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INTERNATIONAL LABOUR OFFICE  
INDIAN BRANCH

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Report for March, 1941.

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

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## NATIONAL LABOUR LEGISLATION

### Government of India.-

#### The Madras Port Trust (Amendment) Bill, 1941: Provision for One Representative of Labour.

The Madras Port Trust (Amendment) Bill, 1941, designed to revise the constitution of the Board of Trustees of the port and enhance Indian representation on it, was introduced in the Legislative Assembly on 28-2-1941. Provision is made in the Bill for nomination by the Central Government of one representative of labour on the Board, which consists of 15 members.

(The Gazette of India, dated 1-3-1941;  
part V, pages 71-72.)

### Government of India.-

#### The Berar Laws Act, 1941 (Act IV of 1941).

Reference was made at page 1 of our November 1941 report to the Berar Laws Bill designed to assimilate the position of Central Acts passed before 1-4-1934 (which did not automatically apply to Berar) to that of Acts passed after that date which apply automatically to Berar as well. The Bill has now been adopted and gazetted; among the measures regularised by the new Act are included several labour enactments.

(The Gazette of India, Part IV, dated  
22-3-1941, pages 12 to 17.)

### Assam.-

#### The Assam Shop Assistants' Relief Bill, 1941.

A non-official member (Mr. Badaruddin Ahmed) introduced in the Assam Legislative Assembly on 10-3-1941 a Bill to provide for the regulation of hours and conditions of work generally in shops. The Act provides for a weekly rest of 1½ days, an 8-hour working day and 44-hour working week; hours of work in shops are to be between 8 a.m. and 8-30 p.m. Other provisions are to the effect that an annual increment of not less than 6¼ per cent. of <sup>the</sup> salary should be granted to each employee, that payment of wages is to be regulated, and that an employee is to get one month's salary extra after completion of 11 months' service. Provident fund benefits, with contributions of 6¼ per cent. of the salary from the employee and an equal amount from the employer, are to be granted. Security of service is ensured, as also freedom of association. Employees are to get in the year 12 days' casual leave and 15 days' privilege leave; also sick leave on full pay for one month, half pay for the second and third months, and no pay for the fourth to six month but with lien on service. Eleven public holidays, with complete closure of shops, are to be observed, and other public holidays are to be half-holidays.

Compensation for accidents is also provided.

(The Assam Gazette, Part V, dated 19-3-1941, pages 59 to 61).

Assam.-

Select Committee Report on the Assam Maternity Benefit Bill, 1940.

The report of the Select Committee on the Assam Maternity Benefit Bill, 1940 (the Bill was referred to a Select Committee on 14-11-1940), together with the Bill as amended by the Select Committee, is published at pages 45-52 of Part V of the Assam Gazette dated 5-3-1941.

The more important changes recommended include (1) a small amendment to determine more precisely the person on whom the responsibility for making payment of maternity benefit and providing medical treatment and attendance lies; (2) an amendment defining plantation as any agricultural estate in which ten or more women have been employed at any time during the year preceding the date on which a claim arises under the Act, instead of as an agricultural estate in which twenty-five or more persons are employed, and (3) insistence that all benefits shall be in cash and elimination of substitutes for cash payments.

(The Assam Gazette, dated 5-3-1941; part V, pages 45-52.)

The Bill was passed by the Assam Legislative Assembly on 27-3-1941.

(The Statesman, 29-3-1941.)

Bengal.-

The Bengal Shops and Establishments Act, 1940:  
Date of Commencement and Rules.

According to Notification No. 850 Com. dated 20-3-1941, published at page 739 of Part I of the Calcutta Gazette dated 27-3-1941, the Government of Bengal has fixed 1st April, 1941, for the commencement of the Bengal Shops and Establishments Act, 1940.

The General Rules under the Act are published under Notification No. 911 Com. dated 24-3-1941, at pages 741 to 752 of Part I of the Calcutta Gazette dated 27-3-1941.

Bengal.-

<sup>draft</sup> The Workmen's Compensation (Bengal Amendment) Bill, 1941.

Reference was made at page 25 of our January 1941 report to the decision of the Bengal Government to introduce legislation to amend the Workmen's Compensation Act so as to provide for the appointment of medical referees. The draft of the Bill, prepared for the purpose +

by the Government, is published at pages 1 to 3 of Part IV B of the Calcutta Gazette dated 6-3-1941; the Bill is to be introduced in the Bengal Legislative Council at an early date.

Bihar.-

Extension of certain Labour Enactments to Santal Parganas.

The Governor of Bihar has directed that the Payment of Wages (Amendment) Act, 1937, and the Indian Mines (Amendment) Act, 1937, shall apply to the Santal Parganas District and to the Chota Nagpur Division, and that the Trade Disputes (Amendment) Act, 1938, the Employers' Liability Act, 1938, and the Workmen's Compensation (Amendment) Act, 1938, shall apply to the Chota Nagpur Division.

(Notifications Nos. 594, and 599-XL-11-Com. dated 20-3-1941: The Bihar Gazette, Part I, dated 26-3-1941, page 250.)

Bombay.-

The Bombay Rent Restriction (Amendment) Act, 1941.

The Bombay Rent Restriction Act, 1939, has been extended for a further period of one year.

(The Bombay Government Gazette, Part IV, dated 27-3-1941, page 54.)

Delhi.-

Extension of Bombay Lifts Act, 1939, to Delhi.

In exercise of powers conferred by Section 7 of the Delhi Laws Act, 1912, the Central Government has extended to Delhi province the Bombay Lifts Act, 1939, subject to certain modifications to suit local conditions.

(Notification No. A-801, dated 19-3-1941: The Gazette of India, Part I, dated 22-3-1941, page 434.)

Madras.-

Factories (Madras Amendment) Act, 1941.

Reference was made at page 2 of our October 1940 report to the decisions of the Government of Madras to adopt legislation to amend the Factories Act, in its application to Madras, with a view to restrict the medical examination of children and adolescents to those who have a prospect of immediate employment in a factory. Necessary legislation has now been adopted as the Factories (Madras Amendment) Act, 1941, the text of which is published at page 19 of Part IV-B of the Fort St. George Gazette dated 4-3-1941. +

Punjab.-Draft Additions to Punjab Factories Rules.

The Punjab Government proposes making certain additions to the Punjab Factories Rules, 1936, ~~as~~ to implement the Factories (Punjab Amendment) Act, 1940 (vide page 6 of our April 1940 report). The draft is to be taken up for consideration by the end of June 1941.

(Notification No. 2210-I. & L-41/16088 dated 25-3-1941: The Government Gazette, Punjab, Part I, dated 28-3-1941, pages 269-272.)

Sind.-The Establishments Employees Contributory Provident Fund Bill, 1940: Bill Rejected.

Reference was made at page 2 of our January 1941 report to the introduction of a non-official Bill in the Sind Legislative Assembly to make provision for the establishment and maintenance of contributory provident funds for employees in factories, shops, commercial establishments, restaurants, eating houses, and theatres. On 28-3-1941, the Sind Assembly rejected the Bill.

(The Hindu, 30-3-1941.)

Sind.-City of Karachi Municipal (Amendment) Bill, 1941.

The Sind Government intends introducing a Bill to amend the City of Karachi Municipal Act, 1933, with a view, inter alia, to ~~the~~ increase the representation of labour in the Municipal Corporation. The Bill provides for two members to be elected by registered trade unions, each of whom should be a labourer.

(The Sind Government Gazette Extraordinary, Part IV, dated 24-3-1941, pages 153 to 155.)

Sind.-The Sind Boiler Rules, 1941.

The Sind Government has published the General Rules which it proposes making under the Indian Boilers Act, 1923. The Rules consist of two parts: (1) Boiler Inspection Administrative Rules, and (2) Boiler Attendants' Rules.

(Notification No. 162-M/40 dated 11-3-1941: The Sind Government Gazette, Part IV-A, dated 27-3-1941, page 189 to 233.) +

Sind.-The Draft Sind Shops and Establishments Rules, 1941.

The Sind Government has gazetted the draft of the Shops and Establishment Rules, 1941, under the Sind Shops and Establishments Act, 1940. The Rules are to be taken into consideration by the 17th of April, 1941.

(Notification No. 617/7-M/41 dated 17-3-1941: The Sind Government Gazette, Part IV-A, dated 27-3-1941, pages 172 to 183.)

Burma.-The Payment of Wages (Amendment) Bill, 1941.

The Government of Burma proposes to introduce in the current session of the House of Representatives the Payment of Wages (Amendment) Bill, 1941. The material amendment is the addition of a clause in sub-section 2 of section 7 of the Payment of Wages Act permitting "deductions made with the written authorisation of the employed person, in furtherance of any War Savings Scheme, approved by the Government, for the purchase of securities of the Government of Burma, or the Government of the United Kingdom or India".

The Statement of Objects and Reasons points out that applications were received from railway employees and employees of commercial firms in Burma requesting deductions from their wages for investment in furtherance of approved War Savings Schemes. This request could not be acceded to in view of the provisions of sub-section (2) of section 7 ~~(1)~~ of the Payment of Wages Act in the case of employed persons whose wages are less than Rs. 200 per mensem. This Amendment Act is designed to do away with this restriction, and is intended to encourage thrift among that class of employee which ordinarily has no Provident Fund or pension to look forward to.

(The Burma Gazette, 1-3-1941, Part III, page 84.)

Burma.-The Burma Shops Bill, 1939 :  
Report of Select Committee.

The report of the Select Committee appointed to consider the Burma Shops Bill, 1939, which was introduced in the House of Representatives on 15-2-1939, and the Bill as amended by the Select Committee are published at pages 84-90 of Part III of the Burma Gazette dated 1-3-1941.

The principal change effected by the Select Committee is that, with a view to gain experience, the Act is to be applied only to the City of Rangoon for the first two years. The duty of administering the Act +



has been laid upon the Municipal Corporation of Rangoon and other local authorities, but subject to supervision by Government.

A Note of Dissent by three members maintains that the Act should be extended in the first instance to the towns of Mandalay, Bassein, Mawb, Moulmein, Prome, Toungoo, Pegg, Akysab, Chauk, Yenangyaung and Syriam; the Note differs from the major report on a number of other points also. ✓

Labour Policy of Bengal Government:  
Cut Motion on Budget in Bengal Assembly. ✓

In the course of the discussion of budget grants in the Bengal Legislative Assembly, the question of labour welfare and the trade union movement was raised <sup>by a submission</sup> in connexion with the demand under the head "Miscellaneous Departments" placed before the House by Hon. Mr. H.S. Suhrawardy, ~~by a cut motion.~~

Mr. A.N.A. Zaman opposing the demand charged Government with having pursued a policy of introducing communal feeling among the labourers by setting up bogus unions under its patronage. Government spent the entire amount under this head in distributing patronage to people to set up unions to counter the genuine trade union movement. He also complained that the Factories Department always took belated action in regard to the breaches of the Factories Act. Mr. Zaman suggested that the activities of the Factories Department should be transferred to the Labour Commissioner.

Mr. I. G. Kennedy (European) said that the only criticism he had to offer was the inadequacy of funds for labour welfare work. He complimented Mr. Suhrawardy, Labour Minister, by saying that last year was singularly free from labour troubles, and appreciated the proposed appointment of two additional labour officers.

The Hon. Mr. H.S. Suhrawardy, replying on behalf of the Government, refuted the charge that the Ministry was encouraging communalism in trade unions and denied the claim of the All-India Trade Union Congress to be representative of all the workers of India. He said that Government had examined the records of various trade unions affiliated to the All-India Trade Union Congress and had found that most of them were not worthy of the name of "trade unions" and that many unions which really were of representative character had severed their connection with it. Denying the charge that Government was spending public funds for setting up bogus unions, he said that Government's grants for labour welfare were mainly spent on the maintenance of libraries and night schools for workers.

(The Amrita Bazar Patrika, 30-3-1941.) ✓  
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Labour Department to be set up in Bihar:  
Functions of the Department. ✓

Reference was made at page 7 of our November 1940 report to the decision of the Government of Bihar to set up a Labour Department under the Labour Commissioner. It is now understood that a scheme has been drawn up in this connection by the Labour Commissioner, who was recently deputed by the Provincial Government to study the working of the Bombay Government's Labour Department. According to the scheme, the Labour Commissioner, as the head of the Department, will co-ordinate the three-sided activity of the department, namely, settlement of disputes between labour and capital (to be undertaken by the Commissioner himself); the day to day grievances of labourers (to be attended to by labour officers who would be posted in important industrial centres of the province); and the education and hygienic conditions of labourers (to be looked after by a Labour Welfare Department). A socio-economic survey of the coalfield area is also contemplated and the appointment of women investigators for ascertaining family standards of living is favoured. The scheme is understood to be under the consideration of the Government.

(The Industrial Bulletin No. 318  
of the Employers' Federation of  
India, Bombay, dated 24-3-1941.) ✓+

Hours of Work.

Bombay Shops and Establishments Act:

Indian Merchants' Chamber suggests Amendment. ✓

The Committee of the Indian Merchants' Chamber, Bombay, after an enquiry among the different trades affected by the Bombay Shops and Establishments Act, 1939, communicated to the local Government on 20-2-1941 a few suggestions for amendment of the Act to overcome certain practical difficulties experienced in observing the provisions of the Act; the suggestions are:-

(1) While 208 hours per month might be allowed to remain as the normal hours of work in the case of commercial establishments, it should be permissible for increased hours of work being put in, on payment of extra salary to the employee concerned, up to a maximum of 39 hours per month.

(2) The facility given to commercial establishments of allowing extended spread-over for stock-taking, etc., should also be permitted in case of shops.

(3) Exemption allowed under Section 4 should be extended to bhayyas doing hundi work (staff doing bill-collecting work), munims of pedhis (clerks of shops keeping accounts in the Indian style) and managers of cinema houses.

(4) No objection should be taken under the Act if the employees remained in the office premises after office hours.

(March 1941 issue of the Journal of the Indian Merchants Chamber, Bombay.) ✓+

Exemption of certain Categories of Clerical Staff of Mills from the Bombay Shops and Establishments Act, 1939. ✓

At page 2 of the report of this Office for February 1941 reference was made to the exemptions granted by the Government of Bombay to certain categories of clerical staff of textile mills from the operation of the Bombay Shops and Establishments Act, 1939. The circumstances antecedent to the grant of the exemptions are dealt with in some detail in a Note on the subject published in the printed "Excerpts of the Proceedings of the Committee of the Bombay Chamber of Commerce during November 1940." The following are extracts from the Note:-

Categories of clerks affected: Bombay Chamber favours Exemption.-  
During November 1940 certain members of the Chamber expressed their doubts as to whether or not it was the intention of Government that clerical staffs of mills and factories working at the mill or factory were to be included within the scope of the Bombay Shops and Establishments Act. It was pointed out that mills and factories in the ordinary

course worked for 9 hours a day, whilst if the Bombay Shops and Establishments Act were to apply to clerical staffs, the individuals in question would be excluded from working for more than 8 hours, and that this would result in a considerable shrinkage in the daily output of the factories or mills concerned. The clerical departments of mills and factories usually included time-keeping staff, godown clerks, store-issue clerks, weighment clerks, production recording clerks, etc.

The Committee took the view that sections 4 (b) and (c) had been intentionally included in the Act in order to exclude the individual employees referred to above, who were all either engaged in complementary work, thus falling under section 4 (c), or in the case of time-keepers, (intermittent work) falling under section 4 (b).

In addressing the Government of Bombay on the matter, the Committee stated that they would be glad to receive the assurance of Government that their presumption was correct. In the event of their presumption proving incorrect, the Committee recommended that under section 4 (k) a notification should ~~have~~ be issued by Government exempting the clerical staffs not only of mills but also of factories from the ~~operation~~ operation of the Act.

