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INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH

Report for August 1940.

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Government of India.-

Wireless Operators and Watches (Merchant Ships) Order, 1940. ✓

The Government of India has issued an Order specifying the number of wireless operators a merchant ship must carry and details of wireless watches.

(Order No. 1169 dated 10-8-1940:
The Gazette of India, Part I,
dated 10-8-1940, pages 1173 to 1174).

Government of India.-

Central Civil Services (Posts and Telegraphs Department)
Marriage Gratuity Rules, 1940.

The Government of India has issued Rules to regulate the grant of gratuity to female Government servants in the Posts and Telegraphs Department who are required to resign on marriage.

(Notification No. D/2071-P.T./40 dated
6-8-1940; The Gazette of India, Part I,
dated 10-8-1940, pages 1127 to 1128.)

Bengal.-

The Bengal Domestic Servants' Relief Bill, 1940.

The text of the above Bill introduced in the Bengal Legislative Council by Mr. Humayun Kabir on 2-8-1940 is published at pages 75-77 of Part IV-B of the Calcutta Gazette dated 22-8-1940.

According to the Statement of Objects and Reasons, the Bill proposes to offer domestic servants some of the rudimentary rights which other classes of workers in society have already secured. For the purpose, some limitation of working hours, provision of daily and weekly rest and the recognition of right to leave, and notice before dismissal are provided in the Bill. It is recognised that it would be difficult to extend these rights to rural areas, and the Bill therefore contemplates the case of domestic servants in municipal areas alone.

Principal Provisions: Minimum Age.- No person below the age of ten years shall be employed as a domestic servant.

Hours: 78-Hour Week.- No adult domestic servant shall be employed in any work or capacity for more than 12 hours per day or 78 hours per week; the hours of work for young persons (ages 10-15) engaged as domestic servants shall not exceed 8 hours per day or 52 hours per week.

Weekly Holiday and Rest Period.- All domestic servants shall enjoy a half-day's complete holiday on every Sunday beginning at 2 o'clock p.m.; they shall also enjoy a daily rest of one hour in the afternoon between the hours of 12 noon and 3 p.m.

2

Leave.- All domestic servants shall be entitled to one month's leave on full pay on completion of one year's continuous service.

Minimum Wages.- The wages of a domestic servant shall not be below Rs.10 where meals are supplied free of cost by the employer, and where meals are not supplied, such wages shall not be less than Rs.15, provided that for young persons employed as domestic servants the minimum wages shall not be below Rs.5 and free meals or Rs.10 where meals are not so supplied.

Hours of Young Persons.- No young person employed as a domestic servant shall be employed after 9 p.m.

Notice.- All domestic servants who have served under an employer for six consecutive months or more shall be entitled before dismissal to 15 days' notice or wages in lieu thereof. *

Bengal.-

The Bengal Bus Drivers and Conductors Bill, 1940.

The text of the above Bill, introduced by Mr. Humayun Kabir in the Bengal Legislative Council on 2-8-1940, is published at pages 72-74 of Part IV-B of the Calcutta Gazette dated 22-8-1940.

The Statement of Objects and Reasons points out that the bus service in Bengal has been growing in importance for a decade and a half. In order to maintain profits in the face of growing competition, owners of buses have been imposing progressive cuts in the wages of drivers and conductors, while working hours have been forced up. This Bill seeks to regulate the condition of employment of bus drivers and conductors and to secure their interests as also those of the trade itself.

Main Provisions; Hours.- (1) No driver or conductor shall be employed in any bus for (a) more than five hours before he has had an interval of rest of at least half an hour, or (b) for more than nine hours in one day, or (c) for more than fifty-four hours in the week. (2) No driver or conductor shall be allowed or made to sleep in the garage or the bus during the night.

Minimum Wages.- (a) No driver shall be paid less than Rs.80 and no conductor shall be paid less than Rs.40 per mensem. (b) The minimum wages fixed in this section shall not be subject to any abatement by individual or collective agreement. (c) Employers shall pay net wages to employees at not less than the minimum wages clear of all deductions. All wages are to be paid by the 10th of the following month.

Sick and Privilege Leave.- Any driver or conductor who has been engaged to serve for a period of one year or over or has been in continuous service for the same period shall be entitled to privilege leave for one month on full pay for each year of his service.

Bengal.-

The Bengal Urban Poor Relief Bill, 1940.

Attention is directed to the above Bill introduced in the Bengal Legislative Council by Mr. S.M. Hosain on 2-8-1940; the text of the

Bill is published at pages 84-85 of Part IV-B of the Calcutta Gazette + / dated 22-8-1940.

The Bill provides for the relief of the deserving poor in urban areas. Lists of indigents requiring relief have been proposed to be prepared in two parts. The first part will contain names of disabled persons suffering from leprosy or other contagious diseases; the second part will show names of other disabled persons, who cannot earn their livelihood because of disease, infirmities, old age or minority. It will be compulsory on every Municipality to provide funds for the segregation and maintenance of all indigents of the first list suffering from contagious diseases. As regards relief to indigents of the second list, the Municipalities shall try their best to render as much relief as possible. So long as the Municipalities are not able to provide for relief, they shall arrange to collect voluntary contributions, but shall render help to indigents of this class only in urgent cases. They shall however arrange for regular inspection of indigents incapable of moving about without others' help and shall see that they do not starve in silence. It is expected that, in the light of the experience gained by the working out of these provisions, the Municipalities and the Government will be in a position to enact further laws for the relief of the poor.

Bengal. -

Bengal Shops and Establishments Bill, 1939;
Measure passed by Legislative Council.

The Bengal Shops and Establishments Bill, 1939, introduced in the local Legislative Council on 6-12-1939, was taken up for consideration by the Council on 12-8-1940. An important change made in the course of discussion was the deletion, on the initiative of the Government and the ~~Employers'~~ group, of Section 3 which laid down that hours of work in commercial establishments should be restricted to 208 per month.

In explaining the need for deleting the Section, the Hon. Mr. H.S. Suhrawardy, Minister for Labour, stated that the Government had not sufficient ~~the~~ information regarding the mode of work in commercial establishments which would justify the passing of such a clause. There were commercial establishments of various kinds. Commercial establishments conducted by Europeans would not be affected by this bill because so far as the Government was aware large numbers of employees in these establishments worked 208 hours per month. There were however other classes of companies or commercial establishments about which Government had only insufficient information. These establishments or companies started their work at odd hours and closed at odd hours. Under the circumstances, Mr. Suhrawardy proposed to conduct an enquiry into the hours of work of various kinds of commercial establishments and then to come up with some proposal in the form of a new Bill before the House which would enable the Government to control such establishments satisfactorily. He, however, agreed that commercial establishments required control and declared that proper legislation will be introduced in March 1941.

Mr. Humayun Kabir moved that provision should be made in the Bill that "a person employed in a shop, commercial establishment for public entertainment or amusement who has been engaged to serve or has been in continuous service for a period of not less than six months shall be +

entitled to a month's notice or a month's wages in lieu thereof before dismissal, discharge or retrenchment."

The Hon. Mr. H.S. Suhrawardy said that the amendment was far too one-sided. The employers, in the opinion of Mr. Suhrawardy, also required some security against their dishonest servants and they would be taking away that security from the employers if they made a provision like this in the Bill. The amendment of Mr. Kabir was lost.

Section 11 prohibiting establishments for public entertainment or amusement from selling certain articles after the closing hour for shops, was also deleted. Section 13 providing privilege leave for one month in the year was amended to 14 days' leave.

Mr. K.C. Roy Chowdhury suggested that Government should bring in legislation on minimum wages after due enquiry, because the apprehension was gradually gaining ground among shop-assistants that their wages would be reduced by employers on the plea that a larger number of staff would have to be employed by them in view of the passing of this Bill.

The Bill was passed by the Legislative Council on 14-8-1940.

(The Amrita Bazar Patrika, 14,15 and 16-8-40).+

Bengal.-

Fixation of Minimum Rates of Wages Bill, 1940:
Motion for Select Committee defeated.

On 16-8-1940, Mr. Shibnath Bannerjee moved in the Bengal Legislative Assembly that the Fixation of Minimum Rates of Wages Bill, 1940, introduced by him recently in the Assembly be referred to a Select Committee. The Bill applied to establishments coming under the purview of the Factories and the Indian Mines Acts and proposed that the minimum wage rates of wages in them be fixed at Rs.30 per month. It was pointed out that in several provinces which had Congress Ministries, a minimum wage of Rs.15 was fixed by executive action. Mr. Bannerjee was content to let the Select Committee fix a lower amount than Rs.30 if they deemed it necessary.

Dr. Suresh Chandra Banerjee, in supporting the motion, directed attention to the Draft Convention and Recommendation on the subject adopted by the I.L.Conference.

The Hon'ble Mr. H.S. Suhrawardy, Minister for Labour, opposed the motion for reference of the bill to a Select Committee. He said that if any legislation had to be undertaken for the fixation of minimum wages, that should be done on an all-India basis, because, if a particular province passed such legislation the effect would be to drive out industrial enterprise from the province to other provinces. For this reason, Mr. Suhrawardy said that legislation of this character should not be undertaken by any province singly. An Enquiry Board, he said, had been appointed to investigate the cost of living, average wages of workers, etc. On the recommendation of the Enquiry Board action would be taken. He had already circulated a questionnaire in this connection to all labour organisations, and hoped by this means to estimate correctly the average cost and standard of living. Steps will then be taken to concert measures, if possible, on an all-India basis. Unless that is possible, the local Government cannot hope to sponsor or support a bill of the type under discussion. +

The motion when put to vote was defeated by 58 votes against 43. +
(The Amrita Bazar Patrika, 18-8-1940.)

Bihar.-

Application of Labour Laws to Santal Parganas.- The Bihar Government has notified that the Workmen's Compensation Amendment Acts of 1939 (Acts XIII and XLII of 1939) and the Coal Mines Safety (Stowing) Act, 1939 (Act XIX of 1939) have been extended to the Santal Parganas.

(Notification No. 675-VII M-21-R.R. dated 29-7-1940; The Bihar Gazette, Part II, dated 7-8-1940, page 268.)

Bihar.-

Rules for the Management of Provident Funds of Employees of Luathaha Notified Area Committee.

In exercise of the powers conferred by clause (a) of section 389 of the Bihar and Orissa Municipal Act, 1922 (Bihar and Orissa Act VII of 1922), the Governor of Bihar has issued rules for the management of provident fund of employees of the Notified Area Committee of Luathaha. The persons covered are non-pensionable employees holding a substantive appointment under the Committee whose pay exceeds Rs.10 per mensem.

(Notification No. 1028-L.3.-G.R. dated 31-7-1940; The Bihar Gazette, Part II, dated 7-8-1940, pages 270 to 280.)

Madras.-

Proposed Restrictions on Employment of Women in Fish-Curing Industry.

The Government of Madras proposes issuing a rule under Section 45 (2) (relating to the relaxation of the prohibition of night work for women employed in fish-curing work) of the Factories Act. The proposed rule however stipulates the following conditions in granting the exemption: (1) No woman shall be employed before 6 a.m. or after 7 p.m. for more than three days in any one week. The number of days on which a woman may be so employed shall not exceed 50 in a year. (2) No woman shall be employed after 11 p.m. (3) A period of uninterrupted rest of at least nine hours shall intervene between the cessation of a period of work after 7 p.m. on any day and the beginning of a fresh period of work on the following day.

(Notification No. 640; G.O. No. 1780 dated 1-8-1940; The Fort St. George Gazette, Part I, dated 27-8-1940, page 1120.)

Orissa.-

Extension of the Factories (Amendment) Act, 1940, to "Partially Excluded Areas" in Orissa.- The Orissa Government has notified the extension of the Factories Amendment Act, 1940, to certain "partially excluded areas" in Orissa.

(Notification No. 5070-I.F.18/40-Com. dated 26-7-1940; the Orissa Gazette, Part III, dated 2-8-1940, page 450.) +

6

Social Policy.

Bipartite Conference to consider Labour Legislation
Proposals: To be held under auspices of Government of India in Dec. 1940 ✓

It is learned that a conference of representatives of workers and employers is being convened by the Labour Department, Government of India, to meet towards the end of 1940, to consider a number of labour Bills, the drafts of which have been circulated to the Provincial Governments for opinion. These Bills embody the recommendations of the first Labour Ministers' Conference held in January 1940 (vide pages 6 to 8 of our January 1940 report), and deal with sickness insurance, extension of labour legislation to labour employed in commercial establishments and shops, collection of certain statistics with reference to industries and labour, amendment of the Payment of Wages Act, amendment of Section 5 of the Factories Act and recognition of trade unions.

The present plan is to bring these Bills up before the Budget session of the Central Legislature after they are discussed by the Conference of representatives of capital and labour and by the second Labour Ministers' Conference.

