

WORKING CLASS COST OF LIVING INDEX NUMBERS IN BOMBAY
BY GROUPS
Prices in July 1914 = 100

JULY, 1927

Months	Cereals	Pulses	Cereals and pulses	Other articles of food	All food	Fuel and lighting	Clothing	Housing	General
1924									
July ..	128	115	127	191	151	166	229	172	157
August ..	135	125	134	192	156	166	231	172	161
September ..	136	124	135	191	156	166	229	172	161
October ..	135	124	134	193	156	167	224	172	161
November ..	135	126	134	196	157	167	214	172	161
December ..	134	123	133	196	156	167	214	172	161
1925									
January ..	131	124	130	189	152	165	209	172	160
February ..	134	123	133	185	152	166	210	172	157
March ..	139	128	138	183	155	165	207	172	157
April ..	137	128	136	181	153	165	207	172	159
May ..	133	122	132	182	151	165	207	172	158
June ..	130	119	129	184	149	165	207	172	156
July ..	136	119	134	183	152	165	192	172	154
August ..	126	119	125	184	147	165	191	172	157
September ..	125	118	124	182	146	165	188	172	152
October ..	128	121	128	182	148	165	192	172	151
November ..	129	132	129	182	149	165	185	172	153
December ..	132	137	133	183	151	165	176	172	153
1926									
January ..	132	140	133	183	151	165	173	172	155
February ..	132	136	132	181	150	165	172	172	154
March ..	132	136	133	182	151	165	174	172	155
April ..	132	133	132	180	150	165	175	172	153
May ..	133	138	133	177	150	164	170	172	153
June ..	133	139	134	182	152	164	162	172	155
July ..	134	145	135	187	155	164	160	172	157
August ..	135	141	136	181	153	164	160	172	155
September ..	135	145	136	179	152	164	160	172	155
October ..	135	150	136	180	153	164	159	172	155
November ..	133	152	135	180	152	164	156	172	154
December ..	134	155	136	184	154	166	148	172	156
1927									
January ..	134	149	135	188	155	166	143	172	156
February ..	134	154	136	180	152	165	148	172	155
March ..	134	159	137	179	152	166	152	172	155
April ..	133	153	135	178	151	166	143	172	153
May ..	133	154	134	176	150	166	147	172	152
June ..	134	156	136	177	151	166	147	172	154
July ..	136	153	138	181	154	166	149	172	156

VOL. VI

No. 12

LABOUR GAZETTE

Published monthly by the Labour Office,
Government of Bombay

AUGUST 1927



Bombay
Printed at the Government Central Press
1927

Price One Rupee

LABOUR GAZETTE

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

VOL. VI]

BOMBAY, AUGUST, 1927

[No. 12

The Month in Brief

THE INDIAN COTTON INDUSTRY

The Government of India have decided (1) to impose a specific duty of 1 anna and 6 pies per lb. on all imported yarn unless the value of the yarn exceeds Rs. 1-14-0 per lb. in which case 5 per cent. *ad valorem* duty will be charged, (2) to reduce from 15 to 7½ per cent. the duty on artificial silk yarn and (3) to include in the list of machinery and mill accessories to be exempted from duty, also bobbins, picking-sticks roller skins, roller cloth, cleaner cloth and sizing flannel.

EMPLOYMENT IN THE TEXTILE AND ENGINEERING INDUSTRIES

In the textile industry as a whole the supply of labour was equal to the demand during the month of July 1927. The average absenteeism was 8·36 per cent. for Bombay City, 0·40 per cent. for Viramgaum, 12·58 per cent. for Sholapur and 7·07 per cent. for Broach.

In the engineering industry in Bombay City the supply of both skilled and unskilled labour was adequate. Absenteeism was 12·60 per cent. in the engineering workshops, 5 per cent. in the Marine Lines Reclamation of the Development Directorate, 12·79 per cent. in the Bombay Port Trust Docks and 8·50 per cent. in the Chief Engineer's Department of the Bombay Port Trust.

In the Engineering Workshops of the Karachi Port Trust the percentage absenteeism was 6·10.

WORKING CLASS COST OF LIVING INDEX

In August 1927, the Working Class Cost of Living Index Number was 157 as against 156 in the preceding month. The Index Number for food articles only was 155.

INDEX NUMBER OF WHOLESALE PRICES

The Index Number of Wholesale Prices in Bombay was 147 for the month of July 1927.

INDUSTRIAL DISPUTES

There were five industrial disputes in the month of July 1927. The number of workpeople involved was 5271 and the number of working days lost 14,218.

BALANCE OF TRADE

During July 1927, the visible balance of trade, including securities, in favour of India amounted to Rs. 397 lakhs.

The Cost of Living Index for August 1927

A RISE OF ONE POINT

Increase per cent. over July 1914

{ All articles 57 per cent.
Food only 55 per cent.

In August 1927,* the average level of retail prices for all the commodities taken into account in the statistics of a cost of living index for the working classes in Bombay City was 1 point higher than in the previous month. Taking 100 to represent the level in July 1914, the general index number was 156 in July and 157 in August 1927. The general index number points below the high-water mark (193) reached in October 1920 and 2 points higher than the twelve-monthly average for the year 1926.

The index number for all food articles advanced by 1 point during the month. There was a fall of 2 points in jowari but the index number for the cereals remained the same. Pulses, however, went up by 4 points owing to an increase of 4 points each in gram and turdal. Among other food articles, salt and potatoes rose by 13 points each, tea recorded a rise of 6 points and ghee of 4 points. Both beef and mutton registered a decrease of 8 points each. Coconut oil was lower by 3 points. The prices of the "other food" index advanced by 3 points to 184.

The "fuel and lighting" index remained stationary at 166. The index number for the clothing group rose by 3 points to 152.

All items : Percentage increase over July 1914

	1920	1921	1922	1923	1924	1925	1926	1927
January ..	83	69	73	56	59	57	55	56
February ..	81	62	65	55	56	57	54	55
March ..	77	60	65	54	54	59	55	55
April ..	72	60	62	56	50	58	53	55
May ..	73	67	63	53	50	56	53	53
June ..	81	73	63	52	53	54	53	52
July ..	90	77	65	53	57	57	55	54
August ..	91	80	64	54	61	52	55	56
September ..	92	85	65	54	61	51	55	57
October ..	93	83	62	52	61	53	55	57
November ..	86	82	60	53	61	53	54	56
December ..	81	79	61	57	60	55	56	56
Yearly average ..	83	73	64	54	57	55	55	55

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

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

WORKING CLASS COST OF LIVING INDEX—AUGUST

Articles	Unit of quantity	Annual consumption (Mass Units) (in crores)	Price per Unit of Quantity			Price x Mass Unit		
			July 1914	July 1927	August 1927	July 1914	July 1927	August 1927
			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Cereals—								
Rice	Maund	70	7.620	7.693	7.693	538.51	538.51	538.51
Wheat	"	21	8.557	13.693	13.693	181.81	181.81	181.81
Jowari	"	11	40.000	77.776	79.917	440.000	856.536	879.087
Bajra	"	6	2.130	3.412	3.693	12.780	20.472	22.158
Total—Cereals								
Index Numbers—Cereals								
						582.82	791.89	791.89
						100	136	136
Pulses—								
Gram	Maund	10	4.302	6.563	6.740	43.02	65.63	67.40
Turdal	"	3	5.844	8.974	9.214	17.53	26.92	27.64
Total—Pulses								
Index Numbers—Pulses								
						60.55	92.55	95.04
						100	153	157
Other food articles—								
Sugar (refined)	Maund	2	7.620	13.693	13.693	15.24	27.39	27.39
Raw Sugar (Gul)	"	7	8.557	13.693	13.693	59.90	95.85	95.85
Tea	"	4	40.000	77.776	79.917	1.00	1.94	2.00
Salt	"	5	2.130	3.412	3.693	10.65	17.06	17.06
Beef	Seer	28	0.323	0.537	0.510	9.04	15.04	14.28
Mutton	"	33	0.417	0.854	0.823	13.76	28.18	27.16
Milk	Maund	14	9.198	17.583	17.583	128.77	246.16	246.16
Ghee	"	13	50.792	99.406	101.767	657.89	1304.35	1343.17
Potatoes	"	11	4.479	7.740	8.333	49.27	85.14	91.66
Onions	"	3	1.552	3.573	3.573	4.66	10.72	12.72
Coconut Oil	"	1	25.396	28.575	27.974	25.396	28.575	27.974
Total—Other food articles								
Index Numbers—Other food articles								
						381.18	690.88	700.36
						100	181	184
Total—All food articles								
Index Numbers—All food articles								
						1,024.55	1,576.23	1,587.29
						100	154	155
Fuel and lighting—								
Kerosene oil	Case	5	4.375	7.656	7.656	21.86	38.28	38.28
Firewood	Maund	48	0.792	1.281	1.281	38.02	61.49	61.49
Coal	"	1	0.542	0.771	0.771	0.54	0.77	0.77
Total—Fuel and lighting								
Index Numbers—Fuel and lighting								
						60.44	100.54	100.54
						100	166	166
Clothing—								
Chudders	Lb.	27	0.594	0.906	0.922	16.04	24.46	24.89
Shirtings	"	25	0.641	0.969	0.990	16.03	24.23	24.75
T. Cloth.	"	36	0.583	0.844	0.859	20.99	30.38	30.92
Total—Clothing								
Index Numbers—Clothing								
						53.06	79.07	80.56
						100	149	152
House-rent								
Index Numbers—House-rent								
	Per month.	10	11.302	19.440	19.440	113.02	194.40	194.40
						100	172	172
Grand Total								
Cost of Living Index Numbers.								
						1,251.07	1,850.24	1,862.79
						100	156	157

The following table shows the price levels of articles of food in July and August 1927 as compared with the price level for July 1914, which is taken as 100. The levels are calculated from the prices of articles per standard (or railway) maund or seer.

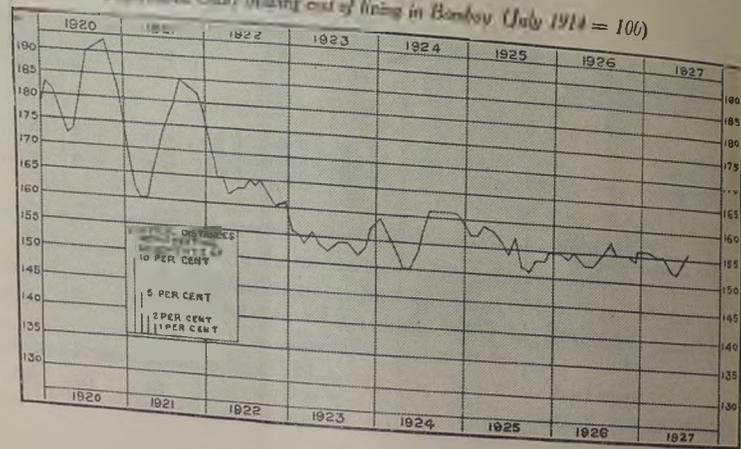
Articles	July 1914	July 1927	August 1927	Increase (+) or decrease (-) of points in August 1927 over or below July 1927	Articles	July 1914	July 1927	August 1927	Increase (+) or decrease (-) of points in August 1927 over or below July 1927
Rice	100	138	138	..	Salt	..	..	..	..
Wheat	100	133	133	..	Beef	100	160	158	+13
Jowari	100	133	131	-2	Mutton	100	166	173	-8
Bajri	100	134	134	..	Milk	100	205	197	-8
Gram	100	153	157	+4	Ghee	100	191	191	..
Turdal	100	154	158	+4	Potatoes	100	196	200	+4
Sugar (refined)	100	180	180	..	Onions	100	173	186	+13
Raw sugar (gul)	100	160	160	..	Cocoanut oil	100	230	230	..
Tea	100	194	200	+6	All food articles (weighted average)	100	154	155	+1

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

Rice 28, Wheat 25, Jowari 24, Bajri 25, Gram 36, Turdal 37, Sugar (refined) 44, Raw Sugar (gul) 37, Tea 50, Salt 42, Beef 37, Mutton 41, Milk 48, Ghee 50, Potatoes 46, Onions 57, Cocoanut Oil 9.

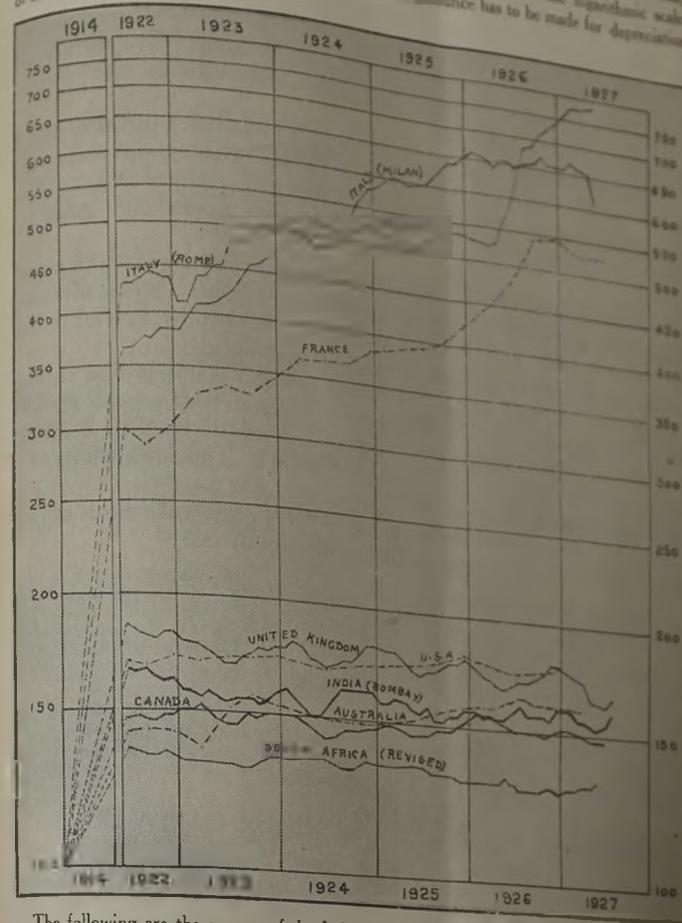
The purchasing power of the rupee being taken as 10 annas in July 1914, its purchasing power in the month under review was 10 annas 2 pies for all items and 10 annas 4 pies for food articles only.

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



Comparison with the Cost of Living in other Countries

The diagram on this page shows the comparison of the Cost of Living Index No. in Bombay with certain other world centres from the middle of 1922. In considering the position and movement of the Index No. in Bombay, allowance has to be made for depreciation of currency.



The following are the sources of the Index No. (1) United Kingdom—Ministry of Labour Gazette, (2) New Zealand—Census and Statistics Office, Wellington (by cable), (3) South Africa—Monthly Bulletin of Union Statistics, (4) U.S.A.—Monthly Bulletin issued by the Bureau of Labor Statistics, (5) All other countries—from the Ministry of Labour, Geneva, Switzerland. In the case of Italy the Index No. was for Rome up to June 1923, and thereafter for Milan. The Index figure is for Bombay only.

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

Wholesale and Retail Prices

AUG. 1927

1. WHOLESALE PRICES IN BOMBAY

Index remains stationary

In July 1927, the index number of wholesale prices in Bombay was 147, the same as in the previous month. As compared with the previous month, there was a fall of 2 points in the food group but the non-food group showed no change. The general index number was 116 points below the highest peak (263) reached in August 1918 and 2 points below the highest monthly average of 1926.

The index number for food-grains recorded a fall of 3 points due to a fall of 4 points in Cereals and 1 point in Pulses. Rice, jowari and turdal remained stationary, while all the other food-grains declined in price, viz. wheat by 5 points, barley by 6 points, bajri by 7 points and gram by 2 points.

A rise of 7 points in gul was partially counterbalanced by a fall of 4 points in sugar (refined), and the index number for the "Sugar" group advanced by 1 point to 130. The "Other food" group declined by 2 points to 162 owing to a decrease of 7 points in the price of turmeric.

Under the non-food group, there was a rise of 5 points in Raw cotton, of 2 points each in Cotton manufactures and Hides and skins, and of 3 points in Other raw and manufactured articles. Oilseeds declined by 2 points, Other textiles by 7 points and Metals by 6 points. The index number for the non-food group stood at 149.

The subjoined table compares July 1927 prices with those of the preceding month and the corresponding month last year :-

Wholesale Market Prices in Bombay *
100 = average of 1926

Groups	No. of items	+ or - % compared with		Groups	July 1926 to July 1927						
		June 1927	July 1926		July 1926	Oct. 1926	Jan. 1927	Apr. 1927	June 1927	July 1927	
1. Cereals	7	-3	-5	1. Cereals	100	99	105	99	98	96	
2. Pulses	2	-1	+1	2. Pulses	102	102	106	99	103	102	
3. Sugar	3	+1	-10	3. Sugar	96	96	59	89	90	87	
4. Other food	3	-1	+9	4. Other food	98	97	93	99	109	107	
All food	15	-1	-1	All food	99	99	101	97	97	97	
5. Oilseeds	4	-1	+2	5. Oilseeds	104	99	103	107	106	101	
6. Raw cotton	5	+3	+7	6. Raw cotton	103	106	81	91	106	111	
7. Cotton manufactures	6	+1	-9	7. Cotton manufactures	102	94	88	91	91	93	
8. Other textiles	2	-5	+9	8. Other textiles	95	98	99	99	109	104	
9. Hides and skins	3	+1	-5	9. Hides & skins	99	99	96	96	93	94	
10. Metals	5	-4	-9	10. Metals	99	98	105	99	94	90	
11. Other raw and manufactured articles	4	+2	+7	11. Other raw and manufactured articles	97	100	105	102	103	101	
All non-food	29	..	-2	All non-food	100	95	96	97	96	98	
General Index No.	44	..	-1	General Index No.	100	94	95	97	95	94	

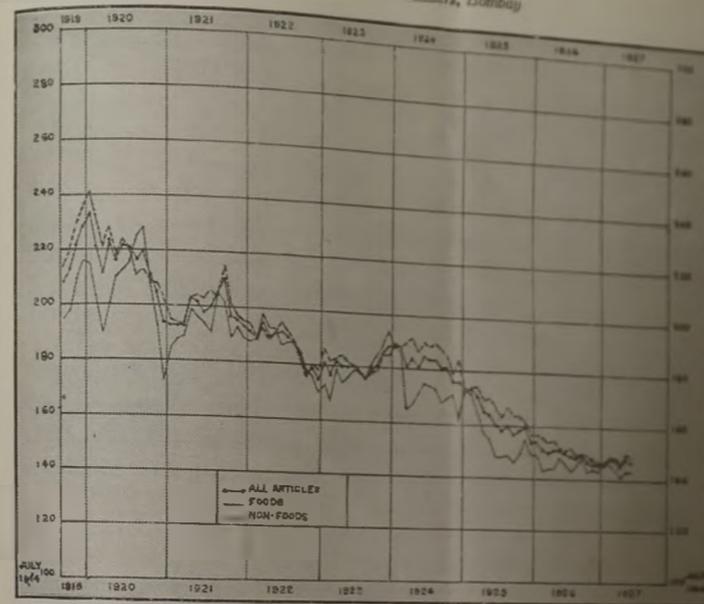
* Wholesale prices in Karachi will be found on page 1144.

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

Year	Food	Non-food	All articles
1918 (Average)	171	209	236
1919	202	233	222
1920	206	219	214
1921	193	201	199
1922	186	187	182
1923	179	182	181
1924	173	180	182
1925	155	167	163
1926	145	152	149
1927 (Seven-monthly)	144	148	147

The diagram below shows the course of the changes in the Index Numbers for Foods, Non-foods and all articles in the Bombay market from September 1919.

Wholesale Price Index Numbers, Bombay

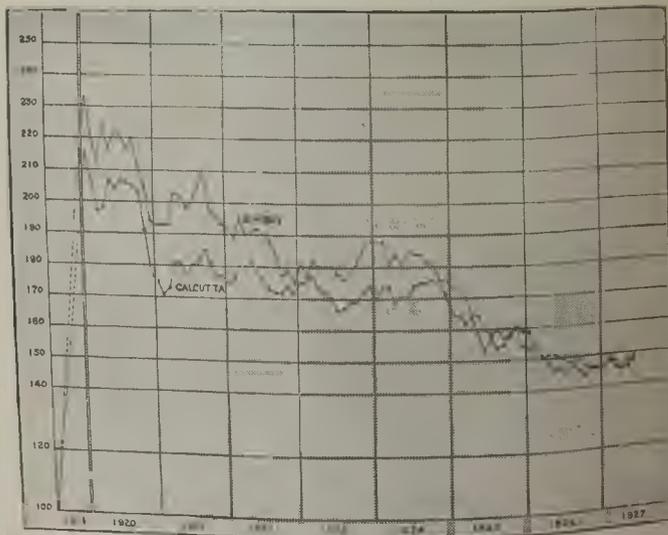


COMPARISON BETWEEN THE INDEX NUMBERS OF WHOLESALE PRICES IN BOMBAY AND CALCUTTA

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

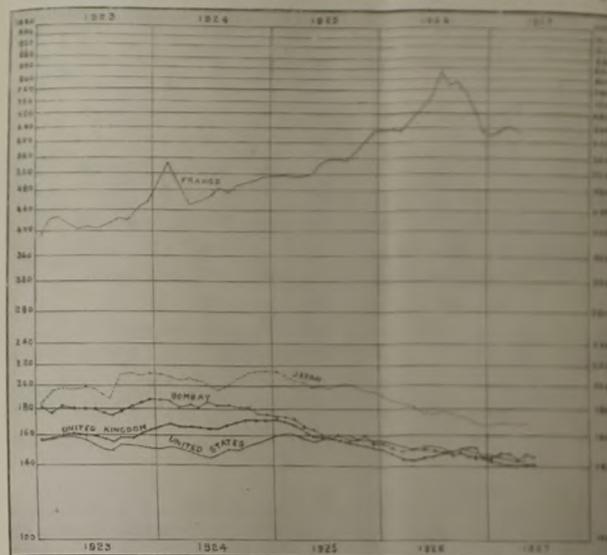
The items included in the indices are 44 for Bombay and 71 for Calcutta. The groups included in the Calcutta index but excluded from that for Bombay are tea (3 items), oil (2 items), jute-raw (3 items), jute manufactures (4 items) and building materials (1 item). There are no groups included in the Bombay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

The diagram is on an arithmetic and not a logarithmic scale



COMPARISON WITH WHOLESALE PRICES INDEX NUMBERS IN OTHER COUNTRIES

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



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

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

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

2. RETAIL PRICES OF FOOD IN BOMBAY

Article	Grade	Rate per	Equiva- lent in tolas	July 1914					July 1927	
				As. p.	As. p.	As. p.	As. p.	As. p.	As. p.	As. p.
Rice	Rangoon Small-mill.	Paylee	208	5 10	7 11	8 0	+2 2	+0 1		
Wheat	Piasi Seoni	"	204	5 10	7 6	7 7	+1 9	+0 1		
Jowari	Best Sholapuri	"	196	4 3	5 5	5 8	+1 5	+0 3		
Bajri	Ghati	"	208	4 7	6 0	6 0	+1 5	"		
Gram	Delhi*	"	198	4 4	6 4	6 2	+1 10	-0 2		
Turdal	Cawnpore	"	208	5 11	9 4	9 4	+3 5	"		
Sugar (refined)	Java, white	Seer	28	1 1	1 11	1 11	+0 10	"		
Raw Sugar (Gul)	Sangli, middle quality	"	28	1 2	1 10	1 11	+0 9	+0 1		
Tea	Loose Ceylon, powder	Lb.	34	7 10	15 5	15 2	+7 4	-0 3		
Salt	Bombay, black	Paylee	176	1 9	2 11	3 0	+1 3	+0 1		
Beef	"	Lb.	39	2 6	4 2	4 2	+1 8	"		
Mutton	"	"	39	3 0	6 5	6 8	+3 8	+0 3		
Milk	Medium	Seer	56	2 9	4 11	4 11	+2 2	"		
Ghee	Belgaum, Superior	"	28	7 1	13 7	13 11	+6 10	+0 4		
Potatoes	Ordinary	"	28	0 8	1 0	1 1	+0 5	+0 1		
Onions	Navik	"	28	0 3	0 6	0 6	+0 3	"		
Cocoonut oil	Middle quality	"	28	3 7	3 11	4 0	+0 5	+0 1		

Collection of prices.—The following are the areas and streets in which price quotations are obtained for articles other than butcher's meat:—
 1. Dadar—Dadar Station Road. 7. Ferguson Road.
 2. Kumbharwada—Kumbharwada Road (North End). 8. DeLisle Road.
 3. Saitan Chowki—Kumbharwada Road (South End). 9. Suparibag—Suparibag Road.
 4. Elphinstone Road. 10. Chinchpokli—Parel Road.
 5. Naigam—Naigam Cross Road and Development Chawls. 11. Grant Road.
 6. Parel—Poibawdi. 12. Nal Bazaar—Sandhurst Road.