Government's reply to Millowners' Association.- In replying to a representation made by the Bombay Millowners' Association on this question, the Government of Bombay stated that in their opinion the Bombay Shops and Establishments Act, 1939, applied specifically to a clerical department of a factory and that the difficulties pointed out now should have been put forward when the Bill was being considered by the Select Committee and in the legislature. Government stated that they were not prepared to grant total exemption from the operation of the Act in respect of the clerical staff of the Mills and observed that they would be willing to consider the case for exemption in respect of particular classes of clerical employees of the mills. They accordingly requested that Government might be furnished with a list of clearly defined classes of clerical employees in respect of whom exemption was considered essential. Government pointed out that any exemption now accepted by Government would be of a temporary nature until the mills had sufficient opportunity to study the implications of the Act and make the necessary adjustment. The difficulty regarding the grant of weekly holidays to clerks employed in the mills was appreciated by Government. This difficulty could be overcome by the provision of four holidays in a month as was originally contemplated, instead of one holiday every week. This point would be considered by Government when the Act was next being amended.

(Excerpts from the Proceedings of the Committee of the Bombay Chamber of Commerce during the month of November 1940.) ✓ +

11

Inspection.

Cost of Administering Punjab Trade Employees Act, 1940:

Estimated to be Rs. 40,000 yearly. ✓

The administration of the Punjab Trade Employees Act, 1940, which has come into operation from 1-3-1941 and is applied in the first instance only to the municipal and cantonment limits of Lahore, Amritsar, Sialkot, Ferozepur, Rawalpindi and Multan and to the municipal limits of six other towns including Simla, is expected to cost nearly Rs. 40,000 per annum. The Director of Industries, Punjab, who will be responsible for its administration, will be assisted by one chief inspector and fifteen inspectors of shops and commercial establishments.

(The National Call, 7-3-1941.) ✓ +

Weekly Half-holiday and Provident Fund for Municipality Sweepers:  
Action by Government of Gwalior State. ✓

Some time back the Government of Gwalior had appointed a commission to inquire into the conditions of harijans (the depressed classes who are mainly employed as sweepers by municipalities) in Gwalior State. Pending the report ~~on~~ of the inquiry, the Maharaja has announced the application of the provident fund by-laws to the permanent servants of all municipalities, including menial and sanitary staff. The grant of half-holidays to all 'mehtars' (sweepers) is also announced.

(The Times of India, 11-3-1941) ✓

Conditions of Work on Indian Railways, 1939-40. ✓

As in previous years, the Railway Board's annual report on Indian Railways for the year 1939-40 is published in two volumes. Volume I reviews the various aspects of railway working such as general administration, financial results, improvements in, and additions to, rolling stock, improved operating methods, recruiting, training and welfare of staff and facilities provided for the convenience of the travelling public. Volume II is a compilation of financial and statistical summaries and statements covering the main heads of the capital and revenue accounts and giving statistics connected with the various aspects of railway working. The following information about the conditions of work of employees is taken from Chapter VIII - Staff (Volume I) of the publication.

Number of Employees.- The total number of employees (permanent and temporary) on all Indian Railways and in the office of the Railway Board and other offices subordinate thereto (excluding staff employed on construction) at the end of the year 1939-40 was 708,541, as compared with 701,307 at the end of 1938-39. The total route mileage at the end of the year was 41,156. The following table shows the number of employees by communities on the 31st March 1939 and 1940.

	31st March 1939	31st March 1940
Europeans	2,508	2,326
Hindus other than depressed classes.	397,417	399,647
Depressed Classes.	104,211	106,490
Muslims.	155,389	157,500
Anglo-Indians and Domiciled Europeans.	12,973	13,106
Sikhs	7,795	8,072
Indian Christians	17,771	18,041
Parsis	1,514	1,505
Other communities.	1,729	1,854
Total	<u>701,307</u>	<u>708,541</u>

Cost of Staff.- A comparison of the figures for 1939-40 with those for 1938-39 shows that the total number of staff employed on open line on 31st March 1940 increased by 6,889 as compared with that on 31st March 1939, the number of staff on loan from the Indian Audit and Accounts Service decreased by one only, while the number of construction staff rose by 1,298. The total cost of staff, including those on loan from the Indian Audit and Accounts Service, during 1939-40 increased by Rs. 559,282 as compared with 1938-39.

Indianisation of Staff.- The Indian element in the superior services has risen from 29.41 per cent. on State-managed and 17.74 per cent. on Company-managed Railways in 1925 to 57.99 per cent. on State-managed and 50 per cent. on Company-managed Railways in 1940. In the subordinate services, the Indian element, which in 1925 constituted 65.27 per cent. of the staff in State-managed railways and 73.68 of the staff in Company-managed railways, had risen by 1940 to



87.65 per cent. and 88.65 per cent. respectively.

Improvements in Service Conditions:

(a) Provident Fund for Inferior Staff.- The question of extending provident fund concessions to inferior staff on railways was under the active consideration of the Government of India during the year under review. As a first step in this direction, Government provided a sum of Rs. 1.2 million for the purpose, in the budget for 1940-41 and asked the Railway Board to settle the best method of utilising this amount. The Railway Board, therefore, arranged for a special meeting with the All-India Railwaymen's Federation in April 1940 to discuss this question and certain other important matters.

(b) Payment of Wages Act.- The correct observance of the Payment of Wages Act on Railways continued to engage the attention of the Railway Board during the year under review. References continued to be received from railway administrations bringing to notice difficulties experienced in complying with certain provisions of the Act, as for example the payment, within the time stipulated under the Act, of loading and unloading charges to railway employees employed at wayside stations. After an examination of the ~~pos~~ position, instructions were issued laying down a special procedure calculated to secure the expeditious payment of these charges. A further number of Co-operative Societies were approved, under the Act, by the Central Government, for purposes of deductions from wages on account of the Societies' dues. The question of the issue of an authorisation under the Act, for the same purpose, in respect of certain additional amenities supplied to employees by railway administrations such as stamps on service agreements, cost of watches and uniforms, etc., also received consideration. Railway administrations were asked to review the working of the Act and report to the Railway Board (i) whether the Act has resulted in any substantial benefit to the workers; (ii) whether there has been any compensating advantage to the Railway by way of improvement in the railway workers' lot; and (iii) the extent of increase in work and any difficulties in complying with the provisions of the Act. They were also asked to indicate broadly whether practical experience has shown the desirability of modifying the Act in any respect. By the end of the period under review these reports were still awaited from a few railway administrations.

Conduct Marks System.- Towards the close of the year, administrations were asked to make a careful review of their existing procedure in dealing with disciplinary cases involving fines or deductions in pay so as to ensure that such action did not tend to defeat the intentions underlying the Act. Further, railway administrations adopting "Conduct marks systems" were asked to take special steps to see that the operation of such systems did not lead to possible evasion of the Act. The reports which were asked for from railway administrations in this connection will be dealt with in the next year's report.

Welfare Activities:-

(a) Assistance for Children's Education.- The salient features of the rules issued provisionally in September 1930 for the grant of assistance from railway revenues to railway employees towards the education of their children were detailed in the report for 1930-31.

In last year's report, it was mentioned that the maximum limit of Rs.40 per mensem originally laid down in these rules for the assistance payable to any one employee has been raised to Rs.60 per ~~XXXXX~~ mensem as a measure of further relief. During the year under review no further amendments were made to the rules.

(b) Staff Benefit Funds.— These have been constituted on a number of principal railways and are continuing to function. As in previous years, grants were made from these funds to provide amenities and relieve distress among non-gazetted railway employees and their families, the funds being distributed by committees of the workers themselves.

Meetings with A.-I.R.F.— During the period under review, the Railway Board met deputations from the All-India Railwaymen's Federation on the following occasions:—

- (i) The seventeenth half-yearly meeting held on the 19th May, 1939.
- (ii) A special meeting <sup>by</sup> ~~between~~ Chief Commissioner and Financial Commissioner of Railways held on the 20th July 1939.
- (iii) The eighteenth half-yearly meeting on the 27th and 28th November 1939.
- (iv) A special meeting with the Financial Commissioner of Railways held on the 1st February 1940.
- (v) An informal meeting between the Railway Board and the President and General Secretary of the All-India Railwaymen's Federation held on the 2nd February 1940.

The more important of the subjects discussed at the meetings were: Pass rules; Extension of provident fund membership to inferior staff; Accumulation of leave for inferior staff on State-managed Railways; Extension of the Hours of Employment Regulations; Joint Standing Machinery as recommended by the Whitley Commission; Scale of pay for journeymen on the North Western Railway; Application of the new scales of pay; and Re-employment of staff retrenched since 1931; Alleged infringement of the provisions of the Payment of Wages Act, 1936; Facilities to be granted to recognised Trade Unions; and Grievances of Accounts Staff; and Dearness allowance to meet the enhanced cost of living due to rise in prices.

Recognition of Unions.— Early in the year under review, the conditions precedent to the ~~XXXXXX~~ recognition of a Union were issued to the Railways with instructions to the General Managers of State-managed Railways that these "Conditions" should be regarded generally, as supplementary to the Rules for the recognition of Associations of Industrial Employees (including Railway Employees) of the Government of India, and that so long as a Union of non-gazetted Railway servants had rules not repugnant to those embodied in these "Conditions", recognition should be accorded unless there were other valid reasons for declining to do so. General Managers of State-managed Railways were also instructed that if any Unions already recognised by them had rules repugnant to those contained in the "Conditions" the Unions should be given sufficient time, in which to make the necessary alterations in their rules. A copy of these instructions was sent to the Agents and General Managers of Company-managed Railways with the remark that the adoption of these "Conditions" in the case of Unions operating on their Railways might be considered.

Dearness Allowance.- During the first few months of the war, there was a tendency for retail prices to rise sharply and by December 1939 the cost of living indices for the 15 towns in the country which maintain such figures had advanced by an average of 10 per cent. in excess of the figures for the preceding August. This caused a demand for an increase in wages on various railways and in February 1940 the Board had an informal discussion with the President, All-India Railwaymen's Federation. Subsequently, it was decided to discuss this matter with a deputation from the Federation and this meeting took place just after the close of the year under review. In the meantime, however, the retail prices fell considerably and in March 1940 were on an average, according to the cost of living indices, not more than 5 per cent. above the figures for August 1939.

Railway Staff and the War.- On the outbreak of war a variety of problems presented themselves in connection with railway operation and the extent to which Indian Railways could assist in the general war effort. These, as far as the staff are concerned, may be summarised as follows:-

- (i) Release of individual officers for technical war work.- Individual officers began to be released for various war duties in the autumn of 1939. Some went to technical recruiting work, others to Ordnance Factories, while a number of Reservists returned to Military and Naval duties. All R.E. officers in railway employ below the rank of Lt.-Col. were also returned to military duty in the first few months of war.
- (ii) Release of non-gazetted staff.- Skilled labour and a certain amount of supervisory staff being required for munitions work, volunteers who, it was arranged would be temporarily transferred as required, were called for. Special terms were formulated for those of State-managed Railways which were also applied in the case of Company-managed Railway personnel. These terms include a lien on the worker's railway appointment with consideration for promotion under the "next below" rule. It also became evident that with the prospect of railway workshops being asked to undertake munitions work, plans would have to be formulated for a rapid expansion in skilled and supervisory personnel in the shops and this had been examined in some detail before the end of the year under review.

(Extracted from Chapter VIII - Staff-of Vol. I of the Report by the Railway Board on Indian Railways for 1939-40. Published by Manager of Publications, Delhi. 1941. Price Rs.6-8 or 10s. pp.138.)+

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Tea Canteens in Mills :  
Increased Efficiency and Saving of Time. ✓

The Indian Tea Market Expansion Board <sup>have</sup> ~~has~~ achieved conspicuous success in their efforts to introduce tea canteens in a number of mills in Bombay, Calcutta and the Coimbatore area of South India. In these three areas, up to date, the Board have established 35 canteens and handed them over as "going concerns" to the respective mill managements. Experimental operations in a further 26 mills are now being carried out by the Board's staff specially trained for this work. The only expense to the management is the provision of free premises for the tea canteen and the necessary equipment for the preparation and serving of liquid tea. The wages of the canteen staff and the cost of the tea and all ingredients are covered by the sale of the liquid tea, and even after meeting all these expenses, the canteen will invariably show a small profit, which can either be used for special welfare work amongst the employees, or retained by the management towards depreciation on the equipment which they have provided.

These canteens have for their object the provision of a cup of well made tea at the moderate price of one pice to workers at any time during working hours, without the necessity of their having to leave their work. The tea is brought to them and payment is generally received by means of coupons and the whole operation does not occupy more than a minute or so. The ~~managements~~ of those establishments where the tea canteen is now a permanent arrangement have admitted the beneficial effects of this beverage on the health and efficiency of their labour force.

(The Indian Textile Journal, March 1941.) ✓

Financial Position of Bombay Cotton Mill Industry, 1939.

In accordance with the usual practice, a combined Balance Sheet and Profit and Loss Account of the Bombay cotton mill industry for the year 1939 was drawn up by the Bombay Millowners' Association and audited by Messrs. A.F. Ferguson & Co. The statement which covered the returns from 68 mills discloses a total loss on the year's working of Rs. 2,894,658. This loss would have been increased to Rs. 4,847,123 if managing agents had not given up interest, commission and allowance to the extent of Rs. 1,952,465 due to them for the year. In the year 1938, the industry made a total profit of Rs. 2,146,000 (for 69 mills), exclusive of a sum of Rs. 1,443,757 voluntarily given up by managing agents from their claims for interest, commission and allowance.

(Extracted from "Excerpts from the Proceedings of the Committee of the Bombay Millowners' Association" for January 1941.) ✓  
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Industrial and Scientific Research Committee set up in  
Central Provinces: Functions of Committee. ✓

The Governor of C.P. and Berar has appointed with effect from 1-4-1941 for a period of 2 years in the first instance, an Industrial and Scientific Research Committee for the province, with the Adviser to the Governor in charge of Commerce and Industries Departments as the Chairman, and the Director of Industries, C.P. and Berar, as Secretary.

The functions of the Committee will be to advise Government in regard to (a) the co-ordination of industrial research work in the province, (b) new items of industrial research work, (c) the laboratories and agencies in the province to which such research work may be allotted, and (d) applications for research grants and financial assistance for the conduct of industrial research to be granted in such cases. The Committee will form liaison with the Board of Scientific and Industrial Research and will bring to the notice of that Board problems of research that may arise or be proposed in the province with suggestions for investigation ~~at~~ in laboratories.

(The C.P. and Berar Gazette, Part I, dated 28-3-1941, page 241.) ✓

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War Opportunities of Cotton Textile Industry:  
Review by Chairman, Millowners' Association, Bombay. ✓

The results of the past year's working of the Indian cotton textile industry and the prospects for 1941 were reviewed at some length by Mr. V.N. Chandavarkar, Chairman, Millowners' Association, Bombay, at the annual general meeting of the Association held on 5-3-41. Points from his presidential address of economic and labour interest are briefly noticed below:-

War Opportunities:- Extended Overseas Markets.- The war has given special opportunities to the Indian cotton textile industry to play a great part in meeting the cloth needs of many Commonwealth and Allied countries, whose previous sources of supply of cotton piece-goods have been cut off. Provided that the necessary freight could be obtained, the industry would retain this trade during the war. But what was important was that Bombay mills should be able to retain it even after the termination of the war. Judged from past experience, a great deal of the new overseas trade would be lost unless Indian mills catered specially for export markets. The goods had to be beyond reproach as regards quality, pattern, design, finish and make-up, and mills had to be prepared to quote c.i.f. port of delivery instead of ex-mill.