(The Statesman, 11-8-1940) ✓ +

Establishment of Labour Department in Bihar. ✓

With a view to promote harmonious relations between labour and capital and ^{to} keep closer contact with them, the Government of Bihar, it is understood, is considering a proposal sponsored originally by the Congress Ministry of the province for creating a Labour Department in the Bihar Secretariat.

(The Amrita Bazar Patrika, 10-8-1940) ✓ +

7

General Legislation re. Employees in Shops and Commercial Establishments: Weekly Holidays Bill Proposed. ✓ +

One of the subjects discussed at the first Conference of Labour Ministers held in January 1940 (vide pages 6 to 8 of our January 1940 report) was the extension of legislation to labour employed in commercial establishments and shops. Even before the Conference, the Province of Bombay had passed an Act (vide page 2 of our November 1939 report) to regulate conditions of labour in this field, and some other provinces were actively considering similar proposals for legislation; since then an Act has been passed in the Punjab (vide page 3 of our June 1940 report). The discussion at the Conference showed that, while some Provinces were willing to proceed with legislation to regulate conditions of labour in shops and commercial establishments, others were of opinion that the experiment ought to be carefully watched in the Provinces which already had such legislation and that the time was not yet ripe for them to take up legislation. It was decided therefore that the subject should be reviewed again at the next Conference.

During the course of the discussion, however, a specific suggestion was made that the Central Government should consider the question of passing an enabling measure for the compulsory closing of shops and commercial establishments for a minimum period of one day in the week, leaving it to the Provincial Governments to provide an extra half holiday, if they considered it necessary. In pursuance of this suggestion, a Bill has been drafted by the Central Government to provide for the grant of weekly holidays to persons employed in shops, commercial establishments, restaurants and theatres. It is a comparatively simple measure in which no attempt has been made to cover many of the points included in the Bombay and Punjab Acts. As a more elaborate measure would mean greater financial expenditure for purposes of inspection and enforcement, and as many Provincial representatives at the Labour Ministers' Conference were not in favour of any immediate legislation of an elaborate type, it is considered that a simple measure will be more generally acceptable. The Bill leaves it to Provincial Governments to apply it to any area they like within their jurisdiction, by notification.

Copies of the Bill have been circulated to Provincial Governments (Letter No. L.3079 dated 12-7-1940 of the Labour Department, Government of India); ^{they have also been requested} requesting them to ascertain the views of employers' and workers' organisations on the proposals. The information collected is to be forwarded to the Government of India before 1-11-1940.

(Circular No. L.3079 dated 12-7-1940 of the Department of Labour, Government of India, copy of which was forwarded to this Office.) ✓

Delegation of Powers to Provincial Governments. re. Trade Unions
re. Trade Unions whose objects are not confined to One
Province: Government of India's Enquiry. ✓

One of the subjects discussed at the First Session of the Labour Ministers' Conference held at New Delhi in January 1940 was the delegation by the Central Government to Provincial Governments of powers regarding trade unions whose objects are not confined to one Province. It was generally agreed by the Conference that such delegation was necessary. The Government of India has now invited the Provincial Governments to ~~submit~~ consent to such delegation and has pointed out that in that case, in each Province, all trade unions whose head or registered office is situated within it, whether their objects are confined to that Province or not, would be subject to the same Regulations and the same Registrar and appellate authority.

(Letter No. L 3006 dated 14-5-1940 from the Department of Labour to Provincial Governments, a copy of which was supplied to this Office.) ✓

Amendment of Section 5 of Factories Act:

Government of India invites Views of Provincial Governments. ✓

A proposal was made by the Government of the Central Provinces before the First Session of the Labour Ministers' Conference held at New Delhi in January 1940, for amending Section 5 of the Factories Act, 1934, so as to empower Provincial Governments to notify once for all that establishments using power and employing 10 or more persons should be considered to be factories within the meaning of the Act. At the Conference opinion as to the necessity for the proposed amendment was divided, and the President of the Conference summed up the discussion in the following words: "I see that opinion has not crystallised as far as many delegates are concerned, on the question of the amendment of the Factories Act, and I suggest that this question may be considered by Provincial Governments and brought for further consideration at the next Conference".

In accordance with that decision, the Government of India has invited Provincial Governments (except the Central Provinces) to consider the proposal further and to forward their views to the Central Government by 1-9-1940.

(Letter No. L 3071 dated 14-5-1940 from the Department of Labour, Government of India to all Provincial Governments (except the Central Provinces), copy of which was supplied to this Office.) ✓

Amendment of the Payment of Wages Act:

Government of India invites Proposals from Provincial Governments. ✓

The Payment of Wages Act, 1936, which came into force with effect from the 28th March 1937, is a new measure with no corresponding legislation in other countries, and it was realised that it may have to be amended from time to time as experience was gained of its working. Some of the difficulties which, as a result of the working of the Act during the first two and a half years, came to the notice of the Government of India were set out in the Memorandum prepared for discussion at the First Conference of Labour Ministers held in January 1940. A Supplementary Memorandum on the same subject was also prepared by the Government of Bombay. (These Memoranda are reproduced on pages 63-70 of Bulletin No. 70 of the Bulletin of Indian Industries and Labour.) The several points raised in the Memoranda were not considered in detail at the Conference, but the discussion on the subject revealed that some Provincial Governments would like to make further proposals for amendment of the Act. The general opinion of the Conference was that Provincial Governments should be asked for suggestions to amend the Act and the President of the Conference summed up the discussions as follows:- "More comprehensive amendments of the Act may be called for than is indicated in the notes prepared by the Government of India. Provincial Governments may suggest the amendments they wish to see embodied in the Act. After receipt of these amendments the question of a comprehensive piece of legislation will have to be taken up."

Accordingly, the Government of India has invited Provincial Governments to forward by 1-10-1940 proposals for amending the Act.

(Letter No. L 3079 dated 16-5-1940 from the Department of Labour, Government of India to Provincial Governments, a copy of which was supplied to this Office.) ✓

Recognition of Trade Unions:

Government of India invites Views of Provincial Governments. ✓

The question of recognition of trade unions was brought before the First Session of the Labour Ministers' Conference, at the instance of the Government of the Central Provinces.

The whole question of recognition of trade unions was discussed by the Royal Commission on Labour at pages 323-6 of their Report. They

observed that "recognition in the letter must be followed by recognition in spirit, by a readiness to discuss sympathetically points put forward by the union, by accessibility to its officers and by willingness to let them have credit where credit is due". The Commission also observed that no law can secure that genuine and full recognition which they desired to see. It is clear that this is not a matter that can be satisfactorily solved by merely resorting to legislation. As far as the Central Government was concerned it had, in pursuance of the recommendation of the Royal Commission on Labour, evolved a set of rules for the recognition of associations of its industrial (including railway) employees. Supplementing these rules, the Railway Board has recently drawn up a set of conditions precedent to the recognition of unions for the guidance of Railway Administrations.

The Labour Ministers' Conference felt however that there was not sufficient material before it to enable any useful conclusion to be reached and decided that the question should be left over to be considered by the various Governments and that further discussion should be taken up at the next Conference, which it is proposed to hold in January 1941. In pursuance of this decision, the Government of India has suggested to Provincial Governments that the question may be examined and that their views communicated to the Government of India by 1-9-1940.

(Letter No. L3079 dated 16-5-1940 from the Department of Labour, Government of India, to the Provincial Governments, copy of which was supplied to this Office.)

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Conditions of Work

Hours of Work.

Further Reduction in Working Hours of Bengal Jute Mills:
Three Weeks of 45 hours each to be worked from September 1940. ✓

Reference was made at page 8 of our July 1940 report to the decision of the Indian Jute Mills' Association, Calcutta, to reduce the weekly hours of work in Jute mills from 54 to 45 from 19-8-1940. In view of the lack of shipping facilities and the consequent increase in local stocks, the Indian Jute Mills' Association, on the recommendation of its Committee, has decided on 21-8-1940 to work jute mills for three weeks of 45 hours each and to keep them closed for one week in a month. This decision will come into force from the second week of September 1940.

Explaining the reason which led them to take this decision, the Committee in a Press Note observes that Government's orders for sand-bags have now been completed and that the productive capacity previously engaged on war work has been obliged to revert to the manufacture of goods on private account. Another consideration influencing the Association in its decision was the labour position, with a view to avoid the necessity of reducing the hours of work and sealing looms. Further, in respect of the closed weeks, the mills will pay to all existing personnel an allowance which in the case of the lower paid workers, amounts to half of the wages they would normally earn, were the mills to work, and slightly less in the case of the more highly paid workers. The net result of this will be that the workers will be receiving during a month almost the same amount of money as would be the case were they to work for 40 hours every week and this sum is distributed to a greater number of workers and prevents many being denied the opportunity of earning anything at all.

(The Times of India, 23-8-1940, and the
Hindustan Times of 23-8-1940.) ✓₄

Women's Work

Central Civil Service (Posts and Telegraphs Department)

Marriage Gratuity Rules, 1940. ✓

The Government of India has issued Rules to regulate the grant of gratuity to female Government servants in the Posts and Telegraphs Department who are required to resign on marriage.

(Notification No. D/2071-P.T./40 dated 6-8-1940 : The Gazette of India, Part I, dated 10-8-1940, pages 1127 to 1128.) ✓

Industrial Disputes

Industrial Disputes in British India during the quarter ending 31-3-1940. ✓

According to a press note on industrial disputes in British India during the quarter ending 31-3-1940, recently issued by the Department of Labour, Government of India, the total number of strikes during the period was 120 and the total number of workers involved was 273,990, as compared with 110 strikes, involving 160,535 workers during the preceding quarter. The total number of working days lost during the quarter was 4,003,016 as compared with 225,966 during the preceding quarter.

Provincial Distribution.- During the period under review, there were 45 disputes in Bombay involving 202,169 workers and entailing a loss of 3,348,350 working days. Next comes Bengal with 43 disputes involving 49,171 workers and entailing a loss of 419,612 working days; Bihar and Sind with 8 disputes each involving 10,953 and 811 workers and entailing losses of 175,021 and 3,236 working days respectively; Madras and the Punjab with 7 disputes each involving 5,349 and 142 workers and entailing losses of 45,000 and 423 working days respectively; the C.P. and Berar with 6 disputes involving 2,784 workers and entailing a loss of 25,250 working days, the U.P. with 3 disputes involving 2,100 workers and entailing a loss of 73,348 working days; and Delhi with 1 dispute involving 800 workers and entailing a loss of 4,780 working days.

Classification by Industries.- Classified according to industries, there were 27 disputes in the cotton and woollen mills involving 208,070 workers and entailing a loss of 3,485,042 working days; 10 in engineering workshops involving 3,399 workers and entailing a loss of 44,120 working days; 5 in Jute mills involving 13,627 workers and entailing a loss of 48,817 working days; 3 in mines involving 4,367 workers and entailing a loss of 57,274 working days; and 1 in railways, including railway workshops, involving 5,200 workers and entailing a loss of 5,200 working days. In all other industries together, there were 62 disputes involving 39,327 workers and entailing a loss of 362,555 working days.

Causes and Results of Strikes.- Of the 120 disputes, 84 were due to questions of wages, 18 to those of personnel, 8 to those of ~~bonus~~ bonus, 1 to that of leave and hours and 17 to other causes. In 23 cases the workers were fully successful, in 39 cases partially successful and in 55 cases unsuccessful; 11 disputes were in progress on 31-3-1940. ✓

Indian Mining Association's Representations to Bihar Government
to declare Stay-in-Strikes Illegal: Government's Refusal. ✓

In April 1940, the Indian Mining Association approached the Government of Bihar through the Additional Deputy Commissioner, Dhanbad, to declare stay-in-strikes illegal in the province. It was pointed out that the Bengal Government had declared stay-in-strikes illegal. The Bihar Government, in reply, has stated that "circumstances may arise when a stay-in-strike may be illegal, but Government do not consider it advisable to make any declaration like the one asked for by the Indian Mining Association."

(Proceedings of the Meeting of
the Committee of the Indian
Mining Association, Calcutta,
held on 25-7-1940). ✓

Railway Industrial Advisory Board:

Two Assessors to be Appointed. ✓

Reference was made at pages 13 to 14 of our November 1938 report to the setting up of the Industrial Advisory Board for Railways. It has now been decided to include in the Board two assessors representing the views of railway employers and employees respectively. The assessors will be selected by the parties to a dispute. The assessor representing employers will be nominated by the railway administration concerned and the assessor representing the employees by the Labour Union, if it is a party to the dispute, or by the body of men concerned. If difficulties arise where workers are not organised, the Advisory Board may choose the workers' representative in consultation with the Conciliation Officer.

The functions of the assessors will be to advise the Board and to give it the benefit of their expert knowledge. They may, with the permission of the Chairman of the Board, put questions to witnesses. They are not, however, to have any part in the drafting of the Board's reports.

