0 0	100	170	130	126
Dharwar	.. Saw-ginned	.. ..	230 0 0	399 0 0	347 0 0	329 0 0	100	173	151	143
Khandesh	.. Machine-ginned	.. ..	205 0 0	357 0 0	249 0 0	249 0 0 (8)	100	174	121	112
Bengal	.. Do.	.. ..	198 0 0	330 0 0	228 0 0	221 0 0	100	167	115	112
Index No.—Cotton, raw			....	....	....	....	100	169	..	126
Cotton manufactures—			..	..	..	..	..	..	..	..
Twist	.. 40 s	.. Lb.	0 12 9	1 3 0	1 2 0	1 2 0	100	149	141	141
Grey shirtings	.. Farl 2,000	.. Piece	5 15 0	9 10 0	9 8 0	9 8 0	100	162	160	160
White mulls*	.. 6/600	.. ..	4 3 0	8 12 0	8 14 0	8 14 0	100	209	212	212
Shirtings	.. Liepmann's 1,500	.. ..	10 6 0	19 0 0	18 4 0	18 4 0	100	183	176	176
Long Cloth (3)	.. Local made 36" x 37 1/2 yds.	.. Lb.	0 9 6	0 15 9	0 15 6	0 15 6	100	166	163	163
Chudders (4)	.. 54" x 6 yds.	.. ..	0 9 6	0 15 6	0 15 0	0 15 0	100	163	158	158
Index No.—Cotton manufactures			....	....	....	....	100	172	168	168
Index No.—Textiles—Cotton			....	....	....	....	100	171	151	146
Other Textile			..	..	..	..	..	..	..	..
Silk	.. Manchow	.. Lb.	5 2 6	6 1 4	6 0 9	5 14 7	100	118	117	115
Do.	.. Mathow Lari	.. ..	2 15 1	3 12 3	3 10 1(5)	2 11 0	100	128	123	91
Index No.—Other Textiles			....	....	....	....	100	123	120	103
Hides and			..	..	..	..	..	..	..	..
Hides, Cow	.. Tanned	.. Lb.	1 2 6	1 11 5	1 3 2	1 10 1	100	148	104	141
Do. Buffalo	.. Do.	.. ..	1 1 3	0 14 0	0 13 6	0 12 10	100	81	78	74
Skins, Goat	.. Do.	.. ..	1 4 0	2 9 10	2 14 9	3 3 2	100	209	234	256
Index No.—Hides and Skins			....	....	....	....	100	146	139	157
Metals—			..	..	..	..	..	..	..	..
Copper braziers	.. ..	.. Cwt.	60 8 0	59 12 0	66 0 0	6 0 0	100	99	109	109
Iron bars	.. ..	.. ..	4 0 0	7 0 0	7 0 0	6 8 0	100	175	175	163
Steel hoops	.. ..	.. ..	7 12 0	8 12 0	9 0 0	9 0 0	100	113	116	116
Galvanised sheets	.. ..	.. ..	9 0 0	11 14 0	12 0 0	11 8 0	100	132	133	128
Tin plates	.. ..	.. Box	8 12 0	14 8 0	13 12 0	13 12 0	100	166	157	157
Index No.—Metals			....	....	....	....	100	137	138	135
Other raw and manufactured articles—			..	..	..	..	..	..	..	..
Coal (2)	.. Bengal ..	.. Ton	14 12 0	21 0 0	17 12 0	17 12 0	100	142	120	120
Do.	.. Imported	.. ..	19 11 6	18 4 2	18 4 4	17 12 6	100	93	93	90
Kerosene	.. Elephant Brand	.. 2 Tins	4 6 0	6 11 0	6 9 6	6 9 6	100	153	151	151
Do	.. Chester Brand	.. Case	5 2 0	8 12 0	8 11 6	8 11 6	100	171	170	170
No.—Other raw and manfd. articles			....	....	....	....	100	140	134	133
Index No.—Food			....	....	....	....	100	143	148	153
Index No.—Non-food			....	....	....	....	100	149	141	142
General Index No.			....	....	....	....	100	..	..	145

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\* In the absence of price-quotations for the grade 6/600 the price quoted for white mulls is for the grade 6,000/56 since June 1925 and for 6,000/54 x 19 since October 1927.  
 † Since October 1925, the price-quotations for raw cotton are for the following five varieties, viz., Broach, Fully good; Comra, Fine; Dharwar, Saw-ginned, F. G.; Khandesh, Fully good; Bengal, Fully good.  
 (1) Quotation for Sholapur quality since March 1926. (2) Since June 1925, the quotation is for Bengal, 1st Class Jheria. (3) Quotation for 37" x 37 1/2 yds. since March 1926. (4) Quotation for 54" x 6 yds. since March 1926. (5) Quotation for October 1928. (6) Quotation for January 1929. (7) Quotation for May 1929. (8) Quotation for June 1929.