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

The variations in prices during July 1927 as compared with the previous month were within narrow limits. Under food-grains, rice and wheat rose by 1 pie each per paylee, jowari recorded a rise of 3 pies per paylee while gram declined by 2 pies per paylee. The price of bajri and turdal remained the same. Amongst other food articles, salt advanced by 1 pie per paylee and mutton by 3 pies per lb. Raw sugar (gul), potatoes and cocoonut oil rose by 1 pie each per seer and ghee by 4 pies per seer. The price of tea was lower by 3 pies per lb.

As compared with July 1914, all articles show a rise in prices. Mutton is more than double and onions are double the prewar price. Sugar (refined), tea, milk and ghee have risen by more than 75 per cent.; and raw sugar (gul), salt, beef and potatoes by more than 50 per cent. The rise in the prices of food-grains is between 30 and 60 per cent. The price of cocoonut oil is only 12 per cent. above its prewar level.

* The equivalent in tolas shown in column 4 relates to Punjab gram.

COMPARATIVE RETAIL PRICES

The following table compares the retail food prices in Karachi, Ahmedabad, Sholapur and Poona with those in Bombay in June and July 1927. It will be seen that the average retail price levels in all the centres were below the level of Bombay in June and July 1927.—

Bombay prices in June 1927 = 100

Bombay prices in July 1927 = 100

Articles	Bombay prices in June 1927 = 100					Bombay prices in July 1927 = 100				
	Bombay	Karachi	Ahmedabad	Sholapur	Poona	Bombay	Karachi	Ahmedabad	Sholapur	Poona
Cereals—										
Rice	100	105	105	111	111	100	104	104	104	104
Wheat	100	77	84	97	109	100	77	84	97	109
Jowari	100	82	92	72	91	100	82	92	72	91
Bajri	100	87	99	72	97	100	87	99	72	97
Average—										
Cereals	100	88	95	88	102	100	85	93	88	102
Pulses—										
Gram	100	79	77	84	82	100	82	79	84	83
Turdal	100	106	99	98	116	100	105	98	116	114
Average—										
Pulses	100	93	88	91	96	100	94	89	96	96
Other articles of food—										
Sugar (refined)	100	87	97	97	95	100	85	91	97	95
Jagri (Gul)	100	71	81	64	63	100	62	78	64	65
Tea	100	101	101	116	107	100	103	103	116	107
Salt	100	60	69	106	79	100	65	67	103	85
Beef	100	105	57	35	70	100	105	60	35	70
Mutton	100	76	76	61	68	100	73	73	61	68
Milk	100	45	70	76	76	100	45	57	76	76
Ghee	100	75	87	73	77	100	74	86	77	75
Potatoes	100	60	59	70	59	100	60	74	70	64
Onions	100	72	70	86	67	100	91	70	86	74
Cocoonut oil	100	92	114	114	100	100	90	102	112	98
Average—										
Other articles of food	100	77	80	82	78	100	79	79	84	80
Average—										
All food articles	100	81	85	84	86	100	82	83	84	85

Actual retail prices at these centres will be found among the miscellaneous tables at the end of the Gazette. The relative prices show a considerable difference at the different centres. As compared with the previous month, the relative average for all food articles advanced by 1 point at Karachi and declined by 2 points at Sholapur and declined by 1 and 2 points respectively at Poona and Ahmedabad. Referring back to July 1926, it is found that in relation to Bombay the average for all food articles is lower by 4, 9, 3 and 6 points at Karachi, Ahmedabad, Sholapur and Poona respectively.

Of individual articles, the relative price of rice, wheat, jowari, mutton and cocoonut oil decreased while that of tea, gram and potatoes increased at all the four mofussil centres. Both bajri and turdal declined at Karachi, were steady at Ahmedabad and advanced at Sholapur. The relative price of ghee was lower except at Sholapur. Sugar (refined) and gul registered a decrease at Karachi and Ahmedabad. Beef rose at Ahmedabad and Sholapur and was steady at the remaining two centres. The relative price of salt and onions was higher but that of milk was stationary at Karachi and Poona.

PROGRESS OF THE MONSOON, 1927

AUG., 1927

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

RAINFALL DIVISION	JUNE				JULY				AUGUST			SEPTEMBER						
	1st	8th	15th	22nd	29th	6th	13th	20th	27th	3rd	10th	17th	24th	31st	7th	14th	21st	28th
I. BOMBAY PRESIDENCY																		
1 Sind / River	F	S	S	S	S	F	S	N	N	N	E							
2 Gujarat	S	S	N	E	N	F	F	N	N	S	S							
3 Deccan	N	F	E	E	N	E	S	S	S	S	N							
4 Konkan	F	S	N	N	E	E	N	S	S	S	N							
II. MADRAS PRESIDENCY																		
1 Malabar	E	E	F	F	S	E	E	N	N	S	F	N						
2 Deccan	S	E	E	S	E	E	S	F	F	N	S							
3 Coast North	S	S	N	E	E	E	N	F	F	F	N	S						
4 South East	S	N	E	E	E	S	N	F	F	F	F							
III. MYSORE	S	F	F	F	S	E	F	F	F	N	N	S						
IV. HYDERABAD																		
1 North	S	F	E	E	E	N	N	S	E	S	F	N						
2 South	S	F	E	S	E	E	N	E	N	S	E	F						
V. CENTRAL PROVINCES																		
1 Berar	S	S	F	E	E	E	S	N	S	F	S							
2 West	S	S	F	E	F	E	E	N	E	S	F	F						
3 East	S	S	F	E	N	F	E	N	E	S	E	E						
VI. CENTRAL INDIA																		
1 West	S	S	S	N	S	N	F	S	E	F	E	E						
2 East	E	S	S	F	S	S	N	N	E	F	S	F						
VII. BENGAL PRESIDENCY	F	E	F	N	F	F	E	S	N	E	F	N						
VIII. ASSAM	S	E	N	N	E	E	E	E	S	E	N	E						
IX. BIHAR & ORISSA																		
1 Bihar	F	E	S	F	S	S	E	N	F	E	F	F						
2 Orissa	S	F	S	N	F	N	E	S	E	N	S	E						
3 Chota Nagpur	F	S	S	F	F	F	E	F	E	E	S	N						
X. UNITED PROVINCES																		
1 East	E	S	S	S	S	N	N	N	F	E	F	E						
2 West	E	S	S	E	S	F	N	E	N	F	E	E						
XI. PUNJAB																		
1 East & North	E	S	F	S	S	N	E	N	E	F	F	E						
2 South West	E	N	F	S	F	S	N	F	E	N	S	S						
XII. NORTHWEST FRONTIER	N	S	S	S	N	N	N	S	F	S	S	F						
XIII. RAJPUTANA																		
1 West	S	S	E	S	S	S	N	F	E	F	S	N						
2 East	S	S	S	F	F	E	S	F	E	F	S	E						
XIV. BURMA																		
1 Lower	E	N	N	F	F	N	N	F	E	F	N	N						
2 Upper	E	F	F	F	F	F	F	N	E	E	N	E						

NOTES— "Normal" in the chart is a variation from 80 to 120% of the true normal; "Excess" means more than 120% of the normal; "Fair" from 40 to 80%; and "Scanty" below 40%. The values are communicated by the Director General of Observatories, Simla. Calculation is made in his office on the sum of the rainfall readings for recording stations in the Rainfall Divisions, excluding Hill Stations.

The readings of levels of the Indus in Sind are communicated by the Indus River Commission, and the normal and deviations from the normal are calculated according to values for any given week ascertained from the P. W. D.

Labour Intelligence—Indian and Foreign
Industrial Disputes in the Presidency

Disputes in July
At the end of this issue will be found a statement of each dispute in progress during July 1927, with the number of workpeople involved, the date when the dispute began and ended, the cause and the result. The word "dispute," in the official sense, means an interruption of work and it is here used in that sense as virtually synonymous with "strike." A dispute, as counted by the Labour Office, is an interruption of work involving ten or more persons and of not less than twenty-four hours' duration. Detailed statistics have been collected since 1st April 1921, the date on which the Labour Office was instituted.

Summary tables have been constructed in order to show the position at a glance. Table I shows the number and magnitude of strikes in July 1927, and working days lost.

I.—Industrial Disputes Classified by Trades

Trade	Number of disputes in progress July 1927			Number of workpeople involved in all disputes in progress in July 1927	Aggregate duration working days of all disputes in progress in July 1927
	Started before 1st July	Started in July	Total		
Textile	..	5	5	5,271	14,218
Transport
Engineering
Metal
Miscellaneous
Total	..	5	5	5,271	14,218

During the month under review the number of industrial disputes was five, all of which occurred in textile mills. One of the disputes occurred in Viramgaum, another in Chalisgaon, and the rest in Bombay. The number of workpeople involved in these disputes was 5271 and the number of working days lost (i.e., the number of workpeople multiplied by the number of working days, less workers replaced) was 14,218.

Table II shows the causes and results of the disputes.

II—Industrial Disputes—Causes and Results, March 1927 to July 1927

	March 1927	April 1927	May 1927	June 1927	July 1927
Number of strikes and lock-outs ..	7	4	6	6	5
Disputes in progress at beginning ..	2	1	..	2	..
Fresh disputes begun ..	5	3	6	4	5
Disputes ended ..	6	4	4	6	5
Disputes in progress at end ..	1	..	2	..	..
Number of workpeople involved ..	1,521	1,738	3,479	578 *	5,271
Aggregate duration in working days ..	5,987	3,298	29,688	694	14,218
Demands—					
Pay ..	3	1	4	4	2
Bonus ..	..	..	..	..	..
Personal ..	4	2	2	1	1
Leave and hours ..	..	..	..	..	..
Others ..	..	1	..	1	2
Results—					
In favour of employees ..	..	..	1	2	..
Compromised ..	1	2	1	1	1
In favour of employers ..	5	2	2	3	4

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

III—Industrial Disputes—Progress for last 12 months †

Month	Disputes in progress	Disputes which began during the month	Disputes ended during the month	Aggregate number of working days lost	Disputes Settled		
					In favour of employers (Per cent.)	In favour of employees (Per cent.)	Compromised (Per cent.)
August 1926 ..	7	7	7	22,457	86	..	14
September ..	3	3	3	3,558	100	..	..
October ..	7	7	7	14,358	86	14	..
November ..	4	4	3	3,094	67	..	33
December ..	2	1	2	1,251	50	50	..
January 1927 ..	5	5	4	16,507	100	..	..
February ..	4	3	2	775	50	50	..
March ..	7	5	6	5,987	83	..	17
April ..	4	3	4	3,298	50	..	50
May ..	6	6	4	29,688	50	25	25
June ..	6	4	6	694	50	33	17
July ..	5	5	5	14,218	80	..	20

* This figure excludes the number of workpeople involved in the two disputes which ended on 1st June 1927, causing no time loss during the month.

† This table differs from the tables published till January 1927 in two respects. Firstly, the third and the fourth columns are newly added, and secondly, the totals at the end have been omitted.

It may be of interest to state that the highest peak (4,062,870) in respect of the number of working days lost through strikes in this Presidency since April 1921 was reached in February 1924 whereas the lowest level (390) was reached in May 1924.

GENERAL REVIEW OF DISPUTES

The number of industrial disputes involving stoppages of work reported as beginning during the month of July 1927 was 5 as compared with 4 in the previous month. The total number of workpeople affected by these disputes was 5271 and the aggregate time loss amounted to 14,218 man-days. Two of these disputes arose over questions relating to wages, one over a question respecting the employment of particular persons and the remaining disputes were due to other causes. Settlements were effected in the case of all the disputes. Of these disputes, four ended in favour of the employers and the remaining dispute was compromised.

Progress of Individual Disputes

BOMBAY

Three disputes were in progress in Bombay during the month under review. One of these disputes occurred in the Toyo Podar cotton mill. The management of this mill dispensed with the services of 10 weavers for inefficiency on the 5th July. The other weavers numbering 352, resenting the action of the management, struck work after the recess on the same day and demanded the re-instatement of the dismissed men. They also complained of ill-treatment by the weaving-master. The manager met the strikers in the afternoon and promised to look into their grievances if they resumed work immediately. The strikers, however, did not agree to this and dispersed quietly at 5-30 P.M. Next day a deputation of 20 strikers waited on the manager who explained to them that it was not possible for him to re-engage the dismissed men. The strikers, therefore, went away quietly at 9-30 A.M. The management put up a notice stating that the outstanding wages of the strikers would be paid to them on the 8th. As a result, 40 strikers resumed work unconditionally at 10 A.M. Next morning 60 other strikers resumed work and 20 more in the afternoon. The management employed 240 new hands. About 75 strikers became members of the Bombay Textile Labour Union, and two officials of this Union interviewed the manager with a view to getting the remaining strikers re-employed. As there were no vacancies, the manager promised to consider their case in connection with vacancies which might occur in future. The outstanding wages of the strikers were paid to them on the 8th and the mill worked with its full complement of weavers on the 9th. The strike thus ended in favour of the employers.

The second dispute took place in the Sir Shapurji Broacha Mills. The weavers on night-shift were paid their wages for the month of June 1927 on the 7th July. On receiving their wages, 300 weavers did not

resume work complaining that their wages had been reduced and demanding more wages for the month of June. The manager explained that their wages had been paid according to their output and that there was no reduction in the rates. This did not satisfy the strikers who, therefore, left the mill quietly at 9 P.M. Work was resumed unconditionally by 92 strikers on the 8th and by 20 more on the 9th. There was no change in the situation till the 12th on which date the remaining strikers also resumed work and the strike ended. The result of this dispute was in favour of the employers.

The third dispute which occurred in the Swadeshi Mill at Kurla arose over the question of the infliction of fines for absence without leave. The mill was closed on the 10th July on account of a Hindu holiday. For two days in continuation of this holiday 124 workers absented themselves from work without permission. They were therefore fined Re. 1 each. As a protest against this fine, 191 workers struck work on the 14th. They also complained about the supply of bad raw cotton on account of which spinning could not be done well. In order to fill up the vacancies, the management obtained 50 new hands from Bombay. On the next day, 120 additional workers joined the strikers, and 175 women operatives were thrown out of work as a result of the strike. The management brought in 100 additional new hands from Bombay. There was no change in the situation till the 18th when 23 strikers resumed work. On the 19th, the Secretary of the Bombay Textile Labour Union opened negotiations with the management with a view to ending the strike but met with little success. On the 20th, 1000 other workers joined the strike and the mill was closed from that day. The strikers met on the 22nd and resolved to resume work if the fine was reduced to 2 annas per head. This the management agreed to do provided all the strikers resumed work. Work was accordingly resumed by all the strikers on the 23rd and the strike came to an end. This dispute ended in a compromise.

VIRAMGAUM

It is alleged that during the last four months the weavers in the Whittle and Maganlal Spinning and Weaving Mills were given damaged cloth amounting to Rs. 2462-4-0 in lieu of wages and were, in addition, fined to the extent of Rs. 1137-12-6. As a protest, 260 weavers struck work on the 21st July, and demanded that damaged cloth should not be given to them. Next day 138 strikers resumed work unconditionally. All the remaining strikers returned to work on the 23rd, and the strike came to an end. This dispute ended in favour of the employers.

CHALISGAON

The management of the Laxmi Narayan Mill notified their employees on the 1st April 1927 that their compensatory allowances would be reduced from 62½ per cent. to 40 per cent. in the case of permanent employees, and from 75 to 50 per cent. in the case of temporary hands with effect from the 1st June 1927. The wages for the month of June were paid on this basis

on the 23rd July. The workers demanded allowances at the old rates and this was refused by the management, 500 struck work on the 24th July. The agent of the mill met the leading strikers the next day and stated that owing to financial stringency it was not possible for him to give the old rates of allowances. He stated that those who were unwilling to resume work under the present conditions would be paid off. Fifty-five strikers thereupon resumed work immediately and the remaining strikers returned to work on the 26th. The result of this dispute was also in favour of the employers.

Prosecutions under the Indian Factories Act in the Bombay Presidency, July 1927

BOMBAY

The manager of a cotton mill was prosecuted under section 41 (a) for breach of section 26 for employing certain persons in the recess time. The manager was convicted and fined Rs. 25 in one case and Rs. 5 in each of five cases.

AHMEDABAD

The manager of a cotton mill was prosecuted under section 41 (f) for breach of section 18 (1) (c) read with Rule 36 for not providing "nip" guard on the calendar machine. The manager was convicted and fined Rs. 25.

SHOLAPUR

A jobber in a cotton mill was prosecuted under section 41 (f) for breach of section 18 (1) read with Rule 33 (ii) whereby a person was injured. The jobber was convicted and fined Rs. 10.

Employment Situation in July 1927

THE TEXTILE INDUSTRY

The sources of the statistics regarding absenteeism in the Textile Industry in the Bombay Presidency are the returns prepared and sent in by the various mills in the different centres of the Presidency every month. Returns were received from 121 or 81·21 per cent. of the mills reported as working during the month of July 1927.

In Bombay City out of 79 mills which were working during the month, 77 or 97·47 per cent. furnished returns. The supply of labour was reported as adequate by a large majority of the mills and the average absenteeism amounted to 8·36 per cent. as compared with 7·85 per cent. during June.

In Ahmedabad 59 mills were working during the month and 34 or 57·63 per cent. furnished information. The absenteeism figure cannot however be given owing to unsettled conditions in the industry caused by the rains.

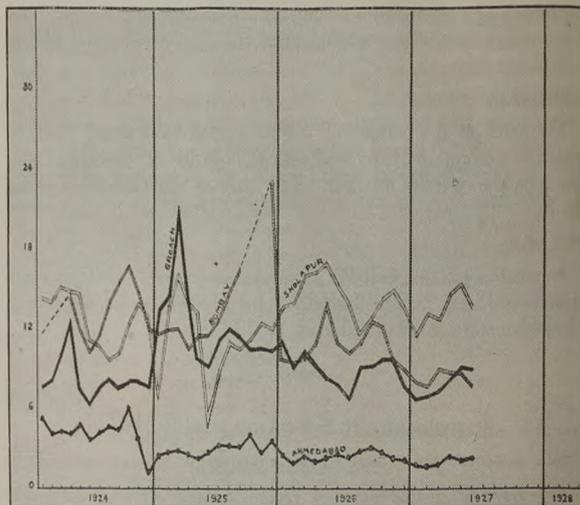
All the mills in Sholapur submitted returns and none of them reported any shortage in the supply of labour. The average absenteeism amounted to 12.58 per cent.

Only one of the two mills in Viramgaum furnished information. The supply of labour was reported as adequate. The percentage absenteeism amounted to 0.40.

All the three mills in Broach furnished returns. Only one of them reported that the supply of labour was short of the demand. The average absenteeism amounted to 7.07 per cent. as against 9.08 per cent. in the preceding month.

Taking the industry as a whole the supply of labour was adequate in all the centres studied, whilst absenteeism decreased at all centres except Bombay.

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



THE ENGINEERING INDUSTRY

In the Engineering Industry in Bombay City the supply of labour was adequate. The average absenteeism in representative engineering workshops was 12.60 per cent. as against 14.59 per cent. in the previous month. In the Marine Lines Reclamation Scheme absenteeism was 5 per cent. and in the Bombay Port Trust Docks it amounted to 12.79 per cent. The average absenteeism in the Chief Engineer's Department of the Bombay Port Trust amounted to 8.50 per cent.

In the Karachi Port Trust both skilled and ordinary labour was available in plenty and on an average 6.10 per cent. of the labourers absented themselves from work during the month under review.

Workmen's Compensation

Details of Compensation and Proceedings during July 1927 under the Workmen's Compensation Act (Act VIII of 1925)

This article contains the summary of compensation statistics for the month of July 1927. Information was furnished by all Commissioners in the Presidency and out of a total number of 37 cases disposed of during the month 31 were reported by the Workmen's Compensation Commissioner in Bombay. It must be remembered that these are not the numbers of cases which came within the purview of the Courts of the Commissioners but of cases actually disposed of. The gross amount of compensation awarded during the month amounted to Rs. 19,222-12-0 as against Rs. 24,307-8-0 in the previous month and Rs. 20,294-8-9 in July 1926. Out of the 37 cases in which compensation was claimed, 12 were fatal accidents, one was of temporary disablement, two of permanent total disablement and the remaining 22 of permanent partial disablement. No case of occupational disease has come up since January 1925. The number of compensation cases in the textile industry amounted to 10 and in other industries to 27. The corresponding figures for July 1926 were 19 and 36.

The total number of claimants for compensation in all the cases disposed of during the month was 37, all of whom were adult males.

Out of the cases disposed of during the month under review, 20 were original claims and 17 registration of agreements. Compensation was awarded in 18 cases, agreements were registered in 17 cases and two cases were dismissed.

Labour News from Ahmedabad

During the last month there were very heavy rains in Ahmedabad and considerable distress prevailed in all parts of the city. Houses collapsed; streets and vast areas were flooded with water; communications were disturbed and in some cases absolutely cut off. The mills had to be closed for about four days and some even for a longer period. Being poor, the labour population naturally suffered most.

THE LABOUR UNION

It is difficult to estimate the extent of loss and damage suffered by the labour population; but the following account may give some idea. The extent of unemployment caused by damage to the structures of the mills or their parts is not known; however, it is believed that it is not very great. According to the estimate of the Labour Union approximately 5800 workmen's tenements were destroyed—of these 2000 were proprietary, *i.e.*, belonged to the workmen themselves.

Labourers usually live by their daily wages; they have hardly any stock of grain or other food supplies and little cash with them. In cases where houses had fallen the residents had lost their clothes and all their belongings. Under these circumstances it was very necessary to help them; the Labour Union, therefore, came to their aid with food, clothing and other

necessaries. They distributed food to about 27,000 workers and clothing to about 800. Four mill-agents also gave food and clothing to labourers. Similarly other individuals and local bodies rendered considerable assistance. In order to be able to take proper steps for helping the labourers in distress a special meeting of the representatives of the Labour Union and some prominent people was held and it was resolved that for purposes of relief work the localities where labourers in distress lived should be divided into five circles, that committees should be appointed for these five areas or divisions, that there should be a principal committee and that necessary assistance in the form of food and clothing should be given after studying individual cases and wants. This relief work is still being continued.

Approximately 25,000 workers have been rendered homeless. The housing problem has become very acute. The labourers require money at cheap rates in order to be able to build or repair their houses. Building materials have risen in price and there is a fear that rents may go up as well.

A meeting of the representatives of the Labour Union resolved to carry on a strong agitation for the amendment of municipal bye-laws so as to prohibit the construction of weak and insanitary chawls. It also resolved to take the necessary steps for preventing the rise of rents consequent upon the destruction of so many houses in Ahmedabad.

Agricultural Outlook in the Presidency

The following summary of conditions in the Presidency during the period ending 20th August 1927 has been supplied by the Director of Agriculture.

The weather and crop reports received so far go to show that except in two areas, the position regarding crops and rainfall in the Bombay Presidency is on the whole very satisfactory. The first of the two areas is the tract comprising the whole of Gujarat north of Broach where owing to the very excessive rains received in the last week of July very considerable damage has been done to all crops. The second area lies in the south-east of the Presidency and comprises roughly the eastern portions of Poona, Satara and Dharwar and a large part of the Sholapur and Bijapur districts where, owing to the deficiency of the rains, the position of the crops is far from satisfactory. Excepting these two areas, however, the conditions are almost ideal in most of the other parts of the Presidency. The actual situation, as it appears at the present moment, in the different divisions of the Bombay Presidency may be briefly summarised as follows:—

Gujarat.—Very excessive rains were received in the last week of July in a very large part of this division. These rains have been responsible for heavy floods which have done very extensive damage to crops in almost all areas north of Broach and also in a very large part of Kathiawar. It is reported from Gujarat that at least fifty per cent. of cotton, a still larger proportion of sesamum, as much as ninety per cent. of tobacco and a very considerable area under food crops have either been lost or very seriously

damaged in the areas to the north of Broach. The damage has been especially heavy in low-lying areas where whole fields have been completely washed away in certain sections of the Kaira, Ahmedabad and Broach Districts. At a rough estimate, the probable loss of cotton crop in Gujarat and Kathiawar is about 150,000 bales. Fortunately in many places the rains since the commencement of August have been only light and this has given the people an opportunity to resow their fields. This resowing is now being done on a very extensive scale and the cultivators are everywhere busy preparing their fields for sowing crops which are likely to be suitable at this time of the season.

