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INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH

Report for January 1941.

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

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Assam.-

Maternity Benefit Bill, 1940.

Reference was made at page 3 of our March 1940 report to the Maternity Benefit Bill introduced on 29-2-1940 in the Assam Legislative Assembly by Mr. Arun Kumar Chanda (non-official). On 31-3-1940, the Hon. Maulvi Abdul Matin Chaudhuri, Minister in Charge of Labour, introduced an official Bill on the subject. Both Bills were circulated to elicit public opinion thereon.

On 12-11-1940, Mr. A.K. Chanda moved that this Bill be referred to a Select Committee. The Labour Minister, speaking on the motion, pointed out that the Assam Government had received a communication from the Government of India ~~pointing out~~ that both Mr. Chanda's Bill and the Government Bill, since they sought to bring within their purview mines and oil-fields (which are Federal subjects), went outside the scope of provincial legislation. In view of this, he announced that the Assam Government had decided not to proceed with the original official Bill, but to introduce another leaving out mines and oil-fields from its scope. He suggested that Mr. Chanda also should amend his Bill on the same lines or withdraw it altogether in favour of the legislation introduced by Government.

On 14-11-1940, the Labour Minister introduced the modified Maternity Benefit Bill (published at pages 27 to 31 of Part V of the Assam Gazette dated 6-11-1940); the Bill was ~~xxx~~ referred to a Select Committee the same day.

Mr. Chand withdrew his Bill on 15-11-1940.

(Pages 1292 to 1294, 1353 to 1355 and 1404 of Part VI-A of the Assam Gazette of 11, 18 and 25-12-1940.) +

Sind.-

Sind Shops and Establishments Act, 1940.
(Act No. XVIII of 1940.)

Attention ~~is~~ is directed to pages 35 to 48 of Part IV of the Sind Government Gazette dated 23-1-1941, where is published the Sind Shops and Establishments Act, 1940, which makes provision for the regulation of hours of work in shops, commercial establishments, restaurants, eating houses, theatres, and other establishments; the Provincial Government is empowered to apply the Act to other classes of establishments. The Act is to come into force in the first instance only in the City and Cantonments of Karachi and Drigh Road. The Provincial Government is empowered to fix the opening and closing hours of shops and commercial establishments; but it is provided that in no case shops are to be kept open after 9.p.m. Hawking is prohibited after closing hour. The working hours for employees are, (1) in shops, 9½ working hours per day, with a maximum over-time of 120 hours in a calendar year, and a maximum spread-over

of 12 hours in a day; (2) in commercial establishments, 54 per week, with a maximum over-time of 120 hours in a calendar year and a maximum spread-over per day of 12 hours; (3) in restaurants, theatres, etc., 10 hours per day, with a maximum spread-over of 14 hours in a day. All establishments covered by the Act are to give a day's rest with pay in a week. Wages for over-time are to be paid at 1 $\frac{1}{4}$ times the ordinary wage-rate. The Act also provides for 15 days' leave with pay in a year without power to accumulate.

Children under 12 are not to be employed in establishments covered by the Act and young persons (between 12 and 17 years) are not to be allowed to work before 6 a.m. and after 7 p.m.; the working hours of young persons are not to exceed 8 hours a day or 42 a week. +

Sind. -

City of Karachi Municipal (Amendment) Bill, 1940:
Status of Labour Representatives.

On 3-12-1940, Mr. N.A. Bechar (non-official) introduced the City of Karachi Municipal (Amendment) Bill, 1940, in the Sind Legislative Assembly in order to remove the disability imposed by the provision in the City of Karachi Act that a representative of labour should be a labourer himself. It is pointed out in the Statement of ~~Objects and reasons~~ that it is interests which are to be represented and that labour must be given the unrestricted right to elect its spokesman. This kind of restriction imposed by the Karachi Municipal Act does not find a place in the Bombay Municipal Corporation Act. Further, the representatives of trade and commerce are not merchants themselves but paid managers of commercial firms, and there is no reason why officials of workers' unions should not be the representatives of labour. The workers' representative in the Sind Assembly is elected without such narrow restrictions, and as such it should be done away with in the case of the Karachi Municipal Corporation.

(The Sind Government Gazette, Part IV,
dated 16-1-1941, pages 8 to 9.) +

Sind. -

The Establishments Employees Contributory Provident Fund Bill,
1940. +

On 3-12-1940, Mr. R.K. Sidhwa (non-Official) introduced in the Sind Legislative Assembly a Bill to make provision for the establishment and maintenance of contributory provident funds for employees in factories, shops, commercial establishments, restaurants, eating houses, theatres and other establishments, with a view to provide old-age relief. At present, employees in factories, commercial establishments and shops, when they retire are not paid any gratuity, provident fund or pension, just as is prevalent in Government and Local Bodies. This Bill makes it compulsory for employers to deduct six pies in the

rupee from an employee's salary and contribute an equal amount with interest, and ~~that~~ the sum thus accruing ~~should be paid~~ to the employee at the termination of his service. The Bill provides that only those employees who have put in service of two years and more will be entitled to the benefits of the Fund. This provision, it is pointed out, will safeguard the interests of both employers and employees so far as continuity of service is concerned.

(The Sind Government Gazette, Part IV, dated 16-1-1941, pages 14 to 17.)

Sind.-

The Sind Workmen Service Stability Bill, 1940.

Dr. Popatlal A. Bhoopatkar (non-Official) introduced on 3-12-1940 in the Sind Legislative Assembly the Sind Workmen Service Stability Bill, 1940, to ensure stability of service of workmen employed in firms, companies, commercial establishments, shops, hotels, hair-cutting saloons and such other concerns as are not covered by the Factories Act. The Bill makes provision for the establishment of an Employment Board with which all industrial and commercial establishments are to be registered, and no worker in such establishments is to be discharged or retrenched without the approval of the Board. The statement of objects and reasons appended to the Bill points out that Government service is attractive mainly because of security of tenure, and that the Bill intends to make private service attractive by ensuring an equal degree of security of tenure for employees.

(The Sind Government Gazette, Part IV, dated 16-1-1941, pages 22 to 24.)

Burma.-

The Payment of Wages Act (Amendment) Ordinance, 1940.

The Governor of Burma has promulgated an Ordinance to amend the Burma Payment of Wages Act so as to permit, with the written authorisation of the worker, deductions from his wages in furtherance of any war savings scheme.

(The Burma Gazette, Part I, dated 28-12-1940, page 1553.)

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SOCIAL POLICY

2nd Labour Ministers' Conference, New Delhi, 27 and
28-1-1941. ✓+

The 2nd Conference of Labour Ministers convened by the Government of India was held at the Imperial Secretariat, New Delhi, on 27 and 28-1-1941, with the Hon'ble Sir A. Ramaswami Mudaliar, Labour Member of the Government of India, in the chair (The 1st Labour Ministers' Conference was held at New Delhi on 21 and 22-1-1940; a summary of the proceedings and the conclusions reached is given at pages 6-8 of the January 1940 report of this Office). Nine out of the eleven provinces of India had sent delegations, the two provinces not represented being Orissa and N.-W.F.P. Of the Indian States, Hyderabad, Baroda and Gwalior had sent representatives; the Director of this Office attended as Observer. The representatives of the Government of India were Sir A. Ramaswami Mudaliar, Labour Member, and Mr. M.S.A. Hydari, Secretary, Department of Labour.

Items on the Agenda.- The items on the agenda were:

1. Amendment of the Trade Disputes Act, 1929 (re. Strikes and Lockouts).
2. Holidays with Pay.
3. Extension of legislation to Labour employed in commercial establishments and shops (Weekly Holidays).
4. Amendment of section 5 of the Factories Act (Declaration of all establishments using power and employing 10 or more persons as factories).
5. Recognition of Trade Unions.
6. Extension of maternity benefits to women employed in coal mines.
7. Sickness insurance.

Chairman's Opening Address.- In his opening address, Sir Ramaswami Mudaliar pointed out that the Central Government, the Provincial Governments and employers and workers were all agreed that, despite the obsession of the war, the problems relating to the adjustment of differences ~~or relations~~ between Employers and Labour should not be postponed till after the war but that an attempt should be made immediately to try to solve them. He disclaimed all intention of hastily rushing through labour legislation, and pointed out that, though it was Government's intention to put before the Conference actual draft Bills on the various subjects that had been promulgated for discussion at the last Conference, on second thoughts it was felt that such draft Bills would be understood to commit far too deeply Provincial and State Governments or even the Central

Government, and therefore only memoranda on the various subjects have been circulated to Provincial and State Governments. Further, early in January 1941 he had separately consulted representatives of workers and employers on the subjects under discussion (vide pages 3 to 5 of December 1940 report).

Dealing with certain fears entertained by Provincial Governments, he made it clear that the primary responsibility for consulting labour unions or even the Employers must rest, as it has always rested, on the Provincial and State Governments concerned, and that the Central Government took the initiative merely because consultation with an all-India body was more easy for the Government of India to undertake than for any single Provincial or State Government. He also gave out the assurance that there was no intention on the part of the Central Government either to run away with labour legislation irrespective of the wishes of the Provincial or to trench upon their sphere, and that the good offices of the Central Government and ~~rather~~ the Central legislature would be invoked to the extent — and only to the extent — that the main purpose of co-ordinated legislation - of a common group of laws applicable to all the Provinces — may be assured. He also referred to the difficulty that many industries were feeling on account of uncoordinated legislation - on account of one province going far ahead in regulating conditions of labour and other provinces or States lagging far behind, making for instability of the growth and development of industrial concerns, and pointed out that it was purely from that point of view and to enable Provincial Governments to utilise the machinery of the Central Government and the Central Legislature that the Conference was convened.

Concluding, he expressed the hope that it may be possible to convert these Conferences into Annual Conferences where problems of an all-India nature relating to the Employers and the Employed and to general labour conditions could be discussed. (Summarised from Press Communiqué No. F50/21/40-Pub. dated 27-1-1941 issued by the Principal Information Officer, Government of India.)

Decisions.- The decisions reached at the Conference are summarised below:-

Strikes and Lockouts: 14 days' notice to be Obligatory.- The Conference generally agreed that the procedure suggested by the Central Government in their memorandum regarding prohibition of strikes and lock-outs during the period of conciliation might be adopted and legislation undertaken on those lines. The suggestion is that in all cases parties should be required to give 14 days' notice to the opposite party, sending a copy simultaneously to the Labour Commissioner or other officer appointed for the purpose. Such notice should contain a statement of reasons for the action contemplated. On its receipt it should be the duty of the Labour Commissioner or other officer appointed for the purpose either by himself or through his assistants to endeavour to obtain a peaceful settlement of the dispute. If his attempts at conciliation fail, the strike or lock-out can be started at the end of the fortnight if the parties desire to do so.

If a dispute is of ~~more~~ sufficient importance, the Government concerned will have time during the fortnight to decide whether it is necessary to appoint a board of conciliation or a court of inquiry under the Act. The Act should further provide that if a court of inquiry or a board of conciliation is thus appointed the strike or lockout should not be started for two months from the date of its

appointment or till its conclusions are published, whichever is earlier. It is also suggested that during the period of conciliation the status quo should be maintained both by employers and labour.

Holidays with Pay.- The conference generally accepted the suggestion that the time had come when all workmen should in the course of the year get a certain minimum number of holidays with pay; that the number should be prescribed as six holidays per year for ~~every year of~~ continuous service; and that continuity of service required in order to become entitled to such a holiday should not be affected by interruptions occasioned by sickness, accident, leave with permission of the employer or intermittent involuntary unemployment, if the duration of unemployment does not exceed, say, a period of one month in the course of the year.

Weekly Holidays for Commercial Establishments.- The principle of granting weekly holidays to persons employed in commercial establishments and shops was generally assented to by the conference provided that conditions of service and rights and privileges to which employees were entitled were in no way affected.

Amendment of Section 5 of Factories Act.- The proposal to amend the Factories Act so as to empower a provincial Government to notify once for all any establishments using power and employing 10 or more persons as factories was also generally accepted.

Recognition of Trade Unions.- On the question of recognition of trade unions, the conference generally considered that it was desirable to have Central legislation laying down conditions for recognition of trade unions by provincial Governments; that such legislation should lay down basic principles and provincial Governments should be empowered to add to the conditions laid down in the Central legislation and that the basic conditions should be those proposed by the Madras Government (the Congress Government before it resigned) with modifications. These conditions are: (1) the union fulfils the requirements of the Trade Unions Act; (2) membership is not restricted on communal or other religious grounds; (3) the union shall submit a copy of the membership lists to the Government; (4) the executive of the union should meet at least once in the quarter and must be fully acquainted with all important matters relating to the union; and (5) that the union has been in existence at least for six months.