WHOLESALE MARKET PRICES IN KARACHI\*

Article	Grade	Rate per	Prices in the month of				Index numbers					
			July 1914	July 1928	June 1929	July 1929	July 1914	July 1928	June 1929	July 1929		
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.						
<b>Cereals—</b>												
Rice (1)	5% barley, 3% dirt, 30% red	Candy	39 0 0	59 12 0	52 4 0	52 4 0	100	153	131	134		
Wheat, white	5% barley, 3% dirt, 92% red	"	31 8 0	38 4 0	36 4 0	41 4 0	100	121	115	131		
" red	2% barley, 14% dirt	"	32 8 0	39 6 0	37 6 0	42 8 0	100	121	115	131		
" white	2% barley, 14% dirt	"	32 4 0	39 6 0	37 6 0	42 8 0	100	121	115	131		
" red	2% barley, 14% dirt	"	25 8 0	35 8 0	39 12 0	40 8 0	100	139	156	159		
Jowari	3% dirt	"	26 8 0	32 8 0	32 12 0	34 0 0	100	123	124	128		
Barley	3% dirt	"	26 8 0	32 8 0	32 12 0	34 0 0	100	123	124	128		
Index No.—Cereals			....	....	....	....	100	131	129	137		
<b>Pulses—</b>												
Gram (2)	1% dirt	Candy	29 8 0	37 8 0	41 8 0	47 8 0	100	127	141	161		
<b>Sugar—</b>												
Sugar	Java white	Cwt.	9 2 0	13 3 0	12 13 0	12 4 0	100	145	140	134		
"	" brown	"	8 1 6	13 8 0	12 12 0(6)	11 5 0	100	167	158	140		
Index No.—Sugar			....	....	....	....	100	156	149	137		
<b>Other food—</b>												
Salt		Fengal Maund	2 2 0	1 8 3	1 8 0	1 8 0	100	71	71	71		
<b>Oilseeds—</b>												
Cotton seed	3% admixture	Maund	2 11 3	3 6 0	3 6 0(3)	3 6 0(3)	100	125	125	125		
Rapeseed, bold	Black 9% admixture	Candy	51 0 0	66 10 0	66 10 0(4)	66 10 0(4)	100	131	131	131		
Gingelly seed		"	62 0 0	74 8 0	76 0 0(6)	76 0 0(6)	100	120	123	123		
Index No.—Oilseeds			....	....	....	....	100	125	126	126		
<b>Textiles—</b>												
Jute bags	B, Twills	100 bags	38 4 0	51 8 0	39 4 0	41 8 0	100	135	103	108		

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<b>Textiles—Cotton—</b>											
(a) Cotton, raw	Sind	Maund	20 4 0	36 0 0	25 10 0	25 10 0	100	178	127	127	
(b) Cotton manufactures											
Drills	Pepperell	Piece	10 3 6	17 12 0	17 8 0(5)	17 8 0(5)	100	174	171	171	
Shirtings	Liepmann's	"	10 2 0	18 8 0	18 0 0	17 8 0	100	183	178	173	
Index No.—Cotton manufactures			....	....	....	....	100	179	175	172	
Index No.—Textiles—Cotton			....	....	....	....	100	178	159	157	
<b>Other Textiles—Wool</b>	Kandahar	Maund	28 0 0	36 0 0	36 0 0	36 0 0	100	129	129	129	
<b>Hides—</b>											
Hides, dry	Sind	Maund	21 4 0	20 8 0	13 0 0	13 0 0	100	96	61	61	
" "	Punjab	"	21 4 0	20 8 0	13 0 0	13 0 0	100	96	61	61	
Index No.—Hides			....	....	....	....	100	96	61	61	
<b>Metals—</b>											
Copper Braziers		Cwt.	60 8 0	61 0 0	66 8 0	70 0 0	100	101	110	116	
Steel Bars		"	3 14 0	6 10 0	7 2 0	7 0 0	100	171	184	181	
" Plates		"	4 6 0	7 4 0	6 12 0	6 12 0	100	166	154	154	
Index No.—Metals			....	....	....	....	100	146	149	150	
<b>Other raw and manufactured articles—</b>											
Coal	1st class Bengal	Ton	16 0 0	19 4 0	19 4 0	19 4 0	100	120	120	120	
Kerosene	Chester Brand	Case	5 2 0	8 9 0	8 9 0	8 9 0	100	167	167	167	
"	Elephant	2 Tins	4 7 0	6 7 0	6 7 0	6 7 0	100	145	145	145	
Index No.—Other raw and manufactured articles			....	....	....	....	100	144	144	144	
Index No.—Food			....	....	....	....	100	130	128	132	
Index No.—Non-food			....	....	....	....	100	140	131	131	
General Index No.			....	....	....	....	100	136	130	131	