Konkan.—Since the submission of the last report, the rainfall in this division has been generally satisfactory both as regards amount and distribution with the result that all agricultural operations are proceeding smoothly and the crops are showing a very healthy development almost every year.

Deccan and Karnatak.—The conditions in the west and centre of these two divisions are, on the whole, satisfactory as a result of the favourable weather conditions prevailing in these areas. In areas further east, however, comprising the south-east, Deccan, almost the whole of Bijapur and the north-eastern portion of Dharwar, the rainfall received has been far short of requirements with the result that the sowing of cotton has been hampered and the young crops are showing signs of distress owing to deficient moisture. As, however, this is essentially a *rabi* or late crop area, the deficiency of rain at this period need not cause any considerable anxiety.

Considerable damage is being done both in the Deccan (especially in Nasik) and in the Karnatak by grasshoppers which have damaged and in some cases destroyed the seedling Kharif crops.

Strike in Bombay Mills

AGENTS STATEMENT

The following statement is issued by the Agents of the Apollo and Manchester Mills with reference to the strike:

"This strike is apparently due to misapprehensions and the Agents assert that there is no intention on the part of the Management of these two mills to attempt either directly or indirectly to reduce wages. The report of the Indian Tariff Board (Cotton Textile Industry Enquiry), 1927, contains the following among other recommendations on page 209:—

No. 45 'The only alternative to a reduction in wages in the Bombay Mill Industry is increased labour efficiency and it is in this direction that the true line of advance lies.'

No. 49 'An increase in the number of looms attended by a weaver would tend to economy and give increased earnings to the weaver even when accompanied by a slight reduction in rate.'

No. 52 'Increased efficiency cannot be expected from operatives unless they are provided with suitable raw material. The existing

tendency to spin higher counts of yarn than the quality of the cotton warrants causes breakages and increases the work of the spinner and weaver.

"With a view to meeting the intense competition from Japan on Grey Drills and Sheetings, the Agents of the E. D. Sassoon United Mills purchased the Hongkong Mills two years ago and renamed them the Manchester Mills with the definite intention of standardising labour in a manner similar to the method adopted in mills in other countries. To do this, it was necessary for the machinery to be completely renovated and a large amount of old machinery was scrapped and replaced by absolutely modern plant. The whole of the machinery not scrapped was completely overhauled, brought up-to-date and labour saving machinery was installed. The carding and spinning section of the mill at once adopted the idea of increased wages for increased work to the satisfaction of everybody concerned, as it resulted in increased production and better quality at reduced cost, at the same time increasing the wage per operative, although the number of operatives was slightly reduced.

GENESIS OF TROUBLE

In the weaving section, to commence with, the standard Bombay practice of 2 looms per weaver was followed until January last, when technical modifications and improvements made it possible for us to experiment with one weaver on four looms. More than half of the increased pay was allocated to the weaver, the remainder going to the mills, part of which was utilised in providing interest on the extra plant and payment of the extra assistance, the balance being used for a reduction in the cost of production. To assist the weaver Recommendation No. 52 quoted above was carried out and better raw material was provided at the expense of the mills. The number of four loom weavers was gradually increased until last month, when 24 weavers were running 96 looms out of a total of 808 looms. The normal wage for a 2 loom weaver was Rs. 48 per month, while 4 loom weavers earned from Rs. 76 to Rs. 84 on drills and Rs. 66 to Rs. 72 on sheetings.

"On the 1st of August, it was decided that instead of 4 looms to a weaver, we should adopt the system of 3 looms per weaver and the rate was adjusted so that instead of receiving Rs. 48 per month on 2 looms, a weaver would receive Rs. 60 per month on 3 looms. Three out of the twenty-four 4 loom weavers objected to being taken off 4 looms and placed on three, but they were persuaded to take 3 looms and 144 looms were started, requiring 48 weavers. These continued to work satisfactorily, until brought out on strike in sympathy with the strikers at the Apollo Mills. The total number of men that would have been displaced by this experiment is 24 but this mill suffers in a similar manner to other Bombay mills, in that thirty spare weavers are required daily for absentees and no person willing to work would have been displaced by the experiment.

NO HARDSHIP INVOLVED

"Assurances were given to workpeople that in the event of any regular weaver not being able to find work at the Manchester Mill, employment would be found him on 2 looms at one of the Mills under the same Managing

Agents. They were also requested in the interest of the Bombay mill industry to give the system a six months' trial in order to ascertain the practicability of the Tariff Board's recommendations or otherwise. This they refused to do and alleged that sickness would become prevalent if they had to work so hard, although it is interesting to note that they were willing to work on 3 looms, if a *pro rata* wage for 2 looms was given, namely Rs. 72 instead of Rs. 60. Examination of the mill books shows that the percentage of absenteeism was, if anything, less with 4 loom weavers than with 2 loom weavers and completely refutes the suggestion that sickness would result, if men had 3 or 4 looms to attend to. It is also interesting to note that with the alterations made, the shuttle is changed 150 times per day on 3 looms whereas with 2 looms, 300 changes were necessary per day.

"In the Apollo Mill the conditions are much the same as in the Manchester Mill, except that in this Mill experiments on 3 and 4 loom weavers have only been conducted since last month. The average wage for 2 loom weavers for last month in this Mill was Rs. 51 and the average pay for 3 loom weavers was Rs. 66. At this Mill also, assurances were given that the number of 3 loom weavers would be increased slowly and every regular weaver displaced, would be found work at another Mill in the event of work not being available at the Apollo Mill. The weavers at this Mill came out on strike on the 1st and we immediately offered the option of working on the old system during August while the question of the adoption of 3 loom weaving on 168 looms for a six months' trial was under discussion. This was also refused and weavers were offered their pay for the month of July, but this they refused to take. In both mills the Spinning section of the mill was stopped through inability to continue without weavers and as a result about 3000 workpeople are idle.

WORKERS' CONTENTIONS

"Two contentions by the weavers are as follows: Less pay is given *pro rata*. This of course is true as the whole idea of the Mill authorities and the recommendations of the Tariff Board is that the weaver should do more work for an increased wage, but unless the rate was reduced, there would be no money available to pay for the extra assistance given to the weaver, to permit of the running of three looms, nor would the cost of production in Bombay be reduced.

"The second contention of the men is that sickness insurance should be granted by the Mill authorities, but this request cannot be entertained at all as it is a problem that affects the country as a whole and not an individual mill.

"Our desire is to give effect to the recommendations of the Tariff Board Report in reducing costs while at the same time giving increased remuneration to labour and we can only regret that our first attempt to carry out a small experiment in this direction has met with such antipathy on the part of the weavers of the Manchester and Apollo Mills." (From 'Times of India,' Bombay, August 12, 1927.)

Women in Industry

LOST TIME AMONG WOMEN WORKERS IN COTTON MILLS IN 1922

In the February 1927 issue of the *Monthly Labor Review*, Washington, there is an interesting article on the above subject based on the results of the survey of cotton mill workers made in 1923 by the United States Women's Bureau. The enquiry related to 18 mills, employing 10,541 persons of whom 41·2 per cent. were women. Attendance records covering the calendar year 1922 were copied from the mill pay-rolls, and in addition home visits were made to 2354 women. Reports as to causes of absence were secured from 2214 and as to reasons for leaving their last job from 1066.

The time lost was for the women 21·9 per cent. and for the men 16·2 per cent. of possible working time. The study further shows the relation between long working hours and lost time. It is seen that in mills with scheduled daily hours of less than 10, men and women combined lost 13·2 per cent. of their time, women lost 16·3 per cent. and men 10·6 per cent.; in mills with scheduled daily hours of 10 or more, men and women combined lost 21·7 per cent. of their time, women lost 25·6 per cent. and men 19·2 per cent.

The number and percentages of days the women lost, by specified causes, were as follows

Cause	All Mills	
	Number	Per cent.
Personal ..	76,638	78·9
Mill Causes	18,924	19·5
General ..	1,601	1·6
Total ..	97,163	100·00

Of the personal causes illness was by far the most important accounting for 23·2 per cent. of the days lost. The time lost through mill causes over which the worker had no control accounted for nearly one-fifth of the total, while the time lost through such general causes as disputes, strikes, weather and the like accounted for only 1·8 per cent. of the total.

Fatigue in Industry

The first Summer School held under the auspices of the I.R.I. (International Association for the Study and Improvement of Human Relations and Conditions in Industry) has just completed its week of meetings at Baveno, Italy (June 19th-25th.) The subject chosen for study was "The Elimination of Unnecessary Fatigue in Industry" and

was the outcome of a discussion on the Human Element in Industry which took place at the meeting held the previous summer at the Rigi-Scheidegg, Switzerland.

Dr. Lillian M. Gilbreth, American consulting engineer and psychologist, made a special trip from the United States to Italy to act as Chairman for this School, and the speakers were leaders in various fields that have to do with fatigue study. The entire group, lecturers and students represented both sexes, coming from 15 nations, and with many years of education and experience.

A well balanced programme was presented by the ten lecturers. Dr. Loriga of Rome and Mme. Thumen of Paris outlined the history of work in this field, and furnished not only an account but an evaluation that was most significant. Dr. Lipmann of Berlin in two lectures rich in information presented graphically and clearly present day knowledge on the length of work and rest periods. This was supplemented by lectures from Dr. Vernon and Mr. Weston, both of the Industrial Fatigue Research Board, London, giving valuable and practical information of work being done in attempting to eliminate the evil effects of extremes of temperature, dust, damp and eye strain. These four lectures with one by Mr. Piacitelli of the Barber Asphalt Co., U. S. A., showing applications of fatigue elimination in industry, and especially in teaching new work, served to give a good idea of the fatigue study of today.

The remaining three lectures, given by Professor Pear of Manchester, England, indicated the relation of work to temperament and to self-expression. Professor Pear showed not only the underlying causes of much that has occurred, but suggested possible developments and stimulated the group to a new attack on the fundamental roots of fatigue.

As was to be expected from a group containing workers, managers, scientists, factory inspectors, social workers, etc., the discussion was prolonged and interesting, the main points of which will be incorporated along with the papers in the forthcoming report of the School, which may be obtained from the Secretariat Headquarters of the Association at Goethestrasse 10, Zuerich, Switzerland.

The results of these meetings can hardly be estimated so soon after being held, but it seems certain that while fatigue cannot as yet be measured adequately, it is being better defined, and much is being done to prevent unnecessary fatigue and to stimulate recovery from such fatigue as is necessary. This information is being collected and circulated, and valuable results to all concerned may be expected from its use, if it is sufficiently realised that modifications must be made to fit different needs.

The group unanimously agreed that more such Summer Schools should be undertaken. Next year brings the triennial Congress; but undoubtedly a School on some related subject will be held in the summer of 1929, since, under the direction of the I.R.I. which naturally stresses the universal human side of industry, an exchange of information and of view points from a group whose members are so varied and yet so co-operative, cannot fail to be of special value.

Employment Exchanges and Unemployment Insurance in Greece

The Hellenic Government recently submitted to the Chamber a Bill for the establishment of employment exchanges and compulsory unemployment insurance for employees, manual workers and domestic servants.

The object of the Bill is to apply the Draft Convention and the Recommendation (Washington, 1919) concerning unemployment, and to combat unemployment by means of better distribution of labour throughout the country, the re-education of persons belonging to overcrowded branches of industry, the provision of various kinds of work for the unemployed and the grant of unemployment allowances up to a maximum of 50 per cent. of the wage for a period of eight weeks in the year.

The resources of the unemployment fund are to be supplied by an equal contribution from the employers and the workers and by a State contribution which will be conditional on improvement in the national economic situation. (*From "Industrial and Labour Information," Geneva, July 25, 1927.*)

The Remuneration of Labour

IMPROVEMENTS IN TWENTY YEARS

The results of the official inquiry into earnings recently published by the Ministry of Labour indicate that the average remuneration of all classes of manual workers, excluding those employed in agriculture, at the present time approximates very closely to 50s. a week. This figure covers both males and females and workers of all ages employed in industry as wage-earners. It does not include the pay of salaried employees or clerks, and shop assistants are also excluded. The amount quoted includes the effect of the reduced earnings of those workpeople who were on short time. It covers, in fact, the operatives who were at work for the whole or part of the weeks for which particulars were obtained, but no account has been taken of those who were totally unemployed in those weeks.

The particular value of this estimate lies in the fact that it enables a comparison to be made with the results of similar inquiries which were made in 1886 and 1906. From the results of the 1886 inquiry it is possible to arrive at an estimate for all industries, other than agriculture, of about 20s. 6d. a week. For 1906 the figure is about 24s. 6d. There has thus been an increase of about 140 per cent. in average weekly earnings in the last 40 years, while in the last 20 years earnings have been rather more than doubled. So far as information is available as to the level of the cost of living at these dates, it indicates that the purchasing power of a week's earnings is a little higher than it was in 1906 and appreciably higher than it was 20 years earlier.

In considering the increases of 100 and 140 per cent. in average earnings referred to above it is necessary to notice that only a part of the increases is accounted for by advances in the recognized rates of wages per hour or

per week for various occupations and industries. Since 1906, for example, rates of wages have risen by only about 75 per cent. The factors which account for the excess, however, are not measurable. There has, for example, been some change in the proportions of relatively high and low paid workers; the percentage of piece-workers, who normally receive more than time-workers, has probably increased, while the proportion of juveniles has diminished, owing to the raising of the school-leaving age and the abolition of half-time working. There have been improvements in machinery which have tended to increase the earning capacity of the workers. Under this heading may be instanced the increased length of the mules introduced into the modern cotton-spinning mills in Lancashire. The effects of improved organization among the workers are also probably reflected in the earnings figures. One of the results of organization has been the levelling up of the wages both of individual operatives and of workers in low-paid areas.

It is perhaps necessary to emphasize the fact that the increases in earnings referred to relate to over-all averages, and that the position varies considerably as between one industry and another. In the coal-mining industry, for example, the increase in earnings since 1906 is probably little more than 60 per cent. In the railway service, on the other hand, it is probably at least 150 per cent. A calculation recently published in the *Economist* showed that in the unsheltered industries, as a whole, the increase in the average earnings of male workers between 1906 and 1924 amounted to 95 per cent. and that for the sheltered industries to 140 per cent. These figures serve to show the extent of the diversity which exists. As trade improves the position in regard to earnings in the unsheltered industries will tend to improve, while it is doubtful whether the workers in the more fortunate industries will be required to make many, if any, sacrifices. It may be anticipated, therefore, that, on the whole, average earnings over all industries will show some increase, and that the 100 per cent. excess over 1906 will tend to be raised.

A consideration of earnings would be incomplete without some reference to other benefits which the worker of today enjoys, compared with the position 20 or 40 years ago. The latest figures available show that benefits paid out under the National Health Insurance scheme amount to about £26,000,000 a year, and those under the Unemployment Insurance Acts to nearly £45,000,000. Old-age pensions account for another £25,000,000 a year, and this amount will be increased in future years both by the addition of a larger number of pensioners and by the payments to widows and orphans of insured workers. The health and unemployment benefits are equivalent to something like 2s. a week for all insured workers. This benefit, together with the old-age and other pensions, is paid in return for a contribution which probably averages about half the amount. While it may not be strictly correct to add the equivalent of benefits to earnings, it is legitimate to assume that 20 or 40 years ago the worker had to provide for sickness, unemployment, and old age out of his earnings. The effect is that the amount of earnings available for the necessities of life, amusements, etc., today is appreciably more than double what it was in 1906.

Moreover, the average weekly earnings of 50s. are paid in respect of a week of between 47 and 48 hours, whereas the 20s. 6d. in 1886 and the 24s.

6d. in 1906 were paid for about 54½ hours. The worker thus earns very much more than double what he earned per hour in 1906, and has the benefit of seven or eight hours' additional leisure in the week. Arrangements have also been made in late years whereby the operatives in many industries receive payment for holidays, amounting in several instances to two weeks in the year. Other benefits, such as improvements in the amount of compensation for accidents, increased interest on savings, and many others might be instanced. Sufficient has been said, however, to indicate that, whatever may be the circumstances in individual occupations or industries, there has, on the whole, been a marked improvement in the financial position of the manual workers in the past 20 years, and a still greater improvement compared with the '80's. (From "Times Trade and Engineering Supplement," London, June 25, 1927.)

New Unemployment Bill in Denmark

Among the Social Bills at present under discussion in the Danish Rigsdag, is a Bill to amend the Act concerning employment exchanges and unemployment insurance, introduced by the Moderate-Liberal (agrarian) Government.

According to the memorandum accompanying the Bill, its chief object is to re-establish unemployment insurance on the actuarial basis on which it formerly rested, while at the same time alleviating the burden of the public unemployment funds, which increased considerably during the last ten years, owing to various extensions enacted.

EMPLOYMENT EXCHANGES

The Bill provides for an important re-organisation of the public employment exchanges. It is proposed that instead of the 81 existing exchanges, which involve an annual expenditure of about 540,000 Kr., and the utility of which is not considered proportionate to this cost, there should be one exchange in Copenhagen and one in each Province, or twenty-three in all. Each exchange should be managed by a director, who would work in close co-operation with the Employment Exchanges and Unemployment Insurance Board. The local branch exchanges would be closed, but the Joint Employment Exchange Section of the Labour Board would be maintained.

This re-organisation is expected to result in an annual economy of 240,000 Kr. (80,000 Kr. for the State and 160,000 for the communes.)

UNEMPLOYMENT INSURANCE

With regard to unemployment insurance it is proposed that the State and communal subsidies to approved unemployment funds should be reduced. Under the existing Act the State subsidy is equivalent to 35 per cent. and the communal subsidy to 30 per cent. of the members' contributions to the unemployment funds. The Bill proposes that the percentage should be fixed in relation to the average annual earnings in the trades concerned. For earnings not exceeding 1500 Kr. the State subsidy would be equal to 40 per cent. and the communal subsidy to 35 per cent.

For earnings between 1500 Kr. and 2000 Kr. the percentages would be 30 and 30 respectively, and would fall by 5 for every increase of 500 Kr. in the annual earnings, subject, however, to a minimum percentage of 10 for the State and 5 for the communes in trades with annual earnings over 4000 Kr. The average annual earnings in a trade would be calculated by reference to the reports of the Statistical Department on wages and to the statistics compiled by the Unemployment Board.

The new arrangement is estimated to result in a saving of about 960,000 Kr. a year for the State, and of an equal amount for the communes.

The Bill further provides for the withdrawal of the special unemployment relief (continued benefit and additional benefit), which is paid under section 3 of the present Act, in trades in which there is exceptional unemployment, one-third being borne by the communes and two-thirds by the Central Unemployment Fund. In future, the unemployment funds supported by public subsidies and by subsidies from the Central Unemployment Fund, discussed below, would be bound so far as possible to provide for exceptional unemployment in their trades by increasing, for example, the number of days within 12 consecutive months during which benefit should be payable. The saving for the State and the communes on this item is estimated at 5,500,000 Kr.

The Central Unemployment Fund would be maintained, according to the Bill, but the State subsidy amounting to 10 per cent. of the ordinary members' contributions to the unemployment funds, at present 1.2 million Kr. a year, would be withdrawn. In addition, the employers' contributions to the Fund would be reduced from 5 Kr. per worker per annum to 3 Kr. per worker per annum. Employers would no longer be compelled to contribute to the Fund in respect of persons they employ who, owing to the fact that an unemployment fund is not or cannot be set up for their trade, (e.g., fishermen, actors), are normally unable to claim unemployment benefit.

The proposed reduction and exemption are estimated to result in a saving to employers of a total of about 1.4 million Kr.

The Bill stipulates for a sliding scale of contributions by employers according to the state of the Fund. When the reserves of the Central Unemployment Fund exceed 15 million Kr. the Minister of the Interior is to prescribe a general reduction in the employers' contributions, but when the Fund has fallen to 10 million Kr. the contributions should be raised to the former rates.

The resources of the Fund are to be used partly in grants of annual subsidies to approved unemployment funds, partly to subsidise emergency works and training courses for the unemployed, and partly to grant loans to the unemployment funds during periods of exceptional unemployment with a view to enabling them to meet their obligations.

The amount of the annual subsidy would be equal to one-third of the employers' annual contributions to the Fund (or if the employers' contribution is withdrawn, equal to the income of the Fund from interest on capital), but would not be allowed to exceed 10 per cent. of the total members' contributions of all funds. This amount would be allocated to

the funds in accordance with the ratios fixed annually for the allocation of the State subsidy.

The loans would be granted by the Minister of the Interior on recommendation of the Funds Management Board (the Director, two employers and one representative of the unemployment funds) and would be advanced, only when there is exceptional unemployment in a trade, to those funds which have exhausted or are likely shortly to exhaust their reserves and which in the opinion of the Director are not in a position to raise the means they require to meet their obligations under the rules by increasing their members' contributions.

Subsidies to emergency works and courses of training for the unemployed would be granted in accordance with regulations similar to those already in force. The local emergency works committees would, however, be dissolved, and the Labour Committee of the Ministry of the Interior would become responsible for approving emergency works and the conditions relating to them.

The Bill proposes no substantial change in the conditions governing the payment of ordinary unemployment benefit by the approved unemployment funds, but it introduces certain minor amendments intended to ensure that benefit is granted only when necessary and reasonable. (From "Industrial and Labour Information," Geneva, July 25, 1927.)



Social Insurance in France

The French Senate has passed social insurance legislation dealing with sickness, invalidity and old age. Insurance is made compulsory for all unmarried wage-earners between the ages of 16 and 60, whether nationals or aliens, so long as their wages do not exceed 15,000 frs. per year; if the worker supports a child under 16, or other relatives (father or mother), the limit of compulsory insurance is raised to 18,000 frs.; if he has two children, to 20,000 and so on, 2,000 frs. being added to the income limit for each additional child, and no distinction being made between legitimate, illegitimate and adopted children: if a family allowance is received, this is not included in the wage maximum. Any French national is however allowed the option of insuring, provided that he is not over 50, that his wages do not exceed the limit given above, and that he can produce a medical certificate to prove that he has no serious or chronic disease. In addition to the contribution of the State, 10 per cent. of the wages of the workers are to be deducted for insurance, 5 per cent. being paid by the employer, and 5 per cent. by the worker. (From "Press Reports of the International Federation of Trade Unions," Amsterdam, July 21, 1927.)

Deductions from Wages or Payments in Respect of Fines

Proposed Legislation by the Government of India

VIEWES OF ORGANISATIONS CONSULTED BY THE LABOUR OFFICE

In the issue of the *Labour Gazette* for April 1927, we published the Summary of the Report of the comprehensive enquiry conducted by the Labour Office on the subject of Deductions from Wages or Payments in respect of Fines in the Bombay Presidency, together with a copy of a covering letter issued to various interested bodies and associations asking for their views on the various questions raised in the circular letter of the Government of India which was published in the issue of the *Labour Gazette* for November 1926.

The following summary contains the classified views on the various points discussed by the principal non-official organisations consulted

Principle of Fines

EMPLOYERS' INTERESTS

No opinions.

LABOUR INTERESTS

Bombay Textile Labour Union

Fines are an easy way of maintaining discipline; but their effect is short-lived. It is the considered opinion of the Committee of the Union that discipline can be best maintained by efficient supervision and moral control with the alternative of dismissal with proper and adequate safeguards as the last resort. It agrees with the evidence given before the Truck Committee by several persons who had experience in the administration of Truck Acts that fines were not in any way reformatory and had practically no influence upon the character of offenders. Such influence as they had was of the moment only. The system did not lead to efficiency and did not weed out the real offenders. Fines, therefore, fail in their purpose and what is more, they leave a bad feeling behind them.

The Committee of the Union entirely agrees with the Minority Report of the British Truck Act Committee of 1906 when it says that "by stimulating a better system of control, a better selection of men and women for responsible posts, a better supervision not only of human beings, but of plant and materials and by ensuring a closer association of employers with the management of their works, we believe the abolition of fines would be an important contribution towards the development of national efficiency." In England many firms have abandoned disciplinary fines and have achieved at least as good, and often better results without their aid. In India too there are some establishments, particularly some branches in the postal and telegraph departments, where the system of fines does not exist and these departments have not suffered either in discipline or efficiency. The Committee therefore strongly advocates the abolition of fines altogether.

Ahmedabad Textile Labour Union

Owing to the particular circumstances under which Indian workmen are situated, the Union does not consider it advisable to advocate a wholesale legal ban on every system of fines, and it recognises the inadvisability of completely depriving the employers of their power to fine.