(The Hindu, 19-8-1940). ✓

15

Conditions of Work

General

Labour Conditions in Jharia Coal Fields:

Report submitted by A. Hughes. ✓

The Government of India appointed some time back Mr. A. Hughes, I.C.S., to enquire and report on labour conditions in the Jharia Coal fields. It is understood that Mr. Hughes submitted his report recently and that it is now under consideration of the Government.

(The Statesman, 11-8-1940) ✓

Working of the Indian Mines Act in C. P. in 1939. ✓

Supply of Labour.- The rates for manganese ore underwent sharp fluctuations during 1939, a sudden slump about the middle of the year being followed by a partial revival towards its close. The number of manganese mines, therefore, remained almost unchanged. In the coal industry, conditions continued to be satisfactory and two new mines were opened. The number of limestone quarries in the Jubbulpore district, however, decreased, and due to lack of demand from abroad the output of bauxite was also reduced. Labour was generally local and was adequate except in the Chindwara district where the usual shortage during sowing and harvesting seasons and also on occasions of important festivals was experienced.

The total number of working mines was 140, the same as in the previous year, but five manganese mines in the Balaghat district were closed down towards the end of the year.

Wages.- The wages of the employees remained practically unchanged. The average daily earnings of male labourers employed in coal mines ranged from Re.0-5-0 to Rs.1-10-0 for underground work and from Re.0-4-0 to Rs.1-9-0 for surface work, while women labourers earned on an average from Re.0-3-0 to Re.0-5-6. In manganese and other mines the wages of unskilled male labourers varied from Re.0-3-0 to Re.0-6-0 while skilled male labourers varied from Re.0-5-6 to Re.1-8-0. Female labourers were paid daily wages ranging from Re.0-2-0 to Re.0-4-9.

Relations between labourers and employers.- It is reported that the relations between labourers and the employers continued to be cordial and that there were no strikes or industrial disputes during the year.

General Health of the labourers.- A welcome feature of the year was the comparative freedom of mining camps from virulent epidemics, and, consequently, a decrease in mortality over^{the} previous year.

The sanitary condition of the mining camps was fairly good and arrangements for water-supply were generally satisfactory. As a further step in prohibition, the shopless zone of five miles about the Murwara town was extended to 10 miles with effect from the 1st January 1939.

Accidents.- There was a decrease in the number of accidents in all the districts except Balaghat where the number increased to 25 as against 14 in the previous year. The total number of accidents reported during the year was 130 as against 153 in 1938, out of which 25 were fatal.

41 (as against 43 in 1938) cases were instituted under the Workmen's Compensation Act in the Chhindwara district and Rs.7,172 were paid to the victims of the accidents or to the dependants of the deceased.

Prosecution for offences.- There were 5 prosecutions under the Act in the Jabulpore district. In two of these cases, the owners of mines were fined Rs.35 each for failure to submit annual returns in proper time and three cases were pending at the close of the year. In Chhindwara, 18 cases were instituted against 22 persons of whom 17 were convicted, four acquitted or discharged and the case against the remaining one was pending at the close of the year. There were no prosecutions in other districts.

Inspection.- The Deputy Commissioners and the mining officers inspected most of the mines in their respective districts. The Civil Surgeons, Bhandara, Balaghat, Chhindwara, Chanda and Nagpur or their assistants also visited some of the mines in their capacity as ex officio Inspectors of Mines.

(Resolution No. 2356-1185-XII-7 Dated 27-7-1940; The C.P. and Berar Gazette, Part I, dated 2-8-1940, pages 651 to 654.) ✓

Labour Conditions of Factory Operatives in Baroda
in 1937-38.* ✓

Number of Factories.- The total number of factories on the register on 31-7-1938, the closing of the year under report, was 148 as against 143 in the previous year. The number of factories in actual operation under the Factories Act, was 137 as against 125 in the previous year. Out of these 31 were perennial and 106 seasonal as compared with 27 perennial and 99 seasonal in 1936-37. 16 factories out of the perennial class and 101 out of the seasonal class were connected with the Cotton Industry. 7 factories were added to and 2 were removed from the Register of Factories during the year.

Number of operatives.- The total number of operatives employed in all factories during the year increased to 34,208 as against 27,537 in the previous year. The increase is mainly due to the night shift working of many textile mills. Of the 34,208 operatives, 30,162 were

* Annual Report of the Department of Commerce, Industries and Labour, Baroda State, for the year 1937-38 ending 31st July 1938. Baroda State Press. 1939. Price Re.1-4-0. pp.vi + 112.

engaged in the cotton industry and 4,046 in other industries. Of the total number of workers, 5,311 (15.5 per cent.) were women and 220 (0.7 per cent.) children as against 4,677 (17.0 per cent.) and 207 (0.7 per cent.) respectively in 1936-37.

Shifts.- Out of the 31 working perennial factories, 18 worked on night shift also either for part of or whole of the year. 12 factories worked on night shift throughout the year as compared with 8 factories last year. Several of the seasonal factories also worked on night shift during part of their period of operation.

Inspection.- 65 factories were inspected once, 24 twice, 6 thrice and 16 more than three times, while 37 were not inspected at all. The visits led to detection of offences in case of 10 perennial factories and 5 seasonal factories.

Wages.- The average monthly rates of wages of higher paid skilled labour increased in two cases, remained stationary in three cases and decreased in other cases. The average wages of daily paid labour was, for men Rs.0-8-6 and women Rs.0-7-0.

Strikes.- Labour strikes of short duration in various textile mills have been comparatively free from prolonged and severe hardship on the labour and industry as compared with last year, the total working days lost being 119,375 as compared with 253,310 last year. The loss of wages to workers is approximately about 100,000. The recent appointment of a Labour Officer, with the application of the Indian Trade Disputes Act to this State, it is hoped, may be expected to improve labour relations to a certain extent.

Labour Welfare: Housing.- Housing accommodation was provided for 2,520 workers. The health of operatives was found to be generally satisfactory. Out of the 17 mills, two mills have provided Allopathic and Ayurvedic medical facilities, 9 mills only Allopathic and the remaining six mills have not provided any medical help.

The employers have also organised other welfare activities in their mills. 13 out of the 17 mills have provided creches for the children of women workers. 8 mills have provided cheap cloth shops and three mills have cheap grain shops. Almost all the mills have kept safety posters in various departments of the mills.

Safety.- Tight clothing is now generally supplied to all workers engaged in hazardous work on machinery. Personal prejudice of the workers themselves in the matter of putting on tight clothing supplied by their employers is still noticed, there being several occasions when on visits to the factories, workers were found in loose dhoti.

Accidents and Compensation.- 210 accidents were reported to have occurred in factories as compared with 136 in the previous year. 2 accidents of these were reported from Cotton Ginning and Pressing factories, both of which were minor. Out of the remaining 208 accidents in all other factories, 5 were fatal, 16 serious and 187 minor as against 5 fatal, 24 serious and 124 minor last year.

During the year under report compensation amounting to Rs.7,410 was paid to workers in respect of injuries received by them on account of industrial accidents as against Rs.7,386 last year.

Prosecutions.- 5 detections of serious breaches of the Act in matter of observance of specified working hours and notified holidays were made in respect of which 4 prosecutions were instituted as against

3 last year. Convictions were obtained this year with respect to three cases of prosecutions pending disposal at the end of the last year. Out of the four prosecutions instituted this year two have resulted in convictions, two remaining pending disposal at the close of the year.

Revision of the Factories Act.- Proposals in respect of the application of British Indian Factories Act as drawn out by the Committee appointed by the Government in the year 1935-36 were sanctioned by the Government under G.O. No.104/70 dated 14-2-38. The Legal Remembrancer has been asked to take further necessary steps in the matter.

Maternity Benefits.- Rs.863-8-0 ^{were} ~~being~~ paid, ^{as maternity benefits} during the year under report as compared with Rs.219-2-0 paid last year. 83 women claimed benefits during the year. Persistent efforts of the Inspector are resulting year after year in due fulfilment of the provisions of the Act. In the year under report, it is pointed out, there is a satisfactory increase in the amount of maternity benefit given to operatives as compared with that in the previous year.

Appointment of Labour Officer.- Mr. B.S. Desai was appointed as Labour Officer for one year from 1-7-1938 and was designated as Assistant Director of Labour. He has to attend to the following: (a) Introduction of new labour legislation like Payment of Wages Act and Rules, unemployment insurance, etc., and suggest amendments to the existing labour legislation with a view to ameliorate the conditions of labour in the State; (b) Survey of the labour conditions in different industries in the State; and (c) To organise co-operative societies, reading rooms and other institutions for the benefit of labour with the help of employers.

Trade Unions and Trade Disputes Acts.- ~~The~~ Trade Unions and Trade Disputes Acts have been introduced in the State from 7th July 1938.

Payment of Wages Act.- Legislation for Baroda State on the lines of ^{the} Payment of Wages Act, 1936, in force in British India is under consideration. Two meetings were arranged with the representatives of the Federation of Baroda State Mills and Industries for discussing the various provisions of the Act. ✓

Conditions of Labour in U.P. Government Presses:
Report of Enquiry Committee. ✓

Reference was made at page 25 of our August 1938 report to the appointment of an Enquiry Committee to go into the working conditions in the Government presses of the Province. The Committee, which was presided over by Professor S.K. Rudra, has recently submitted its report; a brief summary of the more important recommendations is given below

* Report of the Government Presses Enquiry Committee, United Provinces (appointed by the Government of the United Provinces). Allahabad: Superintendent, Printing and Stationery, United Provinces, India. 1940. pp.186.

(The principal Government presses in the U.P. are the Central Government Press at Allahabad, and branch presses at Lucknow and Roorkee. They employ between them 1433 clerical and industrial workers, of which 1052 are temporary and 381 are permanent hands. Though the temporary staff form 276 per cent. of the permanent, yet the number of temporary men discharged or dismissed during the last five years has been only 18; the dismissal rate is thus exceedingly small.)

Qualifications of Personnel, System of Recruitment and Promotion.-

All members of the clerical staff should be Matriculates at least. All those selected for the Reading department should have passed the Intermediate or possess equivalent European school or other academic qualifications. All clerical appointments should be made through the Public Service Commission. All industrial appointments should be made by the Superintendent, assisted by his officers. All candidates, whether for the clerical or the industrial side should pass a medical test. Other things being equal, preference in making appointments should be shown to sons and near relatives of Government press employees.

After a period of three years' probation, if apprentices have proved efficient, and there are vacancies, they should be made permanent. This is to apply to the clerical staff as well. Present employees who have worked for over 10 years and cannot be made permanent, for one reason or another, should be discharged, with suitable compensation. Promotion should be governed by merit; seniority should be given due weight. The Superintendent is to have the power of promotion or demotion; the workers are to continue to enjoy the right of appeal. Vacancies should be filled in by men from within the Press. If suitable candidates are not available, the post should be filled in from recruits from outside the Press. Women candidates should be allowed to apply, and if found suitable, should be appointed.

Hours of Work.- The present hours of work in U.P. Government presses for industrial workers come up to 45 in the week (work on six days from 8 a.m. to 4-30 p.m., with a half-an-hour interval from 12-30 p.m.). There should be no change in the working hours of the clerical or industrial staff; but if much overtime is experienced, then a full 8 hours' day should be adopted. The present attendance rules are fair and equitable. Men who are physically feeble or old should be allowed to change into the general shift from the morning and afternoon shifts, if they so wish, and if it is possible to accommodate them. Except for abnormal reasons, work on weekly day of rest and holidays should not be performed. Overtime should be energetically curtailed. "No work hours" should be deducted when fixing grades.

Working Conditions.- Extensive modernisation of several departments should be taken in hand without delay. More fans, air-exhaust arrangements, air-conditioning and khus-khus tattis should be provided. Lighting conditions should be improved where indicated. Separate tables or desks should be provided to a pair of reader and copyholder and clerks; they should be provided with cane seat chairs, with arms.

Flush system for sanitary service should be introduced. In the meanwhile the number of sweepers should be increased. Washing facilities should be provided.

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Leave.- The staff when called upon to work on a Sunday should be given leave in lieu for a day. The same should be for other holidays. The leave rules for the piece-workers should be liberalised. All "coolie" labour should be placed to Establishment and should be accorded the same privilege as peons and others in that category.

Wages.- The principle of a minimum wage should be recognised, and Rs.15 per mensem be given to an adult male worker. Uncontrolled stoppage of work should be paid for at recognised rates. Sunday work should be paid for at double rates; work on other holidays should be paid at 50 per cent. of the normal rates. Overtime earnings should be paid to the workers by the month succeeding the one in which they earn them.

Pensions and Provident Fund.- No pension should be of less than Rs.10 per mensem. All those who have put in less than 10 years' service should be required to contribute to a provident fund scheme. All those who have put in more than 10 years' service and cannot be made permanent or have to be retired, should be given a proportionate pension. All those who have put in more than three years' but less than 10 years' service should be given a retiring gratuity on retrenchment. All those who are regarded as "inferior" servants should be granted a pension.