Fair Prospects for 1941.- At the end of January 1941, unclaimed stocks with mills were comparatively low and the market reports indicate that stocks with merchants in the more important consuming centres are also not heavy. The prices of cloth and yarn have also risen to more reasonable levels, and if this state of affairs continues, the industry generally should make fair profits in 1941. After a period of almost unrelieved depression since 1933, during which the industry in Bombay has been fighting a battle for existence against foreign and domestic competition, nobody will grudge any little profit that may come to the industry, especially as almost the whole of it will have to be paid to Government by way of income-tax and excess profits tax. In the last seventeen years, great arrears of depreciation have accumulated, and mills have in addition very large capital and funded debts and other liabilities to discharge, and these ought to be considered as a first charge on future profits.

Conservation of Resources: No High Dividends and Increased Wages.- The cotton textile industry, paying the very high wages which it now does, and subject as it is to many other disabilities in the shape of heavy Provincial and municipal taxation compared to its competitors in other parts of India and overseas, can only survive by increasing its efficiency to the maximum and decreasing costs of production to a minimum, and for this purpose, the first essential today is new and up-to-date machinery in every branch of manufacture. The adventitious profits of the war years should not, in the future interests of the industry and those whom it employs, be frittered away either by way of increase in dividends to shareholders or in the form of wages to employees.

(The Times of India, 6-3-1941) +

Bombay Chronicle's Comments.- Commenting on Mr. Chandavarkar's plea against increased wages, the Bombay Chronicle of 7-3-1941, comments editorially:

"Millowners should realise that the human machinery also deserves due consideration as one of the first charges. Labour should not be balked of its claims when profits are earned. It is therefore amazing for Mr. Chandavarkar to say that profits should not be 'frittered away' 'in wages to employees'. Justly paid and contented labour is as essential for the efficiency of the mills as is good machinery..... With this clear understanding that the legitimate claim of the workers to share the profits of industry should not be ignored, we whole-heartedly endorse Mr. Chandavarkar's plea for not frittering away profits. Mr. Chandavarkar evidently has in mind the happenings of the boom period after the War of 1914-18. But then the profits were frittered away not because the wages were increased, but because excessively high dividends were paid to shareholders."

(The Bombay Chronicle, 7-3-1941.) ✓

Post-War Industrial Reconstruction:

Resolutions adopted by Court of Indian Institute of Science, Bangalore ✓

The Court of the Indian Institute of Science, Bangalore, at its meeting held on 15-3-1941, with Sir M. Visvesvaraya in the chair, adopted the two following resolutions:-

Research in Aeronautics, Metallurgical Sciences and Automobile Engineering.- That in view of the scientific and practical importance of advanced instruction and research in Aeronautical Engineering and metallurgical sciences and of research in automobile engineering, the Court recommends to the Council that the Government of India, the Provincial Governments, the Indian States and the industrialists be approached for funds which will enable the Institute to equip itself with facilities for such work.

Post-War Industrial Reconstruction.- That the Court recommends to the Council that the Indian Science Congress on behalf of science, the Federation of Industries, the Chambers of Commerce and other allied bodies on behalf of industries, be approached with a view to appointing a joint representative committee with the Director of this Institute as Secretary, to go into and prepare a report on problems of science and industry connected with post-war reconstruction.

Needs of Indian Industry.- Sir M. Visvesvaraya, pointed out that in the Indian Institute of Science and in other educational institutions in India, theoretical research was being given greater prominence than industrial or applied research. The results of theoretical research carried on in other parts of the world would be easily available, but it was usually difficult to get access to results of industrial research. According to him, three most urgent needs of industries were adequate tariff protection, banking facilities and maintenance of statistics, all of which were under the control of the Government of India.

(The Hindu, 17-3-1941.) ✓

Government of India's Economic and Industrial Policy:  
Plan for Reversion to Peace Economy:  
Assembly Pronouncement by Commerce Member. ✓

On 17-3-1941, in the course of the debate in the Central Assembly on the Budget of the Government of India for 1941-42, Sir Ramaswami Mudaliar, Commerce Member, Government of India, made an important speech outlining the economic and industrial policy of the Government and making a number of announcements about the steps Government intended to take for implementing its policy. Among these were a proposal to set up a central advisory committee on sugar; an inter-departmental committee to plan the readjustment of industries and industrial labour to meet conditions which must come with the restoration of peace; a small committee to survey the situation with regard to gaps in the industrial fabric and report to Government from month to month; machinery to examine during the period of protection whether the progress of the protected industry was in accordance with the Tariff Board's recommendations and whether any revision of the quantum of protection, either in the upward or in the downward direction, was necessary. The most important points of the speech are referred to below:-

Conflicting Claims of Industry and Agriculture: Dangers of National Self-Sufficiency Ideal.- The Commerce Member began by uttering a note of warning against slogans, such as "Industrialise or perish", which he said embodied an extremism of thought. He commended the wisdom of those who adopted the policy of discriminating protection for key industries; but he said protection and yet more protection was not the panacea for all the country's economic ills, nor was the slogan of economic national self-sufficiency to be blindly adopted. Further, industrial nations during the last ten years had suddenly found deficiencies in their agriculture and had started on a policy of agricultural development, while agricultural countries had started on the path of industrialisation. But at the end of the war there would be other forces at work. A balanced adjustment between agriculture and industry should be brought about. He was against the extreme nationalism that insisted that everything possible should be made in India and that trade should be carried on on a system of one-way traffic. If India's agricultural products should find a market outside India - as they must even after all the industrialisation possible - that market could not be found unless India was prepared to allow room for imported commodities.

Export of Surplus Raw Products: Central Advisory Sugar Committee to be formed.- Referring to the problem of export of surplus raw products, he said that with reference to several commodities the problem of disposal was not as serious as he had once thought. Thanks to the work of the Supply and the Defence Departments, more and more raw products were being consumed in the country. He referred in this connection particularly to wheat, cotton and rice.

Alluding to sugar, he said that practically all the Governments had now accepted the principle that a flat rate should be paid to cultivators during the whole season, and a bonus should be paid on



the basis of profits actually derived by the industrialist from the sale of sugar. All the replies from the interests concerned had not yet been received regarding the proposal to form a Central Advisory Sugar Committee, but he hoped that such a committee would be formed. The idea was to have a body predominantly consisting of representatives of provincial and states' governments with a small representation for sugar-cane producers and the mill industry.

Reversion to Peace Economy : Postponement of Public Works and Building Programmes. - The Commerce Department had been seriously thinking of the problem of the essential difference between production in peace time and production in war time and of the certainty that immediately peace came, all the industries attuned to war purposes must readjust themselves, and a large number of technical men in the industries would be thrown out of employment. Plans must be made now to meet that situation. In the Commerce Department, the Economic Adviser to the Government of India had been at work for some months on the possibilities of readjusting industries and industrial labour, and it was the Commerce Member's hope that examination on a wider scale than at present would shortly be taken in hand by means of an inter-departmental committee. He also hoped that the committee would get the benefit of the knowledge and advice of industrial magnates in connection with the preparation of the plan for the future.

It had been suggested that the Government's expenditure on Public Works might not be undertaken now when technical labour was abundantly employed otherwise, but that such expenditure ~~then~~ might assist in the solution of the problem of surplus technical personnel. It might also be that private individuals could help by postponing their building schemes till after the war, so that they could benefit by the availability of trained technical men.

Survey of Gaps in Industry. - He made it clear that whatever their plan now was it would require constant re-examination. There was nothing static about it. It was true that at present there were gaps in the industrial development. The instance had been mentioned of the absence of the production of eyelets and shoelaces to complete the boot-making industry. He had been considering whether the time had not come when a kind of survey might not be made to find out the gaps caused by the absence of small industries, as a result of which big industries got thrown out of gear. The Roger Commission had made a survey of the industrial position; and he was having the question examined whether it was necessary to have a small committee to survey the situation and report to the Government from month to month, instead of having an elaborate survey.

Tariff Reform. - Referring to the suggestion made for the setting up of machinery for bringing about tariff reform, which was more speedy in its work, than the Tariff Board, he said he would examine the question later. The suggestion had also been made that, while protection was granted by Government on the recommendation of a Tariff Board, there was no machinery to examine during the period of protection whether the industry concerned was carrying on according to the recommendations of the Board and whether any change in the quantum of protection was called for. He was prepared to have that question examined at the proper time. He went on to mention a number of small industries which had come into existence on

account of the war; such as drugs and chemicals (more than seventy per cent. of India's requirements in these spheres were being produced in the country), the manufacture of surgical instruments, boots and shoes, and canning.

Plea for Conservation of Reserves: Appeal to Industrialists.-  
Giving a word of caution to industrialists, he said that while industry had found opportunities of expansion which were not there before the war, there was a responsibility resting on industry and industrialists to look to the future. If they frittered away their resources now, they would find themselves in a difficult position after the war whatever the Government then in power.

After the war, the position would be such that the starving millions in Europe would find it necessary to get most of India's new raw products and the sufferings of the agriculturist now would to some extent be then compensated; but exactly the contrary would be the case with regard to manufactured goods. Released from the war effort, the industries would turn out cheap goods which would invade our markets. Our industrialists must therefore have something to fall back upon at that time, and all the resources they could accumulate now would be necessary for them. He appealed to industrial magnates to show their practical patriotism by contributing to the funds of the Board of Industrial and Scientific Research.

Development of Indian Industries by Foreign Capitalists.-  
Replying to the question what his attitude was to the development of industries in India by foreign capitalists, he explained that the development of industries was largely a question for provincial governments. Some of these governments might say that instead of allowing the resources of the country to lie barren in the hope that some industrialist like Tata might rise to develop them, it would be better to develop them even now and even with the capital attracted from abroad. Other governments might contend that there were enough industrialists in the country. If so, it was open to them to see to it that industries were developed with their help. He made it clear that by the word "foreign" he meant foreign to the British Commonwealth of Nations.

(The Statesman and the Hindu 18-3-1941). ✓ +

State Ownership of Telephone System:

Purchase of three Companies by Government of India. +

Arrangements have been completed for the purchase by the Government of India of the Bengal, Bombay and Madras Telephone Companies, and the formal offer of purchase at Rs 47.5 millions was made on 1-3-1941 by Sir Gurunath Bewoor (Director, -General, Posts and Telegraphs), Chairman of the Board of Directors of the Government Telephone Board Ltd., the new private Company floated by the Government for the purpose of this transaction.

As soon as the shareholders agree to the sale (51 per cent.



Indian Automobile Industry:

Factory to be set up in Mysore State under State Guarantee.

The scheme for starting an automobile industry in India has made considerable headway. The proposed factory will be located in Mysore State, instead of in Bombay, as was originally contemplated. According to the present plan, the first Indian made car will be on the market before the end of 1941. The details of the scheme are given below:-

A joint stock company with a capital of Rs. 22,500,000, which was originally intended to be registered in Bombay will be floated in Mysore next month. Mr. Walchand Hirachand, Mr. Tulsidas Kilachand and Mr. Dharamsey M. Khatau will be the managing agents of the company. The shares will also be offered for to the public.

It is understood that the Mysore Government have offered valuable help to the promoters by agreeing to underwrite capital to the extent of Rs. 15,000,000 and by guaranteeing an annual interest on invested capital of three and a half per cent. for a decade. In addition, the promoters have been promised concessions in respect of land and other items.

The promoters have been pursuing this scheme for the past 30 months. After Mr. Walchand Hirachand's visit to the United States two years ago to study the possibilities of establishing the industry in India, an agreement was concluded in July 1940 between him and the Chrysler Corporation of America, for manufacturing motor cars in India. The promoters, however, could not proceed further with the scheme when the Government of Bombay informed them of their inability to guarantee a certain percentage of interest by way of return on the capital invested, owing to the war situation.

(The Times of India, dated 29-3-1941.)

All-India Manufacturers' Conference, Bombay, 1 and 2-3-1941:

Demand for Intensive Industrialisation Drive.

The desirability of a 'planned' industrial programme for India and the insistent need for accentuating the pace of industrialisation were stressed at the All-India Industrial Manufacturers' Conference held at Bombay on 1 and 2-3-1941, under the auspices of the Association of Indian Industries, Sir M. Visvesvaraya, leading industrialist and ex-Dewan of Mysore, presiding. Delegates of eighteen important industrial and commercial organisations, including the All-India Organisation of Industrial Employers, New Delhi, the Bengal National Chamber of Commerce, the U.P. Chamber of Commerce, the Southern India Chamber of Commerce, the Andhra Chamber of Commerce and the Maharashtra

Chamber of Commerce, attended the Conference.

Reception Committee Chairman's Address.- Mr. Sankalchand G. Shah, Chairman, Reception Committee, in his welcome speech pointed out that, though it was almost a year and half since the war started, except in regard to the increased manufacture of munitions and other war materials under Government aegis and in regard to the spurt in production which some of our established industries had received, due to war orders, there has not been much industrial progress during the period. He conceded that some of the small industries had been able to market in larger quantities their products of daily necessities as the competition from the corresponding imported products had been made less unequal, due to the war factors, but stressed that this did not mean that the fundamental objective of making a rapid stride in the pace of Indian industrialisation is being attended to with that vigour, enthusiasm and persistence which the occasion demanded. In respect of such vital matters as development of key and defence industries and mechanical transport, he said, Government was very apathetic. Referring to the assurance given some time back by the Commerce Member, Government of India, that Indian industries stimulated during the period of the war would not be left uncared for after the emergency and even during periods of peace, he said that such a promise of assistance by itself was not sufficient and Government must come forward with an active programme of industrialisation, sponsor schemes, harness the resources available in the country, and promise certain guarantees in the matter of capital requirements. In conclusion, he expressed regret over the fact that the Government of Bombay, pleading war as an excuse, had adopted an attitude of passivity on the recommendations of the Bombay Economic and Industrial Survey Committee (for summary of the Committee's recommendations see pages 16-20 of this Office's September 1940 report).

Presidential Address.- Sir M. Visvesvaraya, in his presidential address, stressed the point that the Government of India will not have discharged their duty to the people of this country by encouraging only war industries, but that an endeavour is expected in this emergency on their part to make the country self-contained in as many requirements, both for peace and war, as possible. The Roger Mission, he said, was still in India; it has had consultations with the Eastern Group Conference and was arranging to obtain all the supplies that could be had from this country for war purposes. This was all as it should be. But this did not absolve the Government from the obligation to foster industries. The country's economic weakness and poverty were mainly due to its neglect of industries and its excessive dependence on agriculture, neglect of mass education and absence of any specific plan or policy to increase the occupations, production and income of the people. Industries alone, he asserted, could reduce unemployment, improve working capacity, make living conditions secure and raise the standard of living for the bulk of the population. An intensive effort to promote industries was expected at a time of war, but there was no special agency in existence to assume responsibility or leadership.

Contrasting Indian economic and industrial conditions with those of leading industrial countries, he pointed out that the yearly per capita income of India was roughly taken at Rs.58 from agriculture and Rs. 12 from industries or a total of Rs.70, while the corresponding

figures for the United Kingdom were approximately Rs. 68 from agriculture and Rs. 463 from industries or a total of Rs. 531 from both, and those for the world's most prosperous country, namely the United States of America, was Rs. 219 from agriculture and Rs. 830 from industries or a total of Rs. 1,049 from both. Citing figures to show the even greater disparity in industrial advancement, he said that the capital invested in ~~organising industries~~ organised industrial concerns in the United States of America was about Rs. 1,800 per capita, and in the United Kingdom Rs. 1,600, while the corresponding figure for India was barely Rs. 25.

Analysing the reasons for India's backwardness, he stated that the public in India did not readily risk money and take to new industries because of lack of assurance from the Government that the ventures would be safe against foreign competition and because the tariff policies were not regulated in conformity with the wishes of the tax-payers. There were also wrong traditions and faults among the people, which were attributable to the absence of mass education. He referred to the unhelpful attitude of the Government in respect of the proposed automobile industry and urged a change in policy.