In an educated self-respecting community of workers, public opinion, reputation, reward, sense of fairness and desire to excel would effectively replace all modes of punishment as incentives or motives for good work. In India, the workpeople's standard of life and intelligence is rather low. The supervising staff must not beat, abuse or otherwise ill-treat workmen. They should not dismiss workmen except in extreme cases and in the last resort. In these circumstances a wholesale legal ban on every system of fine cannot be advocated with reason. Whilst the inadvisability of completely depriving the employers of their power to fine is recognised, the Union is convinced that legislation should once for all purge this power of all traces of autocracy and arbitrariness.

Girni Kamgar Mahamandal

Although the majority of the members of our Union would welcome a total abolition of all fines—and it would not be human nature if it would be otherwise—my Committee after a very careful consideration of this question are of the opinion that it is necessary in view of the present condition of education in this country that employers should retain some active power in their hands wherewith to command discipline. In making this admission the Committee desire to emphasise that discipline should be maintained more by the force of moral control with the power of dismissal as a last resort in the case of worthless workers. My Committee know of an instance of a local mill where during the regime of an Indian Manager fining was seldom, if ever, resorted to for disciplinary purposes.

Central Labour Board

Though in our country, due to continual unemployment, want of skill and such other economic forces adversely governing the conditions of service, preference may be given by workers to fines only rather than to the alternatives of suspension or dismissals, yet it is for both the employer and the Government to determine whether such an impost is in its spirit essential and preferable. In Railway Workshops, Port Trusts and even in Government service, fines are indiscriminately imposed. There was recently a case where a Bhaya workman was fined Rs. 32 for one day's overstaying of leave owing to the train from Lucknow where he had gone not arriving in time to put the man down in his workshop at the appointed time.

Social Service League, Bombay

Believing that discipline can best be maintained by adequate supervision and moral control with the alternative of dismissal in the last resort, it is not necessary to allow the employers to inflict fines either for the purpose of maintaining discipline or for dealing with spoilt work. In Western countries many concerns of high standing and efficient management have

no recourse to fines. The power to fine employees is the shortest way to discipline and efficiency, but in the long run it proves the reverse of it, in that instead of proving a real deterrent, fines ultimately lead to corruption, injustice and discontent. When recourse to fines is open to the employers, their attention is diverted, except in the case of the few who are exceptionally enlightened, from the necessity of maintaining such efficient management as would dispense with the system of fines, and it is the firm conviction of the Committee of the League that without such efficient management real industrial progress cannot be achieved.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

It is considered that it is necessary to impose fines for the purpose of maintaining discipline.

Suspension

LABOUR INTERESTS

Bombay Textile Labour Union

The punishment of suspension is bad and indefensible. The Labour Office summary does not state for what kind of offences this punishment is meted out to the offenders. The Union is, therefore, unable to express any opinion as to whether this punishment is proportionate or not to the nature of the offence. But whatever the offence may be, the Committee takes very strong objection to and condemns the very nature of this punishment.

Social Service League, Bombay

The punishment of suspension is worse than punishment in the form of a fine. To suspend a workman from work for some days is to deprive him of a substantial amount of wages he would have otherwise earned, and also to subject him to a severer form of humiliation than that involved in the infliction of a fine. This kind of punishment also produces a very bad effect from the moral point of view as the compulsory idleness imposed upon the workman exposes him to undesirable temptations. Considered from this point of view suspension is much worse than dismissal. When a man is dismissed from service he has to find employment elsewhere and is therefore occupied in some way, while in the case of suspension he has only to wait till the period of suspension expires. On principle, therefore, this form of punishment is objectionable, and it may be reasonably doubted whether it can be justified even in the case of gross misconduct.

Dismissal

LABOUR INTERESTS

Bombay Textile Labour Union

The Committee of the Union is of opinion that the punishment of dismissal with proper safeguards will remain the last resort where efficient supervision and moral control fail to have any effect. But it recognises that the power to dismiss, if not used with proper safeguards, is likely to

cause the workers more harm than the power to fine. Machinery should be set up in each establishment with an adequate workers' representation thereon through their organisations where they exist, which should be authorised to go into the cases of dismissals and find out whether they are justified by the nature of the offence and whether they have been used as a last resort and after supervision had failed to achieve its purpose. Definite rules should be framed for dismissals and adequate safeguards should be included therein. With these precautions the workers will not suffer more, or even as much as they do under the system of fines.

Necessity of Legislation

EMPLOYERS' INTERESTS

Bombay Chamber of Commerce

In the opinion of the Committee of the Chamber the system of inflicting fines on industrial workers is not so prevalent as to constitute an evil of such proportions as to require penal legislation to deal with it. The Committee are emphatically against any action being taken. They consider that any isolated cases where illogical and harassing fines may be inflicted are confined to small factories whose management is inefficient.

Karachi Chamber of Commerce

From the information available it is not considered that the system of fining is so much abused as to require special legislation. The Committee however suggest that under the rules of the Factories Act it should be made compulsory for all factories to keep a record of fines with the reasons for their infliction. These records should be made available for inspection by the Factory Inspector. After a year, the information so collected should be co-ordinated and the question of special legislation reconsidered. Should Government decide to move more rapidly in this matter, it is suggested that a further reference should be made so as to give those interested an opportunity of considering such legislation as is proposed.

Indian Merchants Chamber, Bombay

The Committee have carefully considered the results of the comprehensive enquiry conducted by the Labour Office into the matter under reference which clearly showed that the system of inflicting fines on industrial workers was not so prevalent as to constitute an evil which would require penal legislation to deal with it. They do not see any necessity of action of the proposed nature.

Bombay Millowners' Association

In the opening paragraph of the Government of India's letter it is correctly stated that the system of inflicting fines upon workmen is common in Indian industrial establishments, but the Committee of the Association are surprised to learn that it has been suggested in the Central Legislature, in the Press, and elsewhere that the prevailing system constitutes an evil of such proportions that steps should be taken to abolish the system

altogether or to reduce it to such dimensions as to prevent abuse. This view, the Committee desire to point out, is altogether without foundation and could not possibly have emanated from well-informed quarters.

So far as the cotton textile industry is concerned, the existing system has worked very smoothly without causing discontent among the workpeople, and any disturbance in this system by legislative enactments on the lines indicated in the Government of India's letter is sure to cause resentment among the operatives themselves. The committee of the Association earnestly trust that in view of the facts disclosed by the investigations made by the Labour Office and in view of what has been stated above, Government will desist from launching on any legislation on the lines of the English Truck Act or other legislative enactments in force in Western countries.

Ahmedabad Millowners' Association

In view of the fact that the system of inflicting fines on industrial workers does not constitute an evil of such proportion as to require any legislation, the Committee do not see any necessity for legislation in the matter. The infliction of fines is so small that it requires no other action.

Bombay Engineering Employers Federation

In Engineering workshops the fines inflicted are so small and so infrequent as to be almost negligible and the system is most certainly not so prevalent as to constitute an evil or to require penal legislation. It is not considered that any action whatever is desirable or necessary.

Chairman, Bombay Port Trust

The system of inflicting fines on industrial workers is not so prevalent as to constitute an evil of such proportions as to require penal legislation to deal with it; but, all amounts collected by the infliction of fines should be credited to a special Fines Fund to be utilised for the benefit and welfare of the classes of workers from whom the fines are collected.

Karachi Port Trust

The system of inflicting fines is not considered to be so prevalent as to constitute an evil of such proportions as to require penal legislation to deal with it. If, however, the amount of fines imposed in different establishments are reported at regular intervals to the Factory Inspector or other Government department concerned, the situation could be carefully watched.

Municipal Commissioner, Bombay Municipality

"I am not in a position to express any general opinion on the system of fines prevailing in factories Action may however be taken by amending the Indian Factories Act so as to obtain powers to regulate the fining of servants or workers."

Chief Officer, Bombay Improvement Trust

From the statistics furnished it appears that the system of inflicting fines on industrial workers is not so prevalent as to require penal legislation; but legislation should be undertaken prescribing a maximum limit of

fine, disposal of fines for welfare work, and for rules and regulations under which fines may be imposed, etc.

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

The aims which the suggestions in the letter from the Government of India seek to attain are reflected in the policy obtaining in the administration of the B. B. & C. I. Railway and in the practical results of its working. No action therefore seems to be necessary as far as railway administrations are concerned.

LABOUR INTERESTS

Bombay Textile Labour Union

Though the Committee is strongly of opinion that the system of fines both for discipline and bad or negligent work should be abolished by law, it is afraid that under the existing conditions and the capitalistic influence which pervades everywhere, its suggestions may not be accepted either by Government or by the Legislatures. The Committee, therefore, thinks it safer to make an alternative proposal that, if the fines are not altogether abolished by law, they should be at least controlled and regulated in such a way that they should not be a source of profit to the employers or a cause of burden to the employee. The Government of India have admitted in their letter of 25th June 1926 that the system of fines is liable to abuse and that it is more so where the workers are ignorant and have no strong trade union organisations to resist unfair imposts. The Committee therefore urges upon the Government of India with all the emphasis at its command that if they are unable to agree to the total abolition of fines, they should at least take immediate steps to introduce legislation which will effectively control the system of fines and check its abuse.

From the information supplied by the Labour Office it is seen that the system of imposing fines obtains in all the textile mills, all the public utility establishments and offices of steamship lines, most of the municipalities, Government and other non-factory establishments and Government and Local Fund factories which supplied information. The number of concerns in which fines are inflicted seems small as compared with the number of concerns which sent the returns, but the Committee is of opinion that in such matters the criterion to decide whether the system of fines is general or not should be, not the number of concerns, but the number of persons employed in them. A factory employing 5000 workers may have a system of fines and half a dozen other factories employing in all 1000 workers may not have it. Here 5000 out of 6000 workers are subjected to the system of fines, and therefore the only conclusion that one can draw from these figures is that the fines are imposed on a large majority of workers even though they are confined to one concern only. The Committee is thus of opinion that if the proportion of the numbers of the workers in those concerns in which fines are inflicted to the total number of persons employed in all the concerns which have sent the returns is taken into account, it will be seen that a vast majority of the workers in the Presidency come under the system of fines. Textile mills, railway workshops, port trust docks are some of the concerns in which a very large number of

workers are employed and in all of them, according to the Summary of the Labour Office, the system of fines prevails. Therefore the extent of fines is indeed much wider than what is shown by the number of concerns and is one which calls for the serious attention of Government.

(The criticisms made above by the Bombay Textile Labour Union are sound. It was not possible however to give comparative figures of the type indicated by the Union because all the schedules returned for the enquiry did not give the number of workpeople employed in the different concerns covered. In many cases where statistics of fines were given, the numbers of workers were not stated and vice versa. Since receiving the letter of the Union a special tabulation has been made in connection with this matter in respect of all concerns which gave the number of workpeople employed and which stated whether fines were inflicted or not. The results of this tabulation show that the system of fining prevails in concerns employing about 300,000 workers as against the non-prevalence of the system in concerns covering 25,675 workers. These figures however cannot be published owing to the fact that the majority of the concerns which fined gave the numbers of workpeople employed whereas most of the concerns in which the system of fining does not exist returned the schedules blank. However, it is believed that the Union are correct when they say that the system of fining covers the majority of workers of all classes in the Bombay Presidency..... Officer-in-charge, Labour Office.)

The summary of the report of the Labour Office enquiry gives figures for the average incidence of fining for different kinds of offences and percentages of fines inflicted to the total wages bill. The Union is unable to accept these figures and the calculations based thereon as accurate and it feels that they are misleading for many reasons. In the first place, the imposition of fines inflicted during the period of enquiry may be less than that in a normal period and, therefore, the averages based on such figures are bound to be less. Secondly, the Labour Office could not ascertain whether complete and accurate figures had been given by all the mills who sent in the returns. Nor was it possible for it to check and verify the figures submitted by them. Thirdly, there are certain types of punishments in the nature of fines the money value of which could not have found a place in the account books of the mills and, therefore, they could not have been taken into account in preparing the tables of the summary and striking the averages. For example, take the punishment of suspension. The loss sustained by the worker, which is bound to vary according to the period of suspension, cannot possibly find a place in terms of its money value in the mill books, and therefore cannot have been taken into account. Withholding and forfeiture of wages are fines prescribed for some offences; but they are not credited in the mill accounts under "fines" but under "unclaimed wages." Similar is the case as regards fines for lateness and non-attendance. The Committee is not aware that the full wages of the worker for the day or days on which he comes late are written in the pay sheets and then the part of them for the period of lateness are deducted and credited to the fines column. If this procedure is followed, then only deductions for lateness can be found under the fines head. In the case of "Double Khada" the worker may be marked absent for the days of his non-attendance plus an equal number of additional days out of the days on which he was present and he may be paid for the rest of the period. In all these cases, the deductions in terms of their money value have not been included in the schedules or the summary. Fourthly, in the case of spoilt cloth handed over to the worker, the loss suffered by the worker has not been taken into account on the ground that this loss could not be ascertained. For all these reasons, the figures given in the schedules of the

summary are faulty and misleading and cannot be taken as a true index of the real extent to which the workers suffer on account of fines.

(The Labour Office is unable to accept the statement made by the Union to the effect that the imposition of fines inflicted during the period of enquiry might have been less than in a normal period. The reason advanced by the Union for making this assertion is that employers in the textile industry in Bombay city could not have resorted to fining, during the first few months of the year 1926, to such an extent as they ordinarily would during a normal period, as there must have been intensive production after the general strike of the year 1925 lasting over three months and a tendency to irritate the workers as little as possible by the imposition of fines. Mr. Rowland Barran, M.P. of Messrs. John Barran & Sons, Ltd., Leeds, in giving evidence before the Truck Committee of 1906-08, said that in the two years 1902 and 1903 which were very busy years in England the workhands were earning good wages and it was impossible to get them to the factory punctually. These were the heaviest years for fines principally on account of lateness in attendance. There was further evidence produced that excessive fining is particularly associated with more intensive production. The Labour Office has compiled a statement of the production of yarn and cloth in the textile mills in Bombay city for the first four months of the years 1923, 1925, 1926 and 1927 in order to examine whether there was more intensified production in the first four months of the year 1926. The following is a summary of this statement:—

	Production in pounds during the first four months of the year			
	1923	1925	1926	1927
		(000 omitted)		
Yarn	109,552	116,721	113,299	114,216
Woven goods	58,690	71,069	74,656	88,739

An examination of the above figures shows that with the exception of the production of woven goods in 1923, there was no greater production in the first few months of the year 1926 than in the other years considered. Figures for 1924 were not compiled as the general strike on the Bonus Dispute occurred at the beginning of that year.

With regard to the question of the accuracy of the information furnished in the schedules for the enquiry it has already been stated in the Report that the results of the enquiry have been given on the assumption that the information supplied by employers was correct.

With reference to the question of the figures given for total amounts of fines inflicted it is necessary to emphasise that these figures represent actual deductions from wages in respect of fines and that these figures take no account of forfeitures and withholding of wages, etc.,—points which were not covered by the enquiry statistically.

The question with regard to the handing over of spoilt material to the worker concerned has been fully dealt with in the Report and full statistics have been given on the information available.

The Labour Office admits that its enquiry was limited in character in several respects, but it does not admit that the statistical tables in the summary are faulty and misleading. Officer-in-Charge, Labour Office.)

The necessity for legislation prohibiting or regularising the system of fines can be determined by (1) the extent to which it obtains in different establishments; (2) by the nature of offences for which fines are inflicted and of punishments; and (3) by the amount of fines levied on the workers. The various comments made by the Union on the several points comprised under the second head have been dealt with *seriatim* under the separate points discussed. The conclusions that the Union has reached with regard to the necessity for legislation are as follows:—

(1) That a vast majority of the industrial workers in the Bombay Presidency come under the system of fines;

(2) That there are contracts between the employers and the employees containing the terms of the latter's employment; but for reasons given they are practically null and void;

(3) That the terms in the contracts are onesided and arbitrary and they place in the hands of the managers very wide powers without any restrictions;

(4) That the power to fine is exercised in actual practice even by jobbers, head-jobbers, mukadams, etc.;

(5) That there is no limit prescribed for the maximum amount of fines;

(6) That more than one punishment of varying severity is prescribed for the same offence and the mill authorities have the widest discretion in deciding which acts of the workers come under breaches of discipline, insubordination and disobedience;

(7) That there are some fines such as "double khada," suspension and forfeiture of wages which are both morally and legally indefensible;

(8) That deductions made for bad or negligent work are not, in all cases, corrective fines but they are compensatory;

(9) That the workers who are given spoilt cloth suffer much more than is shown in the summary of the Report of the Labour Office enquiry;

(10) That the figures and averages of fines given in the summary are misleading. They fail to give a correct idea about extent and incidence of fines owing to the fact that several factors such as forfeiture of wages, withholding of wages, loss of wages due to absence, etc., have not been considered or provided for in ascertaining the final averages.

The Committee of the Union is therefore emphatically of the opinion that the system of inflicting fines on industrial workers is so prevalent as to constitute an evil of such proportion as to require penal legislation to deal with it. It is further of opinion that this legislation should be taken in hand as soon as possible.

Ahmedabad Textile Labour Union

Proper and humane conditions of work in industrial establishments depend very largely on the strength and knowledge of the employees on the one hand, and the humanity and sense of justice of the employers on the other. But in the present state of workmen's organisations and employers' enlightenment in this country, the protection afforded by collective bargaining is far more precarious than in the advanced countries of the West. Even in those European and American industries in which the workpeople have set up for themselves a sound, strong and almost perfect organisation, Government have to step in to draw a ring of safety round such relations between employers and employees as are likely to give rise to grave evils if left in an unregulated condition. The state in India will find many more occasions for interference. It would be called upon to invest with legislative security many matters which are today governed by custom, caprice or contract. The question of fines, forfeitures and deductions is a glaring instance of this kind.

"We have at this moment on our list of pending complaints no less than a score which relate to unjust penalties of this nature. One of them is worth citing. A spinning master imposed on more than half a dozen men a fine of Re. 1 per head for approaching the Agent in connection with a complaint which was eventually decided in the men's favour. The grounds

of punishment in other cases are nearly as flimsy as in this. There is no doubt in our mind as to the acute need of immediate legislation on the subject of fines and deductions.

Girni Kamgar Mahamandal

After a careful consideration of the material made available in the summary of the Labour Office Report the Committee of the Union have arrived at the conclusion that the system of inflicting fines on industrial workers in the Bombay Presidency is so prevalent as to constitute an evil of such proportions as to require penal legislation to deal with it. In this connection it is necessary to state that the figures for the averages which have been worked out by the Labour Office do not afford sufficient proof that the system of fining in the Bombay Presidency is not abused, inasmuch as it is impossible, on a consideration of totals, to state definitely, one way or the other, whether excessive fining is or is not resorted to in many individual instances. In view of the fact that the executive of the Girni Kamgar Mahamandal is composed entirely of actual workers in the cotton mill industry each of whom has had several years of experience with regard to the systems of fining and discipline that obtain in the different mills in Bombay city, the Committee know of instances where excessive punishments have been inflicted on the flimsiest grounds and where the untrammelled and uncontrolled power of punishment which is left in the hands of the employers has been abused to a considerable extent. The necessity for legislation for the control of fines should not be determined only with regard to the question of the extent to which the system is abused, but also with regard to the several details in connection with its administration, i.e., power of fining, limit of fining, utilisation of fines, etc. These points are dealt with under separate headings.

Central Labour Board

The extent of the practice of deducting wages from payments or imposing fines exercised in industrial concerns by the employers is indeed great and their powers are in this respect unlimited. Steps are required to be taken to minimise the evil of the system as far as possible or to abolish the system altogether.

The misfortune is further aggravated by the employer who imposes fines acting both as prosecutor and judge. Under the present conditions as a result of want of organisation among the men, such injustices and inequities are not detected. The system of victimization is so powerful that even though workers may be literate only minor results can be achieved in fighting against unfair imposts. In the whole machinery of labour administration the greatest weakness lies in the persistence with which men are and can be victimized by petty subordinates. No legislative measure has as yet been enacted against victimization. Even the Trade Unions cannot make much headway against it and the Unions' incapability to withstand it has adversely affected their membership.

The Unions affiliated to the Central Labour Board are of opinion that workers' committees should be enforced in every industrial factory by law. To these committees the differences between the employers and the employees should be submitted with reference to the desirability or otherwise

of effecting deductions in payments which should be the final condition after all reformatory measures have been exhausted for the correction of workers' faults. As far as possible the employers and the employees should be given facilities to settle their differences among themselves. Any interference by legislation when a dispute has actually arisen does not help much nor is the assistance of a permanent character.

Law has its limitations and it is therefore suggested that even if some legislation were introduced it may be done on such lines as will determine the necessary interference of the Joint Councils of representatives of employers and employees.

Social Service League, Bombay

The Committee of the League is of opinion that the system of inflicting fines on industrial workers is so prevalent as to constitute an evil of such proportions as to require penal legislation to deal with it. The results of the enquiry carried out by the Labour Office prove the existence of the evil to such an extent that it can no longer be ignored. Moreover, there are establishments which have failed to reply, and it may be surmised that though a few of them may have done so through negligence or indifference the majority avoided the task for fear of exposure, and therefore the conditions prevailing in these establishments may be taken as far worse than those obtaining in the concerns which have taken the trouble to send the required information.

(The assumption made by the League in the last sentence of the above note necessitates qualification. This may be correct to a certain degree, but an examination of the returns shows that the greater majority of the larger organisations and concerns in all industries furnished returns—Officer-in-Charge, Labour Office.)

Even supposing that it is necessary in the interest of discipline and careful work that the employer should possess some power to inflict fines, it is quite plain that such power should not be unrestricted and that the workmen should not be left at the mercy of their immediate superiors whose recommendations for fines are generally accepted without question by the manager or the owner. The results of the enquiry leave no doubt as to the necessity of affording legal protection to the workers in the matter of deductions from their wages.

If the system of fines and other deductions is not to be altogether abolished, it is recommended that legislation be framed providing such restrictions and conditions on the system as would prevent it from being either a source of profit to the employer or a cause of improper or harsh treatment to the workers. The main suggestions made by the majority of the English Truck Committee of 1906-08 as stated in the circular letter of the Government of India should be adopted as the basis of the Indian Truck Act.

Kamgar Hitwardhak Sabha

The Committee of the Sabha is unanimous in thinking that the system of inflicting fines on industrial workers is so prevalent as to constitute an evil of such proportions as to require penal legislation for its prevention.

The Committee of the Kamgar Hitwardhak Sabha is sanguine that the Government of India will take the matter in hand and get legislation passed early so that the workers will be protected from arbitrary, inequitable and unfair deductions of wages.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

The Association's proposals for legislation have been dealt with under each of the several points covered. No definite opinion has been expressed on the necessity for legislation but the inference that can be drawn from their letter is that they consider legislation to be necessary.

Fines for Breaches of Discipline

LABOUR INTERESTS

Bombay Textile Labour Union

The Labour Office summary states that fines are inflicted for breaches of discipline, insubordination, disobedience, bad or negligent work, loss of or damage to tools or machinery, etc., and that lateness and non-attendance are also fined. "Discipline" not being defined in the mill rules, any act on the part of the worker to which the mill authorities take an objection or which is disagreeable to them, may come under the category of discipline and the worker may be fined according to the discretion of the mill authorities. Discipline, insubordination and disobedience are too wide terms and the Union knows from experience that even petty quarrels between workers are brought under one of these terms and they are either fined or even dismissed. In the opinion of the committee widest discretion is given to the mill authorities to determine the nature of offences and also of punishments in so far as fines for breaches of discipline are concerned. The summary of the enquiry does not state whether, before fining the worker, proper enquiries are made as to whether he was really at fault, and, if so, whether the fine imposed on him is not disproportionate to the nature of the offence. So far as the information of the committee goes, in most of the mills no such enquiries are made, and even if the worker carries his complaint to the higher authorities, the recommendation of the petty officials is generally held as the final word on the subject.

Ahmedabad Textile Labour Union

The workman is at the mercy of the whims and fancies of an unfair and inconsiderate employer who enjoys an unlimited power to fine. The law should rectify this defect by providing a precise and exhaustive schedule of offences outside the scope of which any imposition of fine should be made a penal offence.

Girni Kamgar Mahamandal

There should be a complete list of all the offences for which fines may be inflicted and the amounts of fines in each case. The fines should, in all cases, be reasonable and the question of reasonableness should be decided and determined by the inspecting authority to whom the list of fines is sent for approval.

It is not sufficient to state that fines will be inflicted for breaches of discipline, insubordination or misbehaviour unless it is clearly stated what acts or omissions on the part of the workers cause such penalties.