Nationalisation.- Extensive mechanisation of the Bindery, Composing and Printing departments should be undertaken. A five years' programme should be laid down for the purchase of suitable machinery for all these departments. Workers thrown out of employment by mechanisation should be dealt with in accordance with detailed proposals made by the Committee. Internal transport within Press should be mechanised and suitable lifting and stacking machinery be installed. A few calculating machines should be purchased for the office.

Welfare Work.- A dining hall with a recreation room should be erected in the Central Government Press, Allahabad. The triangular plot in front of the Press should be leased to the Press for use as sports field. Facilities for outdoor sports should be provided and financial grant should be made by the Press towards athletic and other activities. A seat for an elected worker should be reserved upon the Executive Committee of the Co-operative Society. An attempt should be made to start a Co-operative Stores.

Health Provision.- A Press Medical Officer should be appointed. Systematic tests for lead-poisoning should be carried out and facilities be given to private presses to take advantage of these provisions. Eye-tests and other suggestions are also proposed. A Maternity Centre specially directed to attend to Press workers' wives and children should be arranged.

Housing.- So far as the Lucknow Branch press is concerned a small beginning towards housing should be made. Employees who have peculiar duties to perform should be provided with rent free quarters, but others, who draw a salary up to Rs.60 per mensem should be charged 5 per cent., and those drawing more than Rs.60 should be charged 10 per cent. of their salaries as rent.

Social Insurance.- A small committee should be appointed to make a survey and offer suggestions for instituting a scheme of social insurance against old age, sickness and unemployment. ✓

Trade Unions.- The importance of well-led, well-disciplined and well-informed trade unions is stressed. Workers should enjoy the right of representation by their officials in serious matters, after first attempting the usual methods of redress. + ✓

Factory Administration in Burma in 1939. * ✓

Statistics of Factories.- The number of establishments in Burma recorded as coming within the scope of the Factories Act at the close of the year 1939 was 1,086 as against 1,077 in 1938. Of these factories, 1,031 were working during some part of the year, and of them 974 were classed as perennial and 57 as seasonal for the purposes of the Act. Altogether 34 factories of various kinds were newly opened and 25 closed down or otherwise ceased to come within the scope of the Act during the year.

Number of Workers.- Returns submitted by factory occupiers indicated a total daily average of 87,946 (as against 86,383 in 1938) workers employed in factories. Of these 83,040 were employed in perennial factories and 4,906 in seasonal. The slight increase in the total number employed appears to have been distributed fairly well over most industries and no marked changes occurred.

Hours of Work.- Following up the increased attention given to the enforcement of hours of work restrictions last year and the careful explanation of the requirements and due warnings then given in the course of inspections, a number of prosecutions were instituted in cases where irregular working or illegal overtime still came to light. It is pointed out that in the heavier industries there is some tendency to come down to a 48-hour week, but in the majority of perennial factories the full 54 hours allowed by the Act are worked. In cotton-ginneries, which form the majority of the seasonal factories, the 60 hours allowed by the Act are generally worked.

Employment of Women and Children.- The average daily number of women employed in factories was returned at 11,709 as against 12,017 in 1938. Women find more or less permanent employment in match factories, hosiery works, and rubber shoe factories, which absorb a large number. Many are also employed as rice-mill coolies and in cotton-ginneries. Some cases of illegal employment at night were detected in rice mills and prosecutions instituted.

Returns show a total of 1,038 (as against 564 in 1938) adolescents and 94 (as against 94 in 1938) children as employed. The majority of these young persons are employed on light coolie work in rice and saw mills or on kappas sorting in cotton ginneries during the season.

Prosecutions and Conviction.- The bulk of the prosecutions instituted concerned rice mills, where neglect of safety precautions and irregularities in hours of employment are most frequent. Incidentally, rice mills also ~~now~~ comprise nearly 70 per cent. of the total of all factories. Convictions were obtained on 82 charges involving 67 persons. One case was withdrawn as the accused absconded and could not be traced. Fines total (-let

* Annual Report on the working of the Factories Act (XXV of 1934) in Burma for the year 1939. Rangoon: Supdt., Government Printing and Stationery, Burma. 1940. Price Re.1-8- = 2s.3d. pp.30.

Rs.3,005. The highest fine was Rs.150 and the lowest Rs.10 in respect of any one offence. The average fine per charge was Rs.37. Fines inflicted by the Courts for infringement of the Act are still regarded as inadequate in most cases.

Inspection.- The number of factories inspected was 918 (as against ~~786~~ 786 in 1938), the increase over the previous year being accounted for by the fact that the two new Inspectors appointed in 1938 were on duty throughout the whole of 1939. A total of 1,009 visits included 991 made by departmental inspectors and the remainder by District Officers or Officers of the Public Health Department in their capacity as ex-officio or Additional Inspectors. 837 factories were inspected once, 73 twice, 6 thrice and 2 more than three times; 113 factories were not inspected at all.

General.- A considerable amount of the time of the Inspectors was taken up with matters arising out of the Payment of Wages Act. Proposals for the appointment of a further Inspector are still under consideration by Government. ✓

Factory Administration in Orissa in 1939.* ✓

Number of Factories.- The total number of factories standing on the Register at the end of the year under report was 92, of which 89 were perennial and 3 seasonal.

Number of Workers.- The number of workers employed in factories during the year was 5,371 as against 4,545 in the previous year, which is an increase of 18 per cent. This increase was principally due to new registrations. There was a small increase in employment in the printing and glass industries. ~~Sixteen~~ The number of women workers was 1415 (1368 in the previous year), of adolescent workers 93 (53 in previous year), and of child workers 11 (16 in previous year).

Inspections.- Of the 88 factories which worked during the year, 83 were inspected and 5 remained uninspected. There was an increase in the number of inspections made by the Local Inspectors as compared to the previous year.

Sanitation and Health.- There has been continued improvement in conditions in respect of cleanliness and limewashing of factory premises. The standard of compliance with the provisions in regard to latrines and urinals for workers has continued to improve. Both the quality and the quantity of the water supplied to workers for drinking purposes have steadily improved and they were generally in compliance with the prescribed standard. The health of workers in factories during the year appears to have been normal.

Accidents.- The total number of accidents in factories reported during the year was 26 as against 41 in the previous year, being a reduction of 36 per cent. on the previous year. Of the accidents 4 were fatal, 11 serious and 11 minor. Of the total number of accidents 42 per cent. were caused by machinery and 58 per cent. by agents other than machinery.

* Annual Report on the working of the Factories Act, 1934, in the province of Orissa for the year 1939. Superintendent, Government Press, Orissa, Cuttack. 1940. Price As.15. pp.27.

Prosecutions. - 42 charges were framed against 22 persons, and 28 convictions obtained against 14 persons. ✓

Recommendations of the Bihar Labour Enquiry Committee.* ✓

A brief summary of the forecast of the recommendations of the Bihar Labour Enquiry Committee was given at pages 12 to 14 of our April 1940 Report. The Report has now been published and below are given the more important recommendations of the Committee.

Recruitment. - All establishments should give their ex-employees the first claim on employment. The principle of giving preference in employment to the relations of the employees should be recognised; preference should be confined to near relations of employees who have put in not less than five years of service. Rules about recruitment should be framed by the management in consultation with the workers and registered with the Labour Commissioner. In all establishments which employ not more than 1,000 persons the appointment should be made personally by the Manager or by the next senior officer in his absence. Recruitment of labour through contractors should be discontinued as early as possible. Where contractors or similar agents are for some time indispensable, they should be licenced by the State. Where workers have been imported by an employer or his agent, they should have the right to be repatriated at the cost of the employer, if they should find themselves without work on adequate wages for more than a month. An Employment Exchange under State control should be established in the Jharia Coalfields.

The Government should assume power to prohibit contract labour except for work where the special conditions make it necessary. Where contract labour is employed certain regulation of working conditions should be provided by statute.

Conditions of Work; (i) Service Rules. - Every establishment should have service rules. These rules should be framed in consultation with the labour unions where they exist or representatives of workers and submitted to the Labour Commissioner for approval and registration. The Labour Commissioner shall endeavour to adjust the differences between the parties. In the event of his failure to do so, the issue in dispute may be carried to the Industrial Court for final settlement.

(ii) Punishments; Promotion. - No authority below the rank of General Manager shall have the power to discharge or dismiss a worker. Reduction of wage-rate as a form of punishment should be abolished by law. All apprentices should receive an appropriate allowance during training and full wage-rate of the job on employment. Every large establishment should reserve a good proportion of vacancies in any grade to be filled by promotion from the grade next below it.

(iii) Provident Fund. - A scheme of provident fund should be compulsory for every establishment but the Government shall have the right to grant exemption. (The Committee is divided equally on the question whether retiring gratuity in addition to the provident fund should be made compulsory for certain industries.)

*Report of the Bihar Labour Enquiry Committee, Vol. I - Recommendations, Superintendent, Government Printing, Bihar, Patna. 1940. Price Re.1. pp. xiii + 378.

(iv) Holidays with Pay:- Holidays with pay should be provided by law for these workers who have rendered a minimum actual service of 265 days in a period of 12 months. For the miners and leaders the qualifying period shall be 230 days. In the case of metallurgical and engineering industries the period for holidays shall be 22 days and in the case of other perennial industries 15 days in a year.

(v) Sickness Insurance:- An enquiry is suggested into the practicability of introducing by law a scheme of sickness insurance on contributory basis. Pending the introduction of such a scheme, sick leave should be provided on the following scale:-

<u>Period of Service</u>	<u>Period of Leave.</u>
(1) Not less than 3 years but less than 5 years.	One week on full pay and one week on half pay.
(2) 5 years but less than 10 years.	10 days on full pay and 10 days on half pay.
(3) 10 years and over.	15 days on full pay and 15 days on half pay.

(vi) Maternity Benefit:- Legislation for maternity benefit should be enacted without delay. It should follow the lines of the Act in force in the United Provinces.

(vii) Security of Tenure:- Where the work ~~is~~ is of a permanent character ~~and the worker has been employed~~ on such work in a temporary capacity for a continuous period for one year he shall be considered to be a permanent worker. Breaks of service not exceeding 30 days in a year shall not be taken into account. In a seasonal factory the qualifying period for a permanent worker shall be the length of the working season instead of a year and condonation for breaks of service shall be calculated on a proportionate basis.

The employees of the Government factories shall have the same benefits and privileges as have been suggested for those in private establishments.

Conditions in Factories:- The Factories Act should be extended to all manufacturing establishments not using power provided they employ at least 40 persons. The Government should assume power to treat as one establishment different departments or branches of the same establishment which are nominally separate to prevent evasion of the Factories Act. The plan of a factory should be submitted to the Chief Inspector of Factories and the ~~the~~ Director of Public Health for approval before building is commenced. The Factories Act should include a provision for supplying protective equipment to the workers. All big factories must have a safety committee which must include at least one representative of labour. Washing facilities under section 19(3) of the Factories Act should be provided on a wider basis. The Local Government should require employers to provide shelters for rest wherever necessary. The Government in exercise of the powers conferred upon them by section 33 (2) of the Factories Act should insist on the maintenance of creches for the care of children.

The number of Factory Inspectors needs to be increased. At least one of the Inspectors should be an officer with medical and public health qualifications and one of them should be a woman.

The Inspectors of Factories should be asked to resort to prosecution in appropriate cases without hesitation. The Inspectors of Factories should explain the provisions about overtime in the Factories Act and see that they are strictly followed. It is desirable for the Inspectors to make direct enquiries from the workers and the labour unions and about the infringement of the provisions of the Factories Act and the Payment of Wages Act.

Institute of Industrial Psychology.- The Local Government should urge the Government of India to found an Indian Institute of Industrial Psychology and Fatigue.

Rationalisation.- Where a scheme of rationalization is likely to lead to the retrenchment of 10 per cent. of the labour force or 100 workers in any establishment, the workers should be given a three months' notice and an attempt should be made to find suitable employment for them in the same establishment as far as possible and training should be provided for them, if necessary. Gains of rationalization should be equitably shared with labour. Every large establishment should maintain an adequate relief gang.

Housing.- The Government should assume power to enquire into the incidence and basis of the rents for workers' quarters wherever any serious grievance exists and to fix reasonable rents. Provision of housing on an adequate scale should be a statutory obligation of the industry. But the extent to which an industry can be required to carry out the obligation will depend on its financial position. The workers should be encouraged to build their own houses and for this purpose loans on reasonable terms should be advanced to them. Where an employer owns land, plots should be leased out on reasonable terms. The Government will have the power to revise these terms, if they are reasonable. The Government should lay down minimum standards of industrial housing.

Health.- Every establishment which employs at least 500 workers should maintain at least one qualified whole-time doctor.

The Government should require liquor shops to be closed on pay days and holidays and forbid their location near the factories or the workers' quarters, regulate hours of sale and increase the retail selling price. Outstill system should be discontinued in all industrial centres.