It was also suggested by the conference that Central legislation should also lay down that trade unions recognised by a provincial Government should be recognised by employers or employers' associations; that it should be left to provincial Governments to fix or not to fix minimum membership, and that provincial Governments should be free to confer such further powers or rights as they may consider desirable on trade unions recognised by them.

Extension of Maternity Benefits to Women in Coal Mines.- As regards extension of maternity benefit legislation to women employed in coal mines, the conference agreed that the Central Government should undertake legislation on the same lines as the existing legislation regarding factory labour and the rate should be eight annas or the daily wage whichever is less.

Sickness Insurance : Actuarial Survey of Selected Industries.- With reference to sickness insurance, it was agreed that a preliminary actuarial examination should be taken up and after such examination a scheme should be evolved involving contribution from employers and employees; that certain large industries such as the textile, cement, potteries,

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iron and steel, should be taken up for the actuarial examination; ~~as well as~~ ^{but} certain small industries like mineral waters, hosiery and printing may be surveyed; and that the cost of the actuarial examination should be borne by the Central Government.

The decisions reached at the Conference are to be drafted in six official Bills for introduction in the 1941 autumn session of the Legislative Assembly. The subjects covered by the Bills are: prohibition of strikes and lockouts during conciliation; holidays with pay; weekly holidays in commercial establishments and shops; amendment of the Factories Act so as to declare all establishments employing 10 or more persons as factories; recognition of trade unions, and extension of maternity benefit legislation to women employed in coal mines. The draft Bills will also be circulated to a number of States Governments who agreed to send representatives to the Delhi conference. Hyderabad, Baroda and Indore were among the States represented at the conference, but a number of other States had agreed to be but were not actually represented. The increasing desire of the States to be associated with such gatherings is welcomed in Delhi as a sign of progress towards securing uniformity of labour legislation not only as between province and provinces but also as between provinces and States.

(The Statesman, 30-1-1941.) ✓ +

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CONDITIONS OF WORK

Hours of Work

Application of Factories Act to Handloom Factories:
Shorter Working Day and Weekly Holiday improves production. ✓

The Government of Bombay, by a wide use of the powers conferred by Section 5 of the Factories Act, had in recent years been including in the list of factories subject to the Act a number of establishments, mostly handloom concerns and bidi factories; in 1939, out of a total of 3,460 factories on the register, 1,337 belonged to this class of factories, classed as 'notified factories'. Criticism recently appeared in a Bombay newspaper alleging that the application of the provisions of the Factories Act had adversely affected the handloom industry in the Province, and that the effect on the contract workers of Sholapur and other centres had been serious. Denying this charge, the Director of Information, Bombay, in Press Communiqué No. 30 dated 23-1-1941, points out:

The Government of Bombay is well aware of the difficulties connected with the application of some of the provisions of the Act to handloom concerns and, in fact, has relaxed some provisions which handicapped the progress of the industry. The principal ones that now apply are those relating to the weekly holiday, the 10-hour limit of daily hours of work and the prohibition of night employment of women. With the application of these restrictive provisions, the industry seems to have directly benefited by an increase in production, as is shown in the annual factory report for 1939. There were 434 handloom factories registered under the Act in the Province in 1939, 395 being in the town of Sholapur. As a result of the application of the provisions of the Act, a regular weekly holiday and regular weekly hours were generally observed by them. A factory found that, working seven days a week and 11 hours a day, the average production in four weeks was 15.26 units, but it rose to 15.29 after the introduction of a weekly holiday and a 10-hour day. Owners and workers, particularly the children, were reported to have been well pleased with the changes effected and, it has been demonstrated that long hours and the absence of a weekly holiday are not only unfair but uneconomical.

(Summarised from Press Communiqué No.
30 dated 23-1-1941, issued by the
Director of Information, Bombay.) ✓

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Working of Hours of Employment Regulations in 1939-40.*

Scope of Application: Railways covered: Future Programme.- The Regulations, which, in the main, regulate the hours of work of Railway servants, and provide for the payment of overtime allowance and the grant of compulsory rest, were applied, in the first instance, to the North Western and East Indian Railways in 1931; to the Eastern Bengal and Great Indian Peninsula Railways in 1932; to the Bombay, Baroda and Central India, and Madras and Southern Mahratta Railways in 1935; and to the Bengal and North Western Railway in 1937. Since the close of the year under report, the Regulations have been extended to the South Indian and Rohilkhand and Kumaon Railways. Government have also announced their decision to apply them to the Assam-Bengal and Bengal-Nagpur Railways before long. When this happens, all workers of Class I Railways in British India, who in 1938-39 numbered 634,507, would enjoy the benefits of these Regulations.

Number of Staff Covered.- The total number of staff employed on Class I Railways to which the Regulations were applicable on 31st March 1939 was 505,314. Classified according to railways, the staff covered is distributed as follows:- North Western - 101,244; East Indian - 133,761; East Bengal - 54,072; Great Indian Peninsula - 77,491; Madras and Southern Mahratta - 47,697; Bombay, Baroda and Central India - 62,659; and Bengal and North-Western - 28,390.

Protection of 'Excluded' Staff.- Running staff, staff engaged in supervision or management, and certain well-defined categories of inferior staff have been excluded from the scope of the Regulations. Their exclusion does not, however, absolve the Department of Labour from responsibility for watching over the conditions of their work. The Department has to satisfy itself that such staff - commonly known as the 'Excluded' staff - have not been deprived of the protection of the Regulations without sufficient justification. Further, it is incumbent on the Department to scrutinise the hours of work of these employees with a view to suggest changes which may appear necessary on humanitarian grounds.

Inspection.- The following table gives the number of establishments inspected by the Inspectors of Railway Labour during the year under review:-

Railways Establishments.	<u>E.I.</u>	<u>N.W.</u>	<u>G.I.P.</u>	<u>B.B.& C.I.</u>	<u>E.B.</u>	<u>M.& S. M.</u>	<u>B. & N.W.</u>	<u>Total</u>
Transportation	614	659	441	448	177	369	235	2,943
Engineering	135	170	95	88	32	62	30	613
Power	111	107	99	91	41	50	46	545
Miscellaneous	129	121	97	225	47	49	10	678
	<u>989</u>	<u>1,057</u>	<u>732</u>	<u>852</u>	<u>297</u>	<u>531</u>	<u>321</u>	<u>4,779</u>

* GOVERNMENT OF INDIA, DEPARTMENT OF LABOUR. Annual Report on the working of the Hours of Employment Regulations on the North Western, East Indian, East Bengal, Great Indian Peninsula, Bombay, Baroda and Central India, Madras and Southern Mahratta and Bengal and North Western Railways, during the year 1939-40, by Mr. Abbas Khaleeli, I.C.S., Conciliation Officer (Railways) and Supervisor of Railway Labour, Published by the Manager of Publications, Delhi. 1941. Price Annas 7.

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447 establishments in all were inspected during the year, giving an average of 319 to an Inspector, as against 353 last year. The considerable drop in inspections, the report points out, is due ~~to~~ principally to two reasons: first, inadequacy of inspection staff and additional work entailed by inspections under the Payment of Wages Act, and secondly, the ~~mutual~~ substitution of railway warrants for card passes issued by the railways to inspectors; it is also pointed out that unless the warrant system, which curtails travelling facilities, is changed, no great improvement in inspection standards can be expected.

Classification.- Workers whose employment is of a continuous nature - generally referred to as 'continuous' workers - may be employed for 60 hours a week on an average in a month; workers whose employment is declared to be essentially intermittent by the Head of a Railway - known as 'essentially intermittent' workers - may be employed for 84 hours in a week; further, it is only continuous workers that are entitled to a rest of not less than 24 hours each week commencing on Sunday. The report points out that Administrations are not over-generous in the matter of acceding to demands for changes in classification, since this generally means extra expenditure to them. Inspectors bring all cases of doubtful or wrong classification to the notice of the Conciliation Officer (Railways) and Supervisor of Railway Labour who, after further scrutiny, communicates these reports to Railway Administrations. Those which are of the border-line type are reported to the Administrations as "open to doubt", the Administrations ~~being required to rectify matters.~~ The report deplors the absence of machinery capable of resolving differences of opinion on the point, and points out that the Government of India is being approached with a suggestion to empower the Railway Board to make a final decision on 'challenged' classifications. The total number of cases reported in 1939-40, as open ~~to~~ to doubt, was 197 (246 in the previous year), and 'challenged' 470 (293 in the previous year). The number of cases in which classification was challenged is highest on the East Indian Railway, the Bombay, Baroda and Central India Railway being second; the report points out that the position must continue unsatisfactory till provision is made in the Rules, for resolving differences of opinion between Railway Administrations and ~~the~~ Department.

Continuous, Intermittent and 'Excluded' Staff.- Except on the East Indian and Eastern Bengal Railways where there has been an increase of .1 and .6 respectively, the percentage of 'continuous' workers has, during the year under review, fallen on all railways, the biggest drop being on the Bengal and North Western Railway. As regards the percentages of 'essentially intermittent' staff, the position has improved on all the railways except the East Indian and Eastern Bengal Railways, where there has been a drop of .5 per cent. and .3 per cent. respectively. There have been further exclusions of staff from the scope of the Regulations on the East Indian and Madras and Southern Mahratta Railways, but on all other railways the percentage of 'excluded' staff has decreased the Bengal and North Western Railway leading in the process with a drop of 2 per cent.

Period of Rest.- There has been an increase in the percentage of workers entitled to periodical rest on two railways and a decrease on five. The position has deteriorated to the extent of 1.9 per cent. on the B. & N.W. Railway. As regards the percentage of staff enjoying a calendar day's rest, there has been an improvement in the case of four railways, the improvement being marked on the M. & S.M. to the

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extent of 5.1 per cent. and 4.8 per cent., on the B. & N.W.; and a deterioration on three railways, the worst being on the B.B. & C.I. with 3.2 per cent. and next the G.I.P. with 2 per cent.

Working outside Rostered Hours. - Quite a large number of cases in which employees were found working outside their rostered hours, some occasionally and many habitually, were reported by Inspectors; most of these cases relate to the Goods Staff. It is pointed out that cases of over-work are in the majority of cases attributable to insufficiency of staff to cope with the work, and that the question of devising more effective methods for ensuring compliance with the Regulations requires immediate examination.

Administrative Changes. - The year under report witnessed important changes in the organisation of the Department administering the Regulations. Till now, two separate organisations, independent of each other, had existed: one for conciliation work on railways and the other for supervision of Railway labour. The Government of India decided to merge these two organisations into one, with the Conciliation Officer (Railways) and Supervisor of Railway Labour at the head of the Department, and a Deputy Supervisor of Railway Labour under him. The new arrangement came into force from the 5th December 1939. Under this arrangement the ~~Head~~ Head of the Department, whose headquarters have been fixed at Calcutta, carries out the duties of conciliation under the Trade Disputes Act, 1929, and is responsible for the proper administration of the Hours of Employment Regulations and the Payment of Wages Act, 1936, in so far as it affects railways. The Deputy Supervisor of Railway Labour, who is stationed at New Delhi, is required to attend to the day-to-day duties of supervision under the Hours of Employment Regulations and the Payment of Wages Act. This arrangement has proved satisfactory, one direct result of the new arrangement being the development of closer contacts between this Department and organised labour on railways.

(The report on the working of the Hours of Employment Regulations during 1938-39 was reviewed at pages 3-5 of the report of this Office for May 1940.)

Conditions of Work in Indian Posts and Telegraphs Department, 1939-40.*

Financial Working.- The Posts and Telegraphs Department consists of four Branches: Post Office, Telegraphs, Telephones and Radio. The financial results of working of the Department for the year 1939-40 are summarised below:-

	<u>Post Office</u>	<u>Telegraphs</u>	<u>Telephones</u>	<u>Radio</u>	<u>Total</u>
	Rs.	Rs.	Rs.	Rs.	Rs.
Receipts	83,181,509	28,340,669	12,140,659	1,189,520	124,852,357
Expenditure	77,813,898	28,342,950	8,594,745	1,141,513	115,893,106
Surplus(+) or Deficit(-)	+5,367,611	- 2,281	+3,545,914	+ 48,007	+ 8,959,251

Strength of Staff.- On 31-3-1940 the number of persons employed by the department was 118,020 as compared with 117,151 at the close of 1938-39. The figure includes 21,869 extra-departmental agents who are not whole-time servants of Government and 2,898 members of the Audit and Accounts staff. Of the remaining 93,253, 438 belonged to the superior (gazetted) staff, including 137 divisional and other superintendents, 44 postmasters and 58 telegraph traffic officers, most of whom are in executive charge of the larger post and telegraph offices or of postal and railway mail service divisions, and 104 assistant and deputy assistant engineers, most of whom are in executive charge of engineering sub-divisions or in comparable posts. The remaining 95 officers are holding higher charges controlling the business of the department.