\*Year 1914 base should have been retained from the index for want of quotation. (1) Quotation for Sukkur white since August 1926. (2) Quotation for 3 per cent. mutual since April 1924. (3) Quotation for September 1927. (4) Quotation for May 1928. (5) Quotation for August 1928.

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WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

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WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

Prices in July 1914 = 100

Month	Cereals	Pulses	Sugar	Other food	Index No. food	Oilseeds	Raw cotton	Cotton manufactures	Other textiles	Hides and skins	Metals	Other raw and manufactured articles	Index No. non-food	General Index No.
1926	146	128	144	148	143	140	144	180	130	147	150	148	152	149
July	146	128	144	148	143	140	144	180	130	147	150	148	152	149
1927														
June	143	130	129	164	143	145	149	161	149	137	142	156	149	147
July	139	129	130	162	141	143	154	163	142	139	136	159	149	147
August	142	131	132	161	143	143	159	167	138	142	135	156	150	148
September	135	125	133	165	140	141	183	172	141	140	133	153	152	148
October	136	135	132	162	141	136	179	167	131	144	133	141	148	146
November	140	139	138	155	143	131	182	166	131	115	134	140	145	144
December	134	138	131	157	139	130	168	164	130	121	132	139	144	143
1928														
January	130	140	123	153	136	129	166	164	124	141	132	132	144	141
February	153	136	121	155	136	124	163	162	122	157	133	131	144	142
March	128	129	122	161	135	124	162	162	124	140	132	132	143	140
April	130	135	127	162	137	128	158	162	126	153	133	131	144	142
May	130	131	129	180	141	132	165	164	130	151	133	140	147	145
June	136	126	152	197	150	130	167	169	129	147	138	140	149	149
July	130	124	129	196	143	131	169	172	123	146	137	140	149	147
August	131	127	132	191	143	128	151	169	124	155	137	146	147	146
September	140	134	136	194	150	132	150	168	120	155	138	143	147	148
October	143	143	147	195	157	134	151	170	119	159	138	136	147	150
November	144	144	145	189	153	134	149	170	120	162	137	142	147	149
December	146	142	129	168	148	134	143	171	122	165(a)	138	137	147(a)	147(a)
1929														
January	152	143	131	180	154	137	141	171	119	162	137	134	146	148
February	153 (a)	138	131	176	152 (a)	140	142	170	122	177	139	133	148	146 (c)
March	149	136	129	170	148	135	144	168	122	160	142	136	146	147
April	143	138	131	161	144	131	138	169	122	154	138	136	144	144
May	138	132	134	162	142	132	130	169	122	141	138	136	141	141
June	147	133	140	167	148	135	130	168	120	139	138	134	141	143
July	152	141	140	171	153	147	126	168	103	157	135	133	142	145

(a) Revised figures.