Fines for Bad and Negligent Work

LABOUR INTERESTS

Bombay Textile Labour Union

The Labour Office summary states that "deductions made from wages in respect of actual fines for bad or negligent work do not appear to be sustained by the employer with regard to the spoil of materials or even touch the dangers of the system. Those dangers have been clearly established by the evidence and are acknowledged in the reports. We do not labour them; but we point out that an employer may as successfully penalise him under one system as under the other. The deduction for bad work becomes the disciplinary fine but carelessness; a worker, helpless in one case, is helpless in the other. Where the fault is in fact one of carelessness and its repetition is constant, stronger measures, in our opinion, would serve best the lasting interest of both worker and employer."

The dangers referred to in the above quotation are the extreme difficulty in finding out whether the pieces were spoiled owing to the worker's negligence, defective machinery or bad raw material and the employers' tendency to decide such cases in their own favour. The Majority Report also emphasises the point that "it is impossible to avoid mistakes. The best worker will have moments of forgetfulness or inattention. It does not seem either fair to the workman or necessary in the interests of the employers' business that lapses of this kind should be penalised. They are a risk of the trade and should be met as such." For all these reasons the Committee of the Union strongly advocate the abolition of fines for bad and negligent work. If fines for bad and negligent work are retained, compensatory deductions either for spoiled goods or damage to materials should be prohibited and all deductions in this behalf should be in the nature of disciplinary or corrective fines. The legislation of Holland and Poland follow this rule.

Ahmedabad Textile Labour Union

In the Ahmedabad textile mills fines for bad work are confined almost exclusively to the weaving department where they are inflicted on a large scale and in an injudicious manner. They bring in a large revenue for the mills and cause much discontent among the workmen. Considering how

vital to the mills is their reputation for the quality of their goods and how obvious and strong is the temptation for a workman to increase production at the expense of quality, it appears necessary that the employer should retain the power to fine for damaged cloth under suitable safeguards. Damage to cloth may arise from negligence and lack of skill on the part of the worker. It may be due also to many other factors, chief of them being the defects in yarn introduced in one or more of the preparatory processes, e.g., spinning, winding, warping, sizing, drawing, etc. If fines be levied without regard to this distinction, without determining the extent of responsibility of a particular operative, without reference to a predefined standard of quality, and without keeping some proportion between the degree of offence and the amount of fine, they would certainly fail to discourage bad and negligent work. This is what is happening now in most of the local mills.

All fines for bad and negligent work should be purely disciplinary. There should be no attempt to make it a method of recovering damages for loss to the employers.

Girni Kamgar Mahamandal

The experience of the members of the Committee shows that in most cases fines are inflicted in a very haphazard and unsatisfactory manner. No provision is made or consideration given to the fact whether the material was damaged by the actual carelessness or negligence of the worker or whether the damage for which a worker is punished was due either to defective machinery or to some technical defects in the materials used due to bad work in preparatory processes. The majority of Indian workers are not fully conversant with the technical details in connection with the processes of manufacture and they often subject themselves to fines and punishments which they would not in most cases be entitled to on account of the fact that they are not able to state definitely whether the mistake complained of was due to their own negligence or carelessness or whether it was due to some defect in the machinery or material.

Central Labour Board

The idea of imposing fines upon workmen is condemned except in cases where it is proved by enquiry held in Joint Councils of the employers and employees that they were deliberately negligent, deliberately disobedient and deliberately wrong-minded towards the employers. Faults resulting from work done with inefficiency or ignorance do not deserve punishment by way of fine for there is no conscious guilt. To quote an instance to the point, millhands are fined on account of yarn being spoiled or pieces of cloth torn which are given back to the helpless workers to sell for themselves and the actual bazar prices are deducted from their wages.

Social Service League, Bombay

This question is a very complicated one and the Committee is afraid that the real magnitude of the evil cannot be adequately understood from the information available. It may be contended that the employer should not be compelled in all cases to pay wages to his employee for work which is valueless to him, nor can he in fairness be expected to pay him for inferior

work at the same rate as for good work. At the same time it must be remembered that it is humanly impossible always to do perfect work, that sometimes the damage caused is due to causes not within the control of the workman, that not infrequently the damage is due to faults in the machinery or materials, or to the fault of the jobber or supervisor, and that if the employer engages inexperienced hands for work for which they are not fully competent, the risk should be the employer's, not the worker's. In view of this it is the considered opinion of the Committee of the League that if the system of fines is not to be altogether abolished the employer should be allowed to deal with cases of careless or negligent work only in the same way and under the same conditions as he will be allowed to deal with breaches of discipline. Deductions for damage to articles during manufacture should be treated as corrective or disciplinary fines and not as compensatory ones. The deductions on this account should cease to be a method by which the employer may recoup the loss he has sustained through the worker's fault.

It must be remembered that the management hardly ever takes care to find out whether the cloth is spoiled on account of defective machinery, bad raw material or the negligence of the worker or of his superiors and that the weaver is held responsible for the damage though the cotton passes through several departments in the mills before it reaches the hands of the weaver and it may be that the original cause of the damage took place in any of the previous processes. In the absence of any positive proof that the weaver alone was responsible for the damage it would be unjust to penalise him. If a deduction on this account is made it should be open to the worker, if he feels aggrieved, to question the justice of the deduction. Such deductions should be allowed as disciplinary or corrective fines and not as compensatory.

Kamgar Hitwardhak Sabha

Employers, at times, with a view to economy, entrust work to incompetent hands which results in damage either to material or to plant. Sometimes a work which should be done by a regular mechanic is ordered to be done by an ordinary cooly. It is highly inequitable in case of damage to tax such an inefficient labourer either by inflicting a fine or by making deductions from his wages.

Compulsory Purchase of Damaged Material

EMPLOYERS' INTERESTS

Bombay Millowners' Association

In the textile industry the usual rule is to hand over spoiled cloth to the weavers concerned and recover the cost from the workers' wages. It may be stated that the weavers prefer this system to being fined, as in practically all cases they are able to sell their cloth, and any new-fangled legislation making it impossible for the employer to hand over spoiled cloth to the weaver concerned will not certainly improve the position of the workers, as the fines that may be imposed instead might operate more heavily on them than the system of selling them spoiled cloth which they subsequently sell to others.

Chief Officer, Bombay Improvement Trust

In the case of damaged goods or articles handed over to the worker, the deduction should not exceed the actual manufacturing cost.

LABOUR INTERESTS*Bombay Textile Labour Union*

In several textile mills in the Presidency bad or negligent work is punished by handing over the spoilt material to the worker concerned and by deducting the value of the spoilt material, generally at wholesale prices, from that worker's wages. In weaving there are three causes which operate in spoiling the cloth (1) bad raw materials; (2) defective machinery; and (3) negligence and carelessness of the worker. The piece of cloth may also be spoiled on account of some mistake made in the Preparatory Departments. An officer's negligence is also many times responsible for the cloth being damaged. No enquiry is, however, made in the textile mills as to the causes of the cloth being spoiled and the cut-looker who receives the woven pieces in the Folding Department determines that the worker should be penalised even though the piece may have been spoilt for causes other than those due to his negligence. If a worker makes a complaint he is not heard. This is the experience of the Union.

The mills stand to lose nothing on account of material which may be spoiled during manufacture and handed over to the workers concerned. They get their selling price and credit it as "Sales" as if the sales were voluntary and the workers were in need of these spoilt articles. The summary of the enquiry takes it for granted that all the spoilt pieces are sold by the workers. This is not a fact. Such of the pieces as are manufactured for up-country centres or for export and are not used in Bombay by any class of people cannot be sold by the workers who have thus to bear the full loss themselves. In some cases they use material which they find it difficult to sell, although they do not generally require so much cloth. They succeed in selling some other pieces, but the difference between what they pay to the mills and what they receive by hawking must be considerable.

In several mills whole lengths of spoilt pieces are often converted into fents which are sold at prices the total amount of which is less than the wholesale selling price of the whole length. The differences are recovered from the workers in the form of fines. The fact that all spoilt material is not converted into fents clearly shows that in making over the spoilt material to the worker, the mill authorities do so in the realisation of the fact that they are not able to recover a satisfactory price for it. It is thus clear that a worker who is saddled with a piece of spoilt material must suffer a very great loss even if he is fortunate enough to be able to sell it.

Another very serious objection to the system of handing over spoilt cloth is that it leads to payment in kind. Under this system the workers are given a part of their wages in the form of spoilt pieces the price of which is deducted from their total wages. It has been recognised that payment in kind is one of the most objectionable methods of paying workers for their labour. Truck legislation in England, before endeavouring to tackle the question of prohibition of any other kinds of deductions, made

payment in kind illegal. The Committee of the Union are of opinion that this question should also receive due consideration in India, and they recommend that the system of handing over spoilt cloth should be abolished. It should also be noted in this connection that the Indian Tariff Board which recently investigated the condition of the textile industry in India has recommended the abolition of this practice.

Ahmedabad Textile Labour Union

In view of the various considerations under the heading "Fines for bad and negligent work" it is necessary that the employer should retain the power to punish an employee for damage to cloth under suitable safeguards, but the law should leave to the workman the choice of paying the fine or taking away the damaged goods at cost price.

Girni Kamgar Mahamandal

This system should be prevented by law. It entails considerable hardship on the majority of the workers inasmuch as it compels them either to use cloth which they do not require in their own homes or to sell it at prices which result in a very great loss to them. This system might operate in a better manner if there were common tribunals of employers and workers to deal with spoilt pieces of material. Such competent tribunals might be able to properly locate the fault, but it would be impossible to advise the formation of such tribunals or committees at present because there are not a sufficient number of experienced workers available to form the workers' representatives on these committees. According to the system obtaining at present, the whole of this power rests in the hands of cut-lookers who generally examine whether a particular piece of cloth is satisfactory or damaged. If the cloth is unsatisfactory or damaged no further examination as to the cause of the damage is made and the worker is immediately saddled with the material which he has produced. It will be seen how unjust the whole system is and my Committee again recommends to the Government of India that in any legislation that may be undertaken for the control of fines such legislation should definitely prohibit the handing over of damaged material to the workers concerned.

Social Service League, Bombay

The practice of making over damaged articles to workmen and deducting their prices from wages should at once be prohibited under the contemplated Indian Truck Act. This practice which is prevalent mostly in the Weaving Departments of a number of Textile Mills in this country imposes a great hardship on the workers and is one of which no adequate idea can be had from the incidence per deduction worked out in the Summary of the Results of the Labour Office enquiry. Instances are known of deductions amounting to Rs. 17-12-0, Rs. 19-5-0 and Rs. 23-4-6 from monthly earnings amounting to Rs. 55, Rs. 35 and Rs. 50, respectively. Of course, these deductions do not represent the net loss to the workers concerned. The difference between the amount deducted and the amount realised through sale varies according to the quality of the article in question. The weavers themselves do not require so much cloth for their own use. Again there are some varieties for which

there is no demand in Bombay. The weavers have to wander about the streets with pieces in their hands looking out for customers. Naturally they receive a price which is much less than that deducted from their wages. All punishments for bad and negligent work should be in the nature of fines in cash and subject to the same restrictions as other fines.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

In the case of spoilt material the manager should be allowed to deal with the workman concerned and the latter may decide to purchase the cloth or material rather than suffer dismissal.

Fines for Damage to or Loss of Property

LABOUR INTERESTS

Girni Kamgar Mahamandal

With regard to the question of deductions for materials or tools lost or damaged by the employee the Committee recognise that sometimes damage or loss may be due to the actual carelessness or negligence of the workers, but in the majority of cases such damage occurs in the ordinary processes of manufacture through reasons for which a worker cannot be held entirely responsible. The Committee know of instances where heavy deductions have been made from the wages of workers for damage to machinery. If employers are able to prove culpable negligence they should take necessary action for recovery of the amount of the loss through the ordinary channels in the civil courts, but no deductions should be made from their wages on this account. Fines on this account should be, as usual, correctives for better discipline and efficiency and not compensatory.

Fining of Children

LABOUR INTERESTS

Bombay Textile Labour Union

Fines should be totally abolished in the case of children below the age of sixteen.

Girni Kamgar Mahamandal

"With regard to the suggestion made by the Government of India in connection with fining of children my Committee is of opinion that fining should be totally abolished in the case of children under sixteen years of age."

Social Service League, Bombay

Fines should be totally abolished in the case of children below the age of sixteen.

Conditions under which Fines may be Inflicted

EMPLOYERS' INTERESTS

Chief Officer, Bombay Improvement Trust

Rules and regulations under which fines may be imposed should be posted in a prominent position. There does not appear to be any necessity to make the rules known to each individual worker.

LABOUR INTERESTS

Bombay Textile Labour Union

In considering the extent to which fines are imposed the point which deserves careful consideration is whether the fines are imposed by rules and whether these rules are agreed upon between the employers and the employees. Most mills in Bombay have a set number of rules about the conditions of employment, dismissals, etc., which are hung up near the mill-gates. When workers take up employment they are expected to know these rules and are supposed to have agreed to them. To some extent it can be said that there is between the employers and employees a contract of service although in framing that contract the employees have no hand. But it must be admitted that the workers are mostly illiterate and do not understand the terms of these contracts and their full implications. There are any serious efforts made by the mill authorities to explain the terms to the workers. For all practical purposes, therefore the customs of these contracts becomes as good as their absence. Most of the rules are imposed and arbitrary inasmuch as they give the widest possible powers to the manager without hardly any restriction as to the action which he may choose to take upon them. In many cases the rules lay down more than one punishment for the same offence and the manager is given the fullest discretion to decide which punishment shall be inflicted on the offender. An offence of disobedience is punishable either with fine or forfeiture of wages or even dismissal.

Legislation should provide for definite contracts of service between the employers and the employees. The contract should not be considered valid unless it specifies the acts or omissions in respect of which the fines may be imposed and the amount of fines. It should contain definite rules fixing the rates of fines for breaches of discipline and these rules should be approved by the authority empowered to inspect the establishment concerned under the Act. The acts or omissions for which the fines are to be imposed under the contract must be such as will cause or are likely to cause damage or loss to the employer or interruption or hindrance to his business. The terms of the contract should be incorporated in a notice which should be in English as well as in the Vernacular of the majority of the workers and which should be hung up at a prominent place where the workers can see them and should be made available, free of charge, to the workman who requires it. Attempts should be made at the time of employment to explain to the workers the terms of the contract.

Ahmedabad Textile Labour Union

There should be a precise definition of all offences for which a man may incur the liability to fine. The list of offences for which fines may be imposed should be small and exhaustive. No industrial establishment should exercise the power to fine till it has its own definite set of rules for which approval of the Government has been secured, and it should be provided that the employer shall make arrangements to explain these rules individually to every new entrant in the mills.

Girni Kamgar Mahamandal

The conditions under which fines may be inflicted should be clearly specified in notices which should be prominently posted not only in the mill compound but in each of the several departments of the mill and also outside the gates of the mill in order that workers who desire to take up employment in a particular mill may note the conditions under which they are liable to be fined before asking for employment. Copies of such notices and conditions should be made available to all new-comers and also to any of the existing employees who may ask for them. The conditions which the employer lays down for the infliction of fines should be sent to the Government Inspecting authority for approval.

The rules of the majority of the mills in Bombay City provide for questions concerning conditions of employment and the offences for which dismissals may be effected with or without forfeiture of wages. The workers subject themselves to these rules because they think that they have the sanction of Government. But these rules are unnecessarily harsh and leave unlimited power in the hands of the managements for dealing with individual cases. There should be a complete list of all the offences for which fines may be inflicted and the amounts of fines that will be inflicted for each offence.

Social Service League, Bombay

It is true that the textile mills in Bombay City have printed rules and regulations governing conditions of employment, dismissals with or without forfeiture of wages, fines, etc. But it is a question whether some of the rules and regulations are just and fair. It is not sufficient that printed rules and regulations should be put up. It is necessary that these rules and regulations should be just and fair. Not a few workmen are misled owing to the existing rules as they think that they are based on law. They are thus prevented from seeking any legal remedy open to them.

The notices of fines and other deductions that may be posted in an establishment or in its different departments should be in English as well as in the vernacular of the majority of the employees in that establishment, and all the rules and regulations contained in such notices should be in conformity with the provisions under the Truck Act. The rules should also be approved of by the Factory Inspector.

Kamgar Hitwardhak Sabha

The committee of the Sabha considers it advisable that legislation should be initiated without any delay in the matter of ending the harsh and inequitable rules and regulations which prevail in the cotton mills in the Bombay Presidency. A majority of the mill workers are thoroughly misled by the printed rules which are placed in frames near the entrances and think that these rules are based on law and have the sanction of Government. These illiterate workers under this false notion fail to resort to the Courts of law and seek legal remedy against the inequitable rules by which they are made to suffer either in the shape of fines or forfeiture of wages. Such arbitrary and inequitable rules are not permitted anywhere in the world and the Committee thinks that early legislative measures should be taken to deal with them.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

A workman on becoming engaged at a mill or workshop should be made acquainted with the system of fining which prevails at that particular place; posting notices, etc., has proved useless where illiterate employees have been concerned.

Power to Fine

EMPLOYERS' INTERESTS

Municipal Commissioner, Bombay Municipality

The legislation should lay down that the rules of the concerns affected should provide as to which officers are authorised to impose fines.

Chief Officer, Bombay Improvement Trust

The power of inflicting fines should rest with Heads of Departments and not with subordinates.

LABOUR INTERESTS

Bombay Textile Labour Union

The Committee of the Union do not agree with the statement made in the summary of the Labour Office report to the effect that with the exception of a few mills in Bombay and in Ahmedabad where the power to fine rests with jobbers and special employees called "Detectors," the power to fine in the remaining factories and concerns rests with the heads of the departments. Technically it may be true that the power to fine rests with the manager or the heads of the departments, but in practice this provision is observed in its breach. It is almost invariably found that it is the jobbers, head-jobbers, foremen and the mukadams who fine the workers and their action in this matter is more often than not confirmed by the heads of the Departments. The practice in some of the Ahmedabad Mills of entrusting this power to detectors who obtain a certain percentage of the deductions made in respect of spoiled cloth must be acting very adversely upon the operatives.

The proposed legislation should prescribe that jobbers, head jobbers, mukadams, etc., should not have the power to fine the worker. The power to fine should be vested only in the hands of the heads of departments, but may, in the case of textile mills, be extended to cover officers of the rank of assistant spinning and rearing masters.

Girni Kamgar Mahamandal

With regard to the question of the power to fine, the law should lay down that this power should rest only with the heads of departments and that foremen, mukadams, head-jobbers, and jobbers should not be allowed to fine in any case. Where the power of fining is entrusted to special employees called "detectors" such as is shown to exist, according to the Summary, in the Ahmedabad mills, it must be evident that it would be a strong inducement to such detectors to inflict fines to as great an extent as possible in order to increase their own earnings, in view of the fact that remuneration

is given to them by paying them certain percentages of the total fines inflicted. The committee do not wish to labour on the outrageousness of such a system. It is absolutely necessary that the law should lay down that the power to fine should rest only with *bona fide* departmental heads and not with any special employees who may be taken up for the special purpose of fining.

Social Service League, Bombay

Although technically the power to fine rests with the heads of departments, the fines are inflicted in fact by jobbers, head-jobbers or assistants, and confirmed, mostly without making any enquiry and without giving the worker any opportunity for explanation, by the heads of departments or the managers. In many concerns it is difficult for the workmen to get justice even where the fines are not inflicted by the jobbers or head-jobbers. Generally it is the prosecutor who delivers the judgment.

In the case of some of the Ahmedabad mills where the power to fine rests with special employees who are called "Detectors" who receive a certain percentage of such deductions, one can easily see the evil of such an arrangement. Firstly, the power is likely to be abused by the detecting folders if the decisions given by them are treated as final, and secondly, if a certain percentage of the total amount of fines thus realised is handed over to them it is a further incentive for them to be unjust towards the weavers.

Kamgar Hitwardhak Sabha

It is necessary that the responsibility of levying fines should be left to some higher official and not in the hands of jobbers and other subordinates.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

The discretion of fining should be left to the manager, and he should also have power to delegate same to the head of a department.

Supply of Particulars to Workers who are Fined

LABOUR INTERESTS

Bombay Textile Labour Union

The Summary of the Report of the Labour Office enquiry states that "speaking generally, the employee fined is given full particulars relating to the fine at the time of the occurrence necessitating it." The experience of this Union does not agree with this conclusion. From the complaints of the operatives received by the Union, it is found that they were not, in most cases, particularly those in respect of spoiled cloth, informed of the amounts to be deducted from their wages; and that they came to know of these deductions only when they received their pay tickets. It should be made compulsory for the employer to inform the worker as soon as he is fined of the act or omission for which he is fined and the amount of the fine inflicted.

Gini Kamgar Mahamandal

In all cases where fines are inflicted, reasons for the infliction of the fine, the amount of fine and the name of the worker should be given to the worker concerned on a separate slip of paper signed by the departmental head who inflicts the fine. The possession of such documents by an employee will not only reduce the number of fines that might be inflicted, but will give the employee power to take any necessary action that he deems necessary for the refund of the fine where a competent authority decides that the fine has been unreasonably inflicted.

Social Service League, Bombay

It is not a fact that the employee fined is always given full particulars relating to the fine at the time of the occurrence necessitating it. In a number of mills in Bombay and also in some other establishments, including the workshops of a Railway Company, the workman who is fined is not informed of the amount of fine at the time of the occurrence necessitating it nor is the amount deducted from the wages on that account in some mills shown separately on the pay-ticket. When particulars are not given the employee has to make his own calculations and find out the amount that he is fined for himself.

All fines, whether compensatory or disciplinary, should be countersigned by the factory-owner or his responsible representative who should notify the worker in writing, stating the reason for the said fine in a prescribed form.

Kamgar Hitwardhak Sabha

Whenever any fine is levied on a workman it should be notified in writing and reasons given for inflicting the same. Such notification should be in English and vernacular. Such a procedure would enable any aggrieved worker to have recourse to law for the recovery of the amount of fine which has been unjustly imposed on him, whether as a matter of discipline or for damage caused to machinery or materials. In this connection it is also desirable that there should be some tribunal to examine carefully cases where the damage is done through ignorance, incompetency or deliberation.

OTHER INTERESTED ASSOCIATIONS

Bombay European Textile Association

In all cases the workman should be notified as to the extent of the fine when the same is imposed.

Maintenance of Registers of Fines

EMPLOYERS' INTERESTS

Karachi Chamber of Commerce

Under the rules of the Factories Act it should be made compulsory for all factories to keep a record of fines with the reasons for their infliction, and an account of the disposal of the money so collected—the record to be made available for inspection by the Factory Inspector.

Chairman, Karachi Port Trust

It would be advisable that the number and amount of fines imposed should be reported at regular intervals to the Factory Inspector or other Government Department concerned and that each factory should notify the Department as to who is empowered to impose and confirm fines in the factory.

Municipal Commissioner, Bombay Municipality

The legislation should provide for a register embodying briefly the reasons for inflicting punishment together with the defaulter's explanation, etc.

Chief Officer, Bombay Improvement Trust

There does not appear to be any necessity for making a record of fines.

LABOUR INTERESTS

Bombay Textile Labour Union

The employer should be compelled to maintain a fine register containing full information about the acts or omissions for which a worker was fined, and the amount of fines, and he should be asked to send to the Government authorities prescribed under the Act a periodical return of the number of persons fined, the nature of their offences and the amounts of fines.

Girni Kamgar Mahamandal

Every establishment covered by the Act should be compelled to maintain a register for fines, suspensions and dismissals, and these registers should be open to the periodical inspection of the controlling inspectors.

Social Service League, Bombay

Every employer should be compelled to keep a register of deductions specifying the amount and the nature of the act or omission in respect of which the fine was imposed, and this register should be at all times open to inspection by the Inspecting authority.

Kamgar Hitwardhak Sabha

Every employer should be compelled by law to keep a register in which fines, deductions or forfeitures of wages, specifying the nature of the default may be entered and this register should be kept open for inspection by Government officials.

Extent to which Fines may be Inflicted

EMPLOYERS' INTERESTS

Municipal Commissioner, Bombay Municipality

The legislation should lay down that all the concerns affected should provide rules as to the limit up to which fines may be imposed.

Chief Officer, Bombay Improvement Trust

The maximum limit of fines in any one month should be laid down in the form of a percentage of the wages of the worker for breaches of discipline, insubordination, etc.