Indebtedness.- A Debt Conciliation Act applicable to industrial workers should be passed. The employers should examine the practicability of creating a Debt Redemption Fund. Demand or solicitation by the money-lenders or their agents in any public place for the recovery of money should be made a criminal and cognizable offence. The Government should have power to take penal action against an undesirable money-lender. The amended section 60 and section 55 of the Civil Procedure Code need amendment to ensure to the workers the full benefit of their provisions.

Co-operative stores may be established in those places where there is a settled labour population and the workers have steady employment with regular earnings. Credit societies on co-operative basis should be tried on a larger scale and in more places.

Minimum Wages.- The Payment of Wages Act should be extended to mines and quarries. All wage contracts should be reduced to writing and details of payment should be supplied to each worker.

The scale of minimum wages shall be as follows:-

- (1) For Jamshedpur .. Rs. 18 a month
- (2) For Collieries:-

For miners and loaders the minimum wage should be secured by fixing a tub rate which will enable a miner and loader of average efficiency working under average mining conditions, and full number of days and hours allowed by law to earn Rs. 20 and Rs. 15 per month respectively or Rs. 35 jointly between the two.

For other workers in collieries Rs. 13 a month,

- (3) For limestone and Iron-Ore Quarries Rs. 13 a month or equivalent piece-work rate.
- (4) For metallurgical, engineering, railway workshops (outside Jamshedpur), paper, tobacco and cement industries Rs.15 a month.
- (5) For Sugar Rs.12 a month.

Minimum wage for workers in mica mines should be fixed after an enquiry. Minimum wage legislation should be extended to other industries, if it has been found to work satisfactorily.

The scale of minimum wages for an adult woman should be 25 per cent. and of a child 40 per cent. below that of an adult male worker. If any large variation in the cost of living should take place in future, the scale of minimum wages prescribed by the Committee should be adjusted to it. An adequate wage for the workers must be always taken into account in determining the quantum of protection for an industry. The Government of Bihar should make an endeavour to persuade the Governments of the other provinces, particularly Bengal and the Indian States to adopt the same scale of minimum wages for the miners and loaders and other colliery workers as in Bihar.

Trade Union Movement. - Outsiders under present condition are indispensable for organising and conducting trade unions. It is not always possible or desirable for the membership of ~~the~~ trade union to be restricted to the workers in a given factory. Co-ordination of trade unions through affiliation and federation is necessary. Multiplicity of unions in the same industry organised on the occupational basis is undesirable. All unions which are registered and have been in existence for at least six months and command a minimum membership of 5 per cent. of the total labour force in any establishment should be recognised by that establishment for purposes of negotiation. Provisions similar to those of the National Labour Dispute Act of the United States of America should be incorporated in the Indian Trade Unions Act in order to allow trade unionism to follow its development without unjust interference by the employers. Every establishment should afford proper facilities for the collection of trade union subscriptions. In all industrial centres suitable and convenient places should be set apart by the management in consultation with the labour union for the meetings of the workers. The trade unions should try to create a political fund so as to make full use of political representation granted to them.

Industrial Peace : (1) Victimisation. - Cases of victimisation arising out of strikes should be decided by the Labour Commissioner or

any other officer authorised by him. In cases arising within three months of the termination of a strike or a lockout, an appeal should lie to the Industrial Court whose decision should be final and binding.

(ii) Cconciliation and Arbitration Machinery. - There should be no strike or lockout without notice. The minimum period for the notice should be 14 days. A copy of the notice should be sent to the Labour Commissioner. The Labour Commissioner will endeavour to secure a peaceful settlement. If the Government considers that the issue is of sufficient importance, a Board of Conciliation should be appointed without delay and the proceedings of the board should be required to be completed within 14 days from the date of the expiry of the notice. The time may be extended with the consent of both the parties. No strike or lockout shall be permitted during the pendency of the conciliation proceedings. Even while strike or lockout is in progress attempt should be made by the Labour Commissioner or any other suitable officer to get the parties together as often as possible. At any stage the parties may resort to voluntary arbitration the award of which is binding on both.

(iii) Strikes. - Stay-in-strikes should be prohibited by law. Peaceful picketing should be permitted and defined as in the British Act. The employers should not interfere with or discontinue such essential services as the supply of water or light and sewage disposal in the workers' quarters in a strike or a lockout. The majority holds the view that the recruitment of fresh labour in a strike is a source of much evil and therefore should be avoided as much as possible. An employee should not be dismissed or discharged simply because he exercised his right to strike. A worker who refuses to join the strike or desires to return to work should not be subjected to any kind of molestation or undue interference.

The property of the employers must be protected against damage or destruction. The workers should not in their own interest as much as in the interest of the employers allow any damage to be done to essential processes of the industry. The police and the Magistracy must maintain an attitude of strict neutrality and confine their activities to the enforcement of law and maintenance of peace. It is advisable for the police and Magistracy to keep in close and constant touch with the officials of the Labour Department.

(iv) Industrial Court. - There shall be established in due course an Industrial Court in the province.

Statistical Services. - The basis on which the cost of living index numbers are compiled in the province needs revision. There is need for collecting more and regular statistics for which an adequate and trained staff is required.

Creation of Labour Department. - A Labour Department should be established without delay with the Commissioner of Labour at its head. Besides the Labour Commissioner, a Deputy Commissioner permanently stationed at Jamshedpur with jurisdiction extending over the Chota Nagpur Division and two assistant Commissioners one in charge of the rest of the province and the other at the headquarters to look after the administration of the Labour Department should be appointed, together with an adequate staff for collecting statistics and investigation. The Government of India should be requested to contribute towards the expenses of the Labour Department.

Other Recommendations. - Besides the general recommendations

summarised above, the Committee has made several recommendations in respect of conditions in particular industries like coal, iron and steel, sugar, mica and shellac.

(The Government of Bihar has undertaken to forward a copy of the Bihar Labour Inquiry Committee's Report to the Head Office.) + ✓

Industrial Conditions in India:

Review of year ended 31-3-1940. ✓

The following information about industrial conditions in India during the year ended 31-3-1940 is taken from a contribution on the subject published in the Times of India dated 5-8-1940:

General.- India's industrial production during the year ended March 31 has recorded some expansion. The overseas demand created by the war, coupled with dislocation of import trade, created fresh opportunities for marketing Indian industrial products successfully, with the result that some of the more important industries, including iron and steel, paper and heavy chemicals, received a big fillip. The industrial spurt was reflected in the increase - as much as 10 per cent. over the previous year - in the consumption of power.

Iron and Steel.- The iron and steel industry had a flow of orders from Government and consequently enjoyed a period of boom. The production of pig iron, steel ingots and finished steel showed considerable expansion. The output of pig iron during the year totalled 1,835,100 tons, compared with 1,575,500 tons in the previous year. The manufacture of steel ingots and finished steels increased to 1,057,100 tons and 1,052,200 tons, showing a gain of 9.2 per cent. and 14.1 per cent. respectively over the previous year. Owing to the war, imports of protected steel and iron were the lowest in the history of the industry, whereas Indian exports of iron and steel, excluding pig iron and iron ore, were up during the year by 25 per cent. The prices realised were also higher than those of a year ago. It is presumed that this production will be surpassed in the current year.

Heavy Chemicals.- An all-round increase in production was recorded by the heavy chemicals industry, which is a key industry. Several factories were under erection during the latter half of the year so that an indication of the expansion of this industry will only be provided during the current year. The production of sulphuric acid and sulphate of ammonia increased from 505,700 cwts. and 14,860 tons to 599,360 cwts. and 19,824 tons respectively. The indigenous supplies of aviation petrol represented a gain of 25 per cent. and amounted to 57,324 gallons, while that of motor spirit was up by nearly 1,234,721 gallons to 21,000,000 gallons. The bulk of the increase in production was during the latter half of the year.

Jute.- An exceptionally heavy demand for Indian jute was created by the war. A flow of orders for sandbags in the initial stage of the war lifted the jute industry out of acute depression and the monthly production sharply rose from 90,700 tons in September to 125,700 tons in March. Shipments of jute manufactures established a fresh record for the decade and totalled 1,095,725 tons out of 1,280,400 tons produced during the year.

Tea.- The tea estates grew in all 384,210,000 lbs. being a record production for a decade and were able to ship 357,961,000 lbs. to overseas countries, leaving only 26,249,000 lbs. for domestic consumption.

Paper.- In the absence of adequate supplies of paper from abroad, the demand for indigenous production increased and half a dozen companies were floated during the year to fill up the gap caused by the fall in imports. The production of paper increased by about 33 per cent. to 1,388,460 cwts.

Textiles.- The Indian textile industry was perhaps the only industry whose condition did not materially improve during the year. A number of factors, including ~~a fall in both at home and abroad and~~ increased cost of manufacture, contributed to the shrinkage in activity.

(The Times of India, 5-8-1940.) ✓+

Reactions of War in the Economic Sphere:
Review by Governor of Reserve Bank.* ✓+

The following review of economic conditions in India during the half-year ended 30-6-1940 is taken from the report for the period presented by Sir James Taylor, Governor, Reserve Bank of India, on behalf of the Bank's Central Board of Directors to the 6th annual general meeting of the shareholders of the Bank held at Bombay on 5-8-1940.

International Economic Situation.- The world economic situation during the half-year under review was influenced primarily by the exigencies of the European War. In belligerent countries the necessity for mobilising the entire economic resources for the prosecution of war made inevitable a general dislocation of normal economic life, and with the intensification of hostilities and the consequent dislocation of trade and transport, the various control measures such as rationing, exchange control, and control over industry, labour and finance were applied with increasing rigour. In a number of neutral countries, after the initial boom in prices and production immediately following the outbreak of the war in September last, there were signs of a slackening in economic activity primarily because the loss of markets occasioned by the war was not wholly made good by the opening of new markets. This was especially true of the United States of America where industrial production after attaining a record level in the concluding month of 1939, began to decline thereafter, the Federal Reserve Index number (1923-25 = 100) falling from 125 in December 1939 to 105 in March 1940. These changes were also reflected on Wall Street where the prices of the leading industrial shares during the half-year showed on the whole a downward tendency. In Great Britain, efforts were concentrated during the period on the intensification of war effort by the passing of the Emergency Powers Act which gave the Government the widest powers of control over persons, property, industry and labour.

* Reserve Bank of India - Report of the Central Board of Directors for the half-year ended the 30th June 1940. To be presented to the shareholders at the Sixth Annual General Meeting to be held on Monday, the 5th August, 1940, at the Reserve Bank of India, Mint Road, Bombay, at 3 p.m. ~~1940~~ 1940. pp.24.

Situation in India.- In India, economic conditions during the half-year were dominated by war developments in Europe. Despite the difficulties of freight, the expansion of India's foreign trade continued during the period, and the value of both exports and imports of merchandise was considerably higher than in the corresponding period of the previous year. Available figures regarding industrial production also show that production in the principal industries of the country was generally maintained at a high level during the early months of the current year. Commodity prices, however, showed a downward trend during the half-year, firstly, as a reaction to the levels to which they had been raised by speculative forces in the concluding months of 1939, and secondly, owing to the loss of important export markets to India as a result of the territorial changes in Europe in the last two months of the period. The financial markets as a whole withstood the impact of war remarkably well until the middle of May when following upon war developments in France and the subsequent surrender by the French Government there was a certain amount of nervousness on the stock exchanges in India. Gilt-edged prices which were generally steady until the middle of June also showed a downward trend and the Board of the Bombay Stock Exchange fixed minimum prices for them on the 26th June. On the whole the Indian markets at the end of June 1940 were in a state of uncertainty and tension brought about by the France-German Armistice though there were signs that they were adjusting themselves to the new situation.

Commodity Prices.- Commodity prices showed a declining tendency during the half-year to such an extent as to adversely affect the economic conditions of the country. A considerable part of the rise in prices which had followed the outbreak of the war in September last was lost and the index number of wholesale prices for all commodities in Calcutta (July 1919 = 100) stood at 114 in June 1940 as compared with 137 in December 1939 and 101 in June 1939. At the beginning of the year the markets were in a subdued condition with a downward tendency in prices partly as a reaction to the excessive speculative activity of the previous four months and partly due to fears of increased Government control of prices. The publication of the Excess Profits Tax Bill on the 27th January also led to a further drop in prices. In May and June the intensification of the war resulted in a virtual loss of all European markets to India with the exception of Great Britain and the prices of principal export commodities fell precipitately and in some cases touched their pre-war levels.

Imports into India.- At the beginning of the war no restrictions were placed on imports into India (except of course, in respect of goods from enemy countries) and exchange was freely granted to all importers. In May, Government introduced a system of licensing imports for the purpose of conserving foreign exchange and at the same time the Exchange Control Department issued regulations forbidding the remittance of any amounts overseas in payment of imports unless the importer in India was in possession of an import licence thus ensuring that no goods, whose entry into the country would be barred, were paid for prior to arrival.