Compassionate Gratuities.- The Department makes grants to the dependants of employees on comparatively small salaries, who die in active service and leave their dependants in indigent circumstances. The object is to enable the dependants to tide over the immediate financial difficulties following the death of the wage earners. During the year a total sum of Rs.53,402 was granted in 264 cases.

Compensation under Workmen's Compensation Act.- Certain classes of employees of the Department are covered by the Workmen's Compensation Act in respect of death or injuries received while performing their duties. During 1939-40, a total sum of Rs.4,283-7-0 was paid as compensation in 18 cases. Extraordinary family pensions were also granted in 21 cases amounting in all to Rs.219-5-0 per month to the dependants of employees who lost their lives in the discharge of their duties.

Unions and Associations.- On 31-3-1940 the number of All-India organisations of postal employees recognised by Government was 11. The number of whole-time permanent employees in the Department is about 93,000 and the number of part-time employees who are eligible for membership of the recognised Unions and Associations is 21,900. The

membership reported by the various Unions or Associations is 38,435.

Co-operative Credit Societies. - At the end of the year there were 58 co-operative Credit Societies working for the benefit of the staff with a membership of 68,421, as compared with 66,043 in the previous year. The subscribed capital was Rs.2,957,000 and deposits by members totalled Rs.2,416,000. Loans amounting to about Rs.7,746,000 were advanced to 26,138 members, as compared with Rs.7,990,000 advanced to 27,298 members during the previous year.

Volume of Postal Business. - Excluding air routes, there existed at the end of the year over 158,000 miles of routes over which mails were carried by different agencies as compared with over 157,000 during the previous year. The increase occurred both in the mileage covered by runners and boats and by motor lines by about 500 and 900 miles respectively, 55 new mail motor lines having been introduced during the year. The following figures give some idea of the volume of business transacted by the Department during the year:-

Approximately.

Total estimated number of postal articles handled	1,255 millions
Number of registered articles posted	39.3 millions
Number of insured articles posted	2.5 millions
Value of insured articles posted	Rs. 773 millions
Number of money orders issued	42 millions
Value of money orders issued	Rs. 758 millions
Amount collected from the value-payable post	Rs. 149 millions

(Summarised from the Report on the work of the Indian Posts and Telegraphs Department, 1939-40. Published by the Manager of Publications, Delhi. 1940. Price annas 8 or 9d. pp.80.) ✓

Conditions of Service of Motor Drivers:

Madras Government appoints Arbitrator to settle dispute.

The Madras Motor Drivers' Association representing drivers and conductors employed in some of the motor bus companies in Madras city and their employers represented by the Madras City Suburban Bus Companies Association having applied for the nomination of an arbitrator to settle outstanding points in certain disputes between them, the Government of Madras has appointed Mr. V. Ramakrishna, I.C.S., Commissioner of Labour, as arbitrator and referred to him for decision, and final award the following points:-

Fixation of wages, confirmation of the existing staff, grant of additional remuneration to drivers and conductors working on buses run by means of producer gas, supply of uniform to workers, grant of bonus or provident fund to workers, grant of dearness allowance and grant of sick leave and casual leave.

(The Indian Express, 23-1-1941.)

Establishment of Provincial Industrial Research Committee:

Decision of Government of Bombay. ✓

The Government of Bombay has recently appointed a Provincial Industrial Research Committee under the Chairmanship of the Adviser to the Governor of Bombay in charge of Industries, for a period of two years in the first instance. Its functions will be to advise the Government in regard to the co-ordination of (1) industrial research work in the Province; (2) new items of industrial research work and the laboratories and agencies in the Province to which they may be allotted; and (3) applications for research grants and the amount of financial assistance for the conduct of industrial research to be granted in each case.

The Chairman will have power to coopt, from time to time such scientists, industrialists, Government experts or other private gentlemen as he may consider necessary, to help in the examination of particular problems which may come before the Committee. The Committee is required to hold its meetings in Bombay not less than once in three months.

(Communiqué No. P-19 dated 17-1-1940 issued by the Director of Information, Bombay.) ✓

Protection of Indian Hand-Loom Industry:
Fact-Finding Committee Appointed. ✓ +

The problem of safeguarding the position of the handloom industry and, at the same time, reconciling the conflicting interests of the handloom and the mill industries has been under the consideration of the Government of India for the last few years, and has been raised more than once ^{at} ~~in~~ the Industries Conferences. At the recent Handloom Conference held at New Delhi, on the 6th and 7th December 1940, the representatives of certain Provincial Governments, the mill and the handloom industries, who attended the Conference were unanimous in recommending that a fact-finding committee (handloom and mills) should be constituted immediately to investigate certain facts relating to the handloom and mill industries (vide pages 11 to 12 of our December 1940 report). This recommendation was placed before the Twelfth Industries Conference held at Lucknow on the 16th and 17th December 1940 which fully endorsed it (vide pages 10 to 11 of our December 1940 report). It has accordingly been decided to constitute a fact-finding Committee, with effect from 15-1-1941, with Dr. P.J. Thomas as the Chairman and Mr. B.P. Adarkar as Secretary.

Terms of Reference.- The terms of reference of the Committee are as follow: (1) To make a survey, with the assistance of Provincial and State Governments, of the extent of the handloom industry in each province and of the kinds of handloom products produced and the number of persons engaged in the industry; (2) to make a report on the marketing organisations both for the purchase of yarn by the handloom weavers and for the sale of the handloom products; (3) to compare the nature of the products of the ~~and~~ handloom industry in each area surveyed with the corresponding mill products and to find the nature of the competition between the two; (4) to investigate the kind of yarn used in the handloom industry and types of production for which different kinds of yarn are used; and (5) in particular to investigate how far an enactment prohibiting the mills from using yarns of low counts would help the handloom industry in maintaining its production.

(Resolution No. 110-Ind. (16)/40 dated 25-1-1941; The Gazette of India, Part I, dated 25-1-1941, pages 128 to 129.)

Views of Millowners' Association, Bombay.- The views of the Committee of the Millowners' Association, Bombay, on the subject of safeguarding the handloom industry and reconciling the conflicting ~~claims of the handloom and mill industries~~, expressed in its reply to a communication addressed to it in October 1940 by the Department of Commerce, Government of India, are summarised below:-

The suggestions made to the Government of India for safeguarding the handloom industry were: (1) Imposition of an excise duty on mill-made cloth. (2) Imposition of a terminal tax on mill products. (3) Restriction of mill output by prohibiting mills from producing certain classes of cloth. (4) Imposition of cess on mill products. (5) Reduction of duty on ~~xxx~~ yarn. (6) Fixation of quota and of particular counts between the handloom industry and the mill industry. After a careful examination of the issues involved, the Committee of the Millowners' Association was of the opinion that it would be inappropriate and injudicious to discuss these suggestions unless and until it had been definitely ~~proven~~ proved, firstly, that the Indian handloom industry was in a depressed condition, and, secondly, that it was due to competition from the Indian cotton mill industry. The Indian cotton mill industry is a protected industry, its case for protection having been proved before competent tribunals, and the Committee strongly felt that no action, which was likely to reduce the margin of protection accorded to it by the legislature, should be taken until the necessity of taking such action from the point of view of the handloom industry had been established beyond doubt before a competent tribunal.

(Excerpts from the Proceedings of the Committee of the Millowners' Association, Bombay, during November 1940.) ✓

Trade of India in 1939-40.* ✓

General World Conditions.- The Review of the trade of India for 1939-40 opens with a general review of the repercussions of the war on European economic conditions. It is pointed out that the recession which started in the autumn of 1937 had spent itself by the end of 1938 and in the early part of 1939 business activity in many countries was in a moderately rising phase, and that increase in armament activity was the principal factor which influenced business conditions during this period. Economic conditions in many countries after the outbreak of war were largely shaped by the measures taken by Governments to mobilise national resources for purposes of war or defence, by the disorganisation of international trade and shipping which created severe shortages of certain commodities and surpluses of others and the general dislocation of the financial system of the world. In belligerent countries, the State had to direct its energies towards securing the diversion of a sufficient amount of productive resources from their normal channels to those in which they were to be used for purposes essential for the prosecution of the war. Secondly, the State had to induce the maximum effort at saving on the part of the individual ~~in~~ so that, on the one hand, the needs of private consumption might be kept within what was currently available to satisfy those needs and, on the other hand, the money thus released from private consumption might be made available to the State either for providing for the consumption ~~of~~ of the fighting forces or for the production of non-consumable goods required for the war, ~~without resorting to inflation.~~ Control of trade, industry, prices and exchanges and a determination to resist inflation were the main features of British and French economic policy. The other problem of a war economy, namely, restriction of private consumption, was also tackled along new lines. Rationing was of course an obvious method of keeping down consumption, but a general check on private consumption was provided by increased taxation and a vigorous campaign for saving.

Repercussion on Industry.- In spite of the moderate increase in economic activity which took place in many countries during the first eight months of 1939, the general industrial outlook was not viewed with confidence, as is seen from the fact that prices of industrial shares showed a declining trend during this period. Even after the outbreak of war when industrial activity was raised to a high pitch and prices of almost all commodities assumed a sharp upward movement, the response of the industrial share market continued to be of a feeble and halting character in many countries. In the United Kingdom, U.S.A., Belgium, the Netherlands, and Canada, for instance, there was a remarkable decline in the value of industrial shares, but India and Japan, it is pointed out, were exceptions to this wide-spread recession in share values. The index for India (1927-28 = 100) for March 1940 was 122 as compared with 101 in March 1939 and that for Japan (1929 = 100) was 152 in January 1940 as against 123 in January 1939.

Indian Agricultural Conditions.- Commodity prices in India showed a slight recovery in the first five months of 1939-40, but with the exception of a few commodities like jute, sugar and tea, the prices

* Statistical Research Branch, India. Review of the Trade of India in 1939-40. Published by Manager of Publications, Delhi. Price Rs.3-2-0 or 5s. pp. ix + 314.

of agricultural produce in general still remained on a low level up to August 1939. The situation, however, was radically altered by the outbreak of war in September 1939 and there was a sudden rise in prices accompanied by a spate of speculative activity in commodity markets. By the latter half of January 1940, prices began to come down, as natural tendencies to reaction asserted themselves, aggravated by special circumstances including the announcement regarding the Excess Profits Tax, so that speculators began to unload their holdings, and during the last quarter of 1939-40, the prices of many agricultural commodities assumed a sharp downward trend, though the levels prevailing at the end of the year were still substantially higher than those before the outbreak of war.

Industrial Conditions.- "The war of nerves" which was proceeding in Europe for several months before the actual outbreak of hostilities in September 1939 was the main depressing influence on economic conditions during the first five months of the year under review. A few encouraging signs were noticeable in certain parts of the industrial system, such as the rise in the prices of tea and jute, the increased activity in the iron and steel industry, and the satisfactory trend of the export trade. But the effect of these was largely offset by the prevailing political uncertainty which stifled all industrial initiative and enterprise. With the outbreak of war, however, there was an almost instantaneous change in the situation, and a feeling of extreme optimism took the place of the earlier pessimistic mood. There ~~was~~ was a wave of speculative activity in all markets and prices rose precipitously. The boom reached its peak in December 1939, after which, however, a reaction set in. On the whole, however, the outlook for Indian industries remained distinctly more hopeful at the end of the year than what it was before the outbreak of war.

Industrial Profits.- One of the most sensitive barometers of industrial conditions is to be found in the movements of share values. A marked upward or downward movement in share prices over a period nearly always indicates an improvement or deterioration in business conditions. The experience of 1939 amply illustrates how a rising trend of share prices inspired by a genuine improvement in the industrial situation can develop into an unhealthy boom due to blind speculation. Prices of industrial securities in India showed a temporary recovery after the Munich Pact of September 1938, but from the following December, prices began to fall again and continued generally on a low level till the outbreak of war. In April and August 1939, prices of ordinary shares slumped heavily owing to the adverse political situation. From September, however, a marked improvement set in which later developed into a boom taking the index to 131 in December 1939, the highest level reached since March 1937. Thus, within the first four months of war, prices of industrial shares advanced by more than 31 per cent. A hectic rise of this nature was bound to be short-lived. In January 1940, the Excess Profits Tax was announced and the index number registered a sharp drop to 121, but it recovered to 122 in February and remained steady at that level in March. The net appreciation of share values at the end of 1939-40 as compared with the preceding year was 22 per cent.