LABOUR INTERESTS

Bombay Textile Labour Union

In the case of the Bombay textile mills, the rules do not prescribe any limit on the imposition of fines. In this matter the Managers are given the fullest discretion. Should the Government of India ~~be~~ to accept as the basis of the contemplated legislation that the system of fines should not be abolished, it is strongly recommended that the extent to which fines may be inflicted should be restricted. The maximum fine of accumulation of fines in any one week, fortnight or month should not exceed 4 per cent., 3 per cent. and 2 per cent. respectively of the wages of the workman. The deductions for a fine should be made only in the period in which it is imposed and no claims for arrears of fines should be allowed.

Ahmedabad Textile Labour Union

A maximum percentage as well as amount should be fixed for a wage period as well as for each offence. The amount in case of petty offences should be nothing more than nominal. The maximum amount should not exceed 10 per cent. of a day's wages and 2 per cent. of the wages for a wage period.

Girni Kamgar Mahamandal

A check on fining could be obtained by prescribing a maximum limit to which fines can be inflicted. The committee of the Union are, however, afraid that if a maximum was laid down, the laying down of such a maximum might increase the amount of fines that might be inflicted on workers who have not hitherto been fined. There is also the danger that employers might fine up to the limit when they know that a limit is definitely provided for. The committee cannot agree to the suggestion made in the letter of the Government of India that a limit of 5 per cent. to the amount of fines that might be inflicted may be prescribed. If such a limit were laid down it would mean that a worker who is earning Rs. 20 a month might be fined up to a limit of one rupee. As Government are aware the margin of subsistence for a low-paid employee is very little. An employee earning Rs. 100 a month might be able to stand a fine of Rs. 5 but a worker earning Rs. 20 would be considerably distressed if he had to submit to a deduction of one rupee from his low wages. The committee are therefore emphatically of opinion that a maximum limit of 2 per cent. will satisfactorily meet the case, and that the interests of the employers to safeguard their rights of enforcing discipline and demanding efficiency would be satisfactorily met with.

Central Labour Board

When the law is permitted to interfere with the regulation of imposition of fines a maximum percentage must be settled.

Social Service League, Bombay

The maximum amount of a single fine that may be inflicted in the course of one day on an employee should not exceed one-tenth of his daily wages, and the total amount of fines in the course of a calendar month should not exceed 5 per cent. of his monthly wages, including those on account of spoiled cloth.

Kamgar Hitwardhak Sabha

So far as fines are concerned it is essential that a certain limit be placed so that the total amount of fines should not exceed 4 per cent. of the monthly wages earned by the textile workers who live from hand to mouth.

OTHER INTERESTED ASSOCIATIONS*Bombay European Textile Association*

It is agreed that the fines imposed should not exceed 5 per cent. of a worker's wages but in cases where cloth or any other material is severely damaged and involves heavy loss it is recommended that the 5 per cent. limit should be suspended.

Disposal of Fines**EMPLOYERS' INTERESTS***Chairman, Bombay Port Trust*

All amounts collected by the infliction of fines should be credited to a special "Fines Fund" and be utilised for the benefit and welfare of the classes of workers from whom the fines are collected.

Municipal Commissioner, Bombay Municipality

The legislation should lay down that the rules of the concerns affected should provide for the establishment of the Fines Fund to which all fines should be credited and the regulations for utilising the funds.

Chief Officer, Bombay Improvement Trust

All amounts collected through inflictions of fines except in the case of damaged goods and tools should be credited to a special fund which should be utilised for the general benefit of the employees. The amounts collected in respect of spoilt or damaged materials should be retained by the owner.

LABOUR INTERESTS*Bombay Textile Labour Union*

All fines and deductions should be credited to the Fines Fund Account and not to such accounts as revenue, sales, unclaimed wages and the like.

The fund should be exclusively utilised for the benefit and welfare of the workers as a whole, and not for the welfare of any special class of workers. The funds should be managed by a Committee on which the workers' representatives selected through the Unions where they exist should have a place and the funds account should be open to Government inspection.

The employer should not be allowed to give any amount of the Fines Fund for charities.

Ahmedabad Textile Labour Union

Income from fines should be devoted to Labour Welfare Work exclusively, or may be handed over to a society interested in the uplift of the working classes.

Girni Kamgar Mahamandal

All fines should be credited to Special Fines Funds. Employers should periodically remit the amounts at the credit of these Fines Funds to a Central Committee to be appointed by Government for the administration of such funds. These funds should be utilised for the general welfare of labourers, by contributions to hospitals, provision of dispensaries, and maintenance of schools and other educational and technical institutes for the promotion of better training of workers.

Social Service League, Bombay

So far as the information of the committee goes, the Fines Funds of railways are utilised largely for the benefit of a particular section of railway employees and the majority of the employees from whom the fines have been levied do not benefit through the Special Fines Funds. In justice the amounts realised from fines should be utilised mainly for the welfare of that class of workmen who have paid them.

The fine that may legally be inflicted by an employer or his responsible representative must not directly or indirectly benefit either the firm or the person imposing the fine, and all the amounts of fines must be utilised for the benefit of the workers. If such a benefit fund is to be maintained for the employees of the particular establishment, it must be managed by a committee on which the different classes of the employees are fairly represented, the employees' representatives being preferably trade union members. The accounts of such fines should be open to Government inspection. An alternative suggestion would be that the amount of fines should be handed over to welfare institutions approved by Government.

Central Labour Board

Whatever fines are settled by the Joint Council of the Employers' and Workers' Committees should be reserved in a separate account and all the proceeds so accumulated should go towards the improvement of the lot of the workmen, and not as is being done at present by the Railway Companies where the men's deductions provide the officers with sundry amenities such as bars, gymkhanas, tennis courts, etc.

Kamgar Hitwardhak Sabha

The proceeds of fines and forfeited wages should be wholly appropriated for the welfare of the workers and in no way be used for the benefit of the employers.

OTHER INTERESTED ASSOCIATIONS*Bombay European Textile Association*

The amount recovered in fines, deductions, etc., should be devoted to a fund and utilised for the benefit of the workers generally—in the form of free medicine and free medical attendance for themselves and their families.

[To be continued]

Reviews of Books and Reports

Annual Factory Report of the Presidency of Bombay, 1926

The Annual Factory Report of the Presidency of Bombay has just been published. It shows that the number of factories that actually worked during the year was 1398 as compared with 1358 in the previous year. Of these, 675 were perennial and 723 seasonal.

The number of operatives employed in all industries was 382,255 as against 370,460 in the previous year. There has been a steady increase in the number of women employed in recent years while at the same time the ratio of women employed to the total number of persons employed has also slightly increased. Thus the percentages of women to total persons employed for the years 1923, 1924, 1925 and 1926 are 19.5, 20.4, 20.9 and 21.2. The employment of children on the other hand has steadily decreased. Prior to the introduction of the Amended Factories Act in 1922, 4.5 per cent. of the factory population were children. In 1926, less than 2 per cent. were children.

Wages, it is pointed out, remained fairly steady and the year was not marked by any wide-spread strike.

As regards the housing of factory hands, no advance was made in the textile industry except in the case of a new mofussil mill which provided twenty three-roomed tenements for the lower subordinate staff and 63 one-roomed tenements for the operatives. The Government of India have provided living accommodation for all the monthly paid operatives of their printing press in Nasik and the provision of further housing for the daily paid staff, half of whom are already housed, is under consideration. A match factory at Ambernath has provided housing for about 700 employees during the last few years.

Four mills in Bombay have opened creches in addition to the three mills that formerly maintained them. The average creche attendance increased from 64 to 145 and the opium drugging of 72 children has been directly stopped in the creches.

* * * * *

International Federation of Trade Unions, Report on Activities during 1924, 1925 and 1926, Amsterdam, 1927

The Report shows that the period covered was not marked by any great advance in the social and economic position of the working class. The membership on 31st December 1925, declined by about 3 million as compared with 31st December 1923. This was mainly due to the fall in membership in Germany.

During the period under review four new countries joined the Federation. Four distinct relief actions were organised, one in 1925, for the locked-out Danish workers, another in the same year for the textile workers in Bombay, the third in 1926 for the National strike and the fourth for the miners' strike in Great Britain.

Current Periodicals

Summary of titles and contents of special articles

THE LABOUR MAGAZINE—VOL. VI, NO. 1, MAY 1927. (The Trades Union Congress and the Labour Party, London.)

- Special Articles : (1) *The Making of a Trade Union*, by Herbert Tracey. pp. 1-5.
 (2) *Towards Industrial Conscriptioin*, by the Rt. Hon. Sidney Webb, M.P. pp. 6-8.
 (3) *Some Sidelights on the Trade Disputes Bill*, by Sir Henry Slesser, K.C., M.P. pp. 9 and 10.
 (4) *Civil Service Unions and the Bill*, by J. W. Bowen (General Secretary of the Union of Post Office Workers). pp. 11-13.
 (5) *Why America has no Labour Party*, by J. R. Smallwood. pp. 14 and 15.
 (6) *In the "Eight-Fifteen"*, by T. S. Dickson. pp. 16 and 17.
 (7) *Ireland in 1927*, by R. M. Fox. pp. 18 and 19.
 (8) *The American Farmer at Home*, by J. T. Walton Newbold. pp. 20 and 21.
 (9) *Preparations for Disarmament*, by Roth Williams. pp. 22 and 23.
 (10) *German Trade Unionism Today*, by Hermann Schlimme (Secretary of the General Federation of German Trade Unions) Part I. pp. 28-30.
 (11) *The Financial Genius of Mr. Churchill*—The present budget; new taxes; jugglery; plunder; income tax; sinking fund; war costs. pp. 31-34.
 (12) *The Wonderful Webbs*, by Herbert Morrison, J.P., L.C.C. pp. 35-37.
 (13) *Work and Wages in America: Report of the Industrial Delegation*. pp. 40-43.
 Routine Matter.—As in previous issues.

THE LABOUR MAGAZINE—VOL. VI, NO. 2, JUNE 1927. (The Trades Union Congress and the Labour Party, London.)

- Special Articles : (1) *Trade Unionism Produces a Statesman*, by Herbert Tracey. pp. 51-53.
 (2) *The Anti-Trade Union Bill in Committee*, by Arthur Henderson, B.A., LL.B., Barrister-at-Law. pp. 54-57.
 (3) *The Four Deadly Stings*, by R. B. Suthers. pp. 58-60.
 (4) *Government by Judges*, by John P. Frey (Representative of the American Federation of Labour). pp. 61 and 62.
 (5) *Anti-Labour's Dirty Money*. pp. 63-65.
 (6) *In the "Eight-Fifteen"*, by T. S. Dickson. pp. 66 and 67.
 (7) *Compulsory Trade Unionism*, by G. E. Modigliani (Deputy of the Italian Parliament). pp. 68-71.
 (8) *German Trade Unionism Today*, by Hermann Schlimme (Secretary of the General Federation of German Trade Unions) Part II. pp. 76-78.
 (9) *Labour Fights the Anti-Union Bill*. pp. 80-83.
 (10) *Tories Afraid to Face Inquiry on Russia*. pp. 84-86.
 (11) *The Bad Tempered People*. pp. 87 and 88.
 (12) *The World of Industry*. pp. 89-91.
 Routine Matter.—As in previous issues.

THE LABOUR MAGAZINE—VOL. VI, NO. 3, JULY 1927. (The Trades Union Congress and the Labour Party, London.)

- Special Articles. (1) *Trade Unionism in the Civil Service*, by Herbert Tracey. pp. 99-101.
 (2) *When "Left" is "Right" and so Righted is Wrong*, by Herbert Morrison, J.P., L.C.C. pp. 102 and 103.
 (3) *Co-operation and Labour in Politics*, by a Special Correspondent. pp. 104-106.
 (4) *The Problem of South African Native Policy*, by Lord Oliver. pp. 107-111.
 (5) *The Anti-Trade Union Bill in Committee*, by Arthur Henderson, B.A., LL.B., Barrister-at-Law. pp. 112 and 113.
 (6) *The Western Farmers in Agitation and Action*, by J. T. Walton Newbold. pp. 114-116.
 (7) *In the "Eight-Fifteen"*, by T. S. Dickson. pp. 117-119.
 (8) *The Problem of Machinery*, by George W. Thomson (Editor of the "Draughtsman" the organ of the Association of Engineering and Shipbuilding Draughtsmen). pp. 124-127.
 (9) *Labour and the Irish Elections*, by Tom Johnson, T. D. pp. 128 and 129.
 (10) *The Anti-Trade Union Bill Contested to the End*. pp. 132 and 133.
 (11) *Liberal Disunity on the Anti-Trade Union Bill*. pp. 134 and 135.
 (12) *History of Socialist Thought*. pp. 136 and 137.
 Routine Matter.—As in previous issues.

INTERNATIONAL LABOUR REVIEW—VOL. XV, NO. 6, JUNE 1927. (International Labour Office, Geneva.)

- Special Articles : (1) *Trade Organisation in Italy under the Act and Regulations on Collective Relations in connection with Employment*, by H. E. Giuseppe Bottai (Under-Secretary of State in the Ministry of Corporations, Rome).—Trade organisation of employers, workers, and artists and persons engaged

in a profession—trade organisation of employers, trade organisation of workers, artists, and persons engaged in a profession, general characteristics of the rules of recognised trade associations; associations and associated bodies; rules for the levying, collection and distribution of contributions; organisation of the staff of public institutions; mixed activities in relation to trade organisation; conclusion. pp. 815-827.

(2) *National Corporative Organisation in Spanish Industry*, by Count De Altea (Former Under-Secretary of State in the Ministry of Labour, Commerce and Industry).—pp. 828-841.

(3) *The Present Tendencies of Compulsory Sickness Insurance*.—Introduction; present tendencies—scope, benefits, the sharing of the cost, insurance institutions; conclusion. pp. 842-859.

(4) *The Place of Prevention in Social Insurance*, by Andreas Grieser (Director in the Federal Ministry of Labour, Berlin).—pp. 860-867.

(5) *The Administration of Labour Law in Germany II*; by Hugo Siefert (Formerly Director in the Federal Ministry of Labour).—The labour courts; the adjustment of disputes; conclusion. pp. 868-887.

(6) *Conditions of Labour in the Surabaya (Java) Metal Industry*.—Previous strike movements; the 1925 strikes; conditions of labour—contractual relations between employers and employed, wages, hours of work, conditions of life, conditions of workshops, the workers' demands; conclusions and desiderata. pp. 888-908.

Routine Matter.—As in previous issues.

INTERNATIONAL LABOUR REVIEW—VOL. XVI, NO. 1, JULY 1927 (International Labour Office, Geneva.)

Special Articles: (1) *The Evolution of a Wage-Adjustment System: I*, by J. R. Bellerby.—I. The nature of the problem—principles of wage-adjustment; II. The nature of wage disputes—the limits of fluctuation of the wages-proportion, some theoretical considerations; III. The classification of wage disputes. pp. 1-25.

(2) *State Enterprises in Australia*, by J. B. Brigden (Professor of Economics, University of Tasmania).—Natural tendencies; classification; the distribution of State enterprises; Queensland State trading; financial results: New South Wales as example; economic results; labour conditions; administration; conclusion. pp. 26-49.

(3) *Employers' Organisation in France*.—Historical survey; present organisation—pools, combinations and trade associations, employers' trade associations, characteristics of the various federations, internal organisation of a federation, a specimen organisation: the iron works committee inter-trade organisation; tendencies of the movement—before the war, during the war, after the war—statement of principle, hours of work, holidays with pay, collective bargaining, conciliation and arbitration, wages, social insurance, apprenticeship, employment of disabled men, foreign labour, national economic council, international labour organisation. pp. 50-77.

Routine Matter.—As in previous issues.

MONTHLY LABOR REVIEW—VOL. XXIV, NO. 1, JANUARY 1927 (U. S. Department of Labor, Washington.)

Special Articles. (1) *Longshoremen Ask Congressional Action*, by Louise F. Shields.—The situation of the injured worker; relative position under liability and compensation systems; transformation of the longshore worker; the legislative situation. pp. 1-6.

(2) *Medical and Hospital Service for Industrial Employees*.—Plant hospitals and medical service; special medical services; first-aid equipment and training; scope of the work of the medical departments; dental and other special treatment; visiting-nurse service; treatment of tuberculosis; entrance and periodic physical examinations; follow up work as a result of physical examinations; conclusion. pp. 7-19.

(3) *Development of Consumers' Co-operative Enterprises, 1920 to 1925*.—Business carried on; geographical distribution; years of operation; membership; volume of business; six-year trend of co-operative business; net trading profit or loss; patronage rebates; funds of consumers' societies—share capital and reserve, social benefits of co-operative societies. pp. 20-34.

(4) *Productivity of Labor in Eleven Industries*.—Measurement of productivity; indexes of production; indexes of man-hours; index of productivity;—iron and steel industry, petroleum refining, slaughtering and meat packing; leather and boot and shoe industries, paper and pulp industry, flour milling industry, automobile and rubber-tire industries, sugar refining industry, cement industry; the long-time trend of productivity; conclusion. pp. 35-49.

(5) *Annual Report of the Secretary of Labor for 1926*.—Conciliation service; United States employment service; United States housing corporation; Bureau of Labor Statistics; Bureau of Immigration; Children's Bureau; Naturalization Bureau; Women's Bureau; partnership industry. pp. 50-55.

(6) *The Acid Test of Progress in Accident Prevention*, by Ethelbert Stewart (United States Commissioner of Labor Statistics). pp. 61-64.

(7) *Successive and Vested Rights in Compensation Benefits*.—Alabama; Alaska; Arizona; California; Colorado; Connecticut; Delaware; Georgia; Hawaii; Idaho; Illinois; Indiana; Iowa; Kansas; Kentucky; Louisiana; Maine; Maryland; Massachusetts; Michigan; Minnesota

Montana; Nebraska; Nevada; New Hampshire; New Jersey; New Mexico; New York; North Dakota; Ohio; Oklahoma; Oregon; Pennsylvania; Porto Rico; Rhode Island; South Dakota; Tennessee; Texas; Utah; Vermont; Virginia; Washington; West Virginia; Wyoming; United States. pp. 70-71.

First Meeting of International Association for Labor Program.—Protective measures for unskilled employees; social insurance rights of unskilled workers; social insurance costs; public works and unemployment; association programme for 1926-27. pp. 72-73.

Salaries of Office Employees in Massachusetts.—pp. 74-75.

(10) *Earnings and Hours in the English Iron and Steel Industry*.—pp. 76-77.

Average weekly earnings; normal weekly hours of labor; hours worked and average hours worked; extent of short time. pp. 145-146.

(11) *Wages and Hours in Great Britain at the Beginning of 1926*.—pp. 147-148.

(12) *Employment Exchanges, Unemployment Insurance and Training for Unemployed in England*.—Work of the employment exchanges; unemployment insurance; training of the unemployed. pp. 154-160.

(13) *Cost of Living in Peking China*.—Price fluctuations; cost of living; wages; conclusions. pp. 216-218.

Routine Matter.—As in previous issues.

MONTHLY LABOR REVIEW—VOL. XXIV, NO. 2, FEBRUARY 1927 (U. S. Department of Labor, Washington.)

Special Articles: (1) *Changes in Occupational Structure of Immigration since the War*.—Statistical sources; quota acts; reclassification of certain occupations; occupational trends in immigration after passage of quota acts; immigration and emigration compared. pp. 1-6.

(2) *Chambers of Labor in Austria*, by Dr. Fritz Rager (Secretary of the Vienna Chamber of Labor).—Plan of organization; meetings; government supervision; "masses" representing interests of labor; delimitation of jurisdiction; financial resources and disbursements; publications—co-operation of experts; trade-union control. pp. 7-13.

(3) *Wages and Conditions in the Pottery Industry*.—Wages in the industry. pp. 16 and 17.

(4) *Collection of Unpaid Wages by California Bureau of Labor Statistics*.—Civil actions in behalf of wage claimants; civil suit to collect unpaid wages. pp. 18-21.

(5) *Extension of Family Allowance System in France*.—Increase in family allowance rates; such allowances. pp. 23 and 24.

(6) *Lost Time and Labor Turnover among Women Workers in Cotton Mills in 1922*.—Lost time, labor turnover; pp. 39-41.

(7) *Hours, Wages, and Working Conditions of Women in Milling Industry*.—pp. 42 and 43.

(8) *Disease Due to Occupation Held Noncompensable in Texas*.—pp. 44-46.

(9) *Wages and Hours of Labor in the Cotton Goods Industry, 1924 and 1926*.—pp. 52-57.

(10) *Wages and Hours of Labor in the Woolen and Worsted Goods Industry, 1924 and 1926*.—pp. 57-61.

(11) *Wage Rates and Hours Established by Recent Agreements*.—Dock builders—New York City; hay and grain teamsters—Chicago; machinists—Portland, Ore.; mail workers—Massachusetts; milk wagon drivers—San Francisco; pocket-book workers—New York City. pp. 65 and 66.

(12) *Earnings and Employment in the Motion-Picture Industry of California*.—Fluctuations in employment; weekly wage rates; "extras". pp. 66-69.

(13) *Wages paid in Chilean Coal Mines, 1911 to 1924*.—pp. 74 and 75.

(14) *Abandonment of Short-Time Policy by English Cotton Spinners*.—pp. 75 and 76.

(15) *Trend of Wholesale Prices in the United States, 1801 to 1926*.—pp. 166 and 167.

(16) *Changes in the Cost of Living in the United States*.—pp. 168-181.

Routine Matter.—As in previous issues.

MONTHLY LABOR REVIEW—VOL. XXIV, NO. 3, MARCH 1927. (U. S. Department of Labor, Washington.)

Special Articles: (1) *Productivity of Railroad Labor*, by Walter H. Dunlap, C.E.—Labor productivity of all employees and of train and engine crews, 1915-26; productivity of all employees, 1890 to 1926; basic data. pp. 1-8.

(2) *Factory Labor Turnover*.—Two New Monthly Indexes, by W. A. Berridge (Brown University and Metropolitan Life Insurance Co.). pp. 9-13.

(3) *Lunch Rooms in Industrial Establishments*.—Establishments having general restaurant service; kinds of service; character of management; prices charged for meals, menus, methods of payments, establishments having free meals; financial results of operating restaurants. pp. 13-22.

(4) *Statistical Analysis of the Personnel of a Silk Mill*.—Age distribution; occupations; length of service; labor stability; earnings; hours of labor; labor cost of production. pp. 23-28.

(5) *Record of Industrial Accidents in the United States to 1925*.—pp. 31 and 32.

(6) *Problem of Old-Age Pensions in Industry*.—Necessity for pension systems—cost of private pension systems; tendency to rising costs of pension plans; actual increases in costs; methods of financing pension plans; solvency of existing pension plans; general evaluation of private pension plans.—pp. 48-54.

(7) *Japanese Health Insurance Law Becomes Effective*—scope; financial features; benefits—sickness and injury benefits, maternity benefits, funeral benefits; administration. pp. 64-68.

(8) *Wages and Hours of Labour in the Boot and Shoe Industry, 1926*.—pp. 77-86.
Routine Matter.—As in previous issues.

MONTHLY LABOR REVIEW—VOL. XXIV, NO. 4, APRIL 1927. (U. S. Department of Labor, Washington.)

Special Articles: (1) *Displacement of Labor by Machinery in the Glass Industry*.—Comparisons of labor output and cost in hand and machine production; development of machinery in the industry—manufacture of bottles and jars, manufacture of pressed ware, manufacture of blown ware, manufacture of window glass, manufacture of plate glass; effects of automatic machinery on the industry as a whole—establishments and wage-earners, size of establishments; output and productivity; value of output; wage workers' earnings; child labour in the industry. pp. 1-12.

(2) *Labor Conditions during the 1926 Apple Harvest in Wenatchee Valley*, by Louise F. Shields.—Efforts to obtain workers; stampede of labor to the valley; need of organized employment system; need of organization in marketing. pp. 13-17.

(3) *Passage of Longshoremen's Compensation Act*.—Lack of appropriation for enforcement; coverage of the act; administrative provisions. pp. 18-20.

(4) *Report of German Trade-Unions on American Industrial Conditions*.—Reason for the study; output per worker in United States and Germany—industries in which output of American worker exceeds that of German worker, industries in which output of German worker equals that of American worker, speed of machines, technical organization the vital factor; rate of production in the two countries; comparison of money wages in United States and Germany; comparison of cost of living and real wages. pp. 21-28.

(5) *Sick Leave with Pay for Factory Workers*.—pp. 33 and 34.

(6) *Study of Workers Insured against Unemployment in Great Britain*.—Proportion drawing benefits; relation between contributions and benefits; age in relation to unemployment. pp. 45-47.

(7) *Proposed Changes in English Unemployment Insurance*.—Historical review; reported abuse of unemployment insurance plan; principles of a satisfactory plan; main features of proposed plan; financial basis of proposed scheme. pp. 47-51.