Hindu's Comments.- The Hindu, Madras, of 3-8-1940 makes the following comments on the Report in a leading article:

The Reserve Bank's Report on Currency and Finance for the year 1939-40 makes depressing reading. The period covered by the report is a period in which, owing to the war, one should expect, in the light of the experience of other countries situated like India, a striking improvement in the trade and industries of the country. But, thanks to the policy pursued by the Government and the Reserve Bank, all hopes were doomed to disappointment....

The general index of prices, which was 139.3 in January 1940, dropped to as low a figure as 127.5, while the index of industrial activity, which tended sharply to rise on the declaration of war, rose barely by one point to 113.9 in 1939-40 compared with 112.7 in 1938-39....

Whereas India should have witnessed an industrial and commercial boom owing to war conditions - a boom which every Dominion has experienced - she has, relatively speaking, passed through a veritable recession. Industrial production, save in the case of one or two industries like iron and steel and jute, has been disappointingly stationary, while trade continues dull....

Nor is this the only disheartening feature of the Report. The Government's financial measures have not been such as to secure to us the maximum of advantage. The policy of exchange control, repatriation of sterling debt and so on has not been to our advantage. Let us take what the effect has been of the sterling "purchase" policy of the Bank. Under the Exchange Control rules, a merchant in India who sells goods to, say, the U.S. is entitled to get paid, not in dollars, but only in sterling or its rupee equivalent at the official rate of exchange. The effect of this is that the Indian merchant cannot claim to be paid in gold or dollar or even in silver on ordinary terms. In this circumstance, the term "purchase" seems a misnomer; "commandeered" or "acquired", if a more euphemistic word is sought, will express the nature of the transaction better.

(The Hindu, 3-8-1940.) + ✓

Working Class Cost of Living Index Numbers for Various Centres in India during April and May 1940. + ✓

The cost of living index number for working classes in various centres of India registered the following changes during April and May 1940, as compared with the preceding month (March):-

Bombay.- The index number (Base: Year ending June 1934) of the cost of living for working classes in Bombay in April 1940 remained unchanged at 110; in May 1940, rose by 1 point to 111. The average for 1939 was 106 as compared with 105 for 1938.

Ahmedabad.- The index number (Base: Year ending July 1927) of the cost of living in Ahmedabad during April 1940 remained unchanged at 78; in May 1940 it fell by 1 point to 77. The average for 1939 was 73 as against 71 for the preceding year.

Sholapur.- The index number (Base: Year ending January 1928) of the cost of living in Sholapur during April 1940 fell by 1 point to 74; in May 1940 it rose by 1 point to 75. The average for 1939 was 74 as compared with 72 for the preceding year.

Nagpur.- The index number (Base: January 1927) of the cost of living in Nagpur in April 1940 rose by 1 point to 68 and in May 1940 by 3 point to 71. The average for 1939 was 63 as against 61 for 1938.

Jubbulpore.- The index number (Base January 1927) of the cost of living in Jubbulpore in April 1940 advanced by 1 point to 64 and in May 1940 by 1 point to 65. The average for 1939 was 59 as against 57 for 1938.

Madras.- The index number (Base: Year ending June 1936) of the cost of living in Madras during April 1940 increased by 1 point to 106 and in May 1940 by 1 point to 107. The average for 1939 was 100; average for the preceding year was not available.

(Monthly Survey of Business Conditions in India, April and May 1940 issues.) ✓

Industrial Development of Jaipur State:

Government to appoint Enquiry Committee. ✓

The Jaipur State Government has accepted a proposal of the Central Advisory Board, Jaipur, recommending that a committee composed of officials and non-officials be constituted to inquire and report as to what industries would be most suited to the State and how they could be developed. The Government has accepted the suggestion to associate non-official business experts in the committee and has set up a committee consisting of three officials, including the Director of Industries and Commerce and three non-official members from the Central Advisory Board.

(The Hindu, 8-8-1940.) ✓

War Risks (Goods) Insurance Ordinance and Rules, 1940. ✓

Reference was made at pages 20-21 of the report of this Office for July 1940 to the War Risks Insurance Scheme for which the Central Government was planning for British India. The Viceroy has on 26-8-1940 promulgated the War Risks (Goods) Insurance Ordinance, 1940, making certain provisions for the insurance of goods in British India against damage by enemy action (Ordinance No. IX of 1940 dated 26-8-1940).

The Ordinance empowers the Central Government, by notification in the Gazette of India, to put into operation a War Risks (Goods) Insurance scheme under which insurance will be compulsory. The War Risks (Goods) Insurance Rules, 1940, issued on 26-8-1940 give in a schedule a list of goods exempted from insurance.

(The Gazette of India Extraordinary
dated 26-8-1940, pages 519 to 527). + ✓

Working of the Workmen's Compensation Act, 1923, in
Bihar in 1939.* ✓

During 1939 the daily average attendance of persons employed in the province is reported to have been 202,714 adults and 875 minors as compared with 192,402 adults and 669 minors in the year 1938. Most of the increase in the number of adults and minors occurred in the Chota Nagpur Division. During the year there were five cases of permanent disablement through occupational disease (lead poisoning) and these were reported from the establishment of Government Printing, Gulzarbagh. The amount of compensation paid was Rs.17,794.

149 persons lost their lives as the result of accidents, 205 persons were permanently disabled and 4,494 suffered from temporary disablement; the corresponding figures in 1938 were 135,191 and 3,415. The total sums paid as compensation for the three classes of accidents were Rs. 88,886-12-9, Rs.52,626-3-6 and Rs.59,857-0-3 against Rs.77,004, Rs.54,610-2-11 and Rs.45,806-8-6, respectively, in the previous year. Of these amounts of compensation Rs.84,017, Rs.24,561 and Rs.40,910 were paid through the Commissioners for Workmen's Compensation, respectively for fatal accident, permanent disablement and temporary disablement. The average amount paid as compensation for fatal accidents was Rs.506 and for permanent disablement Rs.256 as compared with Rs.571 and Rs.285, respectively, paid in 1938. ✓

Compulsory Sickness Insurance:
Views of the Employers' Association of Northern India. ✓

In reply to a recent enquiry by the U.P. Government whether employers' and workers' organisations are willing to accept the principle of compulsory contribution to sickness insurance funds, the Employers' Association of Northern India, ^{Cawnpore,} has replied that while the Association would be prepared ~~XXXXXXXXXXXXXXXXXX~~ to consider a scheme for sickness insurance on an all-India basis, provided that the State is a contributory to it as well as employers and labour, it would strongly stress that the present time, which is full of difficulties for industries and business generally, is not suitable for the consideration of a scheme of this nature. Other points emphasised in the reply, the gist of which

* Printed letter No. ⁶⁹⁵ ~~XL-95~~ Com.R. dated 2-8-1940, from the Secretary to the Government of Bihar, Revenue Department, to the Secretary to the Government of India, Department of Labour on the subject of Statistical returns under the Workmen's Compensation Act, 1923, for the year 1939.

is to be forwarded to the Government of India, are summarised below:

Incidence of Sickness.- It is also pointed out that the incidence of sickness in this country is much more frequent than in many other countries, due to the tropical conditions prevailing here and the lower power of resistance of workers to disease. The liability of the Fund would, therefore, be much greater in India, and it therefore follows that labour and the State should share a greater potential liability.

Provision of Medical Services.- Employers as a whole are providing free medical attention in the larger industrial concerns and the introduction of a scheme of sickness insurance would raise the question of the provision of medical services in every town or village, or group of villages. Employers would have to be reasonably sure that there is no malingering and that workers would obtain free medical aid at their homes.

Holidays with Pay.- Closely allied to this question, the Association states, is the provision of holidays with pay, which has been under consideration in various Provinces, and it is of the opinion that this question should also be taken into consideration at the same time on an all-India basis, so that it will be possible for industrial interests adequately to assess the various burdens sought to be imposed by way of social legislation.

Need for Comparable Legislation in Indian States.- The Association has further urged on Government "the absolute necessity that legislation for the introduction of ~~the~~ social ameliorative measures, such as sickness insurance and holidays with pay, should be on an all-India basis". "If British Indian industries only", it is pointed out, "are singled out for the application of such measures, the disparity in working conditions which already exists between industries in British India and most Indian States, would be further widened to the detriment of the former."

(Circular No.146 (II) dated 8-8-1940 of the Employers' Association of Northern India, Cawnpore.) ✓

Sickness Insurance:

Views of All-India Organisation of Industrial Employers. ✓

Reference was made at pages 6 of our July 1940 report to the decisions of the Committee of the All-India Organisation of Industrial Employers on the proposals of the Government of India in respect of labour legislation based on the conclusions of the First Session of the Labour Ministers' Conference. The Committee has sent a letter to the Government on 15-8-1940 on the views of the Committee in respect of sickness insurance, of which a brief summary is given below:-

Need for Clarification of Extent of Burden.- Before considering this question, it was necessary that the Central Government should come forward with its proposals with regard to all the schemes of labour legislation such as sickness insurance, holidays with pay, etc., which it intends to introduce on the recommendations of the Royal Commission on Labour, so that industrial employers would be in a position to assess fairly the extent of burden which the State proposes to impose on the various industries under their schemes.

Need for Bringing Indian States into line with British India.- Another important consideration which has weighed with the Committee in this connection is the existence of varying standards of conditions under which industrial labour has to work in British India as compared to those existing in Indian States. The industrial interests in British India have been insisting for a long time that industries in British India have been suffering because of such varying conditions and unless the Central Government insists upon the observance of uniform labour conditions both in British India and Indian States, the Indian industrial interests in British India will not be willing to share any further financial responsibility with regard to the introduction of new schemes of labour legislation, however much they may feel that such legislation is desirable in the interest of both the employer and the employee.

State Contribution to Insurance Scheme Urged.- The Committee, in examining the Government proposals, has found an entire absence of any reference to the financial liability which the State would be called upon to share in the introduction of the scheme relating to sickness insurance. It is pointed out that in the United Kingdom, the Government makes a contribution to the sickness insurance fund. The Committee urges the Government of India to do likewise. The Committee is of opinion that the Central Government should not only come forward and pay, in a certain agreed portion, the cost of maintaining the sickness insurance scheme, but they should also agree to apply the said scheme to all industrial undertakings under their control and management as railways, coalmines, etc.

Introduction of Scheme Inopportune at present.- While forwarding these views to Government, the Committee expresses the opinion that the present time is particularly inopportune for the introduction of legislation on sickness insurance in view of the fact that some industries are still labouring under very distressed conditions, while conditions under which some of the war industries are working are ~~so~~ artificial and unstable. Unless normal conditions prevail and unless the industries find themselves in a strong position, it would be dangerous to entertain new schemes, the introduction of such schemes is likely to undermine the financial position of the industries still further.

(Letter to the Superintendent of Industries, Delhi, sent by the Secretary, All-India Organisation of Industrial Employers, on 15-8-1940, copy of which was forwarded to this Office.) ✓

Defence Savings Provident Fund Rules, 1940. ✓

Reference was made at page 48 of our July 1940 report to the Defence Savings Provident Fund Scheme announced by the Government of India. The Rules governing the scheme are published at pages 1188 to 1192 of Part I of the Gazette of India dated 17-8-1940. The Rules governing the scheme as applied to the Indian Railways are published at pages 1215 to 1219 of the above issue of the Gazette. ✓

Administration of Workmen's Compensation Act in 1938. * ✓

The total number of workmen's compensation cases ^{in British India} increased from ^{29,645} 645 in 1937 to 35,065 in 1938 (Death - 803, Permanent Disablement - 1,990, Temporary Disablement - 32,272) and the amount of compensation paid rose from Rs.1,288,764 to 1,432,723. (Death - Rs.610,636, Permanent Disablement - Rs.471,595, Temporary Disablement - Rs.350,492.)

Provincial Conditions. - Increases both in the number of cases reported and the amount of compensation paid were registered in Ajmer-Merwara, Andamans, Assam, Baluchistan, Bengal, Bombay, Central Provinces and Bihar, Madras and the Punjab. There was a fall in the number of cases reported in Delhi but the amount of compensation paid increased. In the United Provinces, more cases were reported but the amount of compensation paid was less. There was a fall both in the number of cases reported and in the amount of compensation paid in Bihar, North-West Frontier Province and Orissa. The compensation paid for accidents on Railways rose from Rs.341,452 in 1937 to Rs.390,013 in 1938. The average sum paid during the year per case was Rs.40.9 as against Rs.43.4 in 1937. In Bengal, out of 283 contested cases instituted during the year as many as 50 cases were filed against small concerns such as rice and oil mills, printing presses, stevedores, tanneries and petty building contractors.