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COST OF LIVING INDEX NUMBERS FOR INDIA AND EUROPEAN COUNTRIES

Name of country	India (Bombay)	United Kingdom	Canada	Australia	New Zealand	Italy (Rome)	Belgium	Norway	Switzerland	South Africa	France (Paris)	U. S. of America
Items included in the index	light, clothing and rent	clothing and rent	Food, fuel, light and rent	Food and rent	Food, clothing, fuel, light, rent and miscellaneous	Food, clothing, heat, light, rent and miscellaneous	Food, clothing, light, fuel and miscellaneous	Food, clothing, fuel, light, rent and miscellaneous	Food, clothing, heating, lighting and rent	Food, fuel, light, rent and miscellaneous	Food, rent, light and miscellaneous	Food, clothing, heating and lighting, rent and miscellaneous
1914 July	100	100	100	(a) 100(f)	(b) 100	(c) 100	(d) 100	(e) 100	(f) 100	(g) 100	(h) 100	(i) 100
1915	104	125	97	119	(j) 108	99	117	116	146	106	103	105(m)
1916	108	148	102	115	117	116	116	116	146	106	103	118
1917	118	180	130	116	128	146	117	117	190	114	114	142
1918	149	203	146	118	144	197	117	117	252	118	118	174
1919	186	208	155	132	157	205	117	117	284(g)	126	126	199
1920	190	252	190	154	182	313	117	117	(d) 275	126	126	238(n)
1921	177	219	152	152	178	387	117	117	307	155	(p) 341	200
1922	165	184	147	140	159	429	117	117	294	200	(q) 307	174
1923	153	169	146	151	158	(h) 487	117	117	251	164	(r) 302	170
1924	157	170	144	149	160	512	117	117	238	164	(s) 334	173
1925	157	173	146	153	163	598	117	117	249	169	(t) 366	173
1926	157	170	150	161	163	649	117	117	259	168	(u) 390	178
1927	156	166	149	158	163	649	117	117	220	162	(v) 485	176
1928	144	164	149	(a) 155	(j) 161	548	117	117	203	160(g)	(w) 525	172(m)
April	144	164	149	155	161	531	117	117	193	160	519	170
May	147	164	148	157	162	526	117	117	193	160	519	170
June	146	165	148	157	162	530	117	117	193	161	519	170
July	147	165	148	157	162	526	117	117	193	161	519	170
August	146	165	148	155	161	522	117	117	192	161	519	170
September	145	165	151	155	161	526	117	117	185	161	519	170
October	146	166	152	155	162	528	117	117	184	162	519	170
November	147	167	152	155	162	534	117	117	184	162	519	170
December	148	168	152	155	162	538	117	117	183	162	519	170
1929	149	167	152	155	161	541	117	117	181	161	519	170
January	148	165	151	155	161	544	117	117	182	161	519	170
February	149	166	152	155	161	561	117	117	180	161	519	170
March	148	162	150	155	161	551	117	117	180	159	519	170
April	147	161	150	155	161	542	117	117	180	160	519	170
May	147	160	149	155	161	542	117	117	179	160	519	170
June	148	161	149	155	161	542	117	117	179	160	519	170
July	148	161	149	155	161	542	117	117	179	160	519	170
August	149	161	149	155	161	542	117	117	179	160	519	170

(a) From 1914 to 1927 figures relate to second quarter. (b) First half of 1914. (c) April 1914. (d) From 1915 to 1919 June figures are given. (e) June 1914=100. (f) Average for 1914-16. (g) Average 1913 is the base. (h) The figures for Italy from July 1923 are for Milan. (i) Revised series from March 1922. (j) Revised figures. (k) Figures from 1915 to 1927 refer to August. (l) Figures from 1915 to 1927 refer to December. (m) First half of the year. (n) Yearly averages for the years 1918-1927. (o) June figures.