(8) *Estimated Income of the People of the United States*.—Total current income; per capita income; income per person gainfully employed. pp. 77-79.

(9) *Wage Rates of Farm Labor, 1926*.—pp. 82-84.

(10) *Changes in English Wage Rates in 1926*.—Methods by which wage changes were arranged; changes in hours of labour. pp. 108-110.

(11) *Methods of Wage Fixing in Great Britain*.—Sliding scale method; wages determined by trade boards; lack of uniformity in wages and wage-fixing methods. pp. 110-113.

(12) *Plan for National Collection of Employment Statistics*.—Purpose of committee on Governmental labor statistics; plans recommended by the Committee—co-ordination of Bureaus, facts to be secured, co-ordination with other statistics, special studies; explanation of the plan. pp. 137-140.

Routine Matter.—As in previous issues.

THE LABOUR GAZETTE—VOL. XXVII, NO. 6, JUNE 1927. (The Department of Labour, Canada.)

Special Articles: (1) *Alberta Labour Disputes Act*.—Report on proceedings during the first year; report of board. pp. 615 and 616.

(2) *Labour Legislation in Nova Scotia and Ontario*.—Nova Scotia—hours of fire departments, coal mines regulation act, metalliferous mines and quarries regulation act, workmen's compensation, other legislation; Ontario. pp. 626-628.

(3) *Canadian Labour Laws and the Treaty*.—pp. 629-631.

(4) *Workmen's Compensation in Manitoba and Ontario in 1926*.—Manitoba; Ontario. pp. 634-638.

(5) *Industrial Accident Prevention Associations of Ontario*.—Proceedings at safety convention of 1927. pp. 639 and 640.

(6) *Accident Prevention in a Toronto Factory*. pp. 640-642.

(7) *Economic Policy of Organized Labour laid before International Economic Conference*.—Promotion of freer commerce; raising of labour standards; international industrial organization; agricultural organization; proposed international economic office. pp. 648 and 649.

(8) *The Trade Union Movement in India*.—pp. 649 and 650.

(9) *League of Nations International Labour Organization: Tenth Session of the International Labour Conference*.—Social insurance; governing body of the International Labour Office to meet in Berlin; Great Britain and the hours convention; administration of labour law in Germany; credit co-operation; Japan and seamen's exchanges; "International directory of co-operative organizations"; migration movements 1920-24; occupation and health. pp. 653-655.

Routine Matter.—As in previous issues.

Current Notes From Abroad

INTERNATIONAL

At its Eleventh Plenary Congress, held in Berlin from 26th to 31st May 1927, the International Federation of League of Nations Societies considered the question of propaganda to be undertaken with a view to making the work of the International Labour Office better known.

Among the resolutions adopted was one requesting "national societies to use their influence with their national educational authorities to include instruction in the principles and work of the International Labour Organisation in the regular curricula of educational establishments under their control." This resolution draws attention to the recommendations submitted by the Committee of Experts of the League of Nations, urging the competent authorities in each country to ensure that teachers should be provided with a copy of the Covenant and the "International Charter of Labour," with short explanations and a concise bibliography, and to request those in charge of industrial educational establishments: e.g., trade schools, continuation classes, technical schools, agricultural institutes, etc., to introduce into their course of instruction some account of the League of Nations and the International Labour Organisation in the form most suitable for their pupils. (From "International Labour Office Weekly News Service," Geneva, No. 74 of 1927.)

* * * * *

A World Population Conference is to be held in Geneva on 31st August and 1-3rd September 1927. It is being organised by an International Council specially created for the purpose, and will discuss the most important aspects of the population problem. (From "Industrial and Labour Information," Geneva, July 11, 1927.)

* * * * *

UNITED KINGDOM

In the industries for which statistics are regularly compiled by the Ministry of Labour, the changes in rates of wages reported to have come into operation in June resulted in a reduction of £80,500 in the weekly full-time wages of 539,000 workpeople, and in an increase of £2600 in those of 40,000 workpeople.

Coalminers again formed the principal group of workpeople affected by reductions. In Yorkshire their wages were reduced by about 4 per cent. on the previous rates, in Nottinghamshire by nearly 6 per cent., and in South Wales and Monmouthshire by 10 per cent. Reductions also occurred in the South Staffordshire and Forest of Dean coalfields. In other industries there was a reduction of about 1½ per cent. on the previous wages of iron puddlers and iron and steel millmen in the Midlands, and men employed by electrical contractors in England and Wales had their wages reduced by 1d. or ¾d. per hour. Other bodies of workpeople affected by reductions included steel sheet millmen and galvanisers in England and Wales, workpeople employed in the asbestos industry, furniture trade operatives in Scotland, and packing-case makers in London.

The workpeople affected by increases in rates of wages were principally coal miners in the Cannock Chase and Bristol districts, and workpeople employed at waterworks in London.

During the six completed months of 1927 the changes reported to the Department in the industries for which statistics are compiled have resulted in net increases amounting to £22,200 in the weekly full-time wages of 325,000 workpeople, and in net reductions of £244,900 in those of 1,286,000 workpeople. In the corresponding period of 1926 there were net increases of £16,500 in the weekly full-time wages of 135,000 workpeople, and net reductions of £69,500 in those of 658,000 workpeople. (From "Ministry of Labour Gazette," London, July, 1927.)

* * * * *

At 1st July the average level of retail prices of all the commodities taken into account in the statistics compiled by the Ministry of Labour (including food, rent, clothing, fuel and light, and miscellaneous items) was approximately 66 per cent. above that of July, 1914, as compared with 63 per cent. a month ago, and 70 per cent. a year ago. The corresponding figures for food alone were 59, 54 and 61 respectively.

The rise in the index number at 1st July as compared with a month earlier, was mainly due to higher prices for potatoes and eggs. (From "Ministry of Labour Gazette," London, July, 1927.)

* * * * *

The number of trade disputes involving stoppages of work reported to the Ministry of Labour as beginning in June was 16. In addition, 28 disputes which began before June were still in progress at the beginning of the month. The number of workpeople involved in all disputes in June (including workpeople thrown out of work at the establishments where disputes occurred, but not themselves parties to the disputes) was about 22,000; and the aggregate duration of all disputes during June was about 79,000 working days. The aggregate duration of all disputes in progress in the first six months of 1927 was about 686,000 working days, and the total number of workpeople involved in these disputes was 61,000. (From "Ministry of Labour Gazette," London, July, 1927.)

* * * * *

The Trade Disputes and Trade Unions Bill, introduced by the British Government, has now passed through its Committee stage, Report stage and Third Reading in the House of Commons and has been sent to the House of Lords. (From "Industrial and Labour Information," Geneva, July 11, 1927.)

* * * * *

UNITED STATES

According to official reports received by the U. S. Bureau of Mines, Department of Commerce, approximately 63 lives are lost every ten days

in the coal mines, and 14 in the metal mines of the country. (From "Press Reports of the International Federation of Trade Unions," Amsterdam, July 21, 1927.)

OTHER COUNTRIES

An amendment of the Workmen's Compensation Act has come into operation in New Zealand. The rate of compensation for invalidity in that country has now been raised to two-thirds of the man's wages, and the maximum period during which such compensation may be drawn increased to 208 weeks. The rate of compensation may be as high as £4 a week, and the aggregate payments £1000. (From "International Labour Office Weekly News Service," Geneva, No. 73 of 1927.)

The *Canadian Textile Journal* is publishing a series of articles on "Industrial Management," written by Mr. James A. Coote, assistant professor of mechanical engineering at McGill University, Montreal. Professor Coote finds that the employment departments and "welfare" undertakings of large industrial concerns owe their existence to the discovery about fifteen years ago of the magnitude and importance of "labour turnover." "In the year 1912," he says, "Mr. Magnus Alexander of the General Electric Company made an investigation of the extent and cost of labour turnover. He found that twelve factories, which at the beginning of the year had 37,274 employees, increased their working force during the year by 6697 employees, but during that period 42,571 people were hired, so that 35,874 must have been dropped from the payroll during that time. The smallest factory employed 300 people and the largest 10,000. It was found that of the employees engaged during this year twenty-seven per cent. of them had worked in them before."

"The publication of these figures," Professor Coote continues, "caused a great stir in the industrial world and the leaders immediately took steps to cope with the problem of reducing the turnover. The first step was the organization of the employment department and greater care in the selection and placement of employees. But while this worked some improvement it did not go far enough. Employers then turned their attention to 'Welfare Work,' which, generally, was a well-meant endeavour to minister to the needs or desires of the workers so that they would remain on the job." (From "Labour Gazette," Canada, June 1927.)

AUG., 1927

PRINCIPAL TRADE DISPUTES IN PROGRESS IN JULY 1927

Name of concern and locality	Approximate number of work-people involved		Date when dispute		Cause	Result
	Directly	Indirectly	Began	Ended		
<i>Textile Trades</i>						
1. The Toyoda Cotton Mill, Podar Road, Bombay.	352		5 July 1927	9 July 1927	Demand for reinstatement of dismissed weavers.	The strike ended in favour of the employers.
2. Sir Shapurji Broacha Mills, Delisle Road, Bombay.	300		7 July	12 July	Demand for higher wages.	The strike ended in favour of the employers.
3. The Swadeshi Mill, Kurla, Bombay.	1,311	2,548	14 July	23 July	Protest against fine for absence without leave.	The strike ended in a compromise.
4. The Whittle and Maganlal Spinning and Weaving Mills, Viramgaum.	260		21 July	23 July	Weavers fined in addition to being saddled with damaged cloth.	The strike ended in favour of the employers.
5. The Laxmi Narayan Mill, Chalisgaon, (East Khandesh).	500		24 July	26 July	Reduction in compensatory allowances.	The strike ended in favour of the employers.

AUG., 1927

119

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

Count or Number	Pounds	Month of June			Three months ended June		
		1925	1926	1927	1925	1926	1927
Nos. 1 to 10	(000)	(000)	(000)	(000)	(000)	(000)	
Nos. 11 to 20	6,529	6,443	6,337	19,360	19,411	18,419	
Nos. 21 to 30	19,970	17,501	18,147	59,736	53,815	55,397	
Nos. 31 to 40	15,455	15,804	15,580	43,949	46,700	47,644	
Above 40	1,257	1,638	2,291	3,576	5,030	6,210	
Waste, etc.	416	764	921	1,297	2,308	2,879	
	32	123	114	52	377	323	
Total	43,719	41,273	43,392	127,970	127,640	130,872	

BOMBAY CITY

Count or Number	Pounds	Month of June			Three months ended June		
		1925	1926	1927	1925	1926	1927
Nos. 1 to 10	(000)	(000)	(000)	(000)	(000)	(000)	
Nos. 11 to 20	5,926	5,763	5,571	17,462	17,312	16,201	
Nos. 21 to 30	12,951	11,471	12,169	39,819	36,016	37,392	
Nos. 31 to 40	9,858	9,966	9,707	28,916	29,218	29,696	
Above 40	702	710	1,056	1,966	2,176	2,719	
Waste, etc.	301	298	416	766	845	1,372	
	22	110	114	26	345	323	
Total	29,760	28,518	29,053	88,955	85,012	87,706	

AHMEDABAD

Count or Number	Pounds	Month of June			Three months ended June		
		1925	1926	1927	1925	1926	1927
Nos. 1 to 10	(000)	(000)	(000)	(000)	(000)	(000)	
Nos. 11 to 20	200	238	192	587	598	571	
Nos. 21 to 30	4,048	3,189	3,227	11,075	9,938	9,823	
Nos. 31 to 40	4,321	4,252	4,645	11,651	12,890	14,293	
Above 40	368	753	924	1,061	2,213	2,536	
Waste, etc.	128	367	357	372	1,116	1,073	
Total	9,065	8,799	9,345	24,746	26,755	28,301	

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

Description	Month of June			Three months ended June		
	1925	1926	1927	1925	1926	1927
Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	972	912	2,039	2,499	2,513	4,740
Chudders	1,175	1,964	1,854	3,477	4,365	4,658
Dhotis	6,030	8,097	8,729	20,120	22,914	24,498
Drills and jeans	862	822	1,157	3,205	3,136	3,803
Cambrics and lawns	34	24	50	230	56	111
Printers	200	165	130	829	585	491
Shirtings and long cloth	7,665	11,370	10,124	25,030	32,112	31,114
T. cloth, domestics, and sheetings	980	1,365	1,268	3,153	3,340	4,305
Tent cloth	105	20	16	336	84	196
Other sorts	501	508	467	1,651	1,499	1,518
Total	18,524	25,247	25,834	60,530	70,604	75,434
Coloured piecegoods	7,317	9,772	9,730	22,171	27,827	29,974
Grey and coloured goods, other than piecegoods	212	329	240	793	958	673
Hosiery	19	30	34	52	80	99
Miscellaneous	201	189	294	458	709	860
Cotton goods mixed with silk or wool	56	217	391	165	571	1,127
Grand Total	26,329	35,784	36,523	84,169	100,749	108,167

BOMBAY CITY

Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	761	824	1,821	1,932	2,222	3,518
Chudders	726	1,517	1,385	2,344	3,124	3,373
Dhotis	2,100	2,558	3,150	6,635	6,988	8,474
Drills and jeans	761	772	1,084	2,876	2,675	3,599
Cambrics and lawns	15	11	16	164	14	42
Printers	..	..	..	7	..	..
Shirtings and long cloth	5,631	9,009	7,588	18,798	25,249	23,565
T. cloth, domestics, and sheetings	781	1,031	785	2,350	2,378	3,259
Tent cloth	84	17	7	255	63	173
Other sorts	231	324	241	712	861	806
Total	11,110	16,063	16,077	36,073	43,774	46,809
Coloured piecegoods	5,277	7,361	6,846	15,491	19,420	20,363
Grey and coloured goods, other than piecegoods	202	319	236	760	928	664
Hosiery	3	3	11	14	15	30
Miscellaneous	182	170	234	417	589	686
Cotton goods mixed with silk or wool	54	128	241	162	292	640
Grand Total	16,828	24,044	23,645	52,917	65,018	69,192

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

Description	Month of June			Three months ended June		
	1925	1926	1927	1925	1926	1927
Grey & bleached piecegoods—Pounds	(000)	(000)	(000)	(000)	(000)	(000)
Khadi	33	18	30	143	65	53
Chudders	385	345	333	922	966	902
Dhotis	2,890	4,537	4,418	9,904	13,129	12,531
Drills and jeans	45	28	28	185	92	89
Cambrics and lawns	19	14	34	53	40	64
Printers	106	74	32	453	319	201
Shirtings and long cloth	1,595	1,802	2,005	4,724	5,151	5,428
T. cloth, domestics, and sheetings	181	271	395	736	722	782
Tent cloth	18	..	3	60	6	5
Other sorts	196	81	131	627	361	437
Total	5,466	7,170	7,409	17,812	20,851	20,492
Coloured piecegoods	1,160	1,526	1,663	4,342	5,741	6,113
Grey and coloured goods, other than piecegoods	2	1	1	4	4	5
Hosiery	15	27	24	37	65	70
Miscellaneous	15	19	60	35	120	172
Cotton goods mixed with silk or wool	..	86	147	..	274	476
Grand Total	6,660	8,829	9,304	22,230	27,055	27,408

WHOLESALE MARKET PRICES IN BOMBAY

Article	Grade	Rate per	Prices on the month of				Index numbers				
			July 1914	July 1925	June 1927	July 1927	July 1914	July 1926	June 1927	July 1927	
Cereals—											
Rice	Rangoon Small-mill	Md.	4 11 3	6 11 7	6 3 1	6 3 1	100	143	152	152	
Wheat	Delhi No. 1	Cart.	5 9 6	7 1 0	7 12 9	7 12 9	100	155	159	159	
Do.	Khandwa Seoni	Candy	45 0 0	71 0 0	82 0 0	77 0 0	100	129	131	129	
Do.	Jubbulpore		40 0 0	51 0 0	52 0 0	51 0 0	100	131	131	129	
Jowari (1)	Cawnpore	Maund	3 2 6	4 2 0	4 5 5	4 5 5	100	131	131	129	
Barley			3 4 6	4 2 2	4 5 5	4 5 5	100	131	131	129	
Bajri	Ghati	"	3 4 6	5 8 1	4 7 1	4 3 9	100	145	135	132	
					4 10 6	4 7 1	100	160	142	135	
	Index No.—Cereals										
Pulses—											
Gram	Punjab yellow (2nd sort)	Maund	4 3 9	5 1 3	4 10 6	4 8 10	100	116	143	139	
Turdal	Cawnpore		5 10 5	7 9 11	8 7 5	8 7 5	100	120	110	108	
	Index No.—Pulses										
	Index No.—Food grains										
Sugar—											
Sugar	Mauritius	Cwt.	9 3 0				100	141	140	137	
Do.	Java, white		10 3 0	15 8 0	15 2 0	14 10 0	100	153	148	144	
Raw (Gul)	Sangli or Poona	Maund	7 14 3	10 9 11	8 9 2	9 1 10	100	135	109	116	
	Index No.—Sugar										
Other Food—											
Turmeric	Rajapuri	Maund	5 9 3	7 7 9	8 11 4	8 4 9	100	144	129	130	
Ghee	Deshi	"	45 11 5	60 0 0	91 6 10	51 6 10	100	174	156	149	
Salt	Bombay (black)	"	1 7 6	2 0 0	2 0 0	2 0 0	100	136	136	136	
	Index No.—Other food										
	Index No.—All Food										
Oilseeds—											
Linseed	Bold	Cwt.	8 14 6	11 4 0	11 0 0	11 13 0	100	141	143	141	
Rapeseed	Cawnpore (brown)	"	8 0 0	11 6 0	11 11 0	11 6 0	100	126	124	121	
Poppy seed		"	10 14 0	14 8 0	17 12 6	17 14 0	100	142	141	142	
Gingelly seed		"	11 4 0	17 12 0	16 10 0	16 4 0	100	133	161	164	
	Index No.—Oilseeds										

Textiles—Cotton—										
(a) Cotton, raw—†										
Broach	Good	Cands	251 0 0	342 0 0	336 0 0	350 0 0	100	136	134	139
Omra	Fully good	"	222 0 0	331 0 0	329 0 0	345 0 0	100	149	148	155
Dharwar	Saw-ginned	"	230 0 0	352 0 0	345 0 0	358 0 0	100	153	150	156
Khandesh	Machine-ginned	"	205 0 0	291 0 0	319 0 0	328 0 0	100	146	156	160
Bengal	Do.	"	198 0 0	270 0 0	306 0 0	316 0 0	100	136	155	160
	Index No.—Cotton, raw									
(b) Cotton manufactures—										
Twist	40 S	Lb.	0 12 9	1 3 6	1 1 3	1 1 6	100	153	135	137
Grey shirtings	Fair 2,000	Piece	5 15 0	9 12 0	8 12 0	8 12 0	100	164	147	147
White mulls*	6 600	"	4 3 0	9 12 0	9 6 0	9 0 0	100	231	215	215
Shirtings	Liepmann's 1,500	"	10 6 0	20 0 0	17 4 0	17 4 0	100	193	166	166
Long Cloth (3)	Local made 36" x 37 1/2 yds.	Lb.	0 9 6	1 0 3	0 15 0	0 15 0	100	171	158	158
Chudders (4)	54" x 6 yds.	"	0 9 6	0 15 6	0 13 9	0 14 6	100	163	145	153
	Index No.—Cotton manufactures									
	Index No.—Textile—Cotton									
Other Textiles—										
Silk	Manchow	Lb.	5 2 6	5 13 7	7 0 11	7 0 11	100	111	117	127
Do.	Mathow Lari	"	2 15 1	4 4 10	4 11 3	4 4 10	100	100	100	100
	Index No.—Other Textiles									
Hides and Skins—										
Hides, Cow	Tanned	Lb.	1 2 6	1 9 2	1 10 2	1 9 4	100	131	141	137
Do. Buffalo	Do.	"	1 1 3	1 0 2	0 13 11	0 14 2	100	94	81	85
Skins, Goat		"	1 4 0	2 10 2	2 5 9	2 7 0	100	211	189	185
	Index No.—Hides and Skins									
Metals—										
Copper braziers		Cwt.	60 0 0	50 0 0	55 0 0	54 0 0	100	90	91	90
Iron bars		"	4 8 0	7 0 0	6 1 0	6 4 0	100	175	169	156
Steel hoops		"	7 12 0	10 0 0	10 4 1	10 0 0	100	129	132	129
Galvanised sheets		"	9 0 0	13 14 0	13 2 0	12 1 0	100	154	146	134
Tin plate		"	8 12 0	17 0 0	15 0 0	14 10 0	100	194	171	159
	Index No.—Metals									
Opium and Minerals, Tanned articles—										
Opium	Bengal	Ton	14 12 0	21 0 0	21 0 0	0 0	100	147	147	147
Do.	Imported	"	19 11 6	19 10 0	19 10 0	19 10 0	100	97	115	129
Do.	Elephant Brand	2 Tons	4 6 0	7 0 0	7 10 6	7 0 0	100	109	104	102
Do.	Chatter Brand	Cwt.	5 2 0	0 0 0	0 12 6	0 12 0	100	107	107	107

(1) Quotations for Wholesale quality since March 1926. (2) Since June 1925. (3) Quotations for Bengal, for Class B only. (4) Quotations for 37" x 37 1/2 yds. since March 1926. (5) Quotations for 36" x 37 1/2 yds. since March 1926. (6) In the absence of price-quotations for the grade 6/100 the price quoted since June 1925 for white mulls is for the grade 6/80. (7) Since October 1925, the price-quotations for raw cotton, are for the following five varieties, viz., French, Fully good, Comra, Fine, Dharwar, Saw-ginned, F.G.; Khandesh, Fully good; Bengal, Fully good.

WHOLESALE MARKET PRICES IN KARACHI*

Article	Grade	Rate per	Prices in the month of				Index Numbers			
			July 1914	July 1926	June 1927	July 1927	Jan 1924	July 1926	June 1927	July 1927
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.				
Cereals—										
Rice	Larkana No. 3	Candy	38 0 0	60 8 0	(3)	(3)	100	100	100	100
Wheat, white	5% barley, 3% dirt, 30% red	"	38 0 0	44 8 0	41 4 0	43 12 0	100	100	100	100
" red	5% barley, 3% dirt, 92% red	"	4 0 0	45 8 0	39 10 0	38 12 0	100	100	100	100
" white	5% barley, 1% dirt	"	5 0 0	45 4 0	42 5 0	42 12 0	100	100	100	100
" red	2% barley, 1% dirt	"	4 0 0	43 0 0	38 14 0	38 14 0	100	100	100	100
Jowari	Export quality	"	8 0 0	43 0 0	38 5 0	38 5 0	100	100	100	100
Barley	3% dirt	"	5 0 0	36 8 0	34 8 0	32 8 0	100	100	100	100
Index No.—Cereals							100	100	100	100
Peas—										
Green (L)	1% dirt	Candy	29 8 0	39 8 0	34 8 0	35 8 0	100	100	100	100
Index No.—Peas							100	100	100	100
Sugar—										
Sugar	Java, white	Cwt.	9 2 0	14 13 0	15 1 0	14 4 6	100	100	100	100
"	" brown	"	8 1 6		13 12 0	13 7 0	100	100	100	100
Index No.—Sugar							100	100	100	100
Other Goods—										
Salt		Bengal Maund	2 2 0	1 10 6	1 10 6	1 14 0	100	100	100	100
Oilseeds—										
Cotton seed		Maund	2 11 3	3 11 0	4 3 0	4 3 0	100	100	100	100
Rapeseed, bold	3% admixture	Candy	5 0 0		5 0 0	5 0 0	100	100	100	100
Gingelly	Black 9% admixture	"	6 0 0		5 0 0	5 0 0	100	100	100	100
Index No.—Oilseeds							100	100	100	100
Fertilizer—										
Super Phosphate	B. Twills	100 bags	30 4 0	50 8 0	50 8 0	49 8 0	100	100	100	100

Textiles—Cotton										
1st class Cotton	Sind	Maund.	20 4 0	32 0 0	34 4 0	35 6 0	100	100	100	100
All Cotton manufactures										
Drills	Pepperill	Piece.	10 3 6	19 2 0	19 14 0	14 0 0	100	100	100	100
Shirtings	Liepmann's	"	10 2 0	20 0 0	17 0 0	17 0 0	100	100	100	100
Index No.—Cotton manufactures							100	100	100	100
Index No.—Cotton							100	100	100	100
Other Textiles—Wool										
Hindoo, dry	Kandahar	Maund.	25 0 0	32 0 0	36 0 0	39 0 0	100	100	100	100
" "	Sind	Maund.	21 4 0	12 0 0	15 0 0	14 0 0	100	100	100	100
" "	Punjab	"	21 4 0	12 0 0	15 0 0	14 0 0	100	100	100	100
Index No.—Hindoo							100	100	100	100
Metals—										
Copper Brassiers		Cwt.	60 8 0	50 0 0	50 0 0	50 0 0	100	100	100	100
Steel Bars		"	14 0 0	14 0 0	14 0 0	14 0 0	100	100	100	100
" Plates		"	4 4 0	4 1 1	4 0 0	4 0 0	100	100	100	100
Index No.—Metals							100	100	100	100
Other raw and manufactured articles—										
Coal	1st class Bengal	Ton.	15 0 0	21 7 0	22 0 0	22 0 0	100	100	100	100
Kerosene	Elephant Brand	Case	3 0 0	3 0 0	3 0 0	3 0 0	100	100	100	100
"	Elephant "	2 Tons	4 0 0	4 0 0	4 0 0	4 0 0	100	100	100	100
Index No.—Other raw and manufactured articles							100	100	100	100
Index No.—Food							100	100	100	100
Index No.—Non-food							100	100	100	100
General Index No.							100	100	100	100

* Yarn (40 Grey, Plover) has been omitted from the index for want of quotation. (1) Quotation for Baluch, white. (2) Quotation for 3 per cent, merino from April 1924.