Industrial Prices.- Prices of industrial products were generally on a higher level in the year under review than in the preceding year. With the adoption of a concerted plan for restriction of output by the jute mills in January 1939, the ~~position~~ position of the industry greatly improved. After the outbreak of war, there was a hectic rise in the prices of jute manufactures, prices reaching their record levels for many years. Prices of iron and steel also recorded a substantial

advance during the year owing to the shortage of steel in the world markets as compared with the heavy demand from the armament industries in all countries. Among other industrial products the prices of which rose even before the outbreak of war, tea and sugar deserve special mention. The statistical position of tea had greatly improved as a result of the reduction in the export quota at a time when the world demand for tea was increasing. Prices of sugar showed a pronounced upward tendency in April and May 1939, which was mainly due to the short crop of the season, and though the increased imports from Java checked this tendency in the next three months, it was resumed after the outbreak of war and was further accentuated owing to the higher basic prices fixed by the Sugar Syndicate. On the other hand, the position of the cotton textile and coal industries was not satisfactory during the five months preceding the outbreak of war. The cotton mill industry was suffering from over-production and consequently the prices of cotton manufactures declined steadily till August 1939. The improvement which came about after the outbreak of war was also not fully maintained and towards the end of the year prices fell again, with the result that the average level of prices for 1939-40 showed only a small increase over that for 1938-39.

Industrial Production : Stimulus of War Needs.- Industrial production in India was generally maintained at a much higher level during the year under review than in the preceding year. Under the stimulus of high prices, production was expanded in most industries after the outbreak of war. The output of jute manufactures increased by 5 per cent. in 1939-40 as compared with 1938-39. The iron and steel industry was fully booked with orders resulting in a considerable increase in its output, the production of finished steel rising to 804,000 tons which was 11 per cent. higher than in the preceding year. Production of paper attained a new record, amounting to 1,416,000 tons which exceeded the previous year's figure by 232,000 tons. Coal raisings increased to 25,056,000 tons, a level which was not reached during the past ten years. As a result of the larger crop of sugarcane, more than 13,70,000 tons of sugar of all kinds are likely to be produced in India during the 1939-40 season as compared with only 7,367,000 tons produced in the preceding season. The only important exception to this general trend towards expansion of output was cotton manufactures the production of which showed a decrease during the year. Owing to the record production of 1938-39, the industry was burdened with heavy stocks and had, therefore, no incentive to maintain its output at the expanded rate of the previous year.

Apart from the major industries mentioned above for which production statistics are available, a large number of other industries received a powerful impetus as a result of the conditions created by the war. The woollen mill and tanning industries are two important examples. Several articles which were never produced in India could now be produced either because their supply from abroad had completely ceased or because their prices had risen high enough to make their production economical. The work of the Supply Department of the Government of India is of great interest in this connection. Its chief function is to procure supplies necessary for the prosecution of the war which include supplies essential for firms engaged on war contracts, for the maintenance of the utility services and for concerns of national importance. Under the Department's stimulus, new markets have been developed and some of the existing markets expanded for both new and old products, the output of both new and old products has been increased to meet war demands and new sources of supply have been found for certain essential raw materials.

To solve the technical difficulties connected with industrial development, the Government of India has set up a Board of Scientific and Industrial Research to advise Government on proposals for instituting specific researches, to help specific institutions in scientific study of problems affecting particular industries and to make proposals for the establishment of research studentships, scholarships and fellowships. The Government has also announced that it was prepared to consider the question of assuring specified industries, the starting of which was considered essential under conditions created by the war, of such measure of protection against unfair competition from outside India after the war as might be necessary to enable them to continue their existence.

Industrial Disputes.- The total number of strikes during 1939 was 406, the highest figure on record for many years. The number of men involved was also higher than in the preceding year, being 409,000 as compared with 401,000 in 1938. The number of working days lost was, however, considerably less, being 4,993,000 as compared with 9,199,000 in 1938. The two industries to suffer most from strikes were cotton and jute. They accounted for 43.5 per cent. of the strikes, 68.8 per cent. of the workers involved and 49.2 per cent. of the loss of working days. In 234 disputes, the chief demand related to wages or bonuses. The rise in the cost of living after the outbreak of war aggravated the labour unrest, and was responsible for a widespread agitation for dearness allowance. Towards the end of the year, the cotton mill industry in Bombay was involved in a general strike which continued from the 4th March to the 13th April, 1940. On the whole, the labour situation in India showed a distinct deterioration during the year under review.

Money Market.- The Money market in India evinced a firm tone in the beginning of April 1939, when owing to the seasonal demand for money the inter-bank call-rate was quoted at 2³/₄ per cent. Thereafter with the advent of the slack season the rate gradually receded to 2 per cent. in May. Monetary conditions were fairly easy in the next three months during which the market was well supplied with funds. The war scare in September which caused large current account withdrawals from banks ^{raised interest rate} accentuated the tendency, but the stringency was soon relieved when the market received large sums of money by way of proceeds of sales of sterling and gold to the Reserve Bank. Call money was available at ¹/₄ per cent. even in September and the rate improved to ¹/₂ per cent. in October, ¹/₄ per cent. in December and 2 per cent. in January 1940.

Rupee-Sterling Exchange.- India's exchange position improved considerably during the year under review. A growing favourable balance of trade and consequent accumulation of sterling resources in the hands of the Reserve Bank were the principal features of the exchange situation during 1939-40. Immediately after the outbreak of war, exchange control was introduced. The Central Government promulgated the Defence of India Ordinance, 1939, part XIV of which contained Financial Provisions, providing, inter alia, for (i) restrictions on purchase of foreign exchange, (ii) acquisition by the Central Government of foreign exchange, (iii) restrictions on purchases and export of securities. On the 14th September, the Reserve Bank issued an explanatory memorandum to the public giving the general lines of the exchange control instituted in India. All foreign exchange transactions were required to be put through authorised dealers who were to carry out the Reserve Bank's directions regarding the purchase and sale of foreign exchange. No

restrictions were placed on the purchase and sale of Empire currencies with the exception of Canadian, Newfoundland and Hongkong dollars, while the purchase and sale of non-Empire currencies was restricted to genuine trade purposes travelling expenses and small personal remittances. The total balance of trade in merchandise of India and Burma together in the year under review amounted to Rs.770.6 million in favour of the two countries as compared with Rs.432.1 million in 1938-39. The increase in the balance of trade of India and Burma together was largely responsible for the favourable exchange position during the year under review.

Trading Conditions.- India's foreign trade position showed a distinct improvement during the year under review, as judged by the total value of trade and the balance of trade. The total value of the foreign trade in private merchandise in 1939-40 amounted to Rs.3,700 million as compared with ~~Rs.3,220~~ Rs.3,220 million in the preceding year and Rs.3,630 million in 1937-38. Thus, the total trade of India was the largest in the last three years. The export trade received a strong impetus owing to the heavy demand created by the war for various kinds of raw materials and foodstuffs, though the shortage of shipping prevented the country from reaping the full benefit of the situation. The increased off-take of Indian goods by the Allied and Empire countries more than made up the loss due to the cessation of trade with the enemy countries. The total value of India's exports to all countries including Burma in the year under review amounted to Rs.2,030 million as compared with Rs.1,630 million in the preceding year and ~~Rs.1,520 million~~ Rs.1,810 million in 1937-38. ~~The value of imports also increased, but not to the same extent as that~~ of exports. It amounted to Rs.1,650 million as against Rs.1,520 million in 1938-39 and Rs.1,740 million in 1937-38. The increased pressure on productive capacity in the Western countries, the cessation of trade with the enemy and the shipping difficulties necessarily caused a dislocation of the import trade. The increase in the value of imports is, therefore, remarkable, though it is mainly due to the rise in prices. In respect of the balance of trade, the position was distinctly satisfactory. During the preceding two years, 1937-38 and 1938-39, the balance of trade in merchandise had been reduced to Rs.160 million and Rs.170 million respectively. During the year under review, it increased to Rs.480 million. Thus, in spite of the abnormal conditions created by the war, India was able to enjoy more satisfactory trading conditions during the year under review than in the preceding two years.

Balance of Trade.- The merchandise balance of trade in favour of India in the year under review increased to 483.3 million as compared with Rs.174.2 million in the preceding year and Rs.158.8 million in 1937-38. During the year under review, India's net exports of gold amounted Rs.346.7 million as against Rs.130.6 million in the preceding year and Rs.163.4 million in 1937-38. Though imports of silver also increased, the balance of transactions in treasure still remained high at Rs.302.7 million as against Rs.118.9 million in 1938-39 and Rs.143.6 million in 1937-38. If these transactions in treasure are added to the merchandise transactions, the total visible balance of trade in favour of India amounts to Rs.786 million in 1939-40 as compared with Rs.293.1 million and Rs.302.4 million in 1938-39 and 1937-38 respectively. India's balance of trade position was thus distinctly better during the year under review than in the preceding two years. It may be added that the visible balance of trade of India in 1939-40 was the highest in the last four years.

Quantum of Trade of India.- India's exports and imports were higher in 1939-40 not merely in value but also in volume. The index relating to the quantum of exports was 105.9 in 1939-40 as compared with 102.2 in 1938-39. Similarly, the index showing the quantum of imports was 90.5 in 1939-40 as against 88.7 in 1938-39.

Trade Restrictions.- Soon after the declaration of war, the Central Government imposed restrictions on the export trade in a large variety of articles. Trading with the enemy was ~~ix~~ already an offence under the Defence of India Act, 1939, but in addition steps had to be taken to see that supplies did not reach the enemy by indirect channels. Steps had also to be taken to conserve supplies of all essential articles, whether for the requirements of this country or for those of the Allied countries. With these objects in view, an elaborate system of export restrictions was devised. Exports of certain articles were completely prohibited, and those of certain others were permitted only under licence. Export licences were issued for some articles by the Department of Supply and for others by the Export Trade Controller. In cases where the ruling considerations were those relating to economic welfare rather than to supply problems, it was provided that no licences were required if the articles were consigned to or destined for any part of the British Empire including Mandated Territories. Among the articles the exports of which were restricted mainly for conservation of supplies, raw wool and mica deserve special mention. ✓

Indian Textile Export Drive:

Indian Central Cotton Committee recommends setting up of Central Export Organisation. ✓

Following the loss of continental markets for Indian cotton, the Indian Central Cotton Committee appointed some time back a "Wider Markets" Sub-Committee to ~~investigate and~~ make recommendations for the purpose of setting up an organisation for the expansion of textile exports. In this connection the Sub-Committee had invited the opinion of the various Chambers of Commerce and other commercial bodies and submitted its report to the Indian Central Cotton Committee, which, it is understood, has recently adopted a resolution on the subject to be forwarded to the Government of India. The resolution contains the following recommendations:-

~~(1) directions to the Department of Supply and the Indian Stores~~

The Government of India, in cooperation with the manufacturing and trading interests, should take effective measures to expand the consumption of cotton goods, and cotton and woollen mixtures in this country and their export overseas. These should include inter alia:-

- (1) directions to the Department of Supply and the Indian Stores Department that, except in such cases where it is absolutely essential,

to ask for cloth requiring the use of long staple imported cotton, specifications for their requirements should be so framed or altered as to encourage the use of Indian cotton; (2) representations to all Colonial Empire Governments to ensure that India's cotton goods are admitted to those countries on the same terms and conditions as are accorded to British cotton goods; (3) the adoption of suitable measures for restricting the import of cotton goods and artificial silk yarn and piecegoods into this country; (4) the establishment of a central export organisation with suitable arrangements for the ~~the~~ inspection of goods before export and the deputation of a trade delegation to other countries for the purpose of carrying out propaganda and exploring the possibilities of introducing Indian cotton manufactures.

(Industrial Bulletin issued by the Employers' Federation of India, No. 310 dated 27-1-1941.) ✓

National Planning Committee:

Next Meeting to be held in April 1941.

According to a statement by Prof. K.T. Shah, Hony. General Secretary, National Planning Committee, in ~~in~~ consultation with Pandit Jawaharlal Nehru, President of the Committee, who is now in the Dehra Dun jail, the Chairman's imprisonment is not to hold up the work of the Committee, and the meeting of the Committee which was to have been held on 20-12-1940, is now to be held during the Easter Holidays, 1941. It is pointed out that of the reports so far submitted 14 are final, 12 of these have been considered by the Committee; two of them still await to be considered and will be taken up at the next meeting of the Committee. Of the rest, 10 are interim reports which are to be completed by the time of the next meeting of the Committee.

(The Amrita Bazar Patrika, 4-1-1941)..

State Control of Coal Industry Urged:
Report of Bihar Coal Reorganisation Committee.