Activities of Trade Unions. - As in previous years, only a few trade unions were reported to have assisted their members to obtain compensation. In Bengal, the Press Employees' Association and the Indian Seamen's Union continued to render help to their members. The majority of the claims were, however, instituted through lawyers. In Bombay, no trade union except the Textile Labour Association, Ahmedabad, played any important part in the settlement of claims on behalf of the workers. The number of cases handled by that body was 188 as against 244 in the previous year. The total compensation secured during the year was Rs.10,776 as against Rs.21,915 in 1937. The fall in the number of cases handled by the Association was consistent with the

* Workmen's Compensation Statistics for the year 1938, together with a note on the working of the Workmen's Compensation Act, 1923.
Published by order of the Government of India. Published by the Manager of Publications, Delhi. 1940. Price annas 5 or 6d. pp.5.

general fall in the number of contested applications from Ahmedabad. Many cases were decided on informal reference from Insurance Companies or the Association to the Commissioner in Bombay. In Bengal, the Calcutta Claims Bureau continued to render its valuable co-operation in the prompt settlement of claims. In Bengal, Madras and Bombay difficulties were experienced in recovering decretal amounts in some cases because the judgment-debtors either had hardly any means to satisfy the decrees or were prone to adopt unscrupulous ways and means for avoiding payment as long as possible.

Proceedings before Commissioners. - There was a decrease in the number of proceedings before the Commissioners, the total number of cases (including those pending from the previous year) being 2,730 as against 2,823 in 1937. The number of fresh applications under section 10 of the Act was 929 as compared with 889 in 1937. The percentage of contested cases to the total number of cases disposed of by Commissioners was 61 as compared with 55.8 in the previous year. 2,059 agreements were presented during the year, while 157 applications were pending from 1937. 1,905 agreements were registered without modification and 51 after modifications; 72 were not registered on account of inadequacy or for other reasons and 186 were pending at the close of the year.

Lead Poisoning. - There were 3 cases of compensation for lead poisoning (2 in Delhi and 1 in Bihar). Compensation amounting to Rs. 3,106 was paid. In Bengal, there were 2 cases of alleged lead poisoning pending at the commencement of the year while 2 more claims were instituted during the year.

Legislative Changes. - During the year, a number of amendments were made in the Act with a view to removing certain defects and difficulties which had been brought to light by the rulings of the High Courts or by experience of the working of the Act. The most important of them were made in sections 10 and 24. The period of limitation for instituting a claim which had been six months from the date of accident or, in the case of death, from the date of death has been extended to one year, while the unlimited right to represent a workman or a dependant or an ~~employee~~ ^{employer} before the Commissioner has been restricted to legal practitioners, officials of Insurance Companies and Registered Trade Unions and such other persons as may be authorised by the Commissioner. The Workmen's Compensation (Transfer of Money, Burma) Rules, 1938, were framed to replace the Workmen's Compensation (Transfer of Money) Rules, 1935, in their application to transfer to and receipt from Burma of money relating to workmen's compensation. ✓

Sickness Insurance Scheme for Indian Workers:
Indian Mining Association opposes Scheme. ✓

In reply to the Government of Bihar's enquiry as to the views of employers' and workers' organisations about contributing to a compulsory sickness insurance fund, the Indian Mining Association, Calcutta, in reply has reiterated the views on the subject expressed by it in 1935 in a communication to the Government of Bombay. The Association is of opinion that owing to the migratory nature of the labour employed in collieries it would be extremely difficult to apply to colliery labour any contributory scheme of sickness insurance. Not only do the workers move frequently from one colliery to another but the majority, being agriculturists, absent themselves for long periods during the cultivating season and again at the time of harvesting, and it is impossible for colliery officials to keep trace of their whereabouts. It has also to be remembered that the class of labour employed in collieries is to a large extent distrustful of medical men and when a workman falls sick he very often prefers to conceal the fact & rather than obtain the services of the colliery medical officer, and in many cases workmen are removed to their villages without any information being given to the colliery management. The application of a contributory scheme of sickness insurance as far as colliery labour was concerned was, therefore, well nigh impossible. ✓

(Proceedings of the Meeting of the
Committee of the Indian Mining
Association, Calcutta, held on 25-7-40).

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Migration.

Indians in Natal:

Report of Protector of Indian Immigrants for 1939. ✓

Conditions of Work.- According to the annual report of the Protector of Indian Immigrants in Natal, for the year 1939, the average rate of wages paid to Indian labourers on estates is was between 45s. and 60s. per month as compared to 45s. per month in the previous year. Food, accommodation, and medical assistance are supplied to the labourers free of charge. There are 14 coal mines employing Indians. The number of Indians employed and residing on the coal mines and allied industries is 1,909, including 1,002 children. The wages paid remained about the same as in the previous year - 1s.6d. to 2sh.6d. per shift. Handymen and a few Indians employed in key positions received salaries ranging between £.8 and £.25 per month.

Housing Conditions.- No complaints of ill-treatment were received by the Protector from any of the Indians working on the estates. The accommodation for Indian workers on the estates and coal mines is being gradually improved, and on many estates new barracks are being erected. The present high prices of building materials is likely to retard progress in this direction. The Union Health Department has, however, adopted a vigorous policy in regard to housing conditions on the estates.

Increased Employment.- The South African Railways and Harbours Administration has stated that the railways can now absorb additional labour to increase the number of Indians employed on railways from the present 467 to approximately 1,500. In addition, employment is now offered to Indians on wattle plantations. Coal mines are also anxious to increase their number of Indian workers. In spite of this, there are still a large number of unemployed Indians, especially in and around the urban areas. It is hoped, however, that they will take full advantage of these new opportunities of employment.

Relief of the Destitute.- The general health of the Indian population was very good during the year under review. The scheme, instituted by the Union Government, of financial assistance to indigent, aged and blind Indians was continued during the year. On 31-12-1939, the number of Indians in Natal receiving these grants of 10s. per month was 2,355, which is 720 more than in the previous year.

(Press Note dated 13-8-1940 issued by the Information Officer, Government of India.) ✓.

Informal Conference between Government Representatives of Ceylon
and India; Migration and Trade Problems to be Discussed in November 1940

At the request of the Government of Ceylon, the Government of India has agreed to a conference between Ministers from Ceylon and representatives of the Government of India. The meeting which is expected to take place in India on 4-11-1940 will be entirely informal and exploratory in character and is intended to secure a satisfactory basis for formal negotiations at a later date on all problems of common interest which require adjustment.

Three Ministers from Ceylon; Mr. D.S. Senanayake (Agriculture and Lands), Mr. G.C.S. Corea (Labour, Industries and Commerce), and Mr. S.W.R.D. Bandaranayake (Local Administration) will represent Ceylon at the informal conference. Mr. H.J. Huxham, the Financial Secretary, will also accompany the Ministers.

It is learned that the Government of India has asked its Agent in Ceylon, Mr. Pai, to be present in New Delhi during the Indo-Ceylon conference. ~~beginning in November~~

(The Statesman, 16 and 24-8-1940, and Times of India, 23-8-1940.) + ✓

Professional Workers, Salaried Employees and Public Servants

Non-Government School Teachers in Punjab:

Enquiry into Conditions of Work. ✓

The National Union of Teachers, Punjab, has appointed a Committee under the Chairmanship of Mr. K.L. Malliaram to inquire into the conditions of service obtaining in non-Government schools and colleges in the Punjab. The committee has issued a comprehensive questionnaire inviting opinions on questions like fixation of minimum salaries for teachers in private schools and colleges, their increments, provident fund and gratuity facilities, and security of tenure. The committee will also inquire into the desirability of creating arbitration boards to settle disputes between ~~the~~ teaching staff and managements.

(The Statesman, 20-8-1940.) ✓

The Burma Weavers' Loans Bill, 1940. +✓

The Burma Government intends introducing in the local Legislature a Bill to regulate the granting of loans to weavers in the country. The Statement of Objects and Reasons appended to the Bill points out that handloom weaving is the most important cottage industry in Burma at present, and that it has been considered desirable to render financial aid to weavers in the form of loans at a nominal rate of interest. This bill enables this to be done and also enables the loans to be recovered as arrears of land revenue. It is proposed by means of rules to be framed under this Act to encourage agriculturists particularly to take up weaving as a subsidiary occupation.

(The Burma Gazette, Part III,
dated 17-8-1940, pages 117 to 118).

The Bengal State Aid to Industries Bill, 1940. +✓

The text of the above Bill introduced in the Bengal Legislative Council on 2-8-1940 by Mr. Nur Ahmed is published at pages 109-112 of Part IV-B of the Calcutta Gazette dated 22-8-1940.

Objects and Reasons.- The main object of the Bengal State Aid to Industries Act, 1931, was to obtain statutory power to enable State aid to be given mainly for the purpose of encouraging and developing cottage industries and industries on a small scale in the shape of loan guarantee and also to set up a Board of non-officials to advise Government in the matter. Though the Act was passed in 1932, owing to its very stringent provisions little encouragement could be given to cottage industries and industries on a small scale. There is no provision in the Act for granting subsidy to cottage industries and so the amendment of the Act has become necessary to give power to the Provincial Government to grant subsidy to cottage industries. This amending Bill has been framed with a view to give statutory power to the Provincial Government to encourage the development of cottage industries and village industries on a liberal scale.

(The Calcutta Gazette Part IV-B
dated 22-8-1940, pages 109-112). +✓

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Housing

The Bengal Non-agricultural Tenancy Bill, 1940. ✓

Attention is directed to pages 80-81 of Part IV-B of the Calcutta Gazette dated 22-8-1940 where is published the text of the above Bill introduced by Mr. S.M. Hosain in the Bengal Legislative Council on 2-8-1940.

The Permanent Settlement Regulation, 1793, has certain provisions for the protection of agricultural tenants. Non-agricultural tenants (defined in the Bill as "any person holding land for non-agricultural purposes whether for homestead, shop, godown and factory or any other purpose except for agriculture and horticulture or for subletting to under-tenants") are however not protected by the Regulation, and the Bill seeks to safeguard the rights of such tenants in permanently settled areas. The protective provisions include freedom under certain conditions from liability to ejection and prevention of arbitrary enhancement of rent.

(Pages 80-81, Part IV-B, Calcutta
Gazette dated 22-8-1940). ✓

Recognition of Trade Unions in Bengal:
Conditions under discussion between Bengal Government and Employers ✓

It is understood that there had been protracted discussions between the Hon'ble Minister for Commerce and Labour, Bengal, and the Labour Commissioner, Bengal, on the one hand and the Indian Jute Mills Association, Calcutta, regarding the question of recognition of trade unions, as a result of which certain agreed conditions to govern recognition had been drawn up. The Indian Mining Association has signified its support of the scheme.

(Proceedings of the Meeting of the
Committee of the Indian Mining
Association, Calcutta, held on 25-7-1940.) ✓

Uplift of Aderiginal Tribes in Bihar: Government
sets up Advisory Board. ✓

The Government of Bihar has appointed an Advisory Board of 21 members to co-operate with the Special Officer for the educational and economic uplift of the aberiginal and backward classes in Chotanagpur and Santal Parganas. Among the prominent non-official members are Mr. A.V. Thakkar of the Servants of India Society and Devendranath Samanta, M.L.A. (Bihar) ✓

(The Amrita Bazar Patrika, 3-8-1940.) ✓

Andaman Islands Opium Smoking Regulation, 1940. ✓ +

The Government of India has issued a Regulation imposing penalties for being member of opium smoking assemblies and keeping opium "dens" in the Great and Little Andamans, with their dependencies.

(Notification No. 13/18/40-G.G. (B) dated 17-8-1940; The Gazette of India, Part I, dated 24-8-1940, pages 1224 to 1226.) ✓ +

The Sind Primary Education Rules, 1939:

Penalty for Employers employing Child coming under Compulsory Primary Education Scheme. ✓+

The Government of Sind has recently amended the Bombay Primary Education Rules, 1924, and published them under the title: The Sind Primary Education Rules, 1939 (Notification No. S-137/3 G.B/39 of the General Department dated 27-7-1940). Chapter X of the Rules sets forth the provisions relating to enforcement of compulsion in selected areas.

In each area of compulsion the parent of a child to whom the compulsion scheme applies is, if the child be not sent to school, liable to a fine of eight annas for each day of absence; the rules, however, lay down certain valid grounds, such as sickness or infirmity, provision of approved alternative teaching, etc., for not sending children to school. The rules also provide that whoever knowingly takes into his employment, either on his own behalf or on behalf of any other person, any child in respect of whom the provisions of compulsion apply, so as to interfere with the efficient instruction of such child, shall, on conviction before a magistrate, be liable to a fine not exceeding Rs.25/-.

(The Sind Government Gazette, Part IV A dated 15-8-1940, pages 1370 to 1462). ✓+

The Bengal Primary Education Amendment Bill, 1940. ✓+

Attention is directed to the Bengal Primary Education Amendment Bill, 1940, introduced by Mr. Nur Ahmed in the Bengal Legislative Council on 2-8-1940, the text of which is published at pages 61-63 of Part IV B of the Calcutta Gazette dated 22-8-1940.