WHOLESALE PRICES INDEX NUMBERS IN BOMBAY BY GROUPS

Prices in July 1914 = 100

Month	Pulses	Sugar	Other food	Index No. food	Oil-seeds	Raw cotton	Cotton manufactures	Other textiles	Leathers and skins	Metals	Other raw and manufactured articles	Index No. non-food.	General Index No.
1924 July	143	98	211	260	174	150	265	232	187	150	166	166	184
1925 July	141	102	159	184	148	140	182	208	144	139	153	155	158
August	146	100	158	183	149	140	184	206	155	161	153	159	160
September	143	104	159	176	146	136	184	205	155	141	153	159	164
October	147	111	151	178	149	130	(a) 191	203	153	151	154	159	(a) 158
November	153	128	161	175	155	133	169	195	155	152	153	159	(a) 162
December	149	122	148	168	149	129	159	191	148	149	150	155	154
1926 January	147	119	148	172	149	127	154	186	149	155	151	158	154
February	143	117	148	158	143	129	150	186	147	153	152	153	151
March	148	117	146	152	144	127	(a) 144	186	145	147	151	153	(a) 150
April	144	119	150	156	144	131	138	183	143	171	151	150	(a) 155
May	149	123	156	153	148	137	138	182	143	155	151	146	151
June	150	128	152	148	146	142	141	182	131	144	149	147	150
July	146	128	144	148	143	140	144	180	130	147	150	148	149
August	148	133	146	146	145	134	149	178	130	128	147	148	148
September	150	130	156	148	148	140	149	173	133	134	146	151	149
October	145	129	144	146	143	132	149	165	134	147	148	152	147
November	144	133	152	146	144	131	118	157	131	144	150	160	146
December	143	131	156	144	143	133	109	156	132	150	161	158	147
1927 January	153	133	149	140	146	138	113	154	135	142	158	160	146
February	149	137	139	150	144	143	125	163	135	158	159	149	148
March	148	133	135	149	144	144	132	163	134	137	156	161	149
April	144	125	134	150	141	143	128	161	136	142	149	156	145
May	145	127	132	155	143	145	142	162	142	148	147	159	148
June	143	130	129	161	143	145	149	161	149	137	142	156	147
July	139	129	130	162	141	143	154	163	142	139	136	159	147

(a) Revised figures from October 1925 to March 1926.

INDEX NUMBERS OF WHOLESALE PRICES IN INDIA AND FOREIGN COUNTRIES

Country	India (Bombay)	Japan	China (Shanghai)	Java (Batavia)	Australia	Egypt (Cairo)	United Kingdom (l)	France	Holland	Norway	Sweden	Canada (b)	United States of America
No. of articles	44		147	†	92		150	45	48	100	47	236	404
1913 Average	100	100	(d) 100	100	100	...	100	100	100	(a) 100	(f) 100	100	100
1914	100	96		106	106	(e) 100	102	102	109	(c) 115	116	102	98
1915	117	117		147	147	102	140	146	159	145	110	110	101
1916	117	149		138	124	124	188	224	239	185	132	132	127
1917	236	196		153	169	169	262	276	341	244	179	177	177
1918	222	236		189	226	226	356	304	322	331	199	194	194
1919	216	259	152	228	299	299	307	509	292	(c) 377	347	244	226
1920	199	200	150	175	180	180	197	345	182	298	211	172	147
1921	187	196	146	170	162	146	159	327	160	233	162	152	149
1922	181	199	156	176	179	131	159	419	151	233	157	153	154
1923	142	207	154	176	173	143	166	489	156	269	155	155	150
1924	163	202	159	170	170	152	159	550	155	251	160	160	159
1925	160	200	160	176	170	151	157	557	155	245	154	160	160
August	157	201	160	175	170	152	156	556	155	231	151	157	160
September	(b) 158	200	159	175	171	153	155	572	154	221	148	157	158
October	(b) 160	197	158	174	173	145	154	605	154	217	150	161	158
November	(b) 154	194	158	173	168	140	153	633	155	218	149	164	156
December	(b) 154	192	164	172	169	134	151	634	153	214	150	164	156
1926 January	(b) 151	188	163	170	168	134	149	636	149	211	149	164	156
February	(b) 150	184	164	167	171	134	144	632	145	204	145	160	152
March	151	181	163	165	176	133	144	650	143	198	145	161	151
April	151	177	160	165	175	128	145	668	143	196	145	157	152
May	150	177	156	159	171	129	146	738	144	195	143	156	152
June	149	179	157	159	169	129	149	838	141	196	143	156	151
July	148	177	161	158	170	129	149	769	139	196	143	154	149
August	149	176	164	158	166	129	151	787	140	197	142	153	151
September	147	174	171	(b) 161	162	129	152	751	143	188	142	151	150
October	146	172	174	(b) 160	163	130	152	684	147	182	142	152	148
November	146	170	172	159	162	130	146	627	147	177	141	151	147
December	146	170	173	159	162	126	144	622	145	170	140	151	147
1927 January	148	171	172	(b) 160	160	124	143	632	146	165	140	150	149
February	148	171	172	(b) 160	160	124	141	641	144	160	139	149	145
March	(b) 145	170	173	157	157	124	141	637	143	159	138	149	144
April	147	171	173	158	158	124	141	629	145	160	139	144	144
May	147	170	169	158	158	124	142	623	142	159	138	144	144
June	147	170	169	158	158	124	142	623	142	159	138	144	144

* July 1913 in July. (a) Revised figures. (b) The figures from 1914-1920 are for December. (c) February 1913 = 100. (d) Average January 1913 = 100. (e) The figures from 1914-1920 are for December. (f) February 1913 = 100. (g) Average January 1914 = 100.

† The number of articles has increased from 67 in 1913 to 92 in 1927.

COST OF LIVING INDEX NUMBERS FOR INDIA AND FOREIGN COUNTRIES

Name of country	India (Bombay)	United Kingdom	Canada	Australia	New Zealand	Italy (Rome)	Belgium	Norway	Switzerland	South Africa	France (Paris)	U. S. of America
Items included in the index	Food, fuel, light, clothing and rent	Food, rent, fuel, light, clothing and miscellaneous	Food, fuel, light and rent	Food and rent	Food, clothing, fuel, light, rent and miscellaneous	Food, fuel, light, rent and miscellaneous	Food, rent, clothing, fuel, light and miscellaneous	Food, clothing, fuel, light, rent and miscellaneous				
1914 July	100	100	100	(a) 100 (f)	(g) 100	(h) 100	(i) 100	100	(a) 100 (k)	100 (l)	100 (m)	(n) 100
1915	104	122	107	115	117	109	116	107	(b) 117	103	103	105 (o)
1916	108	148	107	115	117	109	116	107	(c) 117	103	103	105 (o)
1917	118	180	120	116	123	146	146	146	146	118	118	116
1918	149	203	132	132	157	205	205	205	205	154 (a)	154	142
1919	186	282	150	154	182	313	313	313	(d) 275	222	222	199
1920	190	277	152	152	178	387	379	379	379	234	234	200
1921	177	219	147	140	159	429	366	366	366	221	221	170
1922	153	169	146	151	158	487	429	429	429	164	164	130
1923	154	170	144	149	160	512	493	493	493	169	169	123
1924	157	173	146	(a) 153	(f) 163	508	509	509	509	168 (a)	168 (a)	126 (m)
1925	154	173	144	150	155	612	611	611	611	164	164	131
1926 February ..	155	172	154	156	156	654	654	654	654	171	171	131
March	153	168	153	155	155	642	642	642	642	168	168	131
April	153	167	152	163	163	652	652	652	652	167	167	130
May	155	168	150	161	161	650	650	650	650	168	168	131
June	157	170	150	163	163	649	637	637	637	162	162	125
July	157	170	150	163	163	652	665	665	665	161	161	131
August	155	172	149	158	158	657	684	684	684	161	161	130
September ..	155	174	148	157	157	657	705	705	705	161	161	131
October	154	179	150	157	157	657	720	720	720	161	161	130
November ..	156	179	151	157	157	657	741	741	741	161	161	131
December ..	156	175	152	157	157	655	755	755	755	160	160	130
1927 January ..	157	179	150	157	157	667	770	770	770	160	160	130
February ..	155	175	152	156	156	653	771	771	771	159	159	131
March	155	178	151	156	156	651	774	774	774	158	158	131
April	152	164	148	161	161	612	776	776	776	159	159	132
May	154	163	148	161	161	612	776	776	776	159	159	132
June	156	166	148	161	161	612	776	776	776	159	159	132
July	157	166	148	161	161	612	776	776	776	159	159	132
August	155	166	148	161	161	612	776	776	776	159	159	132

(a) From 1914 to 1925 figures refer to second quarter. (b) First half of 1914. (c) April 1914. (d) From 1915 to 1919 June figures are given. (e) June 1914 = 100. (f) Average for 1914 = 100. (g) Average 1913 is the base. (h) The figures for July 1923 are for Milan. (i) Revised series from March 1922. (j) Revised figures. (k) Figures from 1915 to 1925 refer to August. (l) Figures from 1915 to 1925 refer to December. (m) First half of the year. (n) Yearly averages for the years 1918 to 1925. (o) June figures.

RETAIL FOOD INDEX NUMBERS FOR INDIA AND FOREIGN COUNTRIES

Name of country	India	United Kingdom	Canada	South Africa	Australia	New Zealand	United States of America	France (Paris)	Italy	Belgium	Finland	Holland	Norway	Sweden (G)	Denmark	Switzerland
No. of articles	17	20	29	18	46	59	43	13	9	..	37	27	..	51	..	..
No. of stations	Bombay	630	60	9	30	25	51	Paris	Rome	59	21	Amsterdam	30	49	100	33
1914 July	100	100	100	(a) 100	100	100	100	100	(c) 100	(d) ..	100	(a) 100	100	100	100	(e) 100 (A)
1915	105	161	114	116	130	119	109	132	111	..	..	142	160	124	128	..
1916	114	204	137	126	126	127	143	183	137	..	..	176	279	268	187	..
1917	142	210	175	134	131	139	164	206	203	..	..	210	299	310	212	..
1918	187	279	186	139	147	144	186	311	308	..	..	210	299	310	212	..
1919	188	258	227	197	194	167	215	373	318	..	..	982	211	319	297	253
1920	180	220	148	139	161	164	145	406	402	100	1,278	1,005	180	295	252	206
1921	160	180	138	116	148	144	139	497	499	87	1,015	1,400	253	179	184	157
1922	148	162	137	116	142	144	121	(f) 496	496	105	968	136	218	160	188	166
1923	151	162	134	117	149(a)	148	140	360	360	508	124	1,016	138	248	159	200
1924	152	167	141	120	156	151	159	421	421	602	133	1,107	152	216	162	177
1925	151	171	157	116	155	154	161	480	481	142	1,062	1,522	166	169	210	169
1926 January ..	150	168	155	117	154	153	158	495	495	676	142	1,076	172	212	160	163
February ..	151	165	154	118	159	152	157	497	497	654	138	1,069	172	205	159	161
March	150	159	153	119	163	151	159	503	503	645	142	1,049	163	198	158	161
April	150	158	152	119	163	151	158	522	522	664	152	1,041	163	194	157	159
May	152	158	149	118	162	151	157	544	544	654	161	1,052	166	198	156	159
June	155	161	149	116	159	149	154	574	574	654	185	1,057	166	196	156	159
July	153	161	150	117	157	149	153	587	587	660	193	1,116	164	196	156	157
August	152	162	147	117	155	148	145	590	592	652	186	1,110	164	193	157	158
September ..	152	163	147	120	153	147	157	624	624	654	192	1,091	164	191	157	160
October	152	160	148	119	155	146	164	638	638	608	208	1,081	164	186	156	159
November ..	154	169	151	117	158	149	159	699	699	631	208	1,081	164	184	157	159
December ..	152	167	153	116	158	148	156	592	625	208	1,063	1,066	160	164	156	156
1927 January ..	152	164	151	116	158	148	156	592	625	208	1,063	1,066	160	164	156	156
February ..	152	164	151	116	158	148	156	592	625	208	1,063	1,066	160	164	156	156
March	152	164	151	116	158	148	156	592	625	208	1,063	1,066	160	164	156	156
April	150	152	149	118	151	146	151	581	635	205	1,035	1,036	168	173	151	157
May	151	155	146	119	151	145	151	589	643	212	1,064	1,064	172	177	153	157
June	150	154	145	121	152	145	152	589	635	201	1,021	1,021	162	179	150	156
July	151	154	146	121	152	145	152	589	635	201	1,021	1,021	162	179	150	156
August	154	159	148	121	152	145	152	589	635	201	1,021	1,021	162	179	150	156

(a) Average for the year 1914. (b) Includes fuel and lighting. (c) January to June 1914. (d) Revised series—1921 = 100. (e) Figures for June. (f) Figures for August. (g) Figure for July 1914 = 100. (h) Figures for Italy from July 1923 are for Milan. (i) Figures from 1915 to 1925 refer to August. (j) Figures from 1915 to 1925 refer to December. (k) First half of the year. (l) Yearly averages for the years 1918 to 1925. (m) June figures.

118

LABOUR GAZETTE

Aug. 1927

Aug. 1927

LABOUR GAZETTE

119

RETAIL PRICES OF ARTICLES OF FOOD IN JUNE AND JULY 1927

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

Articles	Price per	Bombay					Karachi					Ahmedabad					Sholapur					Poona				
		June 1927		June 1927		June 1927		June 1927		June 1927		July 1927														
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
Cereals—																										
Rice	Maund	7 0 10 136	8 0 0 120	8 0 0 130	8 6 9 159	8 7 10 147	7 11 1 138	8 0 0 120	8 0 0 130	8 6 9 159	8 1 0 140															
Wheat	7 5 8 131	5 10 7 135	6 2 6 131	7 1 9 138	8 0 0 149	7 6 11 133	5 10 7 135	5 2 6 131	7 1 9 138	8 0 0 149															
Jowari	5 6 8 124	4 7 1 122	5 0 0 131	3 14 6 136	4 15 3 144	5 12 6 133	4 7 1 122	5 0 0 131	3 14 6 136	4 6 5 128															
Bajri	5 12 4 134	5 0 0 119	5 11 5 121	4 2 4 118	5 9 10 137	5 12 4 134	4 13 7 115	5 11 5 121	4 4 0 121	5 1 2 124															
Index No.—Cereals	131	124	128	138	144	135	123	128	139	135	135	123	128	139	135	135	123	128	139	135	135	123	128	139	135
Pulses—																										
Gram	Maund	6 11 10 156	5 5 4 140	5 2 7 129	5 10 2 131	5 8 11 114	6 9 0 153	5 6 1 141	5 2 7 129	5 8 9 129	5 7 1 112															
Turdal	8 15 7 154	9 8 10 143	8 14 3 144	8 13 5 151	9 13 6 149	8 15 7 154	9 6 7 141	8 14 3 144	9 14 6 170	10 4 1 155															
Index No.—Pulses	155	142	137	141	132	154	141	137	150	134	154	141	137	150	134	154	141	137	150	134	154	141	137	150	134

Other articles of food—																										
Sugar (refined)	Maund	13 11 1 189	11 13 8 163	13 5 4 167	13 5 4 133	12 15 3 138	13 11 1 180	11 10 2 110	12 12 10 160	13 5 4 133	12 15 3 138	13 11 1 180	11 10 2 110	12 12 10 160	13 5 4 133	12 15 3 138	13 11 1 180	11 10 2 110	12 12 10 160	13 5 4 133	12 15 3 138	13 11 1 180	11 10 2 110	12 12 10 160	13 5 4 133	12 15 3 138
Jagri (gul)	.. ..	13 1 6 153	9 4 5 133	10 10 8 120	8 6 9 108	8 5 0 118	13 11 1 160	8 6 9 121	10 10 8 120	8 12 3 113	8 13 10 126	13 11 1 160	8 6 9 121	10 10 8 120	8 12 3 113	8 13 10 126	13 11 1 160	8 6 9 121	10 10 8 120	8 12 3 113	8 13 10 126	13 11 1 160	8 6 9 121	10 10 8 120	8 12 3 113	8 13 10 126
Tea	Lb.	0 15 5 198	0 15 7 225	0 15 7 260	1 1 10 171	1 0 5 200	0 15 2 194	0 15 7 225	0 15 7 200	1 1 10 171	1 0 5 200	0 15 2 194	0 15 7 225	0 15 7 200	1 1 10 171	1 0 5 200	0 15 2 194	0 15 7 225	0 15 7 200	1 1 10 171	1 0 5 200	0 15 2 194	0 15 7 225	0 15 7 200	1 1 10 171	1 0 5 200
Salt	Maund	3 5 0 156	2 0 0 152	2 4 7 151	3 8 2 158	2 9 11 139	3 6 7 160	2 3 7 169	2 4 7 151	3 8 2 158	2 14 8 180	3 6 7 160	2 3 7 169	2 4 7 151	3 8 2 158	2 14 8 180	3 6 7 160	2 3 7 169	2 4 7 151	3 8 2 158	2 14 8 180	3 6 7 160	2 3 7 169	2 4 7 151	3 8 2 158	2 14 8 180
Beef	Seer	0 8 7 166	0 9 0 180	0 4 11 82	0 3 0 121	0 6 0 141	0 8 7 166	0 9 0 180	0 5 2 86	0 4 0 160	0 6 0 141	0 8 7 166	0 9 0 180	0 5 2 86	0 4 0 160	0 6 0 141	0 8 7 166	0 9 0 180	0 5 2 86	0 4 0 160	0 6 0 141	0 8 7 166	0 9 0 180	0 5 2 86	0 4 0 160	0 6 0 141
Mutton	.. ..	0 13 2 197	0 10 0 167	0 10 0 167	0 8 0 133	0 9 0 150	0 13 8 205	0 10 0 167	0 10 0 167	0 8 0 133	0 9 0 150	0 13 8 205	0 10 0 167	0 10 0 167	0 8 0 133	0 9 0 150	0 13 8 205	0 10 0 167	0 10 0 167	0 8 0 133	0 9 0 150	0 13 8 205	0 10 0 167	0 10 0 167	0 8 0 133	0 9 0 150
Milk	Maund	17 9 4 191	8 0 0 180	12 4 11 246	13 5 4 183	13 5 4 133	17 9 4 191	8 0 0 189	10 0 0 200	11 6 10 157	13 5 4 133	17 9 4 191	8 0 0 189	10 0 0 200	11 6 10 157	13 5 4 133	17 9 4 191	8 0 0 189	10 0 0 200	11 6 10 157	13 5 4 133	17 9 4 191	8 0 0 189	10 0 0 200	11 6 10 157	13 5 4 133
Ghee	.. ..	97 0 5 191	73 2 5 171	84 8 5 190	71 1 9 127	74 6 8 144	99 6 6 196	73 2 5 171	85 5 4 192	6 3 1 136	74 6 8 144	99 6 6 196	73 2 5 171	85 5 4 192	6 3 1 136	74 6 8 144	99 6 6 196	73 2 5 171	85 5 4 192	6 3 1 136	74 6 8 144	99 6 6 196	73 2 5 171	85 5 4 192	6 3 1 136	74 6 8 144
Potatoes	.. ..	7 2 3 159	4 4 3 79	4 3 4 111	5 0 0 125	4 3 4 125	7 11 10 173	6 2 6 114	5 11 5 150	7 9 11 191	4 15 3 147	7 11 10 173	6 2 6 114	5 11 5 150	7 9 11 191	4 15 3 147	7 11 10 173	6 2 6 114	5 11 5 150	7 9 11 191	4 15 3 147	7 11 10 173	6 2 6 114	5 11 5 150	7 9 11 191	4 15 3 147
Onions	.. ..	3 9 2 230	2 9 3 142	2 8 0 125	3 1 3 123	2 6 6 120	3 9 2 230	3 4 3 180	2 8 0 125	3 1 3 123	2 10 1 131	3 9 2 230	3 4 3 180	2 8 0 125	3 1 3 123	2 10 1 131	3 9 2 230	3 4 3 180	2 8 0 125	3 1 3 123	2 10 1 131	3 9 2 230	3 4 3 180	2 8 0 125	3 1 3 123	2 10 1 131
Cocconut oil	.. ..	27 15 7 110	25 9 7 104	32 0 0 160	32 0 0 120	28 1 1 100	28 9 2 113	25 8 7 104	29 1 5 145	32 0 0 120	28 1 1 100	28 9 2 113	25 8 7 104	29 1 5 145	32 0 0 120	28 1 1 100	28 9 2 113	25 8 7 104	29 1 5 145	32 0 0 120	28 1 1 100	28 9 2 113	25 8 7 104	29 1 5 145	32 0 0 120	28 1 1 100
Index No.—Other articles of food	.. ..	176	154	156	137	137	179	161	154	145	142	176	161	154	145	142	176	161	154	145	142	176	161	154	145	142
Index No.—All food articles (unweighted)	.. ..	163	146	147	137	138	165	150	146	144	140	163	150	146	144	140	163	150	146	144	140	163	150	146	144	140

1150
LABOUR GAZETTE
AUG., 1927

AUG., 1927
LABOUR GAZETTE
1151

WORKING CLASS COST OF LIVING INDEX NUMBERS IN BOMBAY
BY GROUPS

Prices as July 1914 = 100

Months	Cereals	Fruits	Meats and fishes	Other articles of food	All food	Rent and clothing	Education	Household	Total
1924									
January	108	125	134	192	156	166	231	172	160
February	116	124	135	191	156	166	229	172	160
October	135	124	134	193	156	167	224	172	160
November	135	126	134	196	157	167	214	172	161
December	134	125	133	196	156	167	214	172	160
1925									
January	131	124	130	189	152	165	209	172	157
February	134	125	133	185	152	166	210	172	157
March	139	128	138	183	155	165	207	172	159
April ..	137	128	136	181	153	165	207	172	158
May	133	122	132	182	151	165	207	172	156
June ..	130	119	129	184	149	165	198	172	154
July ..	136	119	134	183	152	165	192	172	157
August	126	119	125	184	147	165	191	172	152
September	125	118	124	182	146	165	188	172	151
October	128	121	128	182	148	165	192	172	153
November	129	132	129	182	149	165	185	172	153
December	132	137	133	183	151	165	176	172	155
1926									
January	132	140	133	183	151	165	173	172	155
February	132	136	132	181	150	165	172	172	154
March	132	136	133	182	151	165	174	172	155
April ..	132	133	132	180	150	165	175	172	153
May ..	133	138	133	177	150	164	170	172	153
June ..	133	139	134	182	152	164	162	172	155
July	134	145	135	187	155	164	160	172	157
August	135	141	136	181	153	164	160	172	155
September	135	145	135	179	152	164	160	172	155
October	135	150	138	180	153	164	159	172	155
November	133	152	135	180	152	164	156	172	154
December	134	155	136	184	154	166	148	172	156
1927									
January	134	149	135	188	155	166	143	172	156
February	134	154	136	180	152	166	143	172	155
March	134	159	137	179	152	166	152	172	155
April ..	133	151	135	178	151	166	143	172	153
May ..	133	154	134	176	150	166	147	172	152
June ..	134	158	136	177	151	166	147	172	154
July ..	136	153	138	181	154	166	149	172	156
August	136	157	138	184	155	166	152	172	157

75 By 10 Min. Keba

GUSTAV HOFFMANN
BUCHBINDEREI
HAMBURG 30
GROSSE BLEICHEN 64