The war, according to him, furnished a rare opportunity for establishing in India heavy industries for manufacturing such requirements as ships, automobiles including army trucks, armoured cars and tanks. ~~The tendency of the Government appeared to be to start only these industries which could supply directly war requirements by the middle of 1942. This might be right from a war point of view, but definitely wrong as a long range policy of a Government interested in the welfare of the people.~~

In conclusion, he recommended several specific measures calculated to remedy the low condition into which industries had fallen. Among these were compilation of statistics, revision of tariff policies, extension of banking facilities, manufacture of engines and high-grade machinery, starting of key industries, ~~and~~ establishment of a satisfactory number of medium and small-scale industries and reform of university education so as to make the primary business of education <sup>to</sup> teaching people to become earning members of the community.

Resolutions Adopted.- The following are some of the more important resolutions adopted by the Conference:-

Financing of Small Industries.- This Conference draws the attention of the Government of India to the absence of adequate facilities for the financing of small and medium scale industries. The Scheduled Banks are also not anxious to provide long-term finance in view of the restricted scope of rediscounting facilities under the Reserve Bank of India Act. This Conference therefore urges that:

(a) Industrial Banks be established in important industrial centres throughout the country wherever possible. (b) Co-operative Credit Societies, Indigenous Bankers and other Agencies be enabled to provide finance for these industries on reasonable terms. (c) Sufficient funds be placed at the disposal of the Departments of Industries, to grant loans to these industries on liberal terms. (d) The Scheduled Banks be encouraged to grant loan-facilities for the financing of small and medium scale industries by permitting the Reserve Bank of

India to re-discount such loans on favourable terms.

Demand for Policy designed to protect Indian Industries.- The Conference expressed the opinion that the present tariff policy of the Government of India has not proved to be sufficiently effective in fostering the development of medium and small scale industries in the country, and urged the adoption of a more vigorous policy designed to secure to Indian industries effective protection against foreign competition.

The resolution further recommended that "with the aid of a small Committee of Representative Industrialists Government may be pleased to investigate ~~into~~ the difficulties and hardships experienced particularly by medium and small scale industries on account of the present unsuitable tariff policies and to make necessary modifications in the shortest possible time.

The resolution also endorsed the suggestion recently made for the appointment of a permanent Tariff Commissioner charged with the duty of inquiring into and disposing of applications for protection from medium and small scale industries, dealing with complaints of tariff-inequalities and to supervise the working of protected industries.

Protest against Import Restrictions.- The Conference drew the attention of the government to several hardships resulting from quota restrictions, import licenses, exchange control, etc., experienced by Indian industries in importing their essential industrial supplies from abroad and urged that every possible effort should be made to make the country self-sufficient in regard to availability of industrial raw and semi-raw materials and ancillary materials such as machine tools, chemicals, special steels, rayon, aluminium, ~~foils~~, etc.

Revision of Railway Tariffs.- The resolution adopted on the subject was as follows:- "This Conference is of the opinion that the existing system of railway tariff appears to have been so devised as to assist the distribution of foreign goods to the detriment of the indigenous manufactures. It therefore emphasises the urgent need of early revision and re-classification of the present unsatisfactory railway tariffs, with the special object of lowering them in order to assist the free movement within the country of industrial materials and indigenous manufactures."

Inroad of Foreign Interests into Indian industrial sphere.- The Conference viewed with grave concern the rapid and alarming inroads made by foreign interests into the sphere of the country's industrial life and called upon the Government to appoint a Committee to inquire into the effects of the influx of foreign capital, to check undesirable activities of existing foreign concerns and prevent the establishment of new ones, by introducing a system of registration and license, and to allow Provincial Governments and Local Bodies to discriminate in favour of indigenous Indian interests.

Improvement of Marketing Facilities.- The Conference urged the Provincial Governments to give special attention to the development of marketing organisations and requested the Government of India to

substantially increase the appointments of Indian Trade Commissioners all over the world on the lines of Canada and other Dominions.

Need for Industrialisation Drive.- The Conference appealed to the Government as well as ~~the~~ to the major Industries in the country to lend their wholehearted co-operation in establishing new industries which would lead to the rapid industrialisation of the country. It appealed to the Government to encourage the growth of new industries by subsidies, subscription to share capital, guaranteeing interest on share capital for a certain period, and timely and adequate protection.

The resolution further recommended the early establishment of Central and Provincial Bureaux of Industrial Information with a view to maintaining valuable data of a technical, economic and statistical nature.

Free Movement of Goods.- The Conference requested the Government of India to initiate an exchange of views ~~up~~ between the Provincial Governments and Indian States and the Central Government with a view to harmonise their policies so as to facilitate free movement of goods between ~~the~~ Province and Province and provinces and Indian States. It was pointed out that the different policies as regards excise and customs duties followed by the Provincial Governments and the Indian States at present acted in a way detrimental to the growth of indigenous industries.

State Competition with Private Industry.- The Conference disapproved the growing tendency on the part of Government and semi-Government institutions to manufacture and market their produce in a manner, which directly or indirectly entered into uneconomic competition with private enterprise and thereby impeded their legitimate growth.

Need for Uniform Labour Policy: Amelioration of Labour Conditions.- Resolutions were also adopted expressing the need for correlating the efforts to ameliorate the conditions of industrial labour to the existing conditions of industry in the country, and urging that steps should be taken to enunciate a uniform Labour policy between the Provinces and the States.

(The Bombay Chronicle, 2 and 3-3-1941; The Statesman, 2-3-1941.) ✓ +



Compulsory Life Insurance for Government Servants:

Progress of Bengal Scheme. ✓

Reference was made at page 20 of our December 1940 report to the proposal of the Government of Bengal to ~~initia~~ institute a compulsory life insurance scheme for Government servants. It is understood that the scheme is almost mature and that the Finance Department of the Government of Bengal ~~whieh~~ is now collecting the necessary data under the following main heads: (1) Number of new recruits - permanent and temporary: Appointment each year during the last five years in gazetted, subordinate and inferior services, including menial staff; and (2) Age of each employee at the time of his entry into service.

( The Amrita Bazar Patrika, 29-3-1941.) +

Deadlock in Indo-Ceylon Negotiations:  
Ceylon Ministry presses on <sup>with</sup> anti-Indian Legislation. ✓

Reference was made at page 33 of the report of this Office for February 1941 to the intention of the Ceylon Ministry to introduce, early in March 1941, despite the message sent to the State Council by the Governor of Ceylon against the step, two Bills one for regulating and controlling the entry of non-Ceylonese into Ceylon and the other for registration of persons in Ceylon who do not possess Ceylon domicile or origin. The two Bills were introduced in the State Council on 4-3-1941, and their first reading was passed the same day; the second reading of the Bill to regulate and control immigration of non-Ceylonese was passed by on 26-3-1941 by 21 votes to 12.

The difference of opinion between the Governor of Ceylon and the Ministry about these Bills (vide page 33 of our February 1941 report) still persists. The Governor in his official message had quoted from official records of two decades passages which were undertakings to India. These assured Indians in Ceylon of civic and legal rights; and promised Indian immigrants, other than recruited labourers, freedom from restrictions, legal or administrative. To Indian labourers they guaranteed free repatriation in sickness or unemployment. The Ministry's view, however, is that these "can by no stretch of imagination be interpreted as undertakings binding them for all time", as they were "mere information conveyed to the Government of India of the actual position existing at the time."

(The Statesman, 25-3-1941.)

Dealing with the Ministry's plea that the undertakings, if any, given by a former bureaucratic regime in Ceylon cannot be held as binding it, the Hindu of 13-3-1941 in an editorial says:-

"The Ceylonese leaders have sought to repudiate this on the ground that the undertaking was given by a bureaucratic government by which the people of Ceylon could not be held to be bound. This is hardly correct as we have already shown. Not only are they committed to reckoning Indians as a permanent element in the Island by their accepting the Donoughmore reforms, but the State Council, in which the Ceylonese have a majority, has year after year, made grants to the Immigration Fund based on "the undertakings" and passed resolutions entirely inconsistent with the attitude they have now taken up. The Ceylonese may now feel that their Island is becoming over-populated and needs to be protected against uncontrolled immigration. The proper way of achieving this end is not by doing injustice to those who have bona fide made the Island their home with the express and tacit consent of the people, as well as the Government of the Island."

On 27-3-1941, the Ceylon Indian Congress sent to the All-India Congress Committee a resolution registering protest against the two Bills. The suggestion has also been made in certain quarters that before the third reading is taken up, Ceylon's Home Minister, Sir Baron Jayatileka, should visit India in a final attempt to solve the Indo-Ceylon deadlock.

(The Times of India, 28-3-1941.) ✓

PROFESSIONAL WORKERS, SALARIED EMPLOYEES AND PUBLIC SERVANTS.

All-India Conference of Employees of Central and Provincial Governments and Local Bodies; New Delhi, 15-3-1941: Demand for Dearness

Allowance ✓ +

A Conference of representatives of unions of employees working in the different departments of the Central and the provincial Governments and local bodies, convened by the All-India Government Employees' Federation, was held at New Delhi, on 15-3-1941, Mr. N.M. Joshi, M.L.A., presiding.

Resolutions Adopted.- The Conference adopted a number of resolutions requesting the immediate grant of adequate dearness allowance with retrospective effect; substitution of a provident fund for the existing pension system; removal of various disabilities peculiar to Government employees; and enforcement of compulsory retirement of all employees at the age of 55. It protested against the introduction of reduced scales of salary, surrender of part of the earnings of Government servants from extra work done by them, and the inadequacy of the new leave rules, and urged the introduction of two new features - half-yearly consultation by heads of departments with the service association concerned, and the compulsory insurance of Government employees at the expense of the Government.

Office-bearers for 1941.- The following office-bearers were elected for 1941:- President, Mr. N.M. Joshi; Vice-President, Mr. R.R. Bakhale; General Secretary, Mr. S.C. Joshi.

(The Statesman, 17-3-1941)

Bombay Conference of 11-3-1941.- Resolutions urging the grant of dearness allowance for all employees of the Provincial and Central Governments and Local Bodies getting a monthly pay of Rs.100 and under, protesting against "the initiation of such half-hearted measures as the opening of cheap grain shops which have utterly failed to achieve the desired effect", and urging the setting up of machinery to ensure a timely revision of the dearness allowance in proportion to any further increase in prices in future were adopted at a Conference of representatives of different Unions of employees of the Central and Provincial Governments and Local Bodies working in Bombay held at Bombay on 8-3-1941, Mr. S.C. Joshi presiding.

("Bombay Chronicle", 11-3-1941) ✓ +

The Standard Provident Fund Rules for Teachers employed  
in Recognised Private Schools in Delhi. ✓

The Chief Commissioner, Delhi, has gazetted a set of standard Provident Fund Rules for teachers employed in recognised Indian schools under private management in Delhi Province. The Rules apply to all teachers holding non-pensionable permanent posts in such schools. Teachers' subscriptions to the fund are fixed at the rate of  $6\frac{3}{4}$  per cent. of their salary; an equal amount is to be paid by the School Committee. Advances from the Fund may be made for specified purposes.

(Notification No. F.12 (93)/41-L. S. G. dated 20-3-1941: The Gazette of India, Part II-A, dated 29-3-1941, pages 112 to 116.) ✓

Land Colonisation on Co-operative Basis:  
Madras Government's Scheme. ✓

The Government of Madras has made provision in the provincial budget for 1941-42 for a land colonisation scheme. A Government communique dated 20-3-1941 setting forth the objects of the scheme points out:

Prevention of Alienation.- Representations have been made to the Government from time to time that a good deal of the land which has in the past been assigned to the landless has soon found its way into the possession of rich and influential neighbours. The Government has decided that a special attempt should be made to ensure that land is assigned to the poor and is retained in their enjoyment. To this end assignment will be made not to individuals but to groups of colonists formed into co-operative societies. Assignments will be made in compact blocks of land, each block being assigned to one or more co-operative societies consisting of members of the landless poor, specially organised for the purpose.

Objects.- The main objects of these societies will be: to hold land from the Government, divide it according to a scheme of colonisation approved by the Government and distribute the holdings among the members; to arrange for the reclamation of lands, if necessary, and to ensure their cultivation; to purchase or own implements, machinery and cattle for hire to members; and to borrow funds from the central banks or others on the security of the land assigned to them, to be utilised for granting loans to members for agricultural expenses, including reclamation of lands.

Finances.- The Government will make a contribution to the society at the rate of Rs.10 for each colonist as a free gift so that he may use it to obtain shares in the society. On the basis of his membership, he will be able to borrow money from the society for the reclamation, improvement and cultivation of his land. It is proposed, to start with, that the above scheme of colonisation should be tried in certain blocks of land available in the Tanjore and Kistna districts. A special Deputy Collector will be employed with necessary staff to establish colonies in these districts, and later to extend operation to suitable areas in other districts.

(The Hindu, 22-3-1941.) ✓+

Employers' Organisations.

14th Annual Meeting of the Federation of Indian Chambers of Commerce  
And Industry, Delhi, 22 and 23-3-1941. ✓ +

The 14th session of the Federation of Indian Chambers of Commerce and Industry was held at Delhi on 22 and 23-3-1941 under the presidency of Mr. Amrit Lal Ojha, the President of the Federation. The salient features of the presidential address are noted below:-

Effects of War on Indian Industries: Problem of Surplus Commodities. - The extension of the hostilities to the major part of Europe and stricter application of the methods of economic warfare during the year adversely affected India's position as a country largely interested in the exports of her raw materials to foreign countries. The exports of primary productions to continental markets suffered a heavy setback, resulting in unusual accumulations of raw commodities such as cotton, groundnuts, other oilseeds, wool, etc., in the country. The consequential result of such a situation was bound to be reflected in the downward trend of the prices for these commodities. There is every likelihood of the present position as regards prices still deteriorating in future with new crops coming into the markets.

Unhelpful Attitude of Government.- Apart from the closure of markets, the absence of shipping tonnage and the quota restrictions arising out of the methods of economic warfare, the attitude of the British Government has also not been very helpful in mitigating the effects of these factors on the agricultural economy of India. The British Government has followed a policy, in case of India's raw produce, different from the one it has been following with regard to the primary produce of South Africa, Australia and New Zealand, and even of a non-Empire country like Egypt. The recent raw cotton agreement between Great Britain and Egypt is to the point. Similar agreements were entered into by the British Government with the Governments of South Africa, New Zealand and Australia in respect of the entire wool clips of these Dominions for the duration of the war and for one wool clip thereafter. The prices reported to have been offered, under these Agreements, are as high as 40 per cent. over the pre-war prices. Another important deal entered into by the British Government, in conjunction with the Governments of Canada and New Zealand, with some of the Dominions and Colonies, was with regard to the purchase of the entire exportable sugar crop of Australia, Union of South Africa, Mauritius, Fiji and the British West Indies. This Agreement involved a total quantity of about 10-15 lakhs of tons of sugar, and these sugar producing countries would be able to dispose of about 5-5 lakhs tons more than was the case under the International Sugar Agreement.

In contrast to this generous attitude of His Majesty's Government towards the Dominions and the Colonies, the attitude of the Government of India, on behalf of His Majesty's Government, has been far from satisfactory. India's agricultural economy, on which depends the

living of the millions of her primary producers, has not received due consideration at the hands of the British Government. On the other hand, the policy followed in India in respect of the purchase of raw materials required for the prosecution of the war has resulted in depressing the prices of these articles, as compared to the prices offered for similar goods by His Majesty's Government in other parts of the Empire. In spite of repeated submissions from the wool interests to the Government of India to prevail upon His Majesty's Government to enter into an agreement similar to the one with South Africa and Australia as regards purchase of the entire Indian wool clip, no action has been taken as yet, and the trade as also the primary producers have continued to suffer. Two other commodities seriously affected are ground-nuts and oil-seeds.