Control and management of the coal industry by the State on the lines of the Court of Wards and the appointment of a Joint Coal Commission consisting of representatives of the Governments of Bengal, Bihar and the Central Provinces to supervise the whole operation of the industry are understood to be some of the main recommendations of the Coal Reorganisation Committee appointed by the Congress Ministry in Bihar about two years ago to suggest ways and means for safeguarding the coal industry in the province. As the reserve of coal which can be used for metallurgical purposes is being rapidly exhausted, the Committee is also understood to have pointed out to the Government the necessity of taking immediate action on some of its recommendations.

The Committee, during the period of its enquiry, examined the representatives of mining interests, and mining engineers to the Government of India and Bengal and the Indian Railways. The report is expected to be submitted to the Government very shortly. (The A.B.

Patrika, 6-1-41)

Working Class Cost of Living Index Numbers for Various
Centres in India for October 1940. ✓

The index numbers of the cost of living for working classes in various centres of India registered the following changes during October 1940 as compared with the preceding month :-

Bombay.- The index number (base: year ending June 1934) of the cost of living for working classes in Bombay in October 1940 rose by 1 point to 113. 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 October 1940 remained stationary at 79. 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 October 1940 remained stationary at 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 October 1940 rose by 4 points to 75. 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 October 1940 remained stationary at 72. 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 October 1940 rose by 1 point to 109. The average for 1939 was 100.

(Extracted from the Monthly Survey of
Business Conditions in India for
October 1940.) ✓

Decisions of International Sugar Council, London, 6-1-41:
Protest by Indian sugar interests about Export Restrictions.

The International Sugar Council which met in London on 6-1-1941, according to a Reuter message dated 15-1-1941, decided unanimously to continue the existing International Sugar Agreement, which inter alia places certain restrictions on export of Indian sugar. The decision has created considerable dissatisfaction among Indian sugar interests, and the following extracts from a leader of the Hindu dated 17-1-1941 may be taken as reflecting Indian opinion on the subject:-

"It is notorious that the existing quotas for the various countries which the Council accepted as valid for another period, are exceedingly unfair to India. The quota for India was fixed at a time when the industry in India was in its infancy and in a half-productive stage. It is high time it was revised in India's favour. India to-day is capable of meeting not only all her internal requirements, but also part of the world demand. Yet she cannot, thanks to the International Sugar Agreement to which the Government of India is a party, export by sea her output to any country other than Burma till May 1942. The Indian sugar interests have, for thoroughly valid reasons - one of which is the outbreak of the war resulting in the repudiation of the Agreement by powerful interests - agitated for the securing for India release from the obligations which the Agreement unfairly imposes on her, but the Government of India have not succeeded in obtaining this, if indeed they made any serious effort."

(The Hindu, 17-1-1941).+

Need for Appointment of Medical Referees in Workmen's Compensation Cases: Bengal Government Contemplates Legislation. ✓

Reference was made at pages 10 to 11 of our November 1939 report to a suggestion made to the Bengal Government by the Bengal Chamber of Commerce for amending the Workmen's Compensation Act, 1923, so as to provide for the appointment of medical referees. It is now understood that the Bengal Government has decided to introduce legislation in the local Legislature at an early date to amend the Act in this respect in its application to Bengal.

(Abstract of Proceedings for of the Bengal Chamber of Commerce for October, November and December 1940.) ✓

Working of the Workmen's Compensation Act in U.P. during 1939.* ✓

Statistics of Workers and Accidents during 1939. - The number of factories increased from 806 to 826 and the average daily number of workers employed in the registered factories showed corresponding increase from 155,085 in 1938 to 159,738 in the year under report; 94.8 per cent. of this force was adult male. The total number of accidents during the year under report was 2,632 against 2,380 of last year. Of these ~~and~~ accidents 37 were fatal, 447 serious and 2,148 minor. Practically all the accidents recorded as serious were due to the fact that the injured persons had to remain off duty due to accidents for more than 20 days. The study of figures over the last three years, i.e. 1937, 1938 and 1939 shows that not only the number of accidents has been continuously on the upgrade, but also that the incidence of accidents per 100 workers had also been going up. In 1937 the incidence was 1.39, in 1938, 1.53, and in 1939, the year under report, 1.65. There are reasons to believe that this increase in the number of recorded accidents is partly due to vigilance and care being exercised by the supervisory staff and consequently there being better reporting on the part of the mill authorities. The fact, however, remains that the majority of these accidents were in sugar factories.

Compensation Statistics. - During 1939, Rs.62,080 was awarded as compensation in respect of 16 cases, Rs.28,370 in respect of 24 cases of permanent disablement and Rs.11,656 in respect of 1,226 cases of temporary disablement. No minors were involved in accidents in respect of which compensation was paid.

General. - The year opened with a pending list of 52 cases. 127 cases were instituted during the year as against 106 in the previous year.

* Report together with the prescribed Returns on the Working of the Workmen's Compensation Act, 1923 (VIII of 1923) in the United Provinces for the calendar year 1939. Allahabad: Superintendent, Printing and Stationery, U.P., India. 1940. Price 2 annas. pp.11.

43 cases were received for disposal from other Commissioners and 10 were transferred. There were thus 212 cases for disposal out of which 152 were disposed of, leaving a balance of 60.

The majority of those awarded compensation under the Act drew monthly wages not over Rs.21. Out of 99 fatal accidents, 71 victims came from this class of wage earners; of 31 permanent disablement, again~~ly~~ 19 were of this class. Similarly, 5 out of 9 temporary disablement cases belong to this wage class. Even making allowance for the fact that the larger number of workers belong to this wage-earning group, ~~the fact that the larger number of workers belong to this wage-earning group,~~ the fact remains that there are more accidents in this class of workers than there are in others. The main explanation for this is that no particular attention is paid to train the labour force in safety-first-methods and in the case of sugar factories from which the majority of accidents come, the labour force is specially migratory and still less educated in safety-methods. It is remarked that, given more attention on the part of the factories for the organisation of safety-first committees in mills and with other similar attempts made to educate the workers in safety-first-methods, perhaps the incidence of accidents could be decreased with corresponding saving to the factories in compensation money. The Labour Welfare ~~Committee~~ of the Department will take up this work in the future, but real and satisfactory progress can be made ^{only} with the co-operation of the mill organisations. Perhaps it will be to the advantage of the factories if they could get themselves insured for the purposes of this Act as third party insurance is done in the case of motor vehicles. ✓

Working of the Workmen's Compensation Act in the Punjab in 1939.* ✓

According to the annual report on the working of the Workmen's Compensation Act in the Punjab during 1939, there were 36 fatal accidents (23 in factories, 6 in mines, 2 in concerns generating, transforming or supplying electrical energy, 3 in concerns producing natural petroleum and natural gas and 2 in establishments employing workmen for extinguishing fires), against 29 in 1938. The number of cases of permanent and temporary ~~in~~ disablements were 95 and 1,068 respectively against 50 and 1,126 in the previous year.

Rs.29,540 was paid in respect of 36 fatal accidents, Rs.29,652-3-11 in respect of 95 cases of permanent disablement and Rs.13,236-2-5 in respect of 1,068 cases of temporary disablement. 1 minor each was involved in cases of permanent and temporary disablement in respect of which Rs.60 and Rs.2-15-0 respectively were paid as compensation. There were no cases of occupational diseases in respect of which compensation was paid.

* Annual Report on the working of the Workmen's Compensation Act in the Punjab for the year 1939. Lahore: Printed by the Superintendent, Government Printing, Punjab, 1940. Price Rs.1-10-0. pp.3 + xiii.

Employees Benefit Fund:

Profit-sharing Scheme instituted by Delhi Cloth and General Mills, Co., Ltd

Below are given details of the Employees Benefit Fund instituted by the management of the Delhi Cloth and General Mills Co., Ltd., Delhi, at the Directors' meeting held on 7-12-1940:-

Sources of Income.- The sources of income of the Fund are:

- (a) percentage of the total dividend as sanctioned by the Directors from time to time, which, until changed, will be a sum of money equal to 15 per cent. of the total sum of money declared payable to shareholders as dividend at the rate of from 6 per cent. to 12 per cent., and thereafter at 15 1/2 per cent. if the dividend is 13 per cent., 16 per cent. if the dividend is 14 per cent., 16 1/2 per cent. if the dividend is 15 per cent., 17 per cent., if the dividend is 16 per cent., 17 1/2 per cent. if the dividend is 17 per cent., 18 per cent. if the dividend is 18 per cent.
- (b) The interest accruing on the Fund invested.
- (c) The money left by members, who have either been dismissed or left service voluntarily before they are entitled to the payment of gratuity.
- (d) Any gift made by the Company.

Disbursement Heads.- The disbursement of the fund will generally be under the following heads: (1) Expenditure incurred in the welfare activities of the Company at its various branches. (2) Company's contribution to the workmen's provident fund. (3) Gratuities to be awarded in lump sums or annuities as follows: (a) A gratuity of about Rs.1,500/- will be awarded to every person entitled to the benefits of the fund and who has completed 20 years' continuous service or more under the Company, though it be partly prior to the date of starting this scheme. (b) A gratuity equal to at least one month's wages for every completed year of continuous service under the Company, in case of retirement due to sickness or permanent disability. (c) In case of death, the Board of Trustees, taking into consideration dependants like a mother and/or wife and/or minor children, will fix such pensions and for such periods as they think proper. (4) The Fund shall be equally divided annually amongst all the employees with more than one year's continuous service under the Company, after deducting the expenditure under clauses 1, 2 and 3 above. The quota of each member shall be entered in his Employees Old Age Gratuity Fund Pass Book every year.

Administration.- The Fund is to be administered by a Board of seven trustees, of whom four shall be the elected representatives of the workmen, and three shall be nominated by the Company. The Board shall appoint an Honorary Secretary, who shall ordinarily be one of the Welfare Officers of the Company.

General.- The Board of Directors has powers to alter or stop the scheme at any time they think fit, but in no case will the money already with the Trust revert back to the Company. As the Fund is purely gratuitous, the employees will have no claim over it under the Payment of Wages Act. In order that the employees may enjoy the full benefits of the Fund by continuity of service for at least 20 years, the Company has agreed to constitute an Appellate Board to deal with cases where an employee feels that he has been unjustly discharged or dismissed. The Board shall consist of a nominee each of the Officer of the Department concerned and of the workmen concerned, and a nominee of the Company who will preside over its meetings. Such appeals are

to be decided within 48 hours of their being filed. Workmen include all employees of the Company such as operatives, maistries, clerks, etc., but not the officers. It is estimated that, under the scheme, every worker retiring at mature age or becoming incapacitated will normally get a fairly large sum over and above his wages, compensation (if any) under the Workmen Compensation Act, and Provident Fund.

(Summarised from a copy of the Constitution of the Board of Trustees of the Employees Benefit Fund of the Delhi Cloth and General Mills Co., Ltd., Delhi, forwarded to the Office by the Company.) ✓

Working of the Workmen's Compensation Act in Orissa during 1939.* ✓

The daily average number of persons coming under the Workmen's Compensation Act employed in Orissa in 1939 is reported to have been 4,681 adults and 5 minors against 4,170 adults and 13 minors in the previous year. During the year under report there were 3 deaths, 4 cases of permanent and 2 cases of temporary disablement while in the previous year there was one case under each of the three classes of accidents. The amounts of compensation paid were Rs.1,500, Rs.1,218-11-0 and Rs.4-8-0 respectively for the three classes of accidents while the corresponding figures in 1938 were ~~Raxa~~ Rs.900, Rs.504 and Rs.9-15-6.

There was no case of occupational diseases in the year under report. ✓

Extension of Provident Fund Benefits:
New Scheme inaugurated by Nizam's State Railway. +

According to a communiqué issued by the General Manager, the Nizam's State Railway, the State Railway Board and His Exalted Highness's Government have agreed to his proposal for extending the provident fund benefits to all railway employees who have more than sixteen years' service and all permanent employees of three years' service who are drawing not less than Rs.15. A new provident fund with a minimum rate of interest of three and a half per cent. guaranteed by the Government is being inaugurated for this purpose, membership being optional. This extension of the provident fund scheme will operate as from February 1, 1941.

(The Hindu, 24-1-1941). +

* No. 98-Com, dated 8-1-1941, Government of Orissa: Law, Commerce and Labour Department:- Statistical returns under the Workmen's Compensation Act, 1923, for the year 1939. pp.4.

Extension of Provident Benefits in State-Managed
Railways; Government's Announcement.