The main objects of the Bill are (1) to provide compulsory attendance at school of all children of ages between 6 to 11 years within the course of five years; and (2) to make provision for religious instruction in primary schools. The Statement of Objects and Reasons points out that the incidence of mass illiteracy has not been reduced to any appreciable extent by the Primary Education Act passed in 1919, and the scheme prepared by Mr. Biss under which Government undertakes to pay half the cost, both capital and recurring, of primary education in any town. Out of 128 Municipalities, up till now, only one Municipality, viz., Chittagong, has introduced free and compulsory primary education, and that also for boys only, because the option in the matter was left to the discretion of local bodies.

(Pages 61-63, Part IV, Calcutta Gazette dated 22-8-1940.) ✓

Wages.

Demand of War Allowance by Railway Workers:
Government sets up Court of Enquiry. + ✓

References were made in the earlier reports of this Office to the demand of the All-India Railwaymen's Federation for the grant of a dearness allowance to railway employees to meet the increased cost of living brought about by war conditions. The demand of the Federation was that there should be an increase of wages ranging from 10 to 20 per cent. to employees drawing less than Rs.100/- per mensem. The question was discussed by the Federation with the Railway Board in April 1940 (vide pages 26 to 27 of our April 1940 report).

Views of the Railway Board.- The view of the Railway Board that as prices stood there was no justification for granting a dearness allowance was explained to the representatives of the Federation and they were also told that the Government of India, in consultation with Provincial Governments, was actively considering what was the best means of providing relief in the event of any relief being considered necessary in the future owing to a ~~far~~ further rise in prices.

The All-India Railwaymen's Federation, however, adhered to the view that there was a case for the immediate grant of an allowance and they submitted an application to the Government of India for the appointment of a Board of Conciliation under section 3 of the Trade Disputes Act, 1929, to settle the dispute. The Government of India, having reviewed the matter carefully, was not convinced that the present circumstances warrant the grant of any dearness allowance. Having regard, however, to the importance of the question for those employees on low rates of pay and the difference of opinion that has arisen, it believes that it would be of assistance both to railway administrations and to railway workers to have an enquiry into the matter under the Trade Disputes Act.

Appointment of the Court of Enquiry.- The following will be the terms of reference:- (1) What has been the rise in the cost of living for the lower paid staff since the outbreak of war in the various areas in which they are employed? (2) Having regard to the previous movements in wages and prices, does the rise since the outbreak of war establish a case for a war allowance for the lower paid staff? (3) If so, in what areas and subject to what conditions should an allowance be given? (4) How should the allowances, if any, be regulated if in future the cost of living should rise or fall?

Enquiry confined to G.I.P. Railway.- To enable the present enquiry to be conducted expeditiously, the Government of India has decided to confine it to the Great Indian Peninsula Railway. If, as a result of the Court's Enquiry, the Government of India adopts any principles regulating the grant of an allowance to any classes of workers on the Great Indian Peninsula Railway, it will be prepared to apply these principles to any other railway servants in its employ to whom they may be equally applicable.

The Court will consist of: The Hon'ble Mr. Justice B.N. Rau, Kt., C.I.E., I.C.S., Chairman; Sir Shafaat Ahmed Khan, and Mr. A. Hughes, I.C.S., Members; Mr. Hughes will also act as Secretary of the Court.

(Press Note issued on 3-3-1940 by the Department of Labour, Government of India.) ✓

Bombay Government Employees' Demand for Dearness Allowance. ✓

A resolution reiterating the demand of Government employees for a dearness allowance to enable them to meet the increased cost of living and urging the Government to immediately grant such an allowance with retrospective effect was passed at a meeting of the representatives of 26 Unions of Government and semi-Government employees in Bombay, held on 4-3-1940, Mr. N.M. Joshi presiding.

The resolution moved by Mr. S.C. Joshi also contained a request for the appointment of a Board of Conciliation for consideration of the subject or the reference of the demand to the Court of Enquiry shortly to be appointed by the Government of India for reporting on the same question in so far as it concerns railway employees in India.

(The Bombay Chronicle, 6-3-1940). ✓

Employment

Training of Technical Personnel for War Industries: Sargent Committee's Recommendations. ✓

The Committee (Sargent Committee) recently appointed by the Government of India to enquire into the facilities available in technical institutions for training skilled personnel for Government and private industries, in connection with war production, (vide page 47 of the Report of this Office for June 1940) is understood to have made its report.

The following information is taken from a newspaper summary of the report:

Conscription of Technical Personnel.- In order to carry out the expansion programme already decided upon, nearly 10,000 additional technicians will be needed, either at once or at stages during the next nine months. As these cannot be trained in the ordinary way, they will have to be conscripted from the ranks of skilled workers engaged in private industry, supplemented by technical students who are about to complete their courses of training. In addition to these, the annual requirements of the defence services for trained personnel will, it is estimated, amount to about 3,000 men.

Training Facilities.- The Committee, as a first step, laid down a minimum standard of proficiency required for the more important classes of technicians, and adopted a course of intensive training for this purpose. It, thereafter, with the consent of the authorities

concerned, deputed representatives to inspect selected technical institutions with a view to ascertaining what accommodation was available immediately, or could be made available, by the provision of extra equipment and instructors for training additional men. It is learnt that the institutions so far inspected could train nearly 3,000 men without disturbing to any serious extent the courses of existing students. The Committee is also of the opinion that considerably more men could be trained wherever it may be practicable to introduce the shift system. The Committee has also classified requirements under about 25 trade categories, and has made recommendations as to which institutions are best fitted to undertake training in a particular trade or trades. The Committee has also recommended that students at existing technical institutions should be asked whether they would be prepared to undertake intensive courses of training for subsequent employment in war industries.

Provision for Expansion of War Industry.- Apart from the needs of the defence services and of certain Government departments, which can already be approximately satisfied, the Committee had under consideration the possible requirements likely to arise from a general expansion of industry for war purposes. It is felt that much could be done to satisfy these by exploring the possibilities in a number of other technical institutions which it has not been possible to survey within the month allowed to the Committee for making its report.

(The Times of India, 6-8-1940). ✓

Economic Development.

Development of Empire's Resources for War;
Empire Conference to be held at New Delhi in October 1940. ✓

The Government of India, in consultation with His Majesty's Government in the United Kingdom, has been considering the possibility of establishing close liaison between India, the Commonwealth of Australia, New Zealand, the Union of South Africa, Southern Rhodesia, Burma, Malaya, Hong Kong, Ceylon and the African territories represented in the East African Governments' Conference, for the purpose of ensuring that the best possible use is made of their resources existing and potential, for the purposes of the war. Invitations have been issued to the Governments concerned to a conference to be held in India in October 1940 and have been accepted by all, except the Governments of Southern Rhodesia and Malaya, whose replies are awaited. It is hoped that the conference will enable the participating Governments to settle a joint policy for the co-ordination and development of their resources for the purposes of the war and to establish some form of permanent liaison arrangement with that object in view.

(The Statesman, 13-8-1940). ✓

Defence Savings Provident Fund Rules, 1940. ✓

Reference was made at page 48 of our July 1940 report to the Defence Savings Provident Scheme announced by the Government of India. The Rules governing the scheme are published at pages 1188 to 1192 of Part I of the Gazette of India dated 17-8-1940. The Rules governing the scheme as applied to the Indian Railways are published at pages 1215 to 1219 of the above issue of the Gazette. + ✓

List of more important publications received in this Office during August 1940.

Conditions of Labour.-

- (1) Report of the Government Presses Enquiry Committee, United Provinces, Superintendent, Printing and Stationery, United Provinces, Allahabad. 1940.
- (2) Second Quinquennial Report of the Welfare Work of Messrs. Begg, Sutherland & Co., Ltd., Cawnpore - 1st April 1934 to 31st March 1939.
- (3) Annual Report of the Department of Commerce, Industries and Labour, Baroda State, for the year 1937-38 ending 31st July 1938. Baroda State Press, 1939. Price Re.1-4-0.
- (4) Report of the Bihar Labour Enquiry Committee, Vol. I: Recommendations. Superintendent, Government Printing, Bihar, Patna. 1940. Price Re.1/-
- (5) Annual Report on the working of the Factories Act, 1934, in the province of Orissa for the year 1939. Superintendent, Government Press, Orissa, Cuttack. 1940. Price Annas -/15/-.
- (6) Annual Report on the working of the Factories Act (XXV of 1934) in Burma for the year 1939. Mangoon: Superintendent, Government Printing and Stationery, Burma. 1940. Price Re.1/8/- = 2s.3d.

Economic Conditions.-

- (1) Indian Central Jute Committee. Abstract Proceedings of the Seventh Meeting of the Indian Central Jute Committee held at Calcutta on the 6th, 7th and 8th March, 1940. Calcutta: Printed at the Star Printing Works, 30, Shibnarain Das Lane, 1940.
- (2) Annual Report of the Department of Statistics, Baroda State, for the Official year ending 31st July, 1938. Baroda State Press. 1939. Price Re.0-13-0.
- (3) Department of Statistics - Bulletin No.1 - Thirty-fifth issue. Statistical Abstract of the Baroda State from 1928-29 to 1937-38. Published by authority. Baroda. Printed at the Baroda State Press. 1939. Price Re.1-8-0.
- (4) Proceedings of the Meeting of the Standing Finance Committee for Railways 1st and 2nd July 1940. Vol.XVII, No.2. Published by the Manager of Publications, Delhi. 1940.
- (5) "The Lessons of Tariffs in India, I" by N.G. Abyankar, M.Sc. (Reprinted from the Journal of the Indian Merchants' Chamber, for August 1940).
- (6) "Recent Trends in Commercial Policies with special Reference to India's Foreign Trade" by N.G. Abyankar, M.Sc. (Reprinted from the Journal of the Indian Merchants' Chamber, for July 1940).

Social Insurance.-

- (1) Report on the working of the Workmen's Compensation Act, for the year 1939, in Assam (Letter No.G-1766-G.J. of the Chief Secretary to the Government of Assam to the Government of India, Department of Labour.)
- (2) Report and Statistical returns relating to the Workmen's Compensation Act, 1923, in N.W.F.P. for 1939.
- (3) Statistical returns under the Workmen's Compensation Act, 1923, for

the year 1939 (Typed letter No. ⁶⁹⁵~~VI-94~~ Com.R. dated 2-8-1940 of the Secretary to the Government of Bihar, Revenue Department, to the Secretary to the Government of India, Department of Labour).

- (4) Workmen's Compensation Statistics for the year 1938, together with a note on the working of the Workmen's Compensation Act, 1923. Published by the Manager of Publications, Delhi. 1940. Price Re-0-5-0 or 6d.
- (5) Annual Report on the working of the Workmen's Compensation Act in Bengal during the year 1939. Superintendent, Government Printing, Bengal. 1940. Price Annas 3/- or 4d.

Agriculture.-

Government of Bengal. Report of the Land Revenue Commission, Bengal. Vol.I, with Minutes of Dissent and Vol.II - Appendices (I to IX) and Indian Land-System, Ancient and Modern. Superintendent, Government Printing, Bengal Government Press, Alipore, Bengal. 1940. Price Re.1-8-0.

Navigation.-

Administration Report of the Madras Port Trust for 1939-40.

Co-operation.-

Report on the Co-operative Societies in Orissa for the year 1938-39. Superintendent, Government Press, Orissa, Cuttack. 1940. Price Re.1-8-0.

Organisation, Congresses, etc.-

The Karachi Indian Merchants' Association. Report for the year 1939. Published by T.M. Gurbaxani, Secretary, Karachi Indian Merchants' Association, 1940.

Public Health.-

- (1) Preliminary Annual Report of the Public Health Commissioner with the Government of India for 1939. Published by Manager of Publications, Delhi. 1940. Price 8 annas or 9d.
- (2) Annual Public Health Report of the Province of Orissa for the year 1938 and the Annual Vaccination Report for the year 1938-39 by Lt.-Col. G. Verghese, I.M.S., Director of Health and Inspector-General of Prisons. Superintendent, Government Press, Orissa, Cuttack. 1940. Price Re.2-2-0.

Miscellaneous.-

- (1) Report on the administration of Assam for the year 1938-39. Shillong; Printed at the Assam Government Press. 1940. Price Re.2-10-0 or 4s.
- (2) Administration Report of the Electricity Department, N.W.F.P. for the year 1938-39, by Superintending Engineer and Deputy Secretary to Government, N.W.F.P., Electricity. Published by the Manager, Government Stationery and Printing, N.W.F.P., Peshawar. 1940. Price Re.0-11-0.
- (3) Orissa; Public Works Department - Transport and Building. Provincial Civil Works - Repairs. Budget Estimate for 1940-41. Parts II and IIA - Ganjam Division, Koraput Division, Electrical Works Division. Final Issue.