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RETAIL PRICES OF ARTICLES OF FOOD IN JUNE AND JULY 1929\*

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

Articles	Price per	Bombay	Karachi	Ahmedabad	Sholapur	Poona	Bombay	Karachi	Ahmedabad	Sholapur	Poona
		June 1929	July 1929								
		Rs. s. p.									
	Maund	8 15 5 <i>160</i>	7 4 4 <i>109</i>	8 0 0 <i>130</i>	8 0 4 <i>132</i>	7 9 11 <i>132</i>	8 15 5 <i>160</i>	7 4 4 <i>109</i>	8 0 0 <i>130</i>	8 6 9 <i>159</i>	7 9 11 <i>132</i>
Wheat (1)		9 0 3 <i>161</i>	5 11 5 <i>136</i>	6 10 8 <i>142</i>	6 7 3 <i>125</i>	7 4 1 <i>135</i>	8 10 0 <i>154</i>	5 8 3 <i>131</i>	6 2 6 <i>111</i>	6 11 1 <i>130</i>	7 4 1 <i>135</i>
Jowari		5 8 11 <i>128</i>	4 13 0 <i>132</i>	5 0 0 <i>111</i>	3 14 9 <i>137</i>	4 5 8 <i>127</i>	5 11 9 <i>132</i>	4 13 0 <i>132</i>	4 11 4 <i>124</i>	3 14 9 <i>137</i>	4 5 8 <i>127</i>
Bairi		5 15 0 <i>138</i>	5 11 5 <i>136</i>	6 6 5 <i>136</i>	4 7 11 <i>128</i>	5 11 9 <i>140</i>	6 7 10 <i>150</i>	5 12 3 <i>137</i>	6 2 6 <i>131</i>	4 7 0 <i>126</i>	6 1 0 <i>148</i>
Index No.—Cereals		<i>147</i>	<i>128</i>	<i>111</i>	<i>136</i>	<i>134</i>	<i>149</i>	<i>127</i>	<i>129</i>	<i>138</i>	<i>136</i>
Pulses—											
Gram	Maund	7 9 0 <i>176</i>	6 6 5 <i>168</i>	6 2 6 <i>154</i>	5 14 8 <i>138</i>	6 10 8 <i>137</i>	7 9 0 <i>176</i>	6 3 5 <i>163</i>	6 2 6 <i>154</i>	6 0 3 <i>140</i>	6 10 8 <i>137</i>
Turdal		9 2 3 <i>156</i>	8 0 0 <i>120</i>	8 14 3 <i>141</i>	7 8 9 <i>129</i>	8 10 0 <i>131</i>	9 2 3 <i>156</i>	8 0 0 <i>120</i>	8 14 3 <i>144</i>	8 0 4 <i>137</i>	8 10 0 <i>131</i>
Index No.—Pulses		<i>166</i>	<i>144</i>	<i>149</i>	<i>134</i>	<i>131</i>	<i>166</i>	<i>142</i>	<i>149</i>	<i>141</i>	<i>131</i>

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Other articles of food—											
Sugar (refined)	Maund	12 0 6 <i>158</i>	10 0 0 <i>138</i>	10 0 0 <i>125</i>	11 0 7 <i>110</i>	10 8 5 <i>113</i>	12 0 6 <i>158</i>	10 0 0 <i>138</i>	10 0 0 <i>125</i>	11 0 7 <i>110</i>	10 8 5 <i>113</i>
		13 7 2 <i>157</i>	9 6 7 <i>135</i>	11 6 10 <i>129</i>	11 10 2 <i>150</i>	11 12 11 <i>168</i>	14 4 7 <i>167</i>	9 6 7 <i>135</i>	11 6 10 <i>129</i>	12 4 11 <i>158</i>	12 0 6 <i>171</i>
Tea	Lb.	0 14 10 <i>190</i>	0 15 7 <i>225</i>	0 15 7 <i>200</i>	1 1 10 <i>171</i>	1 0 5 <i>200</i>	0 14 10 <i>190</i>	0 15 7 <i>225</i>	0 15 7 <i>200</i>	1 1 10 <i>171</i>	1 0 5 <i>200</i>
Salt	Maund	2 8 8 <i>119</i>	1 14 6 <i>145</i>	2 4 7 <i>151</i>	3 2 4 <i>141</i>	2 11 2 <i>144</i>	2 9 0 <i>120</i>	1 14 6 <i>145</i>	2 4 7 <i>151</i>	3 2 4 <i>141</i>	3 1 6 <i>165</i>
Beef	Seer	— <i>179</i>	0 9 0 <i>180</i>	0 6 0 <i>100</i>	0 5 0 <i>201</i>	0 6 0 <i>141</i>	0 9 3 <i>179</i>	0 9 0 <i>180</i>	0 6 0 <i>100</i>	0 5 0 <i>201</i>	0 6 0 <i>141</i>
Mutton		0 11 3 <i>169</i>	0 10 0 <i>167</i>	0 10 0 <i>167</i>	0 8 0 <i>133</i>	0 9 6 <i>158</i>	0 11 3 <i>169</i>	0 10 0 <i>167</i>	0 10 0 <i>167</i>	0 8 0 <i>133</i>	0 9 6 <i>158</i>
Milk	Maund	17 9 4 <i>191</i>	8 14 3 <i>200</i>	10 0 0 <i>200</i>	10 0 0 <i>138</i>	13 5 4 <i>133</i>	17 9 4 <i>191</i>	8 6 9 <i>190</i>	10 0 0 <i>200</i>	10 0 0 <i>138</i>	13 5 4 <i>133</i>
Ghee		78 0 9 <i>154</i>	71 1 9 <i>167</i>	76 3 1 <i>171</i>	91 6 10 <i>163</i>	61 8 7 <i>119</i>	78 0 9 <i>154</i>	71 1 9 <i>167</i>	80 0 0 <i>180</i>	91 6 10 <i>163</i>	66 10 8 <i>129</i>
Potatoes		7 2 3 <i>159</i>	7 1 9 <i>131</i>	5 8 3 <i>145</i>	8 0 0 <i>200</i>	4 1 9 <i>122</i>	7 5 2 <i>163</i>	9 0 3 <i>166</i>	6 10 8 <i>175</i>	8 0 0 <i>200</i>	5 4 2 <i>156</i>
Onions		3 9 2 <i>230</i>	2 12 2 <i>152</i>	2 12 2 <i>138</i>	2 10 8 <i>107</i>	1 6 5 <i>70</i>	3 9 2 <i>230</i>	4 3 10 <i>233</i>	3 1 3 <i>154</i>	2 10 8 <i>107</i>	1 6 5 <i>70</i>
Cocconut oil		26 14 3 <i>166</i>	23 11 3 <i>96</i>	32 0 0 <i>160</i>	29 1 5 <i>109</i>	28 1 1 <i>100</i>	28 9 1 <i>112</i>	23 11 3 <i>96</i>	32 0 0 <i>160</i>	29 1 5 <i>109</i>	28 1 1 <i>100</i>
Index No.—Other articles of		<i>165</i>	<i>158</i>	<i>153</i>	<i>148</i>	<i>133</i>	<i>167</i>	<i>167</i>	<i>158</i>	<i>148</i>	<i>140</i>
Index No.—All food articles (unweighted)		<i>161</i>	<i>149</i>	<i>148</i>	<i>143</i>	<i>134</i>	<i>162</i>	<i>155</i>	<i>150</i>	<i>145</i>	<i>138</i>