The Government of India has recently issued a Communiqué on the extension of provident fund benefits to all workers on State-managed railways with over 16 years service; the communiqué is reproduced below:

The Government of India has had under consideration for some time the question of extending the provident fund benefits to certain employees on State-managed railways who have not so far been allowed to subscribe. These employees are mostly on low rates of pay and up to date the only provision which has been made in the conditions of service to meet their needs on superannuation has been a gratuity consisting of a certain number of months' pay based on the length of their service. It has therefore been decided that all workers, irrespective of pay or status, who have more than 16 years' service, should now be allowed at their option to take advantage of the provident fund scheme which has already been in operation with regard to more highly paid employees for many years.

In addition to these new entrants to the fund, the Government has also decided that all employees drawing over Rs.30 a month, of whatever status, who have not been subscribing in the past, will now be allowed to subscribe to the provident fund. This improvement in the terms of their service affords a large body of lower paid railway servants an opportunity of making a more adequate provision for their retirement than has been possible in the past.

(The Statesman, 12-1-1941.)

Indians in Malaya, 1939;*Report of the Agent of the Government of India.* ✓

Indian Population, Malaya. - According to the annual report of the Agent of the Government of India in British Malaya for 1939, the estimated Indian population on 31-12-1939 was 744,908, being 13.8 per cent. of the population of Malaya.

Immigration. - 287 persons were assisted to emigrate to Malaya under the Indian Emigration Act. 23,674 persons came over as deck passengers paying their own passages, of whom, 2,166 persons - or 9 per cent. only have been classified by the Labour Department of Malaya as labourers and the remaining number as traders and others. The total immigrants during 1939 were 23,961 of whom the labour immigrants were 2,453. It is not impossible that some labourers came under the classification of petty traders.

31,949 persons returned to India as deck passengers paying their own passages, of whom 12,106 persons or 38 per cent. were presumed to be labourers. 10,775 labourers were repatriated. Six repatriates died on the voyage to India.

Strength and Distribution of Indian Labour. - The presumed Indian labour population in Malaya at the end of 1939 including dependants was 595,928. This includes 418,770 (283,514 workers and 135,256 dependants) employed on estates, mines, factories, Government and Public Departments. Though Indians predominate on the estates in Malaya; nearly three-tenths of the total ~~lab~~ labour population working on the estates is made up of workers of other races. ~~On the other hand, 199,547 Indians, representing 95.65 per cent. of their total number on the estates, were employed on plantations owned by Europeans.~~ Of a total labour force of 242,451 of all nationalities employed on the European-owned estates, 199,547 or 82.3 per cent. were Indians.

Sex-Ratio. - The sex-ratio for the Indian population as a whole in the F.M.S. is low and in this respect the Indians compare unfavourably with the immigrant Chinese and the indigenous Malays; the ratio comes to 195 males per 100 females. The sex-ratio among the labourers employed outside the estates is low, the gross ratio being 227 females to 1,000 males. The sex-ratio among the labourers employed on the estates is more satisfactory by comparison, the gross ratio being 670 females to 1,000 males.

Economic Conditions. - The situation which Indian labour on the plantations had to face in 1938 arising out of the presence of a labour surplus on the estates, ~~and~~ under-employment, reduction in wages and low quotas ruling under the International schemes for controlling the output of rubber continued throughout the greater part of the year, though the position improved after the outbreak of war in Europe. During the first half of the year the problem of regular employment for all the labour retained on the estates was attended with difficulties, though they were to a certain extent overcome by allowing the estates to carry increased stocks of rubber and by the absorption of some surplus labour in replanting and new planting. ~~programme of works.~~

*Annual Report of the Agent of the Government of India in Malaya for the year 1939. Published by the Manager of Publications, Delhi. 1940. Price Re.1-4-0 or 2s. pp.37

Wages.- With effect from 1-5-1938, rates of wages for Indian labourers on estates were reduced from 50 cents for men and 40 cents for women to 45 and 35 cents respectively. The production quota then was 60 per cent. and the average price of rubber was 5.21/32d. per lb. With effect from 1-10-1939, the United Planting Association of Malaya recommended that the wages of South Indian workmen be 50 cents. a day for men and 40 cents for women. The reduction of the wages in 1938 and their subsequent restoration in 1939 were both brought into effect as a result of agreement among the employers of Indian estate labour. The statutory rates of wages in certain 'Key' areas have continued to be 40 and 32 cents since 1930.

War and Cost of Living.- After the outbreak of war, there was some increase in the cost of food-stuffs. Though the price of rice remained within fair and reasonable limits, the price of different food-stuffs and other necessities of life went up. Among special items, the passage rates to India were increased by 25 per cent. It is difficult to state the percentage increase over the pre-war level owing to lack of reliable estimates. They range from a conservative estimate of 15 per cent. to as high as 30-40 per cent.

With effect from November 1939, the Governments of the Straits Settlements and the Federated Malay States sanctioned a cost of living allowance to daily and monthly paid labourers and workmen employed under the public authorities. The cost of living allowance does not bear a fixed percentage to emoluments but is a flat rate allowance paid on a monthly basis. It also automatically provides, with every ascertained variation in the cost of living budgets of 10 cents, for an increase or decrease being made by 10 cents, 15 cents and 20 cents respectively. The cost of living allowances are payable every month at the rates gazetted. When they were first gazetted the rates stood as follow:- (i) \$1.00 p.m. for those whose wages are not more than \$1.00 a day; (ii) \$1.50 p.m. for those whose wages are over \$1/- and not more than \$2/- a day; (iii) \$2.00 p.m. for those whose wages are \$2/- a day. The cost of living allowances were since revised.

At the outbreak of war the minimum wage paid to Indian unskilled labour employed in Government departments was 50 cents a day for men. Indian labourers and artisans employed by public authorities in Malaya have been receiving the cost of living allowances. Indian labour employed on the estates did not receive any cost of living allowance. On a few estates after strikes had occurred Indian labourers' wages were increased to 55 cents for men and 45 cents for women.

Medical Relief.- The number of hospitals ~~for the~~ further decreased from 211 in 1938 to 204 during the year under review; the number of group hospitals also decreased from 86 to 73, and that of residential medical practitioners in charge of hospitals from 27 in 1937 to 22 in 1938. (The figures relating to medical practitioners in 1939 are not available). The report points out that it was not possible to obtain any information regarding the reasons for the decrease.

Nutritional Survey.- A valuable report on 'Nutrition in the Colonial Empire' was issued by His Majesty's Government in July 1939. The report records the conclusions reached after a survey of information available in the Colonial Empire. On the subject of nutrition of paid labourers, the report states that there is abundant evidence that in some occupations where it is not customary to provide the employee and his family with food, the wages earned are not sufficient to provide

adequate nutrition. In such cases increased wages may even be justifiable as a purely economic proposition on the ground that they will lead to a more than proportionate increase in efficiency.

In a recent survey conducted on 37 estates in the F.M.S. and embracing nearly 3,600 children and adults - mostly Tamils - the authorities of the survey have stated that sub-nutrition of a serious degree was found among the young Tamils on the plantations. Individuals whose physical condition cannot but be designated as poor, were numerous. While making allowance for such contributory causes as Malaria and Helminthiasis, the authorities of the survey make it plain that the low vitality of the Indian labour population is mainly due to sub-nutrition.

Labour Legislation:

(1) Trade Unions and Trade Disputes Bills.- The Malayan Government published in June, 1939, the Trade Unions and Industrial Courts Bills for the registration and control of Trade Unions and for the establishment of machinery for the settlement of trade disputes. The Trade Unions Bill follows closely the provisions of the Ceylon Trade Unions Ordinance, 1935, but differs from the corresponding Indian and Ceylon enactments in two important particulars. The Malayan enactment provides for the compulsory registration of trade unions and renders all unregistered trade unions unlawful associations. Secondly, it imposes a strict control over the trade unions in the procedure relating to registration. The Industrial Courts Bill is based on the Imperial Industrial Courts Act, 1919, with suitable modifications to suit local conditions. It makes provision for the settlement of trade disputes through a standing Industrial Court and Courts of Enquiry.

(2) Workmen's Compensation Legislation.- The Workmen's Compensation enactments which are in force in the Straits Settlements, F.M.S. and the Unfederated Malay States of Johore, Kedah and Trengganu apply to workmen of all nationalities. During the year, the Government of Kelantan enacted a Workmen's Compensation enactment. In the Malayan enactment, the definition of dependant is less favourable than in the Indian enactment which places a wife, a minor legitimate son, an unmarried legitimate daughter or a widowed mother in a special category, which ipso facto entitles them to compensation and requires no proof that they were actually dependent on the deceased workman at the time of his death; whereas the Malayan enactments require proof of actual dependence and the extent of dependence in such case.

(3) Holidays with Pay.- The F.M.S. Government sanctioned during the year 9 days' leave with pay in a calendar year to daily paid employees employed under public authorities. The question of the grant of a similar concession in the Straits Settlements was under consideration by the Government of the Colony. ✓

PROFESSIONAL WORKERS, SALARIED EMPLOYEES AND PUBLIC
SERVANTS.

Conditions of Service of Staffs of Private Colleges:
Committee of Inquiry appointed by Bombay University.

The Senate of the Bombay University has at its meeting held on 25-1-1941 decided to appoint a Committee to investigate the conditions of service, particularly the scales of salaries, of professors, lecturers and other teaching staff employed in private colleges in the province. The decision is the result of serious allegations recently made that the governing bodies of some of the private colleges were taking undue advantage of the educated unemployed and employing on low and absolutely inadequate salaries.

(The Indian Express, 27-1-1941). +

Living Conditions

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Nutrition.

Bengal Nutrition Committee:

Bengal Government's effort to Co-ordinate Nutrition
Research. *

In order to initiate a uniform nutrition policy in Bengal and to stimulate and co-ordinate nutritional researches & in different institutions operating in the province, a committee with Lieut. Colonel A.C. Chatterjee, Director of Public Health, as convener, has been set up by the Government of Bengal. This committee to be known as "The Bengal Nutrition Committee", is expected to function as an authoritative body and to be the agency of nutritional publicity work on sound lines. Ten specialist sub-committees have been formed under it to deal with different aspects of the nutrition problem, such as diet surveys, diet in relation to public health, basic researches, food technological researches and publicity work.

(The Hindustan Times, 15-12-1940.) +

Housing

Cheap Tenements for Inferior Municipal Employees: Bombay Government's Plans. ✓

The Consulting Surveyor to the Government of Bombay has prepared ~~two type~~ designs of ~~cheap tenements~~ for the accommodation of Harijan employees (mostly sweepers belonging to the municipal establishment) of municipalities in the Province.

The municipalities have been advised by the Government to frame estimates for constructing tenements on the basis of local rates of materials and that the monthly rent to be charged should be only enough to cover interest on the capital cost at not more than 4 per cent. and the maintenance charges of the cottages. The municipalities are required to explain the plan and estimates to their Harijan employees and to ascertain how many families would prefer to live in such quarters on monthly tenancy. After ascertaining the probable accommodation required, they must select suitable sites within three months. If any municipality cannot construct the cottages from its surplus funds, it has been suggested that it should, within a month after selection of the site, apply to the Government for permission to raise the necessary loan in the open market. As soon as funds are available, the cottages should be constructed with the least possible delay.

If any municipality desires to construct similar quarters for its non-Harijan inferior servants, it will be encouraged to do so.

(Extracted from Press Communiqué No.39 dated 29-1-1941 issued by the Director of Information, Bombay.) ✓

Workers' Organisations. ✓Delegation of Powers to Provincial Governments. re. Trade Unions whose objects are not confined to one Province: To come into effect from 1-4-1941. ✓

Reference was made at page 8 of our January 1940 report to the approval of the First Labour Ministers' Conference of the Government of India's proposal to delegate powers to provincial Governments in respect of trade unions whose objects are not confined to one province. In pursuance of that decision, the Government of India has now notified that it has decided to entrust to the Government of each province with effect from 1-4-1941 the functions of the Central Government in relation to trade unions whose objects are not confined to, and whose head office is situated in, that Province.

(Notification No. L-3006 dated 16-1-1941: The Gazette of India, Part I, dated 18-1-1941, page 108.) ✓

Trade Unions' Organisation in Bengal:Bengal Branch of A.I.T.U.C. appoints Committee of Inquiry.

A committee consisting of nine members, with Mr. V.R. Kalappa (President of the All-India Trade Union Congress) as Chairman was formed by the general council of the Bengal branch of the Trade Union Congress and some other labour representatives, "to go into the list of Unions of Bengal affiliated to the All-India Trade Union Congress and the Bengal Provincial Trade Union Congress and report on the affairs of the unions and recommend their affiliation or disaffiliation so that only bonafide unions which are really functioning may be on the affiliated list". The committee may also recommend amalgamation so that there may be greater solidarity in the movement.