What Government should do.- With a view to consider and find out a solution of the problem arising out of the surplus of raw commodities, the Commerce Member accepted the suggestion made last year at the annual meeting for the establishment of an Export Advisory Council. Although it is not possible to secure immediate solution of the intricate question of utilising the surplus stocks of raw commodities in the country, in course of time the present unsatisfactory situation would be effectively remedied to the satisfaction of the primary producers in a manner which would give them some relief by way of greater return on their produce in the Indian market. It was suggested that the Government of India should first make up its mind as to the extent of the financial assistance to which it is prepared to go, before initiating the various interests concerned to offer suggestions with regard to either holding stocks of these commodities in reserve and releasing them in the market, as and when necessary, or with regard to the utilisation of these commodities in the manufacture of new industrial products. Another solution suggested in this connection is the introduction of alternate crops. Unless alternate crops which they are asked to grow, would bring them similar or better financial returns, agriculturists would not welcome any such suggestion. It is, besides, very difficult to shift from one crop to another, as climatic and soil conditions sometimes may not be suitable for the proper cultivation of a particular alternate crop. It would, therefore, be advisable for the Government of India to investigate and ascertain the deficiency in the country of these food commodities which are consumed in their daily life by the people. It is essential, therefore, that the question of crop planning should be actively pursued by Government before initiating any isolated action. Still another method of meeting the problem is to find alternate uses for the surplus raw materials for industrial purposes within the country. If proper efforts are made, both through governmental and private industrial enterprise, India would be in a position to manufacture the articles which used to be imported before the War from other countries and in the process of the manufacture of which these very raw materials were utilised abroad. For the purpose of investigating alternate uses for these raw materials and absorbing them within the country itself, the recent establishment of the Board of Industrial and Scientific Research by Government is a step in the right direction.

War Supplies.- It is true that orders from outside of the value of Rs. 850 millions have given a good fillip to some indigenous industries which were experiencing serious difficulties in the pre-war period; it does not compensate, as was contended by the Finance Member in presenting the Budget Proposals, the Indian primary producer for the loss of his old Continental and traditional markets. It must be remembered that industrial enterprise in India is responsible for the employment of scarcely 10 per cent. of the Indian population, while more than 65 per cent. is dependent, for its living, upon the disposal of primary produce. The placing of orders for the supply of raw materials has not materially improved the price level of the raw commodities and, consequently, the financial standing of the producer has practically remained at the level where it was in the pre-war period. Moreover, it cannot be said that the rise in exports, which mainly represents manufactured articles, would compensate the country for the loss which it has suffered by the closure of the Continental markets because, while the closure of these markets affected the price structure of the primary commodities, the depressing influence has not been counteracted by the increase of India's exports in manufactured articles.

Industrial Planning.- A small body composed of eminent Indian industrialists and Indian public men should be constituted into an Industrial Reconstruction Council to utilise all the materials and information so far collected by the Supply Department during the last 18 months of its existence, with a view to evolve an immediate plan for either suitably expanding the ~~present~~ enterprises or creating new ones. The situation which Indian industries will have to face after the termination of the present war would be serious enough to demand immediate consideration of this proposal in the interest, not only of Indian industries, but also of India's primary producers. If India is to equip herself to face the post-war situation, then the establishment of a Council, as suggested above, would be an essential measure. As new channels for trade and new markets would be developed during the war, it is necessary that careful consideration should be paid to these problems from now.

© Eastern Group Conference.- The failure to associate actively Indian businessmen in the work of the Eastern Group Conference has had adverse effects on industrial production. There is a genuine feeling of apprehension, in the absence of any knowledge, regarding the conclusions reached at the Eastern Group Conference as regards the establishment and development of industries in India. The public is also in the dark as regards the functions and working of the newly established Eastern Group Council, and they would like to be enlightened whether the new Council is to direct the whole policy of the war purchases by His Majesty's Government in the Eastern part of the Empire, whether it would be competent to direct the placing of orders with a particular country so as to encourage the establishment of any Defence industries and whether it would be competent to advise the Governments of any of the Eastern Group countries to allow the use of foreign capital for the starting of such Defence industries. It is necessary, therefore, that the Government of India should remove all such apprehension from the public mind on these questions. It will be still further helpful in removing public misgivings if the Government would give an assurance that India's economic interests would not be



compromised or jeopardised by any of the decisions of the Eastern Group Council and India would not be precluded from establishing or developing any industries, particularly key and engineering industries in the country. The Government of India should not agree to the creation of new vested interests under the control of non-Indians which are sure to be prejudicial to India's economic interests. In ~~the~~ this connection, the industrial community should feel deep satisfaction at the support given by the Government to start an air-craft factory in Bangalore and a ship-building yard at Vizagapatam.

Protection for War Industries.- The Government of India has already announced its policy of encouraging the establishment of such industries in the country as are helpful in furthering their war efforts, and has stated that these industries would not be left high and dry after the termination of the war. This policy of protection and encouragement should be extended also to such other industries as have been established to meet the needs and requirements of the people of the country, particularly owing to the restricted imports from foreign countries, especially capital industries like those for manufacture of machinery and machine tools, heavy chemicals, etc.

Unemployment.- Dealing with middle-class unemployment, Mr. Ojha said that the proper remedy of the problem lies in pursuing a definite policy of industrialisation of the country which alone can absorb ~~the~~ thousands of qualified youngmen brought out by the Universities of the country. Some of the Universities have also ~~technological institutions~~ attached to them and the young men who receive this training would prove especially useful to the country in these ~~war~~ days. The necessity of having a well qualified trained technical personnel for the industries of the country is obvious, especially at the present time when we find some of the vital industries of the country so largely dependent on them.

Indians Overseas.- The position of Indians overseas in the Dominions and in the British Colonial Empire did not improve during the year under review; on the contrary, India's relations with Ceylon were far from being happy. The Report, submitted by the Government of India to the Central Legislature regarding the Exploratory Conference between it and the Ministers from Ceylon fully brings out the fundamental differences in the outlook of the two Governments towards this question. While the country fully supports the attitude adopted by the Government of India on such a vital question, it is deplorable that the Ceylonese Ministers could not agree to ~~a~~ very reasonable proposal put forward by the Government of India that full citizenship should be conferred on all Indians who could furnish proof (a) of five years' residence in Ceylon and (b) of a permanent interest in Ceylon. It is still more deplorable that the attitude of the Ministers towards Indians - who have been responsible for the economic prosperity of the Island - should be constitutionally untenable and should call for intervention by the Government of Ceylon.

Resolutions.- Among others, resolutions were adopted <sup>at</sup> the *Session* ~~Meeting~~ (1) urging the setting up and encouragement of defence industries like manufacturing of automobiles, air-crafts, ships, armaments, etc; (2) protesting against lack of adequate State support for the starting of a national shipping industry and urging strong support and help from Government for Indian shipping; (3) urging better representation of Indians in Port Trusts; (4) suggesting the sending <sup>of</sup> trade missions and setting up of an Export Organisation

to stimulate India's export trade; (5) deploring the present Indo-Ceylon relations over the migration of Indians to Ceylon, urging the appointment of Agents in Fiji and British Guiana and expressing the hope that in the Indo-Burmese Trade negotiations, the rights and status of Indians in Burma will be adequately safeguarded; and (6) urging strongly that Indian industries should be given adequate support under the decisions of the Eastern Group Conference.

Office-bearers for 1941-42.— The following were elected officer-bearers of the Federation for the year 1941-42: President, Mr. Chhnilal B. Mehta, Bombay; Vice-President, Mr. Gaganvihari L. Mehta, Calcutta; Honorary Treasurer, Mr. N.R. Sarkar, Calcutta; Members of the Committee, Mr. Kasturbhai Lalbhai, Ahmedabad; Sir Shri Ram, New Delhi; Lala Padampat Singhania, Cawnpore; Mr. J.C. Setalvad, Bombay; Mr. N.L. Furi, Calcutta; Mr. A.L. Ojha, Calcutta; Mr. Debes Chandra Ghose, Jalpaiguri; ~~Mr. Gaganvihari L. Mehta, Calcutta~~; Mr. S.P. Jain, Dalmianagar; Mr. Devi Prasad Khaibari, Calcutta; Dewan Bahadur C.S. Ratnasabhapathi Mudaliar, Coimbatore; Sir Rahimtoola M. Chinoy, Bombay; Mr. Keshav Prasad Geenka, Calcutta; Sir Parshotamdas Thakurdas, Bombay; Lala Gurasharan Lal, Gaya; Kumararajah M.A. Muthiah Chettiar, Madras; Rao Rao Bahadur Shivran G. Mehata, Karachi; Mr. Satya Paul Birmani, Amritsar; Rao Sahib C. Hayavadana Rao, Bangalore.

(Summarised from a copy of the Printed text of the Presidential Address and Resolutions forwarded to this Office by the Federation of Indian Chambers of Commerce and Industry.)

(A copy each of the Presidential Address and Resolutions was forwarded to Montreal with this Office's minute F.6/275/41 dated 16-4-1941.) ✓

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All-India Organisation of Industrial Employers:  
8th Annual Meeting, Delhi, 1941. ✓

The eighth annual meeting of the All-India Organisation of Industrial Employers was held at Delhi on 23-3-1941 under the presidentship of Sir Shri Ram; a brief summary of the presidential address is given below:—

War and Indian Industries: Problem of Surplus Commodities.— The emergence of industrial countries under a policy of national self-sufficiency as large-scale agricultural producers and the disappearance of these markets to countries producing primary commodities for export had already added to India's problems, and with the dislocation in the markets brought about by the war, she is faced with the prospect of surplus stocks unable to find their customary markets or any market; the result has been depressed prices. The export prosperity on which the agriculturist's credit was built up is fast disappearing, if it has not already done so. For the disposal of surplus raw materials, it is necessary that they should be converted into manufactured products at as low a cost as possible and marketed within the country. The home market must be cultivated to the fullest

extent and made more elastic. It is well-known that in proportion to her population India consumes less than any other civilised country, of every product, primary or manufactured. This under-consumption is in direct proportion to the low credit-worthiness of the rural population.

The agricultural community is not only the biggest producing class; it is also the largest consumer community. The Government of India and some of the Provincial Governments have no doubt taken steps to ensure a fair price for the grower of cane, jute, tea, coffee, rubber, etc. The producers of these commodities, however, form a very small proportion of the agricultural community so that for the majority of them the problem of disposal is still an unsolved one. A warning must be uttered against restriction schemes. They have been shown to be a remedy worse than the disease, the economic implications of which are sweeping and which complicate issues.

Need for Reduction in Manufacturing Costs.- The problem, in short, is the securing of satisfactory prices and disposal of agricultural produce so that the country's manufactures may be stimulated. There is no question now, and there will not be for a long time to come, of industrial production outrunning the country's capacity for consumption. It is merely one of reducing the prices of finished goods and narrowing the gulf between the prices of raw materials and manufactured products. The increased consumption stimulated by lower prices will of itself provide an incentive to larger production which will in turn render possible a reduction in costs. Further means of reducing the prices of manufactured products which circumstances render imperative are for the employer to forego a margin of his profit and for the worker to accept lower wages. The latter suggestion particularly will be distasteful as it involves some sacrifices which may be somewhat harsh for a time. But it is ultimately for the good of the industry itself and the country. The distinction between the cost of living and the standard of living is not always fully appreciated. The improvement in the standard of living of the people is as much the aim of employers as it is of the Government. A moderate potential wage, expended with thrift and prudence coupled with the amenities provided by the employer can contribute to a higher standard of living. Another justification for a reduction in wages is the disequilibrium between the prices of primary commodities and of finished goods.

While there has been a rather precipitate decline in the prices of agricultural commodities since the peak year 1928-29, there has not been anything like the same reduction in industrial prices to accommodate the large consumer community proportionately. The lag in the case of primary products has been more pronounced and to this can be ascribed some at least of the problems facing industry now. Theoretically, one can see no reason why there should be too wide a divergence between agricultural and industrial wages, and the closer the approximation between the two, the less would be the disturbance to our economic system. So far as the consumer is concerned there is no doubt that the price of manufactured goods must be brought down and it is obvious that the price of finished goods has not come down as much as it should. Industrial costs could also be reduced by a judicious combination among industrial units for the purpose of more rational distribution to bring about economies in transport charges. Such combines, however, should not try to

exploit the consumer as this would defeat the very end for which they are brought into existence.

Labour Legislation Policy of Government.- Referring to labour legislation as part of the wider problem of state policy towards industries, Sir Shri Ram remarked that the immediate legislative programme before the Government of India includes sickness insurance, holidays with pay, weekly holidays to persons employed in commercial houses and shops and the extension of maternity benefits to women employed in coal mines. He uttered a warning against Government too slavishly imitating the legislation in force in advanced industrial countries of the West. India's emergence in the large-scale industrial field is scarcely more than a generation old and legislation appropriate in countries whose industrial system and organisation dates to more than a century ago and whose economy is fundamentally different must be premature in India and would only retard the growth of industry whose early and orderly expansion the Government of India and employers have so much at heart. In labour legislation, India should compare conditions in this country with countries in Asia like China and, to a lesser extent, Japan than with conditions in America and the United Kingdom.

Need for Co-ordinated Labour Legislation.- The ~~diffuse~~ differing regulations not only as between provinces in British India on the one hand but as between British India and Indian States on the other have had a great effect upon industry and the need for uniformity among them cannot be urged too often or too strongly. Measures for achieving co-ordination by persuasion so far as Indian States are concerned are bound to be ineffectual. "We strongly object to this partial and disharmonious application of labour legislation in British India alone; industry is not the only sufferer from the lack of such co-ordination; it is equally detrimental to the interests of Government and as such to the interests of British Indians as a whole. There is also no reason why Government or quasi-government industrial establishments should not have applied to them all welfare measures which industry in private management is subjected to. All that employers in British India seek to achieve is that competitive ability within India as a whole and among industries, government or private, should not be detrimentally affected in one part or in one agency by means of labour legislation. Industry and capital tend to move to areas where regulations are few or less and where enterprise is more remunerative, and recent years have witnessed a steady and unmistakeable emigration of British Indian industry to Indian States. More new ventures have also of late selected their venue there. Welfare legislation in British India defeats its own object if it is not universally applied throughout the whole country."

Excessive Taxation in British India as another Factor in Industrial Migration.- Another factor which has encouraged this emigration of British Indian industry to Indian States is the excessive taxation imposed on it in British India. Burdensome taxation in British India reduces the power of the industry there to compete even in its own markets with products manufactured in Indian States where taxation, even if it exists, is far less onerous. The effect of heavy industrial taxation upon the exchequer is no less serious than that on industry itself. The depression in industry to which Government itself contributes by the excessively burdensome taxation and the encouragement for industry to emigrate to less

burdensome areas result in yields from income-tax, super-tax and excises shrinking ~~appreciably~~ appreciably. The loss to revenue is then sought to be made good by placing greater burdens upon industry, which in turn reduce industry's competitive ability still further, thus aggravating the unfavourable prospects facing industry. Tax burdens on productive enterprise should not therefore be aggravated.

Effect of Restriction Schemes.- Restriction schemes do harm to industry by raising prices artificially. The example of the sugar industry may be quoted. As some of the inefficient units of industry require the maintenance of relatively higher prices, the competitive capacity of British Indian industry as a whole, vis-a-vis foreign imports is detrimentally affected. While a natural weeding out of these inefficient units is therefore very desirable, Government would be doing a disservice to the best interest of industry by introducing restriction schemes or price control just for the sake of keeping alive a few inefficient units on sentimental or other grounds.