\*The sources of the price-quotations used in this table are the Monthly Returns of Average Retail Prices Current supplied by the Director of Agriculture, Poona.  
(1) The Bombay price quotations for rice and wheat since June 1928 are for 'Mandla' and 'Pisai Sarbatti' varieties instead of for 'Ranmoon small-jill' and 'Seoni' respectively.

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WORKING CLASS COST OF LIVING INDEX NUMBERS IN BOMBAY  
BY GROUPS

Prices in July 1914 = 100

Months	Cereals	Pulses	Cereals and pulses	Other articles of food	All food	Fuel and lighting	Clothing	House-rent	Cost of living
..	135	141	136	181	153	164	160	172	155
..	135	145	136	179	152	164	160	172	155
..	135	150	136	180	153	164	159	172	155
October	133	152	135	180	152	164	156	172	154
November	134	155	136	184	154	166	148	172	156
December	134	149	136	188	155	166	143	172	156
1927	134	154	136	180	152	166	148	172	155
January	134	159	137	179	152	166	152	172	155
February	133	153	135	178	151	166	143	172	153
March	133	154	134	176	150	166	147	172	152
April	134	156	136	177	151	166	147	172	154
May	136	153	138	181	154	166	149	172	156
June	136	157	138	184	155	166	152	172	157
July	132	151	134	180	151	166	163	172	154
August	127	151	129	180	148	156	163	172	151
September	125	151	127	180	147	156	157	172	150
October	129	155	131	178	149	156	154	172	151
November	132	160	135	180	151	156	152	172	154
December	127	152	129	174	146	144	153	172	148
1928	123	146	126	171	142	144	151	172	145
January	123	147	124	168	140	145	153	172	144
February	121	147	124	168	140	145	153	172	144
March	123	153	126	175	144	145	155	172	147
April	122	142	124	172	142	158	156	172	146
May	122	144	123	177	143	158	158	172	147
June	120	144	121	176	142	158	159	172	146
July	119	144	121	176	142	158	159	172	146
August	120	143	122	174	141	151	157	172	145
September	121	155	124	174	142	144	156	172	146
October	122	157	125	174	144	143	158	172	147
November	125	156	128	173	145	143	160	172	148
December	127	163	130	173	146	148	160	172	149
1929	126	162	130	173	146	143	160	172	(a)148
January	129	166	132	169	146	143	159	172	149
February	127	161	131	169	145	143	160	172	148
March	125	162	128	168	143	143	159	172	147
April	123	163	127	172	144	143	160	172	147
May	123	161	127	175	145	143	160	172	148
June	123	161	127	175	145	143	160	172	148
July	125	170	129	175	146	143	160	172	149
August									

(a) Revised figures