(The Amrita Bazar Patrika, 8-1-1941.) ✓

Half-Yearly Meeting between the A.I.R.F.
and Railway Board, New Delhi, 8-1-1941.

The half-yearly meeting between the Railway Board and the All-India Railwaymen's Federation was held in Delhi on 8-1-1941. The meeting discussed the grievances of the employees of the Bengal-Dooars Railway on their transfer to State railway service; the grievances of ex-apprentices and retrenched employees; the working of the rules regulating discipline and the rights of appeal of non-gazetted railway ~~servants;~~ servants; and the age of compulsory retirement for inferior servants. The deputation from the All-India Railwaymen's Federation included ~~besides~~ Mr. Jamnadas Mehta, President, ~~and~~ Mr. S. Guruswami, General Secretary, and 12 ~~other~~ delegates from various unions affiliated to the Federation.

Grievances of Employees of Bengal-Dooars Railway.- The Federation represented that the staff of the Bengal-Dooars Railway had not been given all the privileges enjoyed by the staff of the Eastern Bengal Railway with which the Bengal-Dooars Railway was being amalgamated, while they had lost some of the concessions which they had enjoyed previously. The Federation contended that the Bengal-Dooars Railway employees should be given the scales of pay admissible to similar non-gazetted staff of the Eastern Bengal Railway. The Chief Commissioner of Railways, Mr. L. Wilson, pointed out that the Railway Board, after careful consideration, had already decided that the Bengal-Dooars Railway staff would be equitably treated if they were given the same scales of pay as they had received hitherto for the same kind of work which they would continue to perform. Mr. Wilson pointed out that the Board had not been given sufficient time to examine the statement of grievances which had only been received from the Federation in the Board's office the day before, but he assured the Federation that apart from the matter of pay the statement would be examined and that any question of undue hardship in relation to particular classes of staff would receive full consideration.

The Federation then urged that all the staff without exception should be absorbed on the Eastern Bengal Railway so that there would be no need for the institution of a waiting list, to which the Chief Commissioner replied that amalgamation necessarily resulted in some reduction of staff, but in this case the number of men who were not being absorbed at once was not large and he did not think there would be great difficulty in their early absorption.

Grievances of Ex-Apprentices.- As regards grievances of ex-apprentices and retrenched employees on State-managed railways, the Federation complained of the recent orders of the Railway Board discontinuing, as a war measure, the supply of lists of vacancies to recognised unions which, it was contended, handicapped organised labour. They then suggested that ex-apprentices, that is apprentices for whom employment was not found after the completion of their apprenticeship, should be considered to have some claim for subsequent employment before those who completed their apprenticeship in subsequent years and who, under the present conditions, might be found employment immediately, without any break in their service. The present procedure, they contended, resulted in junior hands being given permanent posts before

their seniors. If waiting lists were maintained for such ex-apprentices and they were given preference in the matter of vacancies, these anomalies would not occur; the currency of such waiting lists might be at least two years.

The Chief Commissioner pointed out that the Agreements of apprentices definitely laid down that no guarantee of permanent employment after the completion of apprenticeship was given, nor was it possible to foresee five years ahead exactly how many vacancies there would be. Even if the prior claim of ex-apprentices was admitted, this would only result in other apprentices who had subsequently completed their course being refused employment, for the number of vacancies would remain the same. Apart from this, however, there were serious administrative difficulties in maintaining waiting lists, nor would the interests of the service be served if men who had just completed their apprenticeship and were ready to fill vacancies were to be laid off in preference to others who had been out of work for a considerable period. There were, in fact, many complications and difficulties in the submission made by the Federation which, even if they could be overcome, might only result in transferring a sense of grievance in one lot of men to another lot of men.

Grievances of Retrenched Employees.- The Federation complained that in regard to the employment of retrenched staff in general, who had been borne on waiting lists, junior hands had been re-employed earlier and in preference to senior staff, which, in some cases, meant that the former were eligible for the old rates of pay and the latter for the revised scale.

The Chief Commissioner referred to the orders issued by the Board which provided for the re-employment of such staff in the inverse order of their retrenchment and pointed out that the question of suitability to fill ~~xxxx~~ vacancies, the difficulties of ~~grant~~ getting into touch with retrenched staff and other factors militated against meticulous compliance with the Board's intensions, but he was not aware of any general complaint in regard to this matter.

Age of Retirement.- The Federation urged that inferior servants should ordinarily be permitted to continue in service up to the age of 60.

The Chief Commissioner referred to recent orders issued by the Board, which provided that, although the staff joining service after July 31, 1940, should be required to retire on attaining the age of 55, yet those in service, prior to that date were to be dealt with in accordance with the existing practice. That practice had in the past differed on different railways, and he could not admit that because in one system no limit had been specifically laid down another system which had normally required such staff to retire at 55 should be made to alter their procedure, more especially in view of the policy which had been laid down for the future.

The Federation contended that in the absence of explicit orders to the contrary past practice on State Railways should be adjusted to the provisions of the Establishment Code, and that on the East Indian Railway those who had been adversely affected by the non-application of these provisions should be given relief. The Chief Commissioner asked the Federation what class of employees they had particularly in mind, to which the Federation answered that office chaprasis on the East Indian Railway deserved special consideration. The Chief Commissioner agreed to look into their case.

(The Statesman dated 10-1-1941, and Hindustan Times dated 12-1-1941.) +

The Sind Opium Smoking Act, 1940. ✓

Attention is directed to pages 50 to 60 of Part IV of the Sind Government Gazette dated 23-1-1941 where is published the Sind Opium Smoking Act, 1940. The Act penalises the smoking of opium either alone or in company, as also the opening, keeping or having charge of opium "dens". ✓

Visual Education in Rural Areas:
Bombay Government's Scheme. +

The Government of Bombay has launched in January 1941 a scheme of visual education and publicity. The main features of the scheme are described below:-

The Government has purchased a hundred projectors to be distributed among the various districts on a population basis. Each projector will be passed on from village to village in a given area so that it will be in constant use. Each fortnight a completely new 45-minute programme of films, comprising a newsreel and two other features, is to be prepared and distributed by the Director of Information, Bombay. The first programme was released at five centres in the province in the third week of January, 1941; as each fortnight brings a new programme five more projectors will come into use until in ten months or so the full hundred are employed. In other words, villages throughout the province will receive an endless chain of programmes with a new show each fortnight. The features will have a definite educational value, many of them dealing with such subjects as health, sanitation, agriculture and social welfare. They will be silent, for the use of sound projectors, besides being much more costly, is dependent on an electricity supply. The hundred projector circuit, it is understood, is being inaugurated at a cost of about only Rs.50,000.

(The Times of India, 23-1-1941.) +

The Sixth Session of Central Advisory Board of
Education, Madras, 11 and 12-1-1941. +

The sixth session of the Central Advisory Board of Education was held at Madras on 11 and 12-1-1941. The subjects discussed included the inauguration of measures to provide an efficient system of medical inspection and treatment of children in schools, ^{the provision of suitable meals at schools,} in the case of under-nourished children, the extension of physical training facilities in schools and the constitution of a committee to assist in the better planning and equipment of school buildings. The meeting also considered the views of the provincial governments on the recommendations of the Adult Education Committee of the Board of 1939 and the views of the provincial Governments on the recommendations of the second Basic Education Committee of the Board, also of 1939. Reports from provincial Governments on

recent or prospective developments in primary and adult education were also discussed. The views of provincial Governments and universities on the proposal to withhold ~~emoluments~~ of scholarships ~~of~~ students whose parents could themselves provide for the ~~students~~ and the report of the committee of the Board appointed last May to examine the adoption of a uniform scientific terminology in regional languages evoked a lengthy discussion, and the Board was of the opinion that the details should be considered in committee.

The Proceedings of the Board were not open to the press, but the meeting decided that its proceedings when confirmed are to be made available to the public.

The Board accepted the invitation of Sir Akbar Hydari on behalf of the Nizam's Government to hold its next meeting at Hyderabad.

(The Hindu, 11-1-1941 and Statesman, 13-1-1941.) +

Wages

Dearness Allowance for Railway Workers:
Report of Court of Enquiry.

Reference was made at pages 49 to 50 of our August 1940 report to the setting up of a Court of Enquiry with Mr. Justice P.N. Rau as Chairman to investigate the question of dearness allowance for railway employees, with particular reference to the G.I.P. Railway. The Court, in its recently published report, has recommended the grant of a monthly allowance of Rs.3/- per head to employees whose earnings do not exceed the subsistence level for their area. In order to make the relief more equitable to those on the margin, the Court proposes that such adult employees also, whose earnings exceed the subsistence level for their area only by an ~~anna~~ amount less than Rs.3/-, should be granted an allowance sufficient to make the difference equal to Rs.3/-. Employees below 17 years of age are recommended half the above rates. The Court feels that there need be no discrimination in the grant of the allowance between employees who entered service before and those who entered service after the outbreak of the war. It is recommended that the allowance be granted with effect from 1-10-1940.

General Considerations.- In making these recommendations, the Court has taken into consideration the increase of 11 per cent. in the cost of living of the general consumer; the additional increase in the budgets of the lowest paid employees and those of employees who were living on the margin of solvency just before the war; the need for reducing to a minimum the burden on general revenues; the relief likely to result from the opening of cost-price grain shops for railway employees and the advantages in simplicity and uniformity of a flat rate of cash bonus over ~~rates~~ rates varying from employee to employee or even from one group of employees to another.

In framing their recommendations, the Court has confined relief to those classes of workers for whom, on the Court's calculations, relief is imperatively needed, and have not extended relief to any class beyond the present "poverty line". In the Court's opinion those on unskilled rates should be given first consideration in any proper scheme of relief. The Court is opposed to the principle, sometimes adopted, of granting a dearness allowance at a fixed percentage of the income on the grounds that it gives more to those who have already more and ignores the fact that the increase in the cost of living, which the allowance is meant to neutralise, is greater in the lower income groups than in the higher.

Subsistence levels.- For the purpose of granting the allowance the Court advocates three subsistence levels: the Bombay level of Rs.35/- per month, for the Bombay Kalyan section; the urban level

of Rs.30/- per month for the Poona-Igatpuri section, and a rural or semi-rural level of Rs.25/- per month for other sections, with certain exceptions. In the Court's view, the urban level should apply to any town with a population of not less than Rs.20,000, to the railway settlements at Manmad, Ehusaval and Dhond, and to any other area that the Railway Administration may think fit to classify as urban for this purpose. These estimates are, however, only for the limited purpose of the present enquiry and are not meant to lay down a general living wage for all purposes.

Quarterly Revision.- As regards the regulation of allowances in future, the Court strongly emphasises the continued need for strict price control, especially in the remote places in the interior and recommends revision of the rates every three months, no change being made in the allowances in force until the cost ~~of~~ of living index figures fall or rise by full five points.

Additional Relief Measures.- The Court further recommends that the question of opening cost-price grain shops for railway employees should be sympathetically considered. It believes that such shops should operate as a useful check on profiteering by traders, particularly in the remote places in the interior.

The Court also suggests that the railway authorities should consider the feasibility of issuing milk free or at reduced rates to the children of the lower paid railway employees at convenient centres. There are already three Infant Welfare and Maternity Centres on the G.I.P. Railway at Ehusaval, Manmad and Jhansi. If to the other activities of these centres there is added the free or half-free issue of milk to the children of the lower paid railway employees, not only would the children be benefited, but the attendance at the centres would also increase.

(Note issued by the Principal Information Officer, Government of India, on 22-1-1941).

(A copy of the report of the Court was forwarded to Montreal with this Office's minute D.1/82/41 dated 30-1-1941).+

Dearness Allowance for Workers in Tata Iron and Steel Co., Jamshedpur:
Report of Board of Conciliation.

Reference was made at page 40 of our October 1940 report to the details of the dearness allowance granted to its workers by the Tata Iron and Steel Co., Jamshedpur. The Tata Workers' Union being dissatisfied with the allowance given by the Company, the Bihar Government appointed a Board of Conciliation to settle the dispute, with the following as its terms of reference: (a) the quantum of relief to be granted to the employees of the Company; (b) the grade of employees to be benefited by the scheme; and (c) the date from which the relief granted is to commence. The Board has succeeded in bringing about the following agreement between the parties:

Dearness Allowance Rates.- The Company agrees that war-time dearness allowance at the following rates shall be given to all employees of the Company, who are working at Jamshedpur and who are in receipt of wages, allowances, bonuses or other emoluments, (excluding, however, the

profit-sharing bonus) - whether on the daily, weekly or monthly basis - upto and including Rs.125 a month; employees getting Rs.50 and below - Rs.2-8-0 per month; employees getting between Rs.50 and Rs.75 - Rs.3 per month; employees getting between Rs.75 and Rs.100 - Rs.3-8-0 per month; and employees getting between Rs.100 and Rs.125 - Rs.4 per month.