Need for Planning.- To prevent the indiscriminate expansion of industry to the detriment of the economic system and to direct industrial development along right lines, some sort of government control is necessary. The harm which uncontrolled expansion in the sugar industry has done and the grave position confronting it now may well have been avoided with some sort of planning and regulation. Again, the misdirection of industrial effort in the past involved in the putting up of ginning factories, flour mills, rice mills, etc., ~~such in excess of normal requirements~~ has resulted in the locking up of capital in unremunerative enterprise and in national capital being dissipated. With some control such waste of effort and money could have been prevented and unexploited lines of industry profitably explored. Any government control should however be on an all-India basis and not on provincial lines; again, the example of the sugar industry provides a warning of the dangers arising from a lack of co-ordination among all provinces.

Protection to War Industries.- After the war and on the return of normal conditions, industries will be faced with new and complex problems ~~which~~ they should be enabled by Government to consolidate the ground they have covered during the present emergent circumstances. It is necessary therefore that an assurance should be given by Government in unmistakable terms that protection would be afforded not only to such industry as produce war supplies but ~~all~~ <sup>also</sup> industries started during the war, catering for Government and civilian needs.

(Summarised from the presidential address, copies of which were supplied to this Office by the Secretary, All-India Organisation of Industrial Employers, New Delhi.)

(A copy of the presidential address was forwarded to Montreal with this Office's minute F.6/275/41, dated 16 -4-1941.) ✓

Indian National Committee of the International Chamber of Commerce:  
12th Meeting, Delhi, 1941. ✓

The 12th annual meeting of the Indian National Committee of the International Chamber of Commerce was held at Delhi on 23-3-1941 under the presidentship of Mr. Amrit Lal Ojha. The following are the salient features of the address :-

World Economic Conditions.- The world economic situation during the past year was primarily influenced by the exigencies of the European War. Throughout the year the normal course of economic developments was punctuated, almost every three or four months, by severe shocks to the confidence of the investing and commercial public, administered by the grim news coming from the Western front. In the United States of America, industrial production, which had reached a peak level towards the end of 1939, began to fall thereafter and the Federal Reserve Bank index number declined from 125 in December 1939 to 105 in March, 1940. These changes were also reflected on the Wall Street where the prices of leading industrial shares showed, on the whole, a downward tendency. But, as the growing American expenditure on rearmament got under way, it tended to check the decline in industrial activities and the usual indices of prices and production showed an upward trend towards the latter part of the year, the Federal Reserve index rising from 111 in April to 131 in July, 1940. In contrast to the relatively depressed state of business in the outside world, the United Kingdom authorities were faced with the task of adopting measures to avoid inflationary rise in the prices of commodities which was threatening to emerge from the rapidly rising civilian purchasing power on the one hand, and the dwindling supplies of goods for civilian consumption on the other.

Conditions in India.- In India, the economic conditions were, in the main, dominated by war developments in Europe. Despite the difficulties of freight, the export trade was, on the whole, on the up-grade. Thanks to the stimulus given by the war orders and the purchases of the Supply Department, the production in the principal industries was maintained at a relatively high level. But, the main index of the economic situation, viz., the level of commodity prices, showed a continuous downward trend throughout the year, due to the vast territorial changes in and the application of the British blockade to the major part of Europe. India suffered rather severely in respect of some commodities like groundnut, while the off-take and prices of other ~~-----the war has had certain important repercussions on Indian trade and commerce~~ staple commodities like cotton, hides and skins, raw jute, were also greatly affected. The economic conditions in India during the year under review, therefore, were gloomy.

The war has had certain important repercussions on Indian trade and commerce. For the duration of the war, most of the countries <sup>in the</sup> outside world, including India, are bound to be faced with the problem of the disposal of their exportable surpluses of agricultural products and raw materials on their hands. Government's efforts to meet the situation has not resulted in any appreciable success so far. One of the ~~main~~ main causes of the failure of these attempts to find alternate markets has been the fact that most of the other countries which are either neutral or accessible are more or less competitive agricultural economies which offer little help to the solution of the Indian

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problem. Apart from this fundamental fact, it has been exceedingly difficult to secure adequate shipping freight to near distant countries which still remain open to India, as a result of the complete mobilization of all available shipping for purposes of the war and the allocation of shipping space to non-war purposes strictly on a priority basis.

Need for Increased Exports.- It is by no means completely true that India can be regarded as exclusively a competitive economy vis-a-vis some of the other members of the British Empire which are within a short distance from India. It has been urged that there is a large scope for Indian manufactured commodities like cotton textiles, steel products, cement as well as coal in markets like such as East Africa, Strait Settlements, China and so on. Vigorous efforts, therefore, should be made to secure necessary shipping freight and to promote the exports of our manufactured goods to these countries, with a view to provide partial relief to the producers of raw materials like the cotton cultivators, by creating a market for their produce in India itself.

Restriction of Production.- As regards the desirability of adopting measures to restrict production in important staple crops like raw jute or groundnut, it would be inadvisable to embark on a costly experiment like restriction of output of any staple crop unless suitable alternate crops could be grown in the areas thus released from the restricted crops and unless it has been definitely established that the recession in demand for that particular commodity is of a permanent and not of a temporary character. With the exception of a truly commercial and monopoly crop like raw jute, it is irrational to suggest restriction of any important staple food-crop in a country which is proverbially known as the poorest in the world, with possibly the lowest possible per capita consumption of essential items of food. All things considered, it would be unrealistic to examine the immediate problem of surpluses created by the loss of the European markets, without taking into account the wider background of the changing trends in the world trade and world commercial policies which have been in evidence since the depression of 1929 and which, if anything, are likely to be strengthened as a result of the present war.

At the end of the present war, the older industrial countries are bound to be faced with the problems of growing competition from the manufacturers of new belligerent countries and of readjustment of their productive system to the changed nature of international trade as they did during the period following the last great war. With the drift towards economic self-sufficiency and the development of primary and secondary industries in the agricultural countries, the world, as a whole, would have to revise its conception and to settle down to a much reduced level of the value and volume of the total trade than what it is hitherto accustomed.

Effect of World Trends on India.- The implications of these tendencies are very serious from the viewpoint of India. Traditionally, the whole of the productive system in India has been adjusted to suit the needs of a flourishing and large export trade so that the prosperity and the purchasing power of the people have come to depend, in a vital sense, upon the prospects of the country's foreign trade. Things have already moved very quickly during the last ten years and the reduction in the value and volume of world trade has severely curtailed





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Annual General Meeting of the Employers' Federation of  
Southern India, Madras, 21-3-1941. ✓

The annual general meeting of the Employers' Federation of Southern India was held at Madras on 21-3-1941, under the presidentship of Mr. H. S. Town. A summary of the presidential speech is given below:-

Dearness Allowance for Workers.- In the year 1939 the Federation realised that workers, particularly low-paid labourers, would suffer if the prices of essential commodities in their family budgets showed any considerable rise. There was at that time no request from labour for any allowance to be granted, because there was no rise in ~~xx~~ prices sufficiently large to warrant any allowance being given. Certain of the Federation members have for years studied the family budgets of their employees, and were in possession of much information all of which had been produced as a scientific study and not for the purpose of proving or disproving any view. The information was placed before the Federation and formed the basis on which a scheme was drawn up for consideration. The scheme adopted was an allowance based on the Government monthly cost-of-living index figure, rising and falling with that figure and being subject to reconsideration if the figure rose beyond a figure to be agreed between individual employers and their labour, and to be extinguished when the cost of living resumed approximately the pre-war level. In this connection, Mr. Town commented on the lack of scientific study of the standard of living in the various parts of the Presidency. Index figures for Madras City were available, but these were quite insufficient. Price movements in various parts of the Presidency vary. Had full information been available as to the cost of living and workers' family expenditure in all districts, employers and Government would have found it easier to consider the question of any allowance based on prices. As a result of representations made by the Federation, cost-of-living indices are now being maintained in certain areas. He suggested to Government that indices covering the whole Presidency should be maintained and remarked that though this will entail some expense, if it is sought to improve the standards of the masses, one must know what it costs them to live. Whatever the outcome of the present war, it is certain that when construction replaces destruction there will be a great readjustment of values throughout the world. These readjustments, if carried out by persons not seized of the full facts and not in possession of the necessary data on which to make a just proposal, may do great harm. India is a country just showing signs of rising to a higher standard of living and it is essential that in the readjustments which are coming employers and employed should be in possession of the cost and standard of living in all parts of India.

Labour Legislation Programme of Government:

(1) Industrial Disputes.- The First Conference of Labour Ministers was held in Delhi in January 1940. The holding of this Conference was an important and welcome step towards checking the danger of differing labour legislation as between Province and Province. As a result of the Conference Government intends drafting four bills, the most important of which is that ~~requiring~~ regarding the question of industrial disputes and their settlement. There are certain facts regarding industrial disputes which it is well to remember. Firstly, no proceedings under any Act should be possible until all the ordinary

methods of direct negotiation between employee and employer have been exhausted. Secondly, it should be a condition precedent to any negotiation that work continues under the existing conditions, and, thirdly, and possibly ~~the~~ most important of all, it should be made impossible for matters outside the dispute to be considered; and a careful safeguard must be provided against Courts of Enquiry expressing opinions on matters not referred to them. The enforcement of the findings of a Court of Enquiry is a matter of great difficulty. It is quite possible by various means to ensure that employers will abide by any finding, but it is quite impossible to force labour to accept an award which it considered unfavourable.

(2) Plea for Healthy Trade Unions.- It has been said that employers would welcome a strong well-organised and reasonably led trade union movement. Unfortunately, many of the executives of the labour unions of the <sup>North</sup> Presidency seem to consider that their duty is to paint the employer as a taskmaster aiming ~~not~~ at shortening the lives of his workers by over-work, keeping them in a state of perpetual fear of unemployment, and so arranging their lives that every employee who retires must of necessity starve. This propaganda follows the well-known lines developed in Russia and disseminated throughout the world. There are strong grounds to believe that vigorous propaganda on these lines which has been going on has had outside financial assistance. In this connection, Mr. Town referred to the Bevin scheme under which Indian workers are being given opportunities to study British trade unionism and hoped that the experiment will bear fruit by helping Indian trade unionism to develop along more peaceful and constructive channels.

(3) Sickness Insurance.- One of the items dealt with at the Conference of Labour Ministers, was the subject of sickness insurance; and it was agreed that certain large industries should be taken up for actuarial examination, whilst certain other industries might be surveyed. If the abuses to which a sickness insurance scheme is open can be effectively overcome, members of the Federation would give a very sympathetic consideration to any proposals. Mr. Town referred to the ~~page~~ passage in the memorandum on the subject submitted to the Ministers' Conference by Mr. Thomas, Superintendent of Insurance, in which it is pointed out that one has to bear in mind the psychological phenomena, proved by experience, that the sickness rates derived from the experience of a certain body of persons when there is no sickness benefit payable, undergo considerable and unfavourable changes when the same body of persons become eligible for benefit in some form or another. This is the experience, Mr. Town said, of all employers who have been lenient in the matter of sick leave. When the time comes for the introduction of any scheme for sickness insurance, the strictest safeguards must be inserted to see that any medical practitioner who is chiefly a purveyor of certificates of sickness is precluded from acting under the Act.

(4) Amendment of Factories Act.- In the course of the discussions at the Conference it was suggested on more than one subject that the proposed labour legislation might in the first case be applied to certain large industries or to well organised concerns. Generally, labour legislation excludes the operation of factories employing but a few persons from certain sections. Generally speaking, it can be said that labour employed in large factories or well organised concerns is better looked after, better paid and works under much more healthy conditions, than those employed in small factories. It was therefore a matter for pleasure that it was generally accepted at the Conference

that the Factories Act should be amended to empower Provincial Governments to notify as factories any establishments using power and employing 10 or more persons. This, Mr. Town said, did not go far enough, although it is welcome. It should be possible to amend the Factories Act so that there shall be no question as to whether or not a place is a factory. Provincial Governments should be compelled to accept that any establishment using power and employing 10 or more persons is a factory.

Labour Policy of Government.- At the risk of being charged with employing delaying tactics, he suggested extreme caution in the enactment of any labour legislation at present. The future of industry is obscure and one should not be deceived by the present activity into believing that industry is on the crest of a wave which will know no trough. Any burden laid on industry will be a continuing one, and the greatest care must be taken to ensure that burdens laid on industry can be carried at all times. Burdens should apply to all industries and not to just one or two, and it must not be forgotten that many a prosperous industry today is the result of many years of effort and has a prosperity which can be irretrievably damaged by legislation imposing demands beyond the capacity of the industry to pay. The prosperity of industry is of paramount importance to labour, and the over-burdening of industry must eventually be detrimental to the true interests of labour. ✓

(The Hindu, 23-3-1941.) +

Plea for Recognition of Communal Unions:

Rejected by Central Assembly. ✓

On 25-3-1941, Mr. H.M. Abdullah (Muslim League Party) moved a resolution in the Central Assembly to the effect "that the present discriminatory policy of the Government as regards the recognition of so-called common unions of Government employees and non-recognition of the so-called communal unions of Government employees should be abandoned forthwith, and unions of employees belonging to any one particular section of <sup>the</sup> community should be officially recognised."

Messrs. N.M. Joshi, P.J. Griffiths, Jammadas Mehta and several others spoke against the resolution; and Maulvi Abdul Ghani, Sir Zia Uddin Ahmed and Sir Raza Ali spoke in favour; the Government's point of view was expressed by Sir Reginald Maxwell, the Home Member.

The resolution was rejected by 48 votes to 17. As the matter is one of great significance to the evolution of the Indian trade union movement, the speeches of the principal speakers for and against the resolution are summarised below:-

Mr. N.M. Joshi said that the majority community in the country ought to make sacrifices in order to secure the confidence of the minority communities, but he could not support the demand for communal unions because the trade union was an organisation of an economic class and was only concerned with the general economic interests of that class. There was no clash of interests, he declared, between employees of Government who were either Hindus or Moslems; rates of wages, leave rules, pension rules were the same for all. Assertions about the Moslem community being a separate nation were not relevant at all; if a Moslem booking clerk or a judge felt all the 24 hours of the day that he was a Moslem, then he was not fit to be a booking clerk or a judge.

Mr. Joshi denied that Moslems did not take part in the general trade union movement in the country, but said it was true that the number of Moslems who took part in public movements of any kind was smaller than that of Hindus. The remedy for that was the spread of education among Moslems.

Maulvi Abdul Ghani asserted that Moslems did not get sufficient opportunity in the so-called national trade unions to express their grievances; hence they should be given separate trade unions. He referred to the fact that representation was separately given to universities, landlords, labour, and so on, in legislatures. Were these not communal? The Moslems, he declared, were a nation and their demand for separate unions was a national demand.

Mr. P.J. Griffiths opposing the resolution declared that the extension of the principle of communalism to trade unionism was fraught with danger to organised labour in this country. Once the principle was accepted it must spread to the general industrial sphere. In

industrial and other spheres there were two criteria for considering the question of separate representation. Firstly, was there any conflict of interests between the ~~the~~ minority and the majority communities with regard to any particular matters under discussion, and secondly, even if there was no conflict of interests, was it in fact the case that there was serious danger of discrimination in practice being made against the minority? Applying these two tests he found that there was no justification for the demand made in the resolution.

Mr. Jamnadas Mehta characterised the resolution as contradictory; it talked of the "discriminatory policy of the Government" whereas in fact it was the Government who did not want to discriminate in the matter of membership of trade unions. He mentioned that on no less than 10, probably 15, occasions, delegates and advisers to the International Labour Conference had been Moslems. Even if Moslems claimed to be a separate nation, he reminded the House that members of different nations formed the world-wide federation of workers.

Sir Zia Uddin Ahmed said that it was not advisable to apply trade union principles of England to India, where there were employers who, he said, refused to employ people because they were Moslems. Every country had to pass through various stages of development in the matter of the trade union movement and communal unions represented one of the stages. He pointed out that the number of questions put in the House about representation of Moslems was an indication of the need for some machinery to consider the matter.

Sir Raza Ali explained that the main grievance of the Moslem employees of the Government was that the Home Department resolution dated July 6, 1934 (reserving one-third of the appointments for Moslems) was not being given effect to in letter and spirit in regard to appointments, promotions and dismissals. Most of the Moslem unions had been set up to concentrate themselves on such grievances. If the common unions were not prepared to help the Moslem members, then surely there was conflict of interests and therefore there was discrimination against the Moslems. That being so it was the duty of the Government to be just and act courageously by accepting the resolution under discussion.

Sir Reginald Maxwell, explaining the Government's point of view, said that, after giving due weight to the feelings of those in favour of the resolution, it (the Government of India) still was of opinion that it was ~~not~~ neither in the best interests of the employees themselves nor of the general public that communal unions should be given official recognition.

Explaining the circumstances in which the Government agreed in 1920 to give recognition to associations of Government servants, ~~the~~ he said it was agreed that these associations could only be for the purpose of making representations on matters of common interest to a whole class of Government employees. On other matters, Government employees were able to submit individual memorials. The principles of recognition then adopted were that the association should consist of a distinct class of Government employees and every Government employee of the same class must be eligible for membership of the association. These conditions had remained unchanged ever since 1920 and in 1932 these principles were reaffirmed. That situation in his view was sufficient to protect the interests of whole classes of Government servants.

Explaining how communal unions could be a source of weakness, the Home Member pointed out that it would be easy for the Government or for any other employer to play off one against another and exploit any differences in their demands. The only object of a communal association or union could be to make representations on either recruitment or promotion. As regards recruitment, the Government did not recognise the right of any section of their employees to be consulted as regards the principles to be followed in selecting persons for Government service. The question of promotion was essentially one affecting individuals, and no representation would be received unless it related to matters of common interest.

The present position was that unions could be formed by any sections of a service and be entitled to claim recognition under conditions already mentioned. The Government did not prohibit the formation of communal associations of its employees except in the services under the control of the Secretary of State. Discouragement of communal unions of other employees extended only to non-recognition; their joining a communal union was not a contravention of the Government Servants' Conduct Rules. It might be asked what was the use of joining unions not recognised by the Government if they could not make representations on behalf of their members? He said such associations could perform certain legitimate functions such as helping members through through difficulties, raise funds, give advice about application of rules and regulations, and help them to draft individual memorials.

He contested the view that Moslem servants of the Government could not accept representation by others, even when their interests were the same. The Home Member declared that such a principle was wholly out of place in Government service. He concluded by appealing to members of the House not to pursue communal subjects, but set an example to others of the principle that all citizens had equal rights.

The resolution when put to vote was rejected by 48 votes to 17.

(The Statesman, 26-3-1941.) ✓  
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No Recognition of Communal Trade Unions:

Policy of Government of India enunciated. ✓

Sir Andrew Clow, ~~Member~~ Communications Member, Government of India, had, in reply to a question put in the Central Assembly on 5-3-1941, occasion to define the policy of the Government of India in respect of recognition of communal trade unions. He made it clear that the Government recognised unions which threw open their ranks to all communities and creeds. Representations from communal organisations regarding traffic and other conveniences might be considered by the Government, but questions relating to service conditions would not be referred to communal organisations.

(The Hindu, 6-3-1941.) ✓  
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SOCIAL CONDITIONS

India's Population reaches 400 Million mark:  
Preliminary Report of 1941 Decennial Census. ✓

Rough preliminary reports of the 1941 decennial census (taken on 27 and 28-2-1941) received in the Office of the Census Commissioner for India, New Delhi, indicate that India's population has increased to 400 million, and that the percentage of increase is about 15 compared to 10 or 11 in the previous decades. According to the preliminary reports, larger increase has occurred in upper India than in the southern part of the country. This is because <sup>expansive</sup> areas in the Punjab, Bahawalpur, Sind, the U.P. and Eastern Bengal have been developed and large settlements on land have been brought about.

(The Times of India, 2-3-1941.) ✓+

Industrial Training in Technical Schools:  
U.P. Textile and Technical Institutes Inquiry Committee's Report. ✓

The recently submitted report of the Textile and Technical Institutes Inquiry Committee appointed by the U.P. Government in July 1939 contains a number of recommendations suggesting the improvements to be effected in the training imparted in the technical schools of the Province. The dominant note of the recommendations is that theory should be subordinated to practice in technical training so that the finished products of the schools may easily secure jobs in industrial establishments. The more important of the conclusions relating to technical training are summarised below:-

General: Defects of Present System - Expensive Training; Undue attention to Theory.- The Committee holds that the present system, which entails an expenditure of Rs.1,500/- for the training of each pupil is wasteful. In its opinion, no amount of theory can be a substitute for practice and until this is realised, the technical schools will continue to produce men unacceptable to industry. Theoretical instruction should occupy not more than one third of the time devoted to practical work. The right conception of industrial training is that it is one which enables the student to practise the trade under competitive conditions on leaving the school. What should be aimed at is the transplantation of a part of the factory in the institutes. Practical training should therefore form the backbone of the instruction.

Staff: Master Tradesmen to replace Class-Room Lecturers.- The staff of technical institutions should be recruited from the ranks of those who have made good in the industry to the extent of getting a good living out of it. The training should be given by master tradesmen (and not by class-room lecturers) who should have theoretical qualifications followed by considerable 'works' experience. For technical subjects especially, craftsmen should be imported from commercial undertakings.

Teachers should be engaged on short-term contracts of not more than five years' duration which will not ordinarily be renewed unless the teacher can show that he has kept himself up-to-date in his subject. As regards the present staff, if some of them can be retired, it should be done and in other cases an efficiency bar should be introduced.

Courses: More Practice and Less Theory - Increase of Working Hours.- Working hours per day and working days in the year should be considerably more than what they are at present. The working hours per week should be 42 in the first year, 45 in the second and 48 in the third year. The number of working days in the year should be increased to 275 in all the years. Extra hours due to this increase should be devoted to practical work alone. Government should provide in the budget larger allotments for raw materials, wastage, etc.



The Committee suggests radical changes in the system of training: (a) theoretical instruction shall be subordinated to practical; (b) time devoted to drawing shall be appreciably reduced without affecting the standard. About 50 hours of instruction in drawing during the whole course will be ample for the requirement of most pupils, except those qualifying for diploma in engineering. If this arrangement, however, is not found to work satisfactorily, the time for this subject may be increased. Instructions in all subjects should, as far as possible, be imparted in the vernacular.

The present artisan and non-artisan courses are needless duplication. This distinction should be abolished and a combined course be introduced for all pupils.

Wages to replace Stipends.- After an initial period of about six months when a student is learning the basic principles, the system of stipends should be abandoned and there should be substituted in its place a system of wages based on the quality and quantity of work judged by competitive standards which take account also of the time taken for the work. Rates of wages which will have to be paid will of necessity have to be higher than the market rate. It may be made clear that the amount to be allotted in the budget should not be less than the amount now provided for stipends.

Pupils should be put to the work done by the coolies and this item of expenditure should be considerably curtailed if not entirely eliminated from the budget provision.

Diplomas - No Degrees.- The Committee does not recommend any modification of the existing system of award of diplomas and is not in favour of altering the system of education to suit award of degrees in place of diplomas. It, however, suggests that suitable steps should be taken by the department for making known to prospective employers the nature of the training given at these institutions.

The grant of a diploma or certificate should be conditional entirely on the attainment of a prescribed standard of efficiency in quality and quantity of output performed under competitive and business conditions.

Employment of Students.- The heads of institutions should do everything possible to find employment for the students and should take all possible steps to bring them to the notice of the employers. For this purpose the heads of institutions should keep themselves in close touch with industry.

Co-ordination with Industry: Advisory Committees of Businessmen.- An expert panel of outside businessmen should be appointed whose function it should be to inspect the institutions periodically and submit comprehensive reports to the department. A fee should be paid for these inspections. Recommendations of the Advisory Committee should be adopted by Government without undue delay, except perhaps in very rare instances where a convincing and cogent case exists against their adoption. Members of the Committee, specially those drawn from the industry, should be requested to inspect the schools from time to time and to make suggestions. Their good offices should also be utilised for making arrangements for the practical training of students and for their securing employment.

Museums.- At Benares, Bareilly and Lucknow museums should be established with a view to demonstrate and popularise machinery used

in cottage industries in other countries. It should be the constant aim of these institutions to evolve new and simpler machines which prove economical and beneficial.

(The Leader, 14-3-1941.) ✓

Wages

Dearness Allowance for Railway Workers :  
Government's Decisions on Rau Committee's Recommendations. ✓

It will be remembered that the Court of Enquiry appointed by the Government of India with Sir B.N. Rau as Chairman to enquire into the question of granting a dearness-allowance, owing to the war, to the workers on the G.I.P. Railway, recommended the grant of a monthly allowance of Rs.3 per head, with effect from 1-10-1940, to employees whose earnings do not exceed the 'subsistence level' for their area (vide pages 42 to 43 of our January 1941 report for a summary of the Committee's report and recommendations). The Court had, for this purpose, defined three subsistence levels: the Bombay level of Rs. 35 per month for the Bombay-Kalyan section; the urban level of Rs. 30 per month for the Poona-Igatpuri section; and a rural or semi-rural level of Rs. 25 per month for other sections.

The Government of India has, in the light of the report, considered the question of dearness allowance for workers in State-managed railways and has found itself obliged to vary the conclusions reached for the following reasons:-

1. Capacity to pay of Railways.- In the first place, the Court felt precluded by the terms of reference from considering all the factors that must be taken into consideration in reaching a final decision in matters of this kind. The capacity of the employer to pay must in any industrial undertaking ~~xx~~ be a factor of fundamental importance in regulating wage levels; but in view of the terms of reference the Court held that the capacity of the Railway to pay was outside their purview.

2. Advantage of Negotiated Settlement.- Moreover, from the nature of this case, the Court was not in a position to consider whether further negotiations between the parties could secure a nearer approach to agreement; but in fixing wages results so achieved tend to give more satisfaction and to have more stability than results based on analytical methods.

3. Effect on other Railways.- Finally, the Government of India has to consider the question not merely as it affects the G.I.P. Railway with which alone the Court had to deal, but as it affects all State Railways.

4. Certain Arguments of the Court unacceptable.- In addition, the Government of India found itself unable to accept in its entirety the arguments leading to the Court's conclusions. In particular, it could not concur in the view that the levels of wages selected by the Court constitute "an efficiency or subsistence level" representing

the minimum necessary to maintain health and working capacity, or in the corrections made by the Court in the Bombay cost-of-living index figure. On the other hand, there have been since the Court's report changes in the cost-of-living which have ~~had to be~~ taken into consideration.

Discussions with A.I.R.F.- In the light of these considerations, the Government of India felt that, instead of attempting to base war allowance solely on an economic analysis, it would be better to proceed by negotiations; and the Railway Board was authorized to conduct discussions with the All-India Railwaymen's Federation. The Federation, while not concurring in the views held by the Government of India regarding the arguments in the report, felt that in the urban areas particularly the maximum pay for workers receiving an allowance should be fixed at higher levels than those selected by the Court.

Agreed Proposals re. Dearness Allowance.- Eventually it was agreed that an allowance might be given on the following scales:-

Bombay and Calcutta (including suburbs) - Rs. 3 to those on Rs. 60 and below.

Selected industrial areas, i.e., towns of over 100,000 inhabitants according to the 1931 census - Rs. 2-8-0 to those on Rs. 50 and below.

Other areas - Rs. 2 to those on Rs. 30 and below.

Capacity of Railways to Pay.- This scale does not correspond with that approved by the Government of India and Provincial Governments for application to Government servants generally. But the Government of India felt that, if the Railway's capacity to pay must be taken into account, the effect of this factor could not be one-sided. In the past, the financial situation of the Railways has necessitated reductions in pay and allowances, and at the present time it is reasonable that the Railways, like other large industrial organisations, should enable their employees to benefit from the prosperity they at present enjoy. It recognizes, moreover, that the present conditions involved increased work for many Railway employees, and is anxious as far as it reasonably can to endorse an arrangement reached by methods of amicable negotiations without any interruption of work.

Date of Commencement and Future Changes.- Following a recommendation made by the Court, payments will be made equivalent to those which would be due if the allowances had been in ~~force~~ force from October 1, 1940, i.e., if they had been applied to ~~at~~ the pay for September 1940 and subsequent months. As regards the future, the Government of India, acting on the Court's recommendations that it should consider the question of preparing and maintaining cost-of-living index figures for its own purposes, has decided to establish the necessary machinery, and the allowances now given, which must of course mainly depend on the Railways' capacity to defray them, will be subject to revision in the light of the results achieved by the investigating authority. (Resolution No. E.-40-PA-1116 dated 18-3-1941 of the Government of India in the Railway Department, published at pages 157-158 of the Gazette of India Extraordinary, dated 18-3-1941.) ✓

Views of Labour Leaders on Government's Decisions.- Mr. S. Garuswami, General Secretary of the All-India Railwaymen's Federation, has issued the following statement on the Government of India's decisions, summarised above, regarding the grant of dearness allowance to State railway employees; "The agreement reached with the Federation does not mean any modification in the emphatic view held by the Railwaymen's Federation that relief is not adequately given and should be extended to the staff up to Rs. 100 a month, but is based on an understanding that, in view of the concessions secured, advocacy of direct action to secure full relief is inadvisable. The allowances now granted cover about 500,000 railwaymen throughout India with retrospective effect and are subject to review under contingencies contemplated in the Government's communiqué."

Mr. V.R. Kalappa, President, All-India Trade Union Congress, has expressed the following views: "The allowance of rupees two, instead of three, for employees drawing Rs. 30 and below in towns and centres where the population does not exceed 100,000 does not secure for the vast majority of workers the quantum of relief recommended by the Court of Enquiry. Low-paid employees, who constitute the bulk of railwaymen and who are scattered all over the country at wayside stations and engineering gangs are made to forego one-third of the relief in order to provide for those in large cities and towns. Furthermore, employees getting over Rs. 30 in small towns and wayside stations get no relief whatever. The discrimination is both unjust and inequitable and leaves the majority of railwaymen discontented."

(The Hindu, 22-3-1941.) ✓

Demand of Textile Workers for Dearness Allowance:  
Proposal for All-India Textile Workers' Conference to  
discuss issue. ✓

It is understood that an All-India textile workers' conference consisting of representatives of various textile unions in India is proposed to be held in the near future either in Bombay or Nagpur to consider the situation arising out of war profits made by cotton and textile industry, and the demands for dearness allowance made by the textile workers. The object of the conference is stated to be to present a united demand, on behalf of all textile workers, both to the millowners and to Government. The proposal is sponsored by Mr. R. S. Ruikar, President of the Nagpur Textile Union.