The allowance is to be paid with effect from 1-8-1940.

(The Bihar Gazette, Part II, dated 8-1-1941, pages 1 to 3.)

Cost Price Shops for Baroda Textile Mill Workers:
Arbitrator's Award in Dearness Allowance Dispute.

Mr. C. Desai, who was appointed in August 1940 by the Government of Baroda as arbitrator in the dearness allowance dispute in the textile mills of Baroda, has recently given his award. The ~~dispute~~ operative part of the judgement is that for the present each mill shall open a shop in its compound from which the necessaries of life, including cloth manufactured in the mill, ~~at cost price~~. The establishment charges and the loss owing to shortage in weight, etc., shall be borne by the mill concerned. Regarding wage increase, the judgement records: "I have examined the conditions of the mills upto August 1940, when my appointment as arbitrator was made, but I learn from quotations of market rates in the papers that since then the prospects of the mill industry are improving. But one has to see how far this state of things continues to enable one to decide the question of an increase in wages without prejudice to any party. I, therefore, order that the issue with regard to an increase in the wage bill be held over for six months and that it be decided by the end of that period in the light of fresh evidence that the parties may be able to adduce on the point."

(The Hindu, 29-1-1941.)

War Production

War and Bengal Industries:
Bengal Government institutes Enquiry into Problems of Factories.

An enquiry, it is understood, is being made by the Government of Bengal to ascertain the extent of difficulties that the war has created in the way of normal functioning of existing factories. The enquiry covers heavy and medium-sized industries and well-organised home industries.

The Government is seeking information under the following heads: finance, supply of raw materials, technical hands, marketing, transport and supplies to the Government. After the enquiry, the Government proposes to hold a conference of manufacturers and factory-owners for a fuller discussion of the problems.

(The Amrita Bazar Patrika, 28-1-1941.)

Eastern Group Council:

Sir Archibald Carter to be Chairman. +

References were made at pages 40 to 41 and 31 to 32 of our October and November 1940 reports respectively to the Empire Eastern Group Conference which met at New Delhi in October and November 1940 to co-ordinate war production in the Eastern Group of the Empire. It is now understood that Sir Archibald Carter, Permanent Secretary to the Admiralty, Great Britain, has been selected by His Majesty's Government to be the Chairman of the Eastern Group Council, which is being set up in accordance with the recommendations of the Conference.

The Group Council will be an autonomous body independent of the Government of India, but working in close collaboration with all the Empire countries and having representatives on it from Australia, India, New Zealand, and South Africa. The Council will also have a representative of the British Ministry of Supply Mission to India, who, in all probability, will work as the Secretary to the Council.

Mr. M.S.A. Hydari, Secretary, Labour Department, Government of India, has been appointed the Indian representative on the Council (Mr. H.C. Prior, I.C.S., has succeeded Mr. Hydari as Secretary of the Labour Department.) +

Employment.

Government Services:

Age Restriction for Candidates with War Service to be abolished.

It is understood that the Government of India, with the approval of the Provincial Governments, has decided to waive restrictions in respect of age ~~xxx~~ in the matter of appointments to Government posts ~~in favour~~ of candidates with a record of war service. Further, it has been decided that candidates with war service are to be given preference in appointments to civil posts under the Central and Provincial Governments. The term 'war service' includes both field service and service as technicians and mechanics whether in India or outside.

(The Hindustan Times, 15-1-1941.) +

Training of Skilled Mechanics:

15,000 to receive Training in 1941.

It is learned that the scheme of the Labour Department of the Government of India for the training of technical personnel to man the expanding war industries is meeting with satisfactory response. A large number of recruits have been selected from the many thousands of ~~applicants~~ applicants and they are being enrolled in training institutions in various parts of the country, which are being enlarged and equipped. The scheme contemplates the training of 15,000 technicians during 1941.

(The Statesman, 12-1-1941.)

Anti-Fascist ~~Labour~~ Organisation:
National Democratic Union formed by Mr. M.N. Roy.

A new organisation - the National Democratic Union - was set up early in January, 1941, at a Conference of independent politicians and public men convened at Calcutta by Mr. M.N. Roy, the Socialist leader. The main plank of the new Organisation, which aims at making a strong appeal to Indian labour, is determined opposition to Fascism in all its forms and whole-hearted co-operation with the Government's war efforts, as opposed to the Gandhian policy of non-cooperation.

In support of the new Organisation, a rally of industrial workers, presided over by Mr. Jammadas Mehta, was held ~~at~~ Calcutta on 5-1-1941, at which the following resolution was adopted.

We declare our determination to support the war efforts of the British and allied governments until Fascism and Hitler are crushed and suppressed workers are liberated. We believe that the British workers are not fighting for their own interests only, but also for our own interests, and we stand for solid unity in both spirit and action. We condemn those Indian labour leaders who are still playing ~~into the hands of the Trade Union Congress~~ and other reactionary parties for not supporting the war against Fascism.

(The Amrita Bazar Patrika, 7-1-1941. For the resolution on the War adopted by the A.I.T.U.C., see pages 44-45 of the report of this Office for September 1940.)

Mr. M.N. Roy, in his opening speech, pointed out that Fascism broke up all working class organisations, reduced wages of the workers, and suppressed trade unions. He ~~asserted~~ that nationalist prejudice and the short-sightedness of a certain section of the Indian leaders have until now prevented the Indian working class from ~~xxx~~ realising the far-reaching implications of the present situation. Not only has the Indian National Congress adopted a policy which amounts to helping the victory of Fascism, but even the Trade Union Congress, which claims to represent the interests of the working class, has, for all practical purposes, endorsed this harmful policy.

The newly-formed organisation is making vigorous efforts to canvass public support, particularly of workers, and with this purpose in view anti-Fascist labour rallies have been held under its auspices at several industrial centres. At the rally held at Jamshedpur on 12-1-1941, Mr. Roy deplored the fact that the workers of India had not up to the present shown real enthusiasm for war effort and said that this was due to misleading propaganda in the name of nationalism, anti-Imperialism and socialism. (The Amrita Bazar Patrika, 14-1-1941.)

At a meeting of the Bengal Provincial Committee of the National Democratic Union held at Calcutta on 24-1-1941, Mr. Aftab Ali (President, Indian Seamen's Union) who has been elected a Vice-Chairman of the Union, ~~providing~~ stressed that the policy of the A.-I.-T.U.C. with regard to the war has made it necessary for the Indian workers to create a

new Central Organisation. According to present plans, an All-India Convention of the National Democratic Union is to be held at Delhi early in March 1941, and along with this an All-India anti-Fascist Labour Conference also is to be held. (The Hindu, 26-1-1941.)

The following are extracts from editorial comments on Mr. Roy's new move published in the Leader dated 10-1-1941:-

"Mr. M.N. Roy's labour ally in Calcutta may mislead people who are not in the know..... Mr. Roy has the support of European "big business" who control many of the jute and cotton mills. Since he has been saying that the Moslem League must be accepted as the only body representing the entire Moslem community of India able to 'deliver the goods', it is not at all surprising that he should have been assisted in getting together a rally which, for obvious reasons, has been boomed in certain quarters. It is strange, however, that Mr. Roy and his group were scarcely to be seen at the session of the All-India Trade Union Congress in Bombay held only three months back. He himself did not attend and his followers in the Congress did not count more than half a dozen. One or two of them who tried to oppose the war resolution adopted eventually unanimously by the Congress were simply howled down and got a hearing only on the earnest entreaties of Mr. N.M. Joshi to the audience..."

(The Leader, 10-1-1941.)

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

Conditions of Work.-

- (1) Annual Administration Report of the Asansol Mines Board of Health for the year 1939-40. 1940. Printed by the Oriental Press, Asansol.
- (2) Annual Report on the working of the Workmen's Compensation Act in the Punjab for the year 1939. Lahore: Printed by the Superintendent, Government Printing, Punjab, Lahore. 1940. Price Re.1-10-0.
- (3) Report on the work of the Indian Posts and Telegraphs Department, 1939-40. Published by the Manager of Publications, Delhi. 1940. Price annas 8 or 9d.

Economic Conditions.-

- (1) Report of the Department of Industries and Commerce, Madras, for the year ending 31st March, 1940. Madras: Printed by the Superintendent, Government Press. 1940. Price 12 annas.
 - (2) Review of the Trade of India in 1939-40 (Statistical Research Branch, India). Published by Manager of Publications, Delhi. 1940. Price Rs.3-2-0 or 5s.
 - (3) The Federation Research Department Publication No.2: Provincial Debt Legislation in relation to Rural Credit by N.G. Abhyankar; issued by the Federation of Indian Chambers of Commerce and Industry, 28, Ferozshah Road, New Delhi. Price Re.1/- or 1s.6d. 1940.
 - (4) The Indian Economic Conference, Twenty-fourth Session - Presidential Address by D.R. Gadgil, M.A., M.Litt.(Cantab.), Director, Gokhale Institute of Politics and Economics, Poona. Mysore, 28-12-1940.
 - (5) Annual Report of the Director of Industries, Bihar, for the year 1938-39. Superintendent, Government Printing, Bihar, Patna. 1940. Price Annas 12.
 - (6) (i) The Indian Cotton Mill Industry - Its Potentialities as a source of supply for Piecegoods to the East and Near East Empire Markets during the war.
 - (ii) The Mineral Resources of India.
 - (iii) Indian Hides and Skins.
 - (iv) India's Raw Materials.
 - (v) Lac in India.
 - (vi) The Jute Industry in India.
 - (vii) The Sugar Industry in India.
 - (viii) Indian Glass Industry.
 - (ix) The Story of Indian Coffee.
 - (x) Paper Making in India.
- (Booklets issued by the Bureau of Public Information, Government of India). Printed by the Times of India Press, Bombay.

Social Insurance.-

- (1) Report together with the prescribed Returns on the Working of the Workmen's Compensation Act, 1923 (VIII of 1923), in the United Provinces, for the calendar year 1939. Allahabad: Superintendent, Printing and Stationery, U.P., 1940. Price 2 annas.
- (2) Annual Report on the working of the Workmen's Compensation Act in the Punjab for the year 1939. Lahore: Printed by the Superintendent, Government Printing, Punjab. 1940. Price Rs.1-10-0.

Migration.-

Annual Report of the Agent of the Government of India in Malaya for the year 1939. Published by the Manager of Publications, Delhi. 1940. Price Re.1-4-0 or 2s.

Agriculture.-

- (1) Proceedings of the Third Meeting of the Crops and Soils Wing of the Board of Agriculture and Animal Husbandry in India. Held at New Delhi from the 6th to 9th December, 1939, with Appendices. Published by the Manager of Publications, Delhi. 1940. Price Rs.3-10-0 or 5s.9d.
- (2) Annual Report of the Imperial Council of Agricultural Research, 1939-40. Published by the Manager of Publications, Delhi. 1940. Price Rs.2-6-0 or 4s.
- (3) Report of the Tenancy Committee, Hyderabad-Deccan. Government Central Press, Hyderabad-Deccan. 1940.

Co-operation.-

- (1) Report on the working of Co-operative Societies in Bihar for the year 1939. Superintendent, Government Printing, Bihar, Patna. 1940. Re.1-8-0.
- (2) Report on the working of Co-operative Societies in the Province of Madras for the year 1938-39. Madras: Printed by the Superintendent, Government Press, 1940. Price 12 annas.
- (3) Report on the working of the Co-operative Societies in the Baroda State for the year 1938-39. 1940. Price Re.1-12-0.

Organisation, Congresses, etc.-

- (1) B.N.Railway Indian Labour Union - 19th Annual Report. Kharagpur.
- (2) Review on the working of the Trade Unions Act, 1926, in the Delhi Province during the year 1939-40.
- (3) Annual Report on the working of the Indian Trade Unions Act, 1926, in the Province of Bihar for the year 1939-40. Superintendent, Government Printing, Bihar, Patna. 1941. Price Annas 3.

Education.-

Report of the School Leaving Certificate Examination Committee (Masani Committee). (Draft).

Social Policy in War Time.-

GOVERNMENT OF INDIA. Court of Enquiry constituted under the Trade Disputes Act, 1929, to investigate the question of dearness allowance for railway employees. Vol./- Report. Published by the Manager of Publications, Delhi. 1941. Price 12 annas or 1s.

General.-

Summary Proceedings of the Forty-Second Meeting of the Indian Central Cotton Committee held on the 8th and 9th August 1940. Price Re.1/-.