(The Times of India, 24-3-1941.) ✓

Cost Price Grain Shops: Financial Losses lead to  
Temporary Suspension pending decision of Industrial Court. ✓

The experiment of conducting cost price grain shops for textile operatives in Ahmedabad is not proving successful. The Millowners' Association, Ahmedabad, has incurred losses in running these shops and the question arose as to who should bear these losses. The issue was referred to the Industrial Court, which directed that the shops should be conducted more efficiently by the Millowners' Association in co-operation with the Labour Association and appointed a joint committee for the purpose. The committee has now recommended the closing of shops in view of the continued losses in running them, pending further instructions from the Industrial Court. (The Times of India 6-3-1941.) ✓

Dearness Allowance for Low-paid Government Servants in Bombay. ✓

It was mentioned at page 44 of our February 1941 report that the Government of Bombay is contemplating the grant of a dearness allowance to low-paid Government employees. It is now understood that the Government has sanctioned from March 1941 an allowance of Rs. 2 per month to whole-time employees who get less than Rs. 40 per month in Bombay City or less than Rs. 30 per month in the mofussil. It will be paid in any particular month throughout the province if the Bombay City cost-of-living index averaged over the three preceding months is 117 or more. This figure represents an increase of 12 1/2 per cent. over the pre-war average. The allowance will be continued even if, after introduction, the index figure falls below 117 in any particular month. It will be discontinued if the average for three consecutive months ~~falls~~ falls below 117, the discontinuance taking effect only from the fourth month, without retrospective effect. There are certain establishments under local authorities, on whose account the Government pays a grant-in-aid. If a local authority introduces a scheme of dearness allowance for its low-paid employees, the expenditure incurred on that account will be admitted for the usual Government grant.

(The Industrial Bulletin No. 318 of the Employers' Federation of India, Bombay, dated 24-3-1941.) ✓+

Dearness Allowance for Government Employees:

Mr. Joshi's Cut Motion in Assembly. ✓+

On 10-3-1941, Mr. N.M. Joshi, in the course of the debate on the Budget for 1941-42 of the Government of India moved a cut motion to direct attention to the demand of Government employees for grant of a dearness allowance. Mr. Joshi in his speech pointed out that some sections of industrial workers had got increases, but in the case of Government employees nothing had been done. It was reported that the Central Government proposed to give some grain compensation to their employees in provinces where provincial Government employees had been allowed such compensation. He asked the Government of India to follow one policy and stick to it.

Sir Jeremy Raisman, Finance Member, replying said that the Government of India's proposals to apply to Central Government employees in the provinces the dearness allowance granted by Provincial Governments to their employees had been placed before the Standing Finance Committee. Explaining why in this matter the initiative had to rest with the Provincial Governments, he said that whatever fluctuations had occurred in the last few years in the cost of living, the levels which existed when the present rates of pay were fixed had not certainly been violently exceeded. The position which prevailed over large areas of India, according to him, was that the cost of living had increased if at all only to the extent of barely 10 per cent., and he maintained that it was quite impossible to preserve any kind of wage structure if fluctuations of that kind were to be continuously adjusted. He took his main stand on the principle that the

cost of living in any locality was peculiarly a local matter regarding which the Provincial Government was obviously in the best position to form an opinion.

He also pointed out that the number of inferior servants employed by the provinces was far larger than those employed by the Central Government in those provinces, and that it would therefore be improper for the Central Government to take the lead and not only tell the Provincial Government what to do, but to proceed to apply to its own comparatively small minority of servants a scale of compensation regardless entirely of the ideas of the provincial Government. The better procedure was to await the Provincial Government's formulation of its own scheme and apply to the comparatively small number of Central Government servants scales which the Provincial Government applied to its own comparable grades.

The Cut Motion was rejected without a division.

(The Statesman, 11-3-1941.) ✓

### Employment.

#### Recruitment to Civil Employment after Wars: Percentage of Government Posts reserved for candidates with War Service. ✓

The Government of India has decided to leave 50 per cent. of the annual vacancies occurring in the Indian Civil Service and the Indian Police unfilled with a view to them being made available after the war for suitable candidates with war service. The Government proposes to apply a similar scheme of reservation to the central services, with necessary modifications imposed by the peculiar requirements of particular services.

It is expected that provincial Governments will make their own pronouncements in respect of the services under their control.

The vacancies thus reserved will be filled immediately after the war from candidates who have rendered approved war service.

(The Leader, 8-3-1941). ✓

Price Control in Bihar:  
Review of Measures taken by Local Government. ✓

The following information regarding the measures of price control taken by the Government of Bihar from September 1939 to December 1940 is taken from a press communiqué dated 19-3-1941 issued by the Controller of Prices, Bihar. (The measures may be taken as fairly typical of the price control measures taken by the other Indian Provinces.)

Control Machinery.- The office of the Controller of Prices was created in September 1939 to enable the Provincial Government to exercise the powers delegated to them by the Government of India under rule 81 (2) of the Defence of India Rules. The delegation empowered Provincial Governments to control the prices of foodstuffs, salt, kerosene oil, cotton cloth below 20's counts, and medical supplies, subject to certain specified conditions. A Central Advisory Committee on price control of twenty-seven non-official members was immediately formed. Local Advisory Committees were formed by every District Magistrate and Subdivisional Officer for their respective areas. For the fixation of prices of medicines a Special Advisory Committee on Medicines was formed and it included representatives of important druggists and chemists shops in the Province.

Checking of Prices and Stocks.- On 3-10-1940, the Provincial Government issued the Bihar Control of Prices (Incidental and Supplementary Provisions) Order, 1940, which makes it obligatory on every person carrying on a controlled undertaking or employed in connection with any controlled undertaking to furnish to the proper authority such statements, returns or other information relating to the undertaking as the proper authority may require. Under this order District Officers can secure the submission of returns of prices and stocks.

List of Controlled Articles.- In June 1940, the Central Government revised their basic list of articles selected for price control. The revised list is as follows:- Grains, pulses and flour; Gur; Milk and ghee; Vegetable oils; Chillies, tumeric and onions; Salt; Dhuties, lungis, saris and shirtings of Indian manufacture, woven from yarn of counts not exceeding 20's in the warp or the weft; Kerosene oil; Charcoal, steam coal and firewood; Matches; Medicines; Household soap; and Fodder, bran, pollard and oilcakes.

Control of "Margins".- The communiqué points out that the power of the Provincial Government to control prices is necessarily exercised within somewhat narrow limits. Even for the commodities over which the Central Government delegated powers under rule 81 (2) of the Defence of India Rules, the Provincial Government ~~are~~ <sup>are</sup> not free to take unilateral action by fixing and maintaining prices at a particular level in a watertight provincial area. The action of the Government is mainly directed to the control of the "margins", that is to say, the margin between the wholesale price in the basic market and the retail price in retail markets of Bihar. This object is



achieved by the rapid collection and distribution among the districts and subdivisions of the latest statistics of wholesale prices ruling at the principal markets outside the Province, thereby enabling the local officers to adjust their prices. When the facts have justified such a course dealers have been prosecuted for charging prices in excess of the legal maxima. Every District Magistrate and Sub-divisional Officer submits to Government every week a list, showing the prices of the selected commodities which are current in their jurisdiction.

Dissemination of Information.- In conclusion, the communiqué points out that, in an inland Province like Bihar, prices are governed by the action of the Port Provinces and the major producing provinces, and that there speculative influences are often active. The Government of Bihar have concentrated on establishing an efficient market news service, and they are satisfied that this measure has served to steady price movements and to reassure the public in times of abrupt fluctuations in the primary and speculative markets outside the Province.

(The Bihar Gazette dated 19-3-1941, Part II, pages 225 to 227.) ✓ +

Technical Education.

Technical Training to be accelerated; Scheme to be extended to Factories and Workshops. ✓

At a recent meeting of Regional Inspectors of Technical Training held in New Delhi important decisions were taken with a view to speeding up the Technical Training Scheme (vide pages 50-51 of our August 1940 report). Arrangements are to be made for greater publicity to be given to the scheme and for further decentralisation of the work of selecting candidates. As the supply of instructors is limited, men are now to be drawn from industry through the National Service Labour Tribunals constituted in the different Provinces. Instructors are also being obtained from the United Kingdom, and they will be posted at many of the more important training centres.

The scheme is to be extended to as many factories and workshops as possible and, to enable factory-owners to consider to what extent they can help, full particulars have now been printed in the form of a pamphlet by the Department of Labour, Government of India. Tools and equipment have been standardised and a pooling depot for the supply of tools and equipment has been opened, which it is hoped will facilitate and expedite the supply of equipment to training centres.

(Communique No. F.150/3/41-Pub, dated 17-3-1941 issued by the Principal Information Officer, Government of India). ✓ +

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Control Measures.

Aluminium Control Order, 1941. ✓

The Government of India, in exercise of the powers conferred by sub-rule (2) of rule 81 of the Defence of India Rules, has on 10-3-1941 issued an Order for control of the manufacture of aluminium. Section 3 of the Order provides that after 31-3-1941 no person shall engage in undertakings which involve the use of unmanufactured aluminium or unmanufactured aluminium alloy for the purpose of any manufacturing process, without a Registration Certificate from the Commerce Department of the Government of India. The Certificate may specify the description of the aluminium products which may be manufactured and the place or places at which any premises of the person holding the registration certificate shall be located. The Order also stipulates that persons holding stocks of aluminium shall submit returns of such stocks to the proper authorities.

(The Gazette of India Extraordinary dated  
10-3-1941, pages 149-152.) ✓

Control of Machine Tools. ✓

In order that machine tools now available in the country should be put to the best possible use, that more machine tools should be produced in the country, and that the machine tools imported into the country should be of the most useful types, the Government of India, in virtue of the powers conferred <sup>on</sup> it by the Defence of India Rules, has established a Machine Tool Control by an Order dated 15-2-1941 (The order came into force on 1-3-1941).

The main provisions of the Order are: The term "machine tools" is defined so as to include appliances for "treating" wood and metal (e.g., certain types of furnace) and certain machine tools are scheduled and described as "scheduled machine tools". A licence (to be obtained free of all fee from the Machine Tool Controller) is required for the import, production, keeping for sale and sale of scheduled machine tools. No licence is, however, required for the casual sale of a scheduled machine tool by a person not engaged in the import, production, keeping for sale or sale of machine tools provided that the purchaser has first obtained the prescribed authorisation. The Machine Tool Controller is empowered to fix prices for scheduled machine tools, to requisition machine tools, to inspect, or arrange for the inspection of any premises in which machine tools are produced, kept for sale, sold, or used and to call for certain information in respect of machine tools.

The machine Tool Controller is assisted and advised by an industrial panel consisting of two importers, one producer and one user of machine tools.

(The Gazette of India dated 15-2-1941, Part I,  
pages 237-239; press communiqué dated  
22-3-1941 issued by the Director of Information,  
Bombay.) ✓

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List of more important publications received in this Office during  
March 1941.

National Labour Legislation.-

The Travancore Payment of Wages Bill (1941): the B Draft Bill, and the Bill as revised by the Select Committee.

Conditions of Work.-

Government of India: Railway Department (Railway Board). Report by the Railway Board on Indian Railways for 1939-40. Vol. I. Published by Manager of Publications, Delhi. 1941. Price Rs.6-8-0 or 10s.

Economic Conditions.-

- (1) Proceedings of the Meeting of the Standing Finance Committee for Railways. 25th February, 1941. Vol. XVII, No.8. Manager of Publications, Delhi. 1941.
- (2) Government of the Punjab: Budget for the year 1941-42, with Detailed Estimates of Revenue and Expenditure. Lahore: Printed by the Superintendent, Government Printing, Punjab, Lahore. 1941.
- (3) Annual Report of the Department of Industries and Labour, Baroda State, for the year ending 31st July, 1939. Baroda State Press. 1940. Price Re.0-8-0.
- (4) Annual Report of the Department of Commerce, Baroda State, for the year ~~1938-39~~, ending 31st July, 1939. Baroda State Press. 1940. Price Re.0-7-3.
- (5) Annual Report of the Department of Statistics, Baroda State, for the official year ending 31st July, 1939. Baroda State Press. 1940. Price Re.0-13-0.
- (6) Rail-Borne Trade Statistics of the Baroda State for the five years from 1933-34 to 1937-38. Department of Statistics, Baroda. Baroda State Press, 1940.
- (7) Department of Commercial Intelligence and Statistics, India. Joint Stock Companies in British India and in the Indian States of Hyderabad, Mysore, Baroda, Gwalior, Indore, Travancore and Cochin, 1936-37. Published by Manager of Publications, Delhi. 1940. Price Rs.8-0-0 or 13s.
- (8) Civil Budget Estimates for the year 1941-42: Bombay; Printed at the Government Central Press. 1941. Price Rs.3-1-0 or 5s.6d.
- (9) Budget Memorandum for 1941-42: Bombay; Printed at the Government Central Press. 1941. Price Rs.1-13-0 or 3s.3d.
- (10) Report on the working of the Department of Industries, Punjab, for the year ending 31st March, 1940. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1941. Price Re.0-4-0.
- (11) Government of the United Provinces. Detailed Estimates and Grants for the year 1941-42. Final. Allahabad: Superintendent, Printing and Stationery, U.P. 1941. Price Rs.3-8-0.
- (12) Government of the United Provinces. Memorandum on the Budget for the year 1941-42. Allahabad: Superintendent, Printing and Stationery, U.P. 1941. Price Re.1/-.

Economic Conditions (continued).-

- (13) Government of Burma. Report of the Committee on Expenditure on the Public Services, 1939-40. Part II. Rangoon: Superintendent, Government Printing and Stationery, Burma. 1941. Price Annas 12 or 1s.5d.

Agriculture.-

- (1) Annual Administration Report of the Department of Agriculture, H.E.H. the Nizam's Government, for the year 12 1348 Fasli (6th June 1938 to 5th June 1939) with Review of Government thereon. Hyderabad: ~~Edm~~ Deccan - At the Government Central Press. 1940.
- (2) Report on the working of the Department of Agriculture in the Central Provinces and Berar for the year ending the 31st March, 1940. Nagpur: Government Printing, C.P. and Berar. 1941. Price Annas 12.
- (3) Annual Report of the Department of Agriculture in the North-West Frontier Province for the year 1938-39. Part I. Manager, Government Stationery and Printing, N.-W.F.P., Peshawar. 1941. Price Re.1-4-0 or £.0-2-0.

Co-operation and Cottage Industries.-

Annual Administration Report of the Rural Development Department in the Province of Bombay for the year 1939-40. Bombay: Printed at the Government Central Press. Price Annas 3 or 4d. 1941.

Organisation, Congresses, etc.-

- (1) Annual Report on the working of the Indian Trade Unions Act, 1926, in N.-W.F.P. for 1938-39 and 1939-40 (type- and hand-written).
- (2) Report on the working of the Indian Trade Unions Act, 1926, in the Punjab, during the year 1939-40. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1941. Price Re.0-10-0.
- (3) Annual Report on the working of the Indian Trade Unions Act, 1926, in the Central Provinces and Berar for the year ending 31st March, 1940. Nagpur: Government Printing, C.P. and Berar. 1941. price Annas 4.
- (4) Annual Report on the working of the Indian Trade Unions Act, 1926, in the District of Ajmer-Merwara, for the years 1938-39 and 1939-40.
- (5) Speech of Mr. Amrit Lal Ojha, President, Federation of Indian Chambers of Commerce and Industry, at the fourteenth Annual Meeting held on 22nd March, 1941, at Delhi. 1941.
- (6) All-India Organisation of Industrial Employers - Speech delivered by the President, Sir Shri Ram, at the Eighth Annual Meeting held at Delhi on 23rd March, 1941. 1941.
- (7) Speech of Mr. Amrit Lal Ojha, President, Indian National Committee, International Chamber of Commerce, at the Twelfth Annual Meeting held on 23rd March, 1941, at Delhi. 1941.
- (8) Annual Report on the working of the Indian Trade Unions Act, 1926, in the United Provinces for the year ending 31st March, 1939.

Education.-

- (1) Report on Public Instruction in the North-West Frontier Province for the year 1939-40. Printed and published by the Manager,

Education.- (continued).

Government Stationery and Printing, N.-W.F.P., Peshawar.  
1941. Price Rs.6-10-0 or £0-10-0.

- (2) Report on the Progress of Education in Orissa for the year  
1938-39. Superintendent, Government Press, Orissa, Cuttack.  
1940. Price Rs.2/